Wave 1 Agency Input on Human Capital Management Functionality

MARCH 29, 2018

Presented by:
The Business Enhancement System Transformation (BEST) Project Team
Determining Scope for Waves 1 – 4
What is IN, What is OUT and Why?

- Considerations in determining scope
  - System of Record for HR and Payroll will be BEST Advantage HCM
  - Amount of additional functionality Agencies can implement
  - Amount of additional functionality SFS and BEST can support
  - Functionality that statistically adds value and key performance metrics
  - LACOE, Agency and CGI experience regarding what ERP functionality results in the greatest value
  - Focused change management will foster added value and functionality to Agencies
Be Strategic About “How Much of the Pie” to Consume

Strategically focus on what functionality adds most value

- Position Control
- Benefits & Deductions
- Time & Leave
- Payroll Accounting
- Payroll
- Reporting & Interfaces
- Personnel Management
Keep in Mind*

1. What HCM functionality is most useful to your Agency?
2. What functionality should we present at Regional Demonstrations?
3. What additional information is needed to decide “how much of the pie” to consume?
4. What will it take (bandwidth) for you to Implement HCM Functionality?
   - Data Clean-up & Conversion
   - Configuration
   - Testing
   - Training
   - Agency Support

* Refer to Informational Bulletin #4768
“How much of the pie you WON’T consume”

Out of Scope Components by Functional Area

Everything on the Outer Ring is “Out of Scope”
Out of Scope

Assignment Monitoring System (AMOS)
Recruitment & Staffing Functionality
- Recruitment/Job Management
- Integration with NeoGov
Expense Reimbursement within HCM
- Training
- Expenses
- Travel
Employee Self Enrollment in Benefits
- New Hire
- Life Event
- Open Enrollment
Changes to Employee Work Data by Managers in Manager Self-Service
Performance Management
- Evaluations
- Expectations
- Self Evaluations
- Recommendations
Employee Relations
- Grievances
- Incidents
Claims
- Workers’ Compensation Processing
“How much of the pie you MUST consume”

Mandatory Components by Functional Area
“How much of the pie you MIGHT consume”

Optional Components by Functional Area (at Agency Discretion)
What Optional Functionality Should Your Agency Use?

- Identify other potential Agency priorities during Waves 1 – 4
- Determine how much functionality your Agency wants to take on for Waves 1 – 4
- Consider your end-game: what do you want to be able to do when the BEST Advantage System is fully implemented?
# Contact Information

## BEST HCM Contacts

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kathy Steen</td>
<td>CGI HCM Manager</td>
<td><a href="mailto:Steen_Kathy@lacoe.edu">Steen_Kathy@lacoe.edu</a></td>
</tr>
<tr>
<td>Yumeka Seabrooks</td>
<td>BEST Implementation Expert - Payroll</td>
<td><a href="mailto:Seabrooks_Yumeka@lacoe.edu">Seabrooks_Yumeka@lacoe.edu</a></td>
</tr>
<tr>
<td>Sangeeta Gupta</td>
<td>BEST Implementation Expert - HR</td>
<td><a href="mailto:Gupta_Sangeeta@lacoe.edu">Gupta_Sangeeta@lacoe.edu</a></td>
</tr>
</tbody>
</table>

**BEST_HCM@lacoe.edu**

## Project Team Contacts

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paul Landry</td>
<td>BEST Project Director</td>
<td><a href="mailto:landry_paul@lacoe.edu">landry_paul@lacoe.edu</a></td>
</tr>
<tr>
<td>Raman Sachdev</td>
<td>CGI Project Director</td>
<td><a href="mailto:sachdev_raman@lacoe.edu">sachdev_raman@lacoe.edu</a></td>
</tr>
<tr>
<td>Mary Lang</td>
<td>BEST Change Management Officer</td>
<td><a href="mailto:lang_mary@lacoe.edu">lang_mary@lacoe.edu</a></td>
</tr>
</tbody>
</table>

**BESTInfo@lacoe.edu**

**www.lacoe.edu/BEST**