Department of Business and Financial Services
Initiative: ERP Background and Status

Enterprise Resource Planning System (ERP) Background

The County government and LCPS shared two financial systems, the Financial Accounting and Management Information System (FAMIS) for financial accounting and the Payroll/Human Services System for payroll and human resources functions. FAMIS had been in use since 1982 and the Payroll/Human Resources System since 1987.

In January 2009, County consultants, Digicon Corporation, submitted a report on the County financial systems to the County’s Finance/Government Services and Operations Committee. The Digicon report recognized that many of the County’s core financial systems were based on legacy mainframe technical architectures, used legacy programming languages, and most of the outside support or assistance required to operate and maintain these systems was disappearing.

The report also identified other localities which had begun implementing Enterprise Resource Planning (ERP) systems to replace multiple stand-alone financial systems like FAMIS and the Payroll/Human Resources System.

Enterprise Resource Planning (ERP) is a series of computer modules for financial and personnel applications which link together to provide support for the day to day running of an organization.

Data is shared throughout the system and automated or manual interfaces are limited for the exchange of data between specialized disparate systems. This simplifies access to data, eliminates the need to maintain identical data in multiple databases, and improves accuracy of information.

In March of 2009, County Finance Committee directed staff to replace all core financial systems. A Project Steering Committee was formed including LCPS and County executive staff, and elected officials.

In July 2009, an RFP was developed, a selection team was formed, and over a two year period, vendor proposals were reviewed, and extensive demonstrations were conducted. The selection team ranked AST/Oracle as their first choice. The contract was awarded July 2011.
The implementation period was estimated at 36 months and began on January 1, 2012. The work was divided into three phases. Phase 1 was the financial systems, which went live July 1, 2013. Phase 3 was the advanced procurement systems including vendor registration and online bidding, which went live on June 1, 2014, and Phase 2 Personnel/Payroll which has been delayed and is still in progress.

Current Status

Because the go-live date for Phase 2 has been delayed, these modules are currently being assessed by Oracle Corporation consultants. They will concentrate their efforts on reviewing system set up, configurations and modifications proposed by the implementer comparing to COTS or ‘out of the box’ functionality capabilities. Adhering to out of the box functionality as much as possible incorporates best practices as a standard and life cycle costs of the system as a whole will be minimized as future upgrades, system ‘fixes’ and new releases are provided by Oracle.

Full implementation will mean change for all employees. Some changes visible every day, others will be Oracle processes behind the scenes. In the long run, this change will improve business processes and efficiency, improve transparency and facilitate improved ability to manage & report School Division financial information.

The finance module (Phase 1) replaced the following LCPS applications:

- FAMIS (Accounting System)
- Quickbooks (Financial Services)
- iForms (Budget Adjustments, Journal Entries, Requests for Payments)
- Accounting & Budget
- Page Center (FAMIS Reports Tool) – Accounting, Budget
- Crystal Reports
- OLPs – Purchase Orders/Requisitions, Electronic Contract Ordering (Procurement)

The procurement module (Phase 3) replaced the following LCPS applications:

- OLPs – Vendor Registration and Self-Service (Procurement)

The Personnel/payroll module (Phase 2) will replace the following LCPS applications:

- Cyborg (Payroll/Personnel System)
- Winocular (Personnel)
- PIF-Position Information Form (Personnel)
- Page Center (Payroll Reports Tool)-Payroll, Employee Benefits
- Cognos (Cyborg Reporting Tool)-Personnel and Payroll
- Groveware (Personnel)
- Licensure Management System (Personnel)
The ERP will also provide additional functionality in the following areas:

- Automated Healthcare Open Enrollment Process (Employee Benefits)
- Reporting Time and Attendance including Leave Requests at desktops (Payroll)
- Employee Self Service (Employee Benefits, Payroll, Personnel)

Remaining Modules:

- Position Control (Budget) (will replace LoCo developed PosCon)
- Hyperion (Budget) (will replace LCPS developed BMS)
- Vendor On-line Bidding (Procurement) (will replace LoCo developed Online Bidding)

ORACLE

What is ORACLE?

- ORACLE is a series of computer modules for financial and personnel applications which link together to provide support for the day to day running of an organization.
- Data is shared throughout the system and automated or manual interfaces are limited for the exchange of data between specialized disparate systems.
- This simplifies access to data, eliminates the need to maintain identical data in multiple databases, and improves accuracy of information.

Why is it important?

- Improve transparency and ability to manage & report on School Division financial information.
- Improve the ability to conduct business, human resources, and technology planning based on reliable, timely, and efficient financial and personnel data.
- Improve business processes and efficiency through standardization of business practices via implementation of the Commercial Off The Shelf (COTS) solution that incorporates best practices.
- Facilitates compliance with the Governmental Accounting Standards Board’s financial reporting requirements for state and local governments as well as federal and state reporting requirements.

How will it help LCPS manage more efficiently?

- Provide end users, technical staff, management and system administrators with the necessary training to enable them to perform their duties, create reports and extract data required to meet business needs and objectives.
- Using role based security, allow end-users to access appropriate level of information needed to effectively and efficiently manage various projects.
- Provide employees, retirees, and fiduciaries direct access, as appropriate, to personnel, payroll, time & attendance, and benefit and retirement information.
ORACLE (ERP) Implementation TimeLine

- **January 2009**: Report recommending replacement of core Financial /HR systems
- **March 2009**: RFP developed, selection team formed, vendor proposals reviewed, selection made
- **July 2009**: County directed to replace all core financial systems – Project Steering Committee formed
- **July 2011**: County directed to replace all core financial systems – Project Steering Committee formed
- **January 2012**: Contract Award AST/ORACLE
- **July 2013**: Phase 1 – financial systems implementation begins (3 years all phases)
- **June 2014**: Phase 3 – advanced procurement systems w/ vendor registration and on-line bidding go-live
- **July 2014**: Phase 2 – Personnel/Payroll second go-live DELAYED
- **April 2015**: Phase 2 – Personnel/Payroll fourth go-live DELAYED
- **July 2015**: Phase 2 – Personnel/Payroll go-live DELAYED
- **October 2016**: Phase 2 – Personnel/Payroll go-live DELAYED
- **April 2016**: Phase 2 – Personnel/Payroll go-live DELAYED
- **POST PRODUCTION**: Remaining modules/issues
  - Position Control
  - Hyperion
  - Online Vendor Solicitation
  - FAST Team
  - Report writing
  - Training
  - Help-desk

POST Go-Live ??