

**HRIS Project Groupings
(mapped to KPMG Appendix H)**

#	Appendix H category	Project	Comments	Cost Range
1	20.0 items 1, 3, 4	History Enhancements	<p>Several items deal with the ability to more easily and accurately obtain historical data on employees. In part, this can only be accomplished by obtaining data that is not currently captured at all, or is not captured accurately. Capturing the required data is addressed in several other items in this list. Once the data is there, however, the requirement is to be able to access it more easily than is possible with the current HDB, and in particular to provide on-line inquiry.</p> <p>Note: Not sure if the best approach is to modify the HDB structure, or to assume that the data warehouse will provide the best 'user friendly' access to historical data. Also a question about history of earnings. Does the PAR remain the official record for earnings history? Is the request to bring various components of earnings history into the data warehouse? Discuss the need to allow corrections to history.</p>	770,833.33 - 1,770,833.33
2	20.0 item 1	Revamp the action code process.	<p>Provide history of Personnel Actions. Determine if additional action codes should be defined. Most importantly, require that at least one appropriate action code be entered or derived for every transaction. Review the current method for storing action codes in history, to see if they can be more easily associated with the data.</p>	1,093,750.00 - 2,500,000.00
3	5.0 item 2 1.0 item 2	Appointment/ distribution restructure	<p>Eliminate the limit of 9 appointments and 8 distributions under each appointment. This restriction results in some 'creative' ways of recording data, which in turn makes analysis and reporting on appointment and distribution data more difficult.</p> <p>Also revamp the data element numbering structure for appointment and distribution data so that there are no future restrictions on adding data elements to those levels.</p>	130,208.33 - 354,166.67
4	1.0 item 5 5.0 items 2,3,7 15.0 item 2	Additional appointment level data	<p>Add additional data fields to the appointment.</p> <p>Several items need clarification.</p>	354,166.67 - 718,750.00
5	1.0 item 5 5.0 item 3	Allow for 'non employees' to be included on database	It may be that adding additional data fields to the appointment level would be sufficient to identify these categories (see above project).	Cost included in Item #4
6	17.0 item 3	Collect data related to accommodations for disabled employees		67,708.33 - 156,250.00
7	17.0 item 4	Collect additional address data for employees		114,583.33 - 343,750.00
8	21.0 item 1	Enhance the data related to		135,416.67 - 375,000.00

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		union and dues participation.		
9	21.0 item 4	Enhance the data for management of layoff		114,583.33 - 343,750.00
10	22.0 all items 23.0 all items	Maintain additional data on faculty and provide reporting on that data		2,005,208.33 - 4,093,750.00
11	24.0 all items	Maintain health and medical information on employees	This is for medical center and hospital employees.	114,583.33 - 343,750.00
12	31.0 items 1, 3, 4	Enhance data collected for separating employees		1,270,833.33 - 2,562,500.00
13	25.0 items 2,5,7,8,9,10, 11,14	Enhance certain benefits functions	This topic needs some clarification. It appears that some of the items marked 'N' (functionality not currently being met) are being done by current systems, so more information may be needed.	88,541.67 - 187,500.00
14	26.0, items 2, 3, 5, 7, 8, 10, 11, 12, 15, 16	Enhance leave accrual administration	This topic should be discussed in the context of the current request for enhancements to the leave accrual process being worked on by Payroll Coordination.	984,375.00 - 1,968,750.00
15	1.0 item 6 27.0 item 2	Effective dating and end dating additional transactions	Currently, all transactions that are captured for history contain the date of the action in the History Data Base (HDB). However, only certain transactions can be processed with a future date, with the actual action held in abeyance. Among those are hires and separations, appointment and distribution begin and end, benefits enrollments, and certain deductions. Enhance this capability to other data, such as address changes, leaves (so that multiple future leaves can be recorded), benefits eligibility, and retirement eligibility.	1,848,958.33 - 3,031,250.00
16	5.0 item 6	Provide additional edits		114,583.33 - 343,750.00
17		Automate intercampus transfer	Provide a way for employee data to be electronically available, so that forms do not have to be filled out and data re-keyed.	67,708.33 - 156,250.00
18	9.0 all items	Reporting for EEO/AA	These needs might be addressed by providing the reporting tools combined with improved action codes and additional data that has been requested on employees, positions, and applicants. Additionally, 9.0 item 4 requires access to outside data on work force availability.	(Included in Bolt-on 14)
19	6.0 items 1, 2, 3, 9, 11	Reporting for Salary Planning	These needs might be addressed by providing the appropriate reporting tools.	468,750.00 - 1,062,500.00
20	1.0 Item 10 3.0 item 16 5.0 item 9 15.0 item 3	Generate 'tickler' notices (action notices) based on user	Based on system data, generate a notice to the appropriate person to review, take action, etc. May want to discuss this project in combination with	322,916.67 - 656,250.00

#	Appendix H category	Project	Comments	Cost Range
		defined criteria	workflow and computer generated correspondence.	
21	1.0 item 9 31.0 item 2	Maintain a library of form letters and track computer generated correspondence.		67,708.33 - 156,250.00
22	1.0 item 13 31.0 item 2	Workflow enabled processes		1,375,000.00 - 2,062,500.00
23	1.0 item 14	Enhance ARSM rules	Need additional information on the added features needed.	62,500.00 - 135,416.67
24	1.0 item 12	Support a single employee ID	Need to discuss in light of current projects. Also, clarify if need is for employee ID as stated, or for an ID that remains the same as person goes from being student to employee to retiree, for example.	57,291.67 - 114,583.33
25	1.0 item 8	Organizational structure	Maintain history of organizational structure and make it available on-line.	0
26	8.0 all items	Pay Plans and Calculations	Need further clarification on these items.	645,833.33 - 1,500,000.00
27	various	Web enable PPS	EDB Inquiry, EDB Entry/Update, Control Table inquiry and update, PAR Inquiry, PAN review. Merit, report requests. Several of the items request that data be available on-line, with a preference expressed for availability through a web browser.	812,500.00 - 1,500,000.00
			TOTAL	13,088,541.67 - 26,437,500.00