

ITS Strategic Roadmap – FY16

Business Solutions (EBS, Kronos, ESS, SSS and Oracle Hyperion PSB)

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Background

The current Enterprise Resource Planning (ERP) system is Oracle JDEdwards Enterprise One 9.1 (EBS) which is used to manage services including Accounting, Payroll, HR and Asset management. This ERP system is integrated with additional team-supported key applications: Kronos Time and Attendance, Oracle Employee Self Service (ESS) and Oracle Supplier Self Service (SSS).

The ERP system utilizes 16 modules (Financial, Procurement, Human Capital Management and Asset Management related areas) of EBS. In addition, ITS supports both ESS and SSS, which are self-service portals of EBS. ESS allows employees to view paystubs, change auto pay options, view W2s and update/view annual enrollment. SSS allows vendors access to view their ACH payment details.

ITS also supports departments that use the Kronos Time and Attendance application, which interfaces with EBS.

Further, when/if other applications that are core components of the financial systems are implemented, this area is critical to integration. Current applications that are integrated include:

- Benefits vendors weekly extract (General Government Carrier Feed),
- Benefits Express for Metro Nashville Public Schools (MNPS),
- COBRA,
- MNPS SearchSoft Teacher Summer/Transfer Application,
- MNPS Data Warehouse Demographic Data,
- MNPS Inventory,
- MNPS Directory,
- FSA Benefits and Enrollment files,
- TCRS,
- MECCC,
- MNPS Food Service,
- MNPS SmartFind Substitute Teacher interface,
- Human Resource's NeoGov Applicant Tracking System,
- Finance's WeBudget,
- Metro Nashville Police Department's (MNPD) WorkBrain Time and Attendance,
- MNPD's Advanced Records Management System (ARMS)
- KIVA/CityWorks Land,
- Finance's iProcurement/iSupplier,
- GASB OPEB,
- MNEA,



- VOYA 403B Export,
- Sympro,
- P-Card interface (GG and MNPS separate),
- Fuel Integration.

While all departments of the Metro general government and Metro Nashville Public Schools (MNPS) are users of the enterprise wide system solutions noted above, the key business stakeholder areas at this time are Finance (Operations, OMB, Purchasing, Treasury), General Services (OFM), Human Resources (Benefits/Pension, HR) and MNPS (Purchasing, Budget, Benefits, HC, Finance/AP/Payroll).

Current Strategic Drivers

1. **Customer Needs - Budgeting System** (High) – Finance Office of Management and Budgets (OMB) is replacing WeBudget, the existing in-house built enterprise budgeting system, with Oracle Hyperion Public Sector Budgeting (Hyperion). The Hyperion implementation will allow for a comprehensive budget development, budget book, preparation, position budgeting, ordinance reporting, budget maintenance, forecasting, what-if analysis, capital request, strategic management, integration with EBS, workflow approvals and reporting.
2. **Demand for Secure Government Systems** (High) – The requirements for securing of protected information per regulation (example: HIPAA for certain HR records) is a critical consideration when defining or extracting data or providing access to users in our ERP. As new applications integrate into our ERP systems, we strive to managing and maintaining the applications and data in a secure manner.
3. **Customer Demand: Self-service for employees/pensioners** (High) – In the internet Web 3.0 era, employees and pensioners demand the same do-it-yourself type of tools that they use for their personal financial and business.
4. **Customer Needs: Financial Operations** (High) – Finance department requires an automated workflow and imaging solution to assist them with manual processes and paperwork/FASTpaks for Journal Entries and Payroll entered into EBS. They need similar capabilities used by the current Accounts Payable Workflow approvals in EBS and Document Imaging.
5. **Customer Demand: Fleet** (Medium) – General Services department will implement a Fleet Management Information System to replace and build upon the fleet management functionality currently provided through EBS. This system will allow them to track all functions related to the maintenance of vehicles and equipment, including processing repair and preventive maintenance PM work orders, capturing operating expenses (e.g., fuel, oil, and licensing), inventory, fixed assets and offers billing and tracking for vehicle equipment usage.
6. **Customer Demand: HR** (Medium) – Human Resources department will implement a Pension Calculation System to replace largely manual and spreadsheet driven work. This system will allow them to calculate employees' pension with integration into and out of EBS for payroll and HR information.
7. **Customer Needs: Enterprise Payroll** (Medium) – Various departments expressed the need to automate time and attendance gathering and tracking, with guidance from Finance to provide an enterprise solution to do so and a single integration into the EBS payroll module.



8. **Increased demand for services available on mobile devices** (Medium) – Driven by ubiquitous online services, there is a core expectation from both the public and employees that systems should be able to process all application functions on their mobile devices. (ie: EBS Accounts Payable Workflow Approvals)
9. **Customer Demand: Internet Browsers** (Medium) - As new applications are implemented throughout Metro, the need to upgrade Internet Explorer and plug-ins that are critical for application use (ie. JAVA). This includes consideration of the use of other internet browsers.
10. **Customer Demand: Operating System** (Medium) - As new applications are implemented throughout Metro, the need to establish and communicate the overall operational system requirements expands. (ie: hosting, web browsers patches, web servers end of life, driver and patches).
11. **Open Data** (Low) - Mayor Dean’s executive order necessitates that all applications and systems be able to provide extracts or interfaces to generate the applicable data that departmental owners request for upload to the Open Data portal.

On the Horizon Strategic Drivers

1. **New Technology** - (Game Changing) Align upgrade and technology line for EBS with iProcurement (both Oracle ERP systems) to ensure continued compatibility and interoperability if not potentially consolidating both into the same future software solution. This consolidation could present potential cost savings by allowing us to process BI, eliminate system interfaces and triggers. Investigate mobility option and true single sign-on as part of this.
2. **End of Life Technology Replacement** (Game Changing) - Premier support for Oracle JDEdwards Enterprise One 9.1 ends March 2017 and extended support (which necessitates an upgrade to maintain regulatory updates like W2 and 1099) ends March 2020.
3. **Pending New administration** (Low) – With the end of the Dean administration in August of 2015, a new administration and new director of finance could have a different direction for the ERP and related systems.

Short Term Goals (0-6 months) 7/1/15 – 12/31/15

#	Goal/Objective	Est. Start	Est. Duration
1	Oracle Hyperion Public Sector Budgeting (WEBudget replacement) : Budget and Position Control – (Requires Implementer funding)	5/15	15 months
2	Fleet Management Information System (FMIS) interface with EBS – Funded by General Services	3/15	6 months
3	Assist with PeopleSoft Pension Calculation implementation and integration into and out of EBS (Funded through BenBoard)	3/15	9 months
4	Continuing rollout of Kronos to other departments as identified and prioritized and go live of MNPS (Additional departments likely requires additional funding), including self service capabilities	9/15	12 months
5	Assist key data owners extracting data for presentation of the Open Data portlet: AP current example (might require funding)	7/15	Ongoing



6	Upgrade some of our applications that are located on a server that is at End of Life (might require funding)	7/15	3 months
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Medium Term Goals (6-18 months) 1/1/16 – 12/31/16

#	Goal/Objective	Est. Start	Est. Duration
1	JE and Payroll FASTpak Imaging and Approval WF Routing (Requires funding)	1/16	3 months
2	Participate in the Device Standards Committee/Working Group, that would work with ITS and the Metro user community to ensure applications implemented have all settings updated on devices and standards	7/16	Ongoing

Long Term Goals (18-36 months) 1/1/17 – 6/30/18

#	Goal/Objective	Est. Start	Est. Duration
1	Analysis and research on feasibility to move to one overall platform and system for ERP and iProcurement since they are both Oracle software solutions now (Requires Funding for Analysis project), allow for mobility access.	1/17	3 months
2	Request funding for upgrade of EBS 9.1 to latest stable and supported version to ensure full support when extended support ends 3/2020.	1/18	12 months

Related Roadmaps

- iProcurement
- Document Management & Imaging

