
Department of Business and Financial Services:
Update Regarding the ORACLE Finance & Human Resource
Management System Strategic Action

Loudoun County School Board Meeting

March 12, 2019



LCPS Strategic Plan

Topic: ORACLE Finance & Human Resource Management System

STRATEGIC ACTION	PERFORMANCE MEASURE	DESIRED OUTCOME (TARGET)
By 2020, LCPS will complete implementation of ORACLE financial, human resources and payroll management systems to provide greater data access, resource management and increased transparency.	<ul style="list-style-type: none"> Number of staff and vendors trained in ORACLE Financials Number of staff trained in ORACLE Human Capital Management – human resources, benefits, time & attendance, and payroll modules Increase the number of custom ORACLE Business Intelligence reports available Develop a finance management dashboard or report with metrics surrounding ORACLE customer support Addition of ancillary modules (Position Control, Hyperion Budget, and Online Vendor Solicitation) Addition of new functionality (Laserfiche document management, Affordable Care Act, Transportation Time & Attendance) 	FY16 Baseline
		Begin upgrade to Release 12.2.4 ORACLE Business Intelligence Enterprise Reporting (Financial and Procurement Systems Phase 1 & 3).
		FY17
		Finish upgrade to Release 12.2.4 ORACLE Business Intelligence Enterprise Reporting.
		FY18
		ORACLE Human Capital Management (Phase 2) go-live. 100% implemented & rollout with Position Control.
		FY19
		Direction on Budget Planning and Online Vendor Solicitation.
		FY20
		100% operational.



Progress to Date -- FY17

Desired Outcome	Desired Outcome (Target)	Status
Upgrade to ORACLE Financials Version 12.2.4	FY17	Met
Business Intelligence Enterprise Reporting	FY17	NA

Performance Measures

- ✓ Staff are trained, training sessions established for new employees, and ongoing refinement of training.
- ✓ ORACLE Business Intelligence reporting no longer supported and will be phased out December 2019. New reporting tool being rolled out.

Progress to Date -- FY18

Desired Outcome	Desired Outcome (Target)	Status
ORACLE Human Capital Management Phase 2 Go-Live	FY18	Met
100% Implemented & rollout with Position Control	FY18	Met

Performance Measures

- ✓ Staff are trained, training sessions established for new employees, and ongoing refinement of training.
- ✓ Report with customer support metrics was developed and is utilized.
- ✓ Affordable Care Act reporting currently outsourced; reviewing ORACLE solution.
- ✓ Transportation Time & Attendance interface complete and in use.
- ✓ Position Control established.

Current FY19

Desired Outcome	Desired Outcome (Target)	Status
Direction on Budget Planning	FY19	On target to meet.
Direction on Online Vendor Solicitation	FY19	On target to meet.

Performance Measures

- ✓ Hyperion Budget module currently being reviewed.
- ✓ Online Vendor Solicitation module not efficient in entirety. Using components of module and 3rd party software for online solicitations and contract management.



Milestones

- Processed fiscal year end payroll accruals.
- Supported early hiring efforts by managing early release of positions within position control.
- Worked collaboratively with Human Resources and Talent Development to initiate new contract payments for FY19 positions.
- Rolled out online benefits open enrollment through employee self-service.
- Issued 16,454 W2s for calendar year 2018.

Next Steps

Desired Outcome	Desired Outcome (Target)	Status
100% Operational	FY20	On target to meet.

- Two items under review before achieving 100%.
 - ✓ Hyperion Budget
 - ✓ Affordable Care Act Reporting
- Ongoing review of business practices and opportunities to leverage ORACLE functionality for efficiency and improvements.

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