NewPay Program Update

- **PURPOSE:** Share FY 2020 key results and updates related to policy, data standards and NewPay’s technical MVP

- **STRATEGIC OBJECTIVE:** Modernize the way the federal government processes payroll and time and attendance by aligning policy, processes, data standards, and technology to enhance payroll calculation precision and facilitate a more consistent user/employee experience

- **POLICY MATTERS:** Progress and results from current state of 5 SSPs operating independently with legacy systems, independently interpreting laws, regulations and policies to a future state with NewPay payroll and WSLM processing and certification standards

- **PAYROLL/TIME & ATTENDANCE DATA STANDARDS:** Transforming data standards replete with errors and disconnected from transactional business reality and adherence to government-wide codification of NewPay data standards
NewPay’s Strategic Objective

- Modernize the way the Federal government processes payroll and time and attendance by aligning policy, processes, data standards, and technology to enhance payroll calculation precision and facilitate a more consistent user/employee experience.
NewPay Policy Matters - Progress & Results to Date

**Current State**
- SSPs operate 5 independently developed legacy systems
- SSPs independently interpret laws, regulations and policies
- Limited collaboration on policy interpretation and processing

**NewPay Team Actions**
- Established payroll policy working group
- Documented over 2,500 user stories
- Identified inconsistencies in SSPs interpretation
- Established a regular meeting cadence with OPM policy experts

**Results and Impact**
- Increased collaboration between SSPs
- Codified 10 standard processes in NewPay Memos for Record
- Reached consensus on 12 complex policy issues including: FEGLI Age Bracket; Application of pay limits; # of decimal places for rounding

**Next Steps and Future State**
- FY-21 Codification of:
  - NewPay payroll processing standards
  - WSLM standards
  - Payroll/WSLM certification procedures
Payroll/T&A Data Standards – Prior Way, Action, and the NewPay New Way - It’s a New World!

PRIOR WAY

Data Standards experienced quality errors and misspellings, lacked coordination and consistency;

Data standards disconnected from transactional business reality

SSP’s individualized approach to standards

ACTION

Built repeatable, reliable, analysis-driven and transparent processes to foster trust

Designed & Delivered a Community Review process

Reviewed/processed 200+ comments; harmonized > 6500 SSP-specific codes

NEW WAY/ NEW WORLD

Data standards are customer experience oriented

Data standards issuance process includes government wide, agency specific requirements; engages with industry partners

Codification of NP Data Stds

NEWPAY RESULTS

20+ internal HRLOB SOPs; HR taxonomy with over 1000+ entries aligned to USC, CFR, and agency policy;
Forms Mapping catalog with over 3500+ entries; Video tutorials to provide contextual information of the data standard; HRLOB Payroll/Time and Attendance Data Standards portfolio of ~899 standards
NewPay’s Payroll Technical MVP
## NewPay’s Benefits

| Security | • FedRAMP authorized SaaS solution in secure government cloud (AWS)  
• Modern cyber and information security and monitoring |
| --- | --- |
| Efficiency | • Data, systems and process standardization across all federal agencies and organizations will drive savings and optimization  
• Built for scale to support breadth and depth of agency needs |
| Mobility | • “Work from anywhere”  
• Optimized Mobile access to Time and Attendance and Payroll |
| Interoperability | • Single, integrated solution with Payroll and Time & Attendance  
• Additional integrations included for applications on premise or cloud |
| Flexibility | • Rapid response within weeks (not multiple months) of new regulations and compliance |
| Insight | • Analytics based insight for Personnel, Time & Attendance, and Financial Information, using dashboards, for data driven processes and decision making |
NewPay’s Technical Accomplishments

Technical
- FedRAMP Certified Tenant with PGP Encryption and Secure File Transfer Protocol (SFTP) Connectivity to GSA

Data Standardization
- Incorporated Human Capital Information Model ID (HCIM) Data Standards
- Provided analysis, feedback and implementation viewpoints during HCIM data standard formulation
- Utilizing Industry Best Practices

Infor Global Human Resources (GHR)
Payroll Software Releases
- 7 Monthly Infor GHR Payroll Software as a Service (SaaS) Releases into NewPay Tenant
- Improvement of 12 Federal Specific Functions within GHR Payroll

Data Loads
- Cross-walked HCIM Data Standards with NewPay Data Elements
- GSA Employee Time Records for multiple Pay Periods
- GSA Human Resources (HR) transactions

Testing
- Repeated execution of Payroll Schedule Jobs
- Analysis of LES Output from GSA vs Output from Infor GHR Payroll Module
- GSA data for 12 Pay Plans

Interfaces
- 13 Interfaces Initially Developed with Treasury, OPM and other Partners (those that affect Employee Pay)
- Additional 26 Interfaces Designed leveraging GSA and partner file layouts

Pay Plans
- Configured to 65 Pay Plans
Next Steps

- Continue analysis of testing results
- Test additional SSP data
- Process 2016 payroll pilot test cases
- Work with vendor to continue refinement of the tool
Questions and Wrap Up

- Discussion
- Questions???
- Wrap Up