I. Scope of CAPPS – ERP for Texas

II. CAPPS Accomplishments
   a) Financials
   b) HR/Payroll

IV. CAPPS Roadmap

V. CAPPS Program Model

VI. CAPPS Governance

VII. Update on CAPPS: Financials

VIII. Update on CAPPS: HR/Payroll

IX. Lessons Learned

X. Legislative Initiatives

XI. Agency ERP Project Review

XII. Q&A

XIII. Next Meeting
ProjectONE (Our New Enterprise) has created the ERP solution for Texas known as the Centralized Accounting Payroll/Personnel System or CAPPS.

The CAPPS family of agencies has significantly grown over the past biennium and agencies are lined up through fiscal 2018 to implement CAPPS.

With the current plan, by the beginning of fiscal 2018:

- Fifty-eight percent of state full-time employees will be administered through CAPPS.
- Eight-six percent of state spending will flow through CAPPS.
CAPPs eliminates the need for agencies to individually expend the effort and incur the cost of replacing their legacy Financials and HR/Payroll systems.

- More than half of the 4,130 business applications across the State of Texas are considered legacy.*
- Legacy applications are more difficult and costly to support, are less resilient and are likely to carry a higher degree of security risk.

With CAPPs, agencies forego the cost of licensing software, purchasing hardware and implementing modifications for state requirements.

*Legacy Systems Study from DIR Enterprise Solution Services
CAPPS Accomplishments: Financials

Hub Agency

Hub Agencies - In Progress
Planned CAPPS Rollout (Fiscal 2011–18)

With the baseline CAPPS system complete (CAPPS Financials and CAPPS HR/Payroll), statewide deployment is the primary program goal going forward. Agencies are currently lined up through fiscal 2018 and beyond to join the CAPPS family of agencies.

If CAPPS implementation is allowed to maintain its current momentum, by the beginning of fiscal 2018 CAPPS will handle 86 percent of state all-funds spending and provide HR and payroll functions for 58 percent of all state full-time employees (FTEs).

- Total FTEs: 153,107
- Total Spend: $91,715,199,265
- Amount of State Spend through CAPPS Financials: $76,619,026,478 (86%)
- Number of State FTEs through CAPPS HR/Payroll: 88,874 (58%)

FY18 Planned Deployments

The remaining state agencies make up 14 percent of state spending through CAPPS Financials.
- The Texas Department of Criminal Justice, Teacher’s Retirement System, Employees Retirement System and Department of Public Safety will account for 9 percent.
- 50 other agencies will account for the remaining 5 percent.

Note: Some fiscal 2015–18 agency deployments are forecasted.

FY18 Planned Deployments

The remaining state agencies make up 42 percent of state FTEs administered through CAPPS HR/Payroll.
- The Texas Department of Criminal Justice will account for 26 percent.
- 70 other agencies will account for the remaining 16 percent.
A Managed Services vendor provides cost effective, integrated and efficient support that maximizes the efficiency of state resources by improving Disaster Recovery, leveraging economies of scale and implementing best practices.

Why Is This Needed Now?

- The current support services contract will expire in one year
- Existing ERP infrastructure is at end of life with limited capacity to expand the systems for the planned onboarding activities scheduled for FY 16 – 17
**CAPPS Program Model**

**Alternative 1 – CAPPS Central**

- Agency A
- Agency B
- CAPPS Central
- Agency C
- Agency D

**Alternative 2 – CAPPS Hub**

- CAPPS Hub
- Agency E
Governance Helps to Create and Define:

- Decision framework
- Fiscal policy
- Change control
- System audits
- Application lifecycle
- Information architecture
- Roles and responsibilities
- Hub approach

- The CAPPS Consolidated Application Control Environment (CACE) is a set of procedures and software configurations that manage the application of Statewide CAPPS modifications and PeopleSoft fixes.
CAPPS Governance: Representative Model

Nine Committee Members
Texas SmartBuy Project Objectives

- Enhance integration between TxSmartBuy and the CAPPS Financials purchasing module to minimize data entry.
- Facilitate “shopping” within TxSmartBuy ecommerce system and budget approval within CAPPS Financials – in one transaction.
- Enable automation and synchronization of Requisition and Purchase Order data between the two systems.
- Preserve secure, role-based access in each system.
Update on CAPPS: HR/Payroll

Talent Management functionality includes:

- Learning Management
- Performance Management
- Recruiting Solutions

- These functions will be met by another product in the Oracle suite.
- Working with vendor to determine implementation scope and timeline.
Lessons Learned

CAPPS is being implemented in phases.

- Phased approach allows CPA to learn from deployments and implement improvements for future agencies.

Examples of Lessons Learned:

- Set better expectations regarding Agency participation
- System familiarization prior to User Acceptance Testing (UAT)
Lessons Learned: Impact to Agency Resources

**Deployment**
- Dedicated agency subject matter experts for business process analysis (purchasing, payroll, etc.)
- Management level decision makers (CFO, Department Director, etc.)
- Agency trainers
- Change management

**Resource Requirements for Financials Deployment**

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<th>Agency Team</th>
<th>Functional Team</th>
<th>Technical Team</th>
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**Resource Requirements for HR/Payroll Deployment**

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**Ongoing Agency Responsibilities**
- Level 1 Support Team
- Participation in Governance, representative model
- Testing changes to CAPPS that are impactful to agency, including system upgrades

**Helpful Skillsets, Knowledge and Training**
- Oracle/PeopleSoft Functional
- PeopleSoft User Productivity Kit (UPK)
- Business Objects Reporting (BI)

**Other Considerations**
- Backfilling SMEs dedicated to agency deployment efforts (i.e. 4 hours per day, 4 days per week)
- Project Management and IV&V services
- Training services for agency-wide training efforts
- Programming services to modify agency internal interfacing systems
- Disposition of agency legacy data
- IT efforts to meet minimum browser requirements
- Travel costs for SME assignments and/or agency-wide training efforts
CPA is submitting a consolidated request to fund the following costs for CAPPS Central:

- Transition
- Deployment
- Maintenance
- Support

CAPPS Central Agencies included internal costs such as training and staffing needs in their 2016-2017 LAR.

CAPPS Hub agencies identified transition, ongoing maintenance and support costs in their Capital Budget submissions.
Agency ERP Project Review

Submit a project request form at:
www.txprojectone.org/participation
Agency ERP Project Review Process

Project Submission Criteria if implementing:

— a new system,
— a new module,
— a change to the software version, or
— any ERP change costing more than $500,000 that does not fall under one of the above categories.
Questions?
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