

Exhibit 300 (BY2008)

PART ONE	
OVERVIEW	
1. Date of Submission:	2007-02-05
2. Agency:	009
3. Bureau:	90
4. Investment Name:	PSC Enterprise Human Resource System (EHRP)
5. UPI:	009-90-01-09-01-1100-00
6. What kind of investment will this be in FY2008?	
Mixed Life Cycle	
7. What was the first budget year this investment was submitted to OMB?	
FY2005	
8. Provide a brief summary and justification for this investment, including a brief description of how this closes in part or in whole an identified agency performance gap.	
<p>The US Department of Health and Human Services (HHS), Program Support Center (PSC) replaced the aging legacy Human Resources (HR) system with the Commercial off the Shelf (COTS) Federal PeopleSoft Human Resources Management System (HRMS) 8.01 as the enterprise HR application for the Department. The aging HR system was developed over 35 years ago using the COBOL language and Wang infrastructure which was no longer supported by the vendor. The Department's PeopleSoft replacement system, Capital HR (formally known as Enterprise Human Resources and Payroll -EHRP), is a COTS product that utilizes current web-based technology. The Capital HR (EHRP) is an enterprise solution for HR processing that directly supports two portions of the President's Management Agenda: Goal 1-Strategic Management of Human Capital, and Goal 4-Expanded Electronic Government. The Capital HR (EHRP) system provides "core functionality" to its users, which is defined as any functionality required to electronically process and approve personnel actions, produce SF-50s, and provide data to the payroll provider, DFAS. The system offers desktop access to workforce demographic information that can be used for strategic planning purposes. In support of e-gov initiatives and the President's Mgmt Agenda, electronic interfaces are provided to OPM for the EHRI and eOPF systems. Interfaces are generated from Capital HR in support of Departmental initiatives, such as eWITS and Learning Management System (LMS). As new requests for system enhancements are requested by the HR functional areas of HHS, the proposed items are vetted through the HR Center Directors prior to going before the Information Technology Investment Review Board (ITIRB) process. The replacement system was designed to ensure integrity and continued availability of data, while protecting data confidentiality. It adheres to HHS Enterprise Architecture (EA) standards, OMB Circular A-130, NIST Special Publication 800-26, FISMA, requirements for Privacy Impact Analysis (PIA), the e-Gov Act, as well as other applicable guidelines. CPIC control procedures are fully integrated into the Enterprise Architecture as implemented by the CIOs office and the FEAF. The system integrates a full life cycle of EA processes that include the SDLC (security, change control, software investments, etc). Operational Analysis is conducted on a monthly basis that includes: performance reviews, systems tuning, enhancement reviews, change mgmt and problem reviews.</p>	
9. Did the Agency's Executive/Investment Committee approve this request?	
yes	
9.a. If "yes," what was the date of this approval?	
2005-08-15	
10. Did the Project Manager review this Exhibit?	
yes	
12. Has the agency developed and/or promoted cost effective, energy-efficient and environmentally sustainable techniques or practices for this project.	
yes	
12.a. Will this investment include electronic assets (including computers)?	
yes	
12.b. Is this investment for new construction or major retrofit of a Federal building or facility? (answer applicable to non-IT assets only)	
no	
13. Does this investment support one of the PMA initiatives?	

yes
<i>If yes, select the initiatives that apply:</i>
Budget Performance Integration
Competitive Sourcing
Expanded E-Government
Human Capital
13.a. Briefly describe how this asset directly supports the identified initiative(s)?
Strategic Management of Human Capital - allows the administration to leverage the human capital agenda in strategic planning, measurement, monitoring and evaluation; and streamlines HR processes. Competitive Sourcing - offers an opportunity to both public and private sectors for utilizing imaginative and creative means. Expanded Electronic Government - creates an easy-to-find single point of access Budget and Performance Integration - allows the better control over the resources
14. Does this investment support a program assessed using OMB's Program Assessment Rating Tool (PART)?
no
14.a. If yes, does this investment address a weakness found during the PART review?
no
15. Is this investment for information technology (See section 53 for definition)?
yes
16. What is the level of the IT Project (per CIO Council's PM Guidance)?
Level 3
17. What project management qualifications does the Project Manager have? (per CIO Council's PM Guidance)
(1) Project manager has been validated as qualified for this investment
18. Is this investment identified as high risk on the Q4 - FY 2006 agency high risk report (per OMB's high risk memo)?
no
19. Is this a financial management system?
no
20. What is the percentage breakout for the total FY2008 funding request for the following? (This should total 100%)
Hardware 35
Software 10
Services 55
21. If this project produces information dissemination products for the public, are these products published to the Internet in conformance with OMB Memorandum 05-04 and included in your agency inventory, schedules and priorities?
no
22. Contact information of individual responsible for privacy related questions.
<i>Name</i>
Byrne Huntley
<i>Phone Number</i>
(202) 690-8002
<i>Title</i>
Director, ITSC
<i>Email</i>
byrne.huntley@hhs.gov
23. Are the records produced by this investment appropriately scheduled with the National Archives and Records Administration's approval?
no

SUMMARY OF SPEND

1. Provide the total estimated life-cycle cost for this investment by completing the following table. All amounts represent budget authority in millions, and are rounded to three decimal places. Federal personnel costs should be included only in the row designated Government FTE Cost, and should be excluded from the amounts shown for Planning, Full Acquisition, and Operation/Maintenance. The total estimated annual cost of the investment is the sum of costs for Planning, Full Acquisition, and Operation/Maintenance. For Federal buildings and facilities, life-cycle costs should include long term energy, environmental, decommissioning, and/or restoration costs. The costs associated with the entire life-cycle of the investment should be included in this report.

All amounts represent Budget Authority

(Estimates for BY+1 and beyond are for planning purposes only and do not represent budget decisions)

	PY-1 & Earlier	PY	CY	BY
	-2005	2006	2007	2008
Planning Budgetary Resources	17.522	1.229	1.390	1.400
Acquisition Budgetary Resources	1.800	1.800	1.739	1.800
Maintenance Budgetary Resources	15.040	4.000	4.000	4.000
Government FTE Cost	0.000	1.000	1.100	1.200
# of FTEs	0	8	9	10

Note: For the cross-agency investments, this table should include all funding (both managing partner and partner agencies).

Government FTE Costs should not be included as part of the TOTAL represented.

2. Will this project require the agency to hire additional FTE's?

no

PERFORMANCE

In order to successfully address this area of the exhibit 300, performance goals must be provided for the agency and be linked to the annual performance plan. The investment must discuss the agency's mission and strategic goals, and performance measures must be provided. These goals need to map to the gap in the agency's strategic goals and objectives this investment is designed to fill. They are the internal and external performance benefits this investment is expected to deliver to the agency (e.g., improve efficiency by 60 percent, increase citizen participation by 300 percent a year to achieve an overall citizen participation rate of 75 percent by FY 2xxx, etc.). The goals must be clearly measurable investment outcomes, and if applicable, investment outputs. They do not include the completion date of the module, milestones, or investment, or general goals, such as, significant, better, improved that do not have a quantitative or qualitative measure.

Agencies must use Table 1 below for reporting performance goals and measures for all non-IT investments and for existing IT investments that were initiated prior to FY 2005. The table can be extended to include measures for years beyond FY 2006.

Table 1

	Fiscal Year	Strategic Goal(s) Supported	Performance Measure	Actual/baseline (from Previous Year)	Planned Performance Metric (Target)	Performance Metric Results (Actual)
1	2003	HHS Strategic Goal 8.1 - Create a unified HHS committed to functioning as one Department	Percent of HR transaction using Capital HR Web based application	0% of transactions process by HR	100% of HR transactions processed using Capital HR	100% IOC completed and deployed
2	2004	PMA - Consolidate payroll systems within the Federal Government	Percent of Capital HR interface files completed for payroll processing by DFAS	0% of interface files developed and tested	80% of interface files developed and tested	80% completed

3	2005	PMA - Consolidate Payroll systems within federal govt.	Percent of Capital HR interface files completed for payroll processing by DFAS	80% of interface files developed and tested	100% of interface files developed and tested	100% Completed
4	2006	PMA and the HHS Strategic Goal 8.5	Percent of EOPF generated using Capital HR	0% of EOPF generated by Capital HR	10% of EOPF generated by Capital HR	100% Completed
5	2007	PMA - Consolidate Payroll systems within federal govt.	Upgrade the Capital HR (PeopleSoft) COTS software from version 8.0 to 8.9.	0% of Capital HR converted to Peoplesoft 8.9	100% of Capital HR converted to Peoplesoft 8.9	TBD

All new IT investments initiated for FY 2005 and beyond must use Table 2 and are required to use the FEA Performance Reference Model (PRM). Please use Table 2 and the PRM to identify the performance information pertaining to this major IT investment. Map all Measurement Indicators to the corresponding "Measurement Area" and "Measurement Grouping" identified in the PRM. There should be at least one Measurement Indicator for at least four different Measurement Areas (for each fiscal year). The PRM is available at www.egov.gov.

Table 2

	Fiscal Year	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
1	2006	Mission and Business Results	Information Management	Systems Maintenance	Actions required to support 65,000 HHS employees	na	na
2	2006	Customer Results	Response Time	Response Time	90% responds to calls with in 3 hrs.	90%	TBD
3	2006	Processes and Activities	Cycle Time	Timeliness	Resolve reported issues 85% within 3 days	85%	TBD
4	2006	Technology	Availability	Reliability	95% Uptime	95%	TBD
5	2007	Mission and Business Results	Information Management	System Maintenance	Actions required to support 65,000 HHS employees	na	TBD
6	2007	Customer Results	Response Time	Response Time	90% responds to calls with in 3 hrs.	90%	TBD
7	2007	Technology	Availability	Timeliness	Resolve reported issues 85% within 3 days	85%	TBD
8	2007	Processes and Activities	Cycle Time	Reliability	95% Uptime	95%	TBD

EA

In order to successfully address this area of the business case and capital asset plan you must ensure the investment is included in the agency's EA and Capital Planning and Investment Control (CPIC) process, and is mapped to and supports the FEA. You must also ensure

the business case demonstrates the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.

1. Is this investment included in your agency's target enterprise architecture?

yes

2. Is this investment included in the agency's EA Transition Strategy?

yes

2.a. If yes, provide the investment name as identified in the Transition Strategy provided in the agency's most recent annual EA Assessment.

Capital HR (formally EHRP)

3. Identify the service components funded by this major IT investment (e.g., knowledge management, content management, customer relationship management, etc.). Provide this information in the format of the following table. For detailed guidance regarding components, please refer to <http://www.whitehouse.gov/omb/egov/>.

Component: Use existing SRM Components or identify as NEW. A NEW component is one not already identified as a service component in the FEA SRM.

Reused Name and UPI: A reused component is one being funded by another investment, but being used by this investment. Rather than answer yes or no, identify the reused service component funded by the other investment and identify the other investment using the Unique Project Identifier (UPI) code from the OMB Ex 300 or Ex 53 submission.

Internal or External Reuse?: Internal reuse is within an agency. For example, one agency within a department is reusing a service component provided by another agency within the same department. External reuse is one agency within a department reusing a service component provided by another agency in another department. A good example of this is an E-Gov initiative service being reused by multiple organizations across the federal government.

Funding Percentage: Please provide the percentage of the BY requested funding amount used for each service component listed in the table. If external, provide the funding level transferred to another agency to pay for the service.

	Agency Component Name	Agency Component Description	Service Type	Component	Reused Component Name	Reused UPI	Internal or External Reuse?	Funding %
1	Capital HR (EHRP)	Personnel Administration	Human Resources	Personnel Administration	Personnel Administration		Internal	100

4. To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications supporting this IT investment.

FEA SRM Component: Service Components identified in the previous question should be entered in this column. Please enter multiple rows for FEA SRM Components supported by multiple TRM Service Specifications.

Service Specification: In the Service Specification field, Agencies should provide information on the specified technical standard or vendor product mapped to the FEA TRM Service Standard, including model or version numbers, as appropriate.

	SRM Component	Service Area	Service Category	Service Standard	Service Specification (i.e., vendor and product name)
1	Personnel Administration	Service Access and Delivery	Access Channels	Web Browser	I.E. - Microsoft
2	Personnel Administration	Service Access and Delivery	Delivery Channels	Internet	Internet Services
3	Personnel Administration	Service Access and Delivery	Service Transport	Supporting Network Services	HTTP
4	Personnel Administration	Service Platform and Infrastructure	Delivery Servers	Web Servers	HP
5	Personnel Administration	Service Platform and Infrastructure	Delivery Servers	Application Servers	HP
6	Personnel Administration	Service Platform and Infrastructure	Database / Storage	Database	Oracle

7	Personnel Administration	Component Framework	Data Management	Database Connectivity	Oracle
8	Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Servers / Computers	HP
9	Personnel Administration	Component Framework	Security	Certificates / Digital Signatures	Verisign
10	Personnel Administration	Service Interface and Integration	Integration	Enterprise Application Integration	BPM
11	Personnel Administration	Service Interface and Integration	Interoperability	Data Types / Validation	Oracle

5. Will the application leverage existing components and/or applications across the Government (i.e., FirstGov, Pay.Gov, etc)?

yes

5.a. If yes, please describe.

HR LOB

6. Does this investment provide the public with access to a government automated information system?

no

PART TWO

RISK

You should perform a risk assessment during the early planning and initial concept phase of the investment's life-cycle, develop a risk-adjusted life-cycle cost estimate and a plan to eliminate, mitigate or manage risk, and be actively managing risk throughout the investment's life-cycle.

Answer the following questions to describe how you are managing investment risks.

1. Does the investment have a Risk Management Plan?

yes

1.a. If yes, what is the date of the plan?

2005-03-17

1.b. Has the Risk Management Plan been significantly changed since last year's submission to OMB?

no

3. Briefly describe how investment risks are reflected in the life cycle cost estimate and investment schedule: (O&M investments do NOT need to answer.)

Program risk management is an ongoing part of project management on the Capital HR (EHRP) investment. We have a very robust risk management capability in place that requires biweekly meetings with active participation spanning all aspects of the investment. The systems integrator and HHS actively work together to identify, manage and track risks that could adversely impact the program. Costs associated with the risk capability are captured in individual task orders and included in the cost estimated throughout the lifecycle. Schedule and cost risks are continuously monitored and mitigated through our established processes. In some cases, scope and/or schedule must be adjusted to avert cost overruns. Risks associated with added functionality to Capital HR (EHRP) are assessed and mitigation and/or contingency plans are developed as necessary. Risks relative to government mandates are managed within existing risk management processes.

COST & SCHEDULE

Does the earned value management system meet the criteria in ANSI/EIA Standard 748?

no

2.a. What is the Planned Value (PV)?

21.496

2.b. What is the Earned Value (EV)?

20.539

2.c. What is the actual cost of work performed (AC)?
22.617
What costs are included in the reported Cost/Schedule Performance information?
Contractor and Government
2.e. As of date:
2006-11-30
3. What is the calculated Schedule Performance Index (SPI= EV/PV)?
0.96
4. What is the schedule variance (SV = EV-PV)?
-0.956
5. What is the calculated Cost Performance Index (CPI = EV/AC)?
0.91
6. What is the cost variance (CV = EV-AC)?
-2.078
7. Is the CV or SV greater than 10%?
no
7.d. What is most current Estimate at Completion?
38.959
8. Have any significant changes been made to the baseline during the past fiscal year?
no