



# NewPay Program Update

**October 2020**



# 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

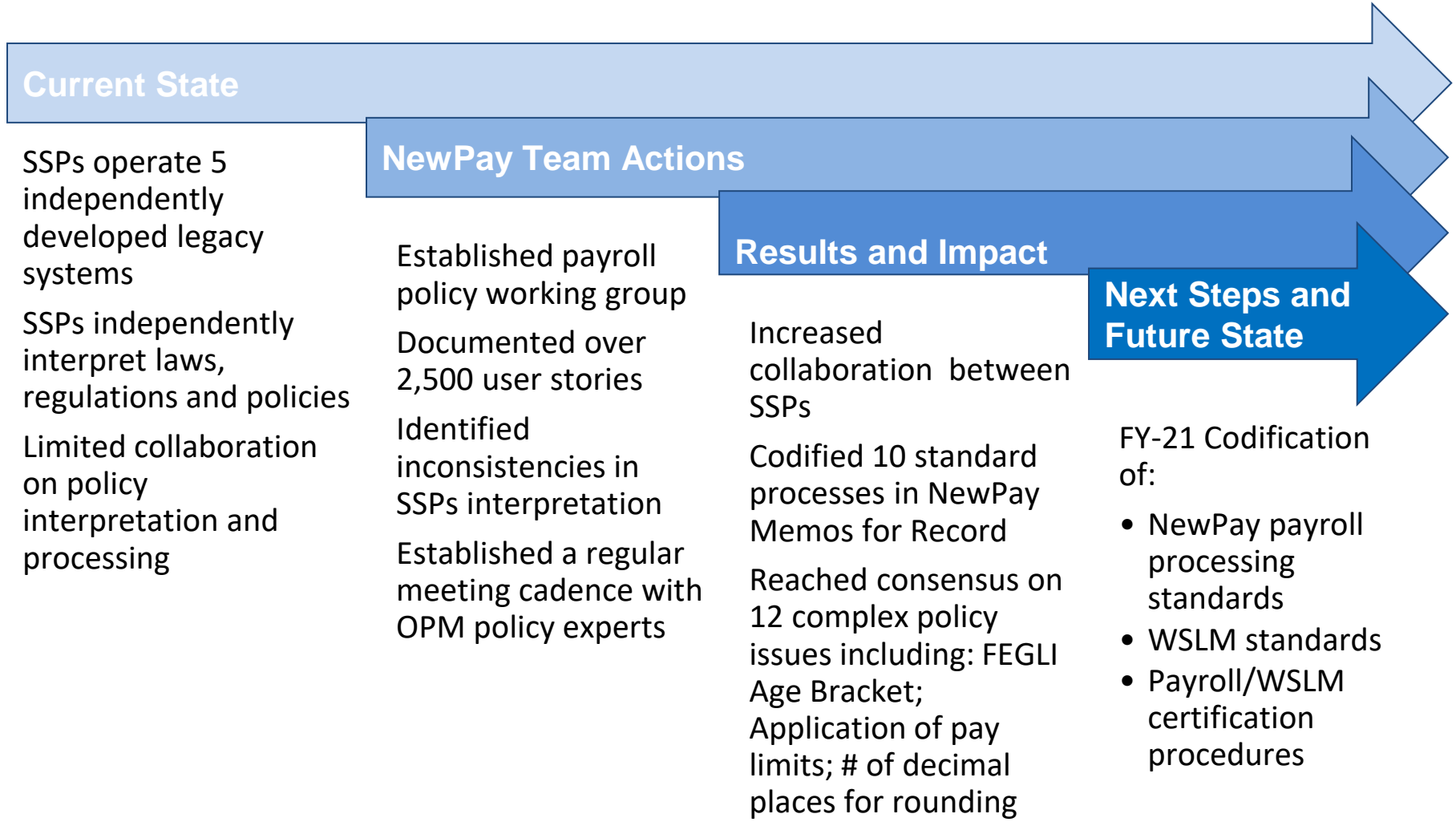
# NewPay's Strategic Objective

- 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





# Payroll/I &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

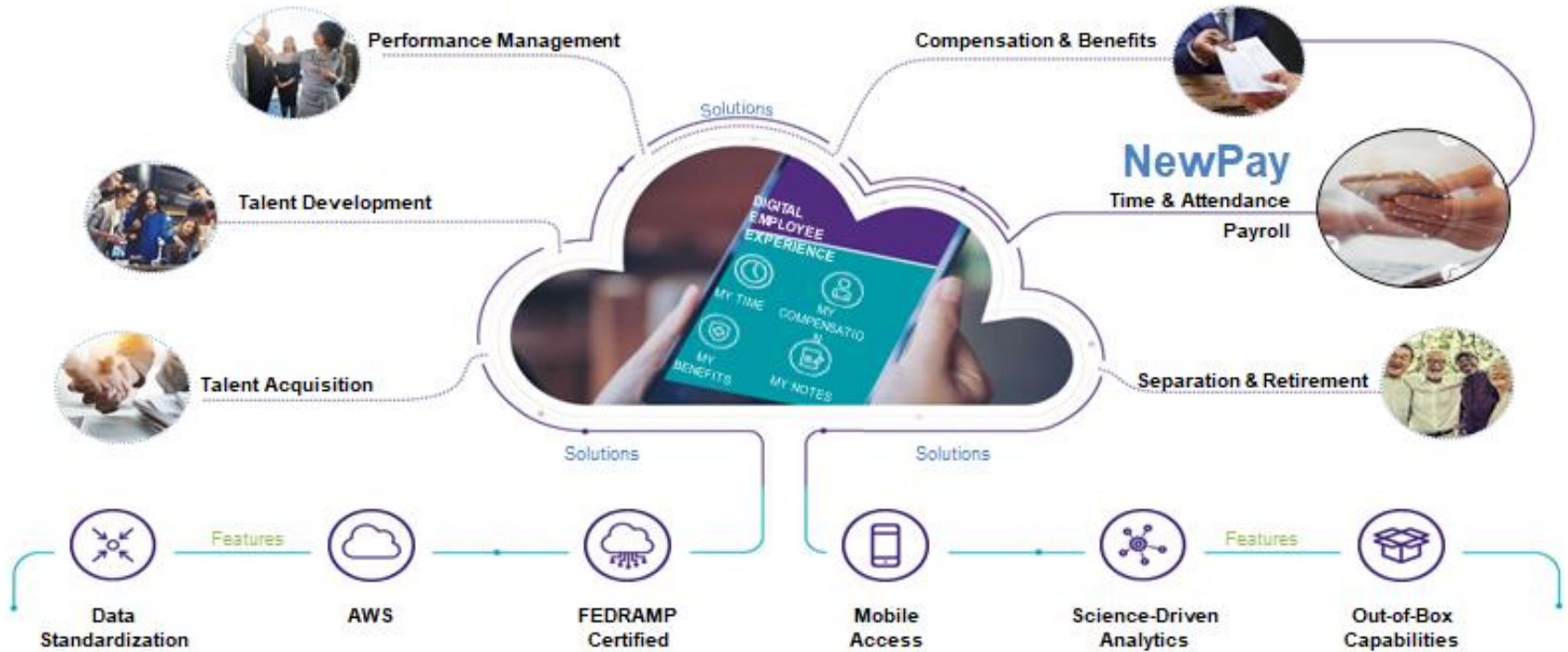
Data standards issuance process includes government wide, agency specific requirements; engages with industry partners

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



## *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



- 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

