

INTERIOR BUSINESS CENTER

U.S. DEPARTMENT OF THE INTERIOR

Change Management: FPPS IT Modernization

MAY 14, 2020



INTERIOR BUSINESS CENTER (IBC) SERVICING AREAS

Human Resources



Financial Management



Acquisitions



IBC OPERATIONS OVERVIEW

IBC is a Shared Service organization providing exceptional quality acquisition, financial management, and human resources (HR) solutions and administrative support services to meet the business needs of approximately 139 agencies consisting of the Department of the Interior and other Federal agencies.

Human Resources
Line of Services: 22

Financial Management
Line of Services: 17

Acquisitions
Line of Service: One
(cradle to grave acquisition support)

HRD CUSTOMERS AND SERVICING AREAS

→ IBC HRD has 139 clients receiving services in 22 areas

HR Application Services

HR Operations Services

Drug & Alcohol Testing Services

Personnel Security Services

HR LINE OF BUSINESS

ePayroll Shared Service Centers

- Department of the Interior (Interior Business Center)
- United States Dept of Agriculture (National Finance Center)
- General Services Administration (GSA)*
- Department of Defense (Defense Finance and Accounting Service-DFAS)

Human Resources Line of Business

- Interior Business Center
- Department of Treasury
- United States Dept of Agriculture (National Finance Center)
- Department of Health and Human Services
- Department of Defense (Personnel, not DFAS)
- General Services Administration (GSA)

OPM HR LOB and GSA OSSPI/QSMO Oversight

HRD KEY FACTS

History

- Over 35 years providing payroll and HR services to federal agencies
- Federal Shared Service Provider (FSSP) competitively designated by OPM and OMB as ePayroll Provider and Human Resource Line of Business (HRLOB)
- One of only two FSSPs for both ePayroll and HRLOB
- Initial products--FPPS and Quicktime

Today

- IBC supports an extensive customer base with extensive products and services
 - Personnel and Payroll processing - 50 agencies; support nearly 300,000 employees
 - HR Operational Services - 14 client agencies
 - Personnel Security - 16 client agencies
 - Drug and Alcohol Testing to DOI and 70+ client agencies
 - HR Systems: FPPS/OBIEE, WTTS/ EODS, Time & Attendance, FedTalent/DOITalent, Talent Acquisition Solutions, eLearning
- IBC has the most modern and the only single integrated payroll/HR system in the government

SYSTEMS AND SERVICE OFFERINGS

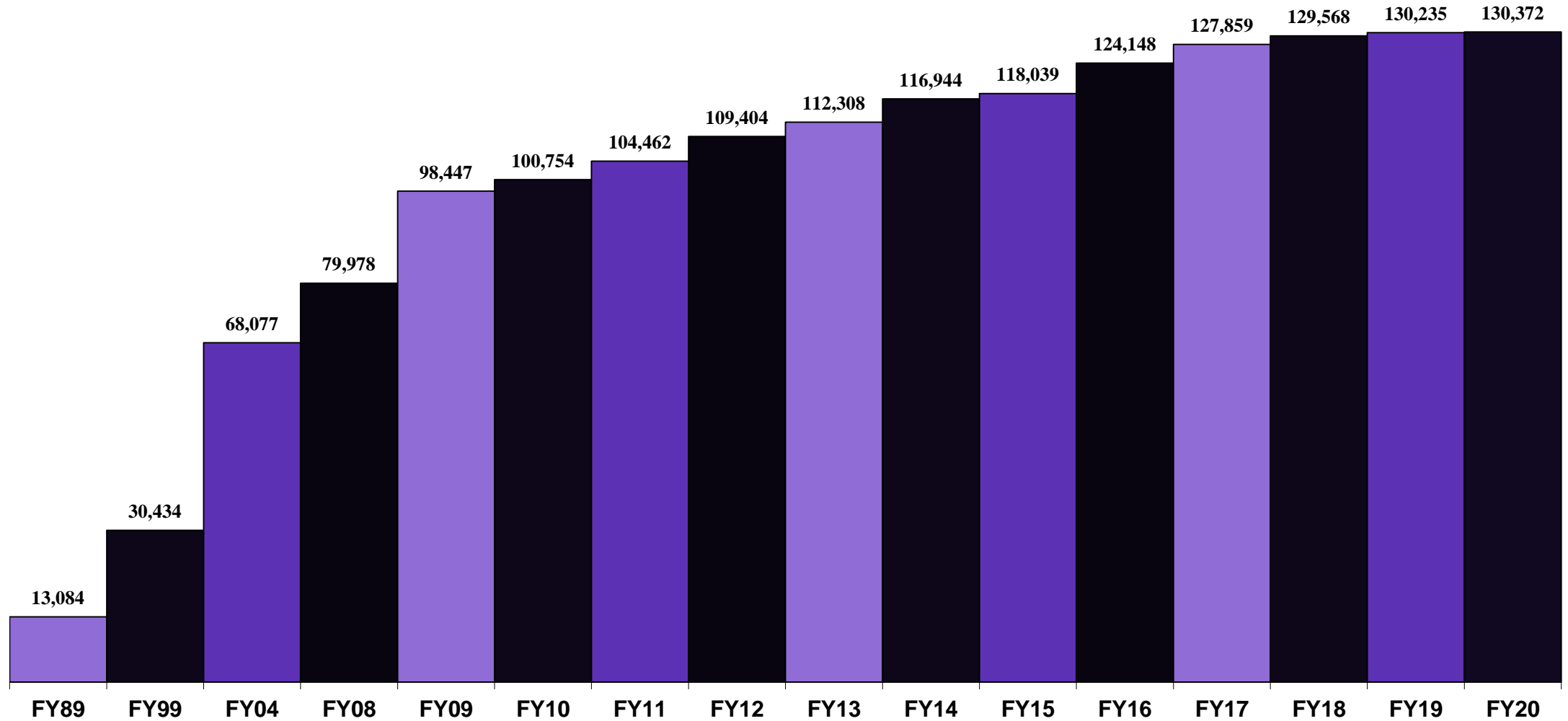
HR and Payroll Systems

- Federal Personnel and Payroll System (FPPS)
- Datamart Analytics and Reporting
- Workforce Transformation & Tracking System (WTTS)/Entrance on Duty System (EODS)
 - Security & Workforce Tracking System (SWTS)
 - Affiliate Workforce Tracking System (AWTS)
- FedTalent/DOITalent Talent Management System
- Time and Attendance Systems
- Training & Performance Support for all systems

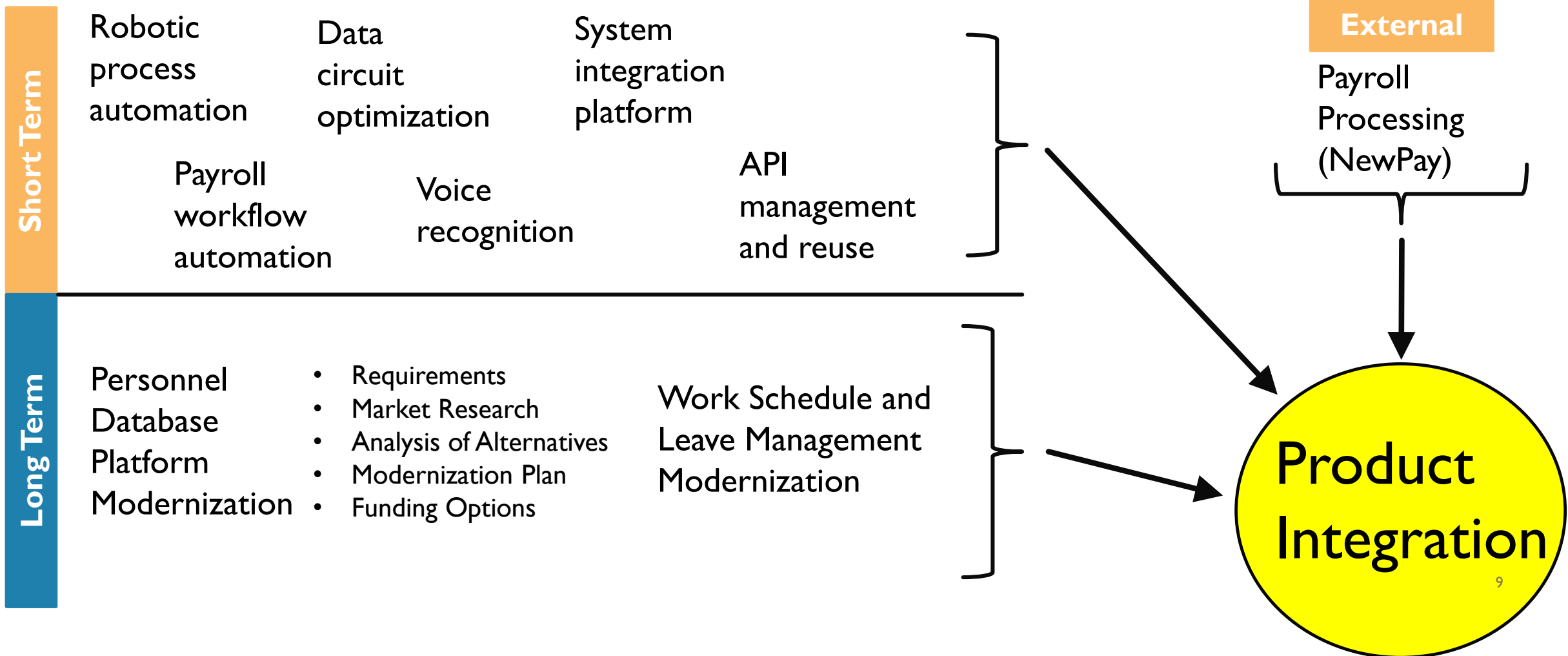
HR and Payroll Operations

- Payroll Operations
- Human Resources Operations
- Drug and Alcohol Testing
- Personnel Security
- Economies of Scale Contracts for Automated Staffing and eLearning Systems

FPPS FUNCTIONALITY FUNCTION POINTS



HR MODERNIZATION FOCUS AREAS



CHALLENGE

- Delivering required federal law and regulation changes, maintaining technology to current standards, investing in future development and delivering day-to-day operational services without capital investment funding.
- As a full-cost recovery, IBC pricing model is on a two-year revolving cycle. Thus, the organization is challenged with obtaining funding for new investments.
- Question: have other shared service providers been successful in obtaining added funding for investments?

THOUGHTS, IDEAS, RECOMMENDATIONS?

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