Oakland County
Department of Information Technology
Project Scope and Approach

Project Name: Financial and Human Capital Management Implementation   Project ID: DJ8151WD

Leadership Group: Finance/Admin		
Department: Human Resources	**Division: Admin**	
Project Sponsor: Lynn Sonkiss and Kristy Slosson	**Date Requested: 2/12/18**	**PM Customer No. 151**
Request Type: _**New Development**_ _**Enhancement**_ _**Customer Support**_ _**Planned System Maintenance or Upgrade**_		
IT Team Name: Assessing and Taxation	**IT Team No: J**	
Project Manager/Leader: TBD		
Account Number: 96000 **Account Description:** Human Resources System		**Customer Name:** Human Resources
Grant Funded? Yes **No**	**Mandate?** **Yes** **No** **Mandate Source:**	

Project Goal

To implement the selected Financial and Human Capital Management product so that it aligns more closely with business needs and continues to evolve with the latest infrastructure, security, and technology needs of Oakland County.

Business Objective

Increase interdepartmental software cohesion through the implementation of the selected vendor's Financial Management System by performing process review, interface development, software configuration, and data management.

> **Major Deliverables**
> - Detailed Project Plan
> - Application and/or System Requirements
> - End User Hardware and Software Requirements Document
> - Technical Design Document
> - Technical Architecture Diagram
> - Data Migration Plan
> - Training Plan
> - User Acceptance Test Plan
> - Implementation Plan
> - Training/User Manual(s)
> - Application Configuration
> - Service Level Agreement
> - Disaster Recovery Toolkit
> - Service Center Knowledge Documents

Project Name: Financial and Human Capital Management Implementation   Project ID: DJ8151WD

Approach
- ☐ Develop Detailed Project Plan
- ☐ Review current business process and conduct needs assessment with customer, ensuring current manual processes are refined and automated.
- ☐ Document system requirements
- ☐ Determine and document system architecture and diagram
- ☐ Assess User Hardware and Software Requirements
- ☐ Conduct Tech Review
- ☐ Order hardware and software if needed
- ☐ Develop Data Migration Plan
- ☐ Develop Implementation Plan
- ☐ Develop Application Configurations
- ☐ Develop User Acceptance Test Plan
- ☐ Test new system
- ☐ Acquire User Acceptance Sign off
- ☐ Conduct Change Control
- ☐ Develop User Documentation, SLA, Disaster Recovery Toolkit, Service Center Knowledge Documents
- ☐ Train users on new system
- ☐ Release new system into production

Business Objective

Increase interdepartmental software cohesion through the implementation of the selected vendor's Human Capital Management System by performing process review, interface development, software configuration, and data management.

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- ☐ Technical Design Document
- ☐ Technical Architecture Diagram
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- ☐ Training/User Manual(s)
- ☐ Application Configuration
- ☐ Service Level Agreement
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Research & Analysis

Gartner Research Recommendation

No research conducted

Benefits

See Return on Investment (ROI) Analysis Document

Impact

Number of Users   +/- 1000 users

Divisions   Fiscal Services, Human Resources and Compliance

Leadership Groups   Finance / Admin

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Risk

Business Environment Medium - Project will require some changes to existing business processes.

Technical Environment Medium - Previously implemented technologies with new aspects and/or new requirements.

Assumptions

Staffing   IT Staffing: resources will be available for the hours indicated per the attached project plan.

Other Staffing: additional staffing will be available as follows:

Role:	Name	Hours per Day
Project Sponsor:	Lynn Sonkiss	As needed
	Kristy Slosson	As needed

Facilities

- None

Technical

- None

Funding

- Funded

Other

- None

Priority

- TBD

Constraints

- None

Exclusions

- None

Oakland County
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Project Scope and Approach

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PROJECT PHASE AUTHORIZATION

Phase(s):		
Total Estimated Application Services	**Hours: 19,413**	
Total Estimated Technical Systems	**Hours: 350**	
Total Estimated CLEMIS	**Hours:**	
Total Estimated Internal Services	**Hours:**	
IT Application Services Division Manager Approval:		**Date:**
IT Technical Systems Division Manager Approval:		**Date:**
IT CLEMIS Division Manager Approval:		**Date:**
IT Internal Services Division Manager Approval:		**Date:**
IT Management Approval:		
Approved: Yes No		Date:
Reason:		
Project Sponsor Approval:		
Title:		Date:

PROJECT SUMMARY

Authorized Development (see above)	**Hours: 19,763**	
Preliminary Estimated Development for Future Phases	**Hours:**	
Grand Total Estimated Development	**Hours: 19,763**	**Cost: $3,260,895**

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PROJECT COMPLETION AUTHORIZATION

Customer Acceptance of Product:	
Title:	Date:
Project Office Review:	Date:

FHCM Implementation Program - Size Estimate (+/- 10% to 50%) (Read-Only)

	Type	ID	Task Name	Estimated Hours	Estimate Notes
1	Type	ID	Task Name	Estimated	Estimate Notes
2				Hours	
3	3	000000	PROJECT MANAGEMENT	8,945	
4	Phase	100000	DEVELOP RFP & SELECT VENDOR	100	
5	Phase	200000	BUSINESS REQUIREMENTS	875	
6	Phase	300000	DESIGN SYSTEM ARCHITECTURE	1,500	
7	Phase	400000	IMPLEMENT VENDOR APPLICATION	7,375	
8	Phase	500000	IMPLEMENTATION PHASE	760	
9	Phase	600000	POST IMPLEMENTATION SUPPORT	208	
10				19,763	

Oakland County -- Financial and Human Capital Management Implementation

As Of: 2/12/18

Return on Investment Analysis

Project Summary

Description	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Benefits/Savings:							
Tangible Benefits Subtotal:	30,712	30,712	30,712	30,712	30,712	30,712	184,275
Cost Avoidance Subtotal:	790,966	790,498	546,217	555,593	565,156	574,911	3,823,340
Costs:							
Development Services Subtotal:	257,504	2,076,532	454,184	199,980	196,680	199,980	3,384,860
Hardware Subtotal:	0	0	0	0	0	0	0
Software Subtotal:	1,027,356	7,694,854	2,019,137	1,871,993	1,871,993	1,839,649	16,324,982
Infrastructure Subtotal	0	0	0	0	0	0	0
Training Subtotal:	0	0	0	0	0	0	0
Other Subtotal:	0	0	0	0	0	0	0
Annual Statistics:							
Annual Total Savings	821,678	821,210	576,929	586,305	595,868	605,623	4,007,614
Annual Total Costs	1,284,860	9,771,386	2,473,321	2,071,973	2,068,673	2,039,629	19,709,842
Annual Return on Investment	(463,182)	(8,950,176)	(1,896,392)	(1,485,668)	(1,472,805)	(1,434,006)	(15,702,228)
Annual Costs/Savings Ratio	156.37%	1189.88%	428.70%	353.40%	347.17%	336.78%	
Project Cumulative Statistics:							
Cumulative Total Savings	821,678	1,642,889	2,219,818	2,806,123	3,401,991	4,007,614	4,007,614
Cumulative Total Costs	1,284,860	11,056,246	13,529,567	15,601,540	17,670,213	19,709,842	19,709,842
Cumulative Return on Investment	(463,182)	(9,413,357)	(11,309,749)	(12,795,417)	(14,268,222)	(15,702,228)	(15,702,228)
Cumulative Cost/Savings Ratio	156.37%	672.98%	609.49%	555.98%	519.41%	491.81%	491.81%
Year Positive Payback Achieved							NO PAYBACK
State or Federal Mandate?							
Signatures:							
Benefits Reviewed By Project Sponsor				Date:			
Costs (including IT Resources) Reviewed By Information Technology Project Manager				Date:			

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Savings Detail

Benefit/Savings Description	Project Savings Category	Budget Category/Funding Source	Unit Desc	Units	Rate per Unit	Total Savings	Annual Multiplier
Current Support							
Reduced total cost of ownership. Rimini Support until upgrade	Cost Avoidance		ANN	1	253,473	253,473	1.000
Reduced total cost of ownership. Labor for FY2017 - CS, SM, PMU	Cost Avoidance		ANN	3,349	135	450,588	1.020
Oracle Enterprise Per Processor - Includes Year 1 Maintenance (4 Licenses 2QA / 2Prod)	Tangible Benefit		ANN	1	24,952	24,952	1.000
Oracle Enterprise Per Processor - Year 2 and Beyond (4 Licenses 2QA / 2Prod)	Tangible Benefit		ANN	1	24,952	24,952	1.000
PeopleSoft Servers - Maintenance	Tangible Benefit		ANN	16	360	5,760	1.000
On Prem upgrade							
Upgrade IT Hours New Development	Cost Avoidance		HR	10,560	147	1,552,320	1.020
Contractor Professional Services (ERP Analysts Costs)	Cost Avoidance		HR	1	3,900,000	3,900,000	1.000
Package Software - Acquisition Oracle PeopleSoft Software	Cost Avoidance		EA	1	4,494,667	4,494,667	1.000
Package Software - Maintenance Oracle PeopleSoft Software	Cost Avoidance		ANN	1	988,827	988,827	1.020
System Replacements							
C Series (Bottomline) check-printing replacement	Cost Avoidance			1	17,100	17,100	
Sympro Investments – replacement	Cost Avoidance			1	14,400	14,400	
Electronic document signing – replacement for Adobe-Echosign	Cost Avoidance			1	9,480	9,480	
NEOGOV – talent acquisition – replacement	Cost Avoidance			1	45,925	45,925	

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Savings Detail

Benefit/Savings Description	Project Savings Category	Budget Category/Funding Source	Unit Desc	Units	Rate per Unit	Total Savings	Annual Multiplier
Intangibles							
System that will operate among the changing technical hardware and software environments	Intangible Benefit						

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Savings Detail

Benefit/Savings Description	Project Savings Category	Affects Project ROI? Y1	Y2	Y3	Y4	Y5	Y6	Potential Savings Extensions Y1	Y2	Y3	Y4	Y5	Y6
Current Support													
Reduced total cost of ownership. Rimini Support until upgrade	Cost Avoidance	x	x					253,473.00	253,473.00				
Reduced total cost of ownership. Labor for FY2017 - CS, SM, PMU	Cost Avoidance	x	x	x	x	x	x	450,588.00	459,599.76	468,791.76	478,167.59	487,730.94	497,486
Oracle Enterprise Per Processor - Includes Year 1 Maintenance (4 Licenses 2QA / 2Prod)	Tangible Benefit	x						24,952.44					
Oracle Enterprise Per Processor - Year 2 and Beyond (4 Licenses 2QA / 2Prod)	Tangible Benefit		x	x	x	x	x		24,952.44	24,952.44	24,952.44	24,952.44	24,952
PeopleSoft Servers - Maintenance	Tangible Benefit	x	x	x	x	x	x	5,760.00	5,760.00	5,760.00	5,760.00	5,760.00	5,760
On Prem upgrade													
Upgrade IT Hours New Development	Cost Avoidance												
Contractor Professional Services (ERP Analysts Costs)	Cost Avoidance												
Package Software - Acquisition Oracle PeopleSoft Software	Cost Avoidance												
Package Software - Maintenance Oracle PeopleSoft Software	Cost Avoidance												
System Replacements													
C Series (Bottomline) check-printing replacement	Cost Avoidance	x	x	x	x	x	x	17,100.00	17,100.00	17,100.00	17,100.00	17,100.00	17,100
Sympro Investments – replacement	Cost Avoidance	x	x	x	x	x	x	14,400.00	14,400.00	14,400.00	14,400.00	14,400.00	14,400
Electronic document signing – replacement for Adobe-Echosign	Cost Avoidance	x	x	x	x	x	x	9,480.00	9,480.00	9,480.00	9,480.00	9,480.00	9,480
NEOGOV – talent acquisition – replacement	Cost Avoidance	x	x	x	x	x	x	45,925.00	45,925.00	45,925.00	45,925.00	45,925.00	45,925

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Savings Detail

Benefit/Savings Description	Project Savings Category	Affects Project ROI?						Potential Savings Extensions					
		Y1	Y2	Y3	Y4	Y5	Y6	Y1	Y2	Y3	Y4	Y5	Y6
Intangibles													
System that will operate among the changing technical hardware and software environments	Intangible Benefit												

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Savings Summary

Benefit/Savings Description	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Tangible Benefit:							
PeopleSoft Servers - Maintenance	5,760	5,760	5,760	5,760	5,760	5,760	34,560
Oracle Enterprise Per Processor - Includes Year 1 Maintenance (4 Licenses 2QA / 2Prod)	24,952	0	0	0	0	0	24,952
Oracle Enterprise Per Processor - Year 2 and Beyond (4 Licenses 2QA / 2Prod)	0	24,952	24,952	24,952	24,952	24,952	124,762
Tangible Benefits Subtotal:	*30,712*	*30,712*	*30,712*	*30,712*	*30,712*	*30,712*	*184,275*
Cost Avoidance:							
Reduced total cost of ownership. Rimini Support until upgrade	253,473	253,473	0	0	0	0	506,946
Reduced total cost of ownership. Labor for FY2017 - CS, SM, PMU	450,588	459,600	468,792	478,168	487,731	497,486	2,842,364
Upgrade IT Hours New Development	0	0	0	0	0	0	
Contractor Professional Services (ERP Analysts Costs)	0	0	0	0	0	0	
Package Software - Acquisition Oracle PeopleSoft Software	0	0	0	0	0	0	
Package Software - Maintenance Oracle PeopleSoft Software	0	0	0	0	0	0	
C Series (Bottomline) check-printing replacement	17,100	17,100	17,100	17,100	17,100	17,100	102,600
Sympro Investments – replacement	14,400	14,400	14,400	14,400	14,400	14,400	86,400
Electronic document signing – replacement for Adobe-Echosign	9,480	0	0	0	0	0	9,480
NEOGOV – talent acquisition – replacement	45,925	45,925	45,925	45,925	45,925	45,925	275,550
Cost Avoidance Subtotal:	*790,966*	*790,498*	*546,217*	*555,593*	*565,156*	*574,911*	*3,823,340*

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Savings Summary

	Benefit/Savings Description	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Intangible Benefit:								
	System that will operate among the changing technical hardware and software environments							
Savings Total:		*821,678*	*821,210*	*576,929*	*586,305*	*595,868*	*605,623*	*4,007,614*

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Cost Detail

Cost Description	Project Cost Category	Budget Category/Funding Source	Unit Desc	Units	Rate per Unit	Total Cost	Annual Multiplier	Y1	Y2	Y3	Y4	Y5	Y6
IT Hours - New Development	Development Svcs			19,763	130	2,575,040		x	x	x			
IT Hours - System Maintenance	Development Svcs				165	0							
IT Hours - Customer Support	Development Svcs			1,092	165	180,180			x	x	x	x	
IT Hours - Planned Maintenance	Development Svcs			20	165	3,300					x		x
App Release Update Patch, & Prod Fix Time	Development Svcs			100	165	16,500			x	x	x	x	x
State Tax Updates for Pension Use Case	Development Svcs			50	165	8,250				x			x
User Hours - New Development	Development Svcs					0							
User Hours - PTNE/OT	Development Svcs					0							
Contractor Professional Services	Development Svcs					0							
PC System - Acquisition	Hardware				814	0							
PC System - Maintenance	Hardware				2,304	0							
Notebook - Acquisition	Hardware				1,223	0							
Notebook - Maintenance	Hardware				2,372	0							
Tablet Notebook - Acquisition	Hardware				2,012	0							
Tablet Notebook - Maintenance	Hardware					0							
Laserprinter - Acquisition	Hardware				1,432	0							
Laserprinter - Maintenance	Hardware				1,104	0							
Image Workstations - Acquisition	Hardware					0							
Image Workstations - Maintenance	Hardware				3,496	0							
PC Maintenance User Owned	Hardware				2,304	0							
Printer Maintenance User Owned	Hardware				1,072	0							
File Space (100GB)	Hardware		ANN		173	0							
ISP Bandwidth - Acquisition	Hardware		ANN	1	450,000	450,000		x					
ISP Bandwidth - Maintenance	Hardware		ANN	1	100,000	100,000			x	x	x	x	x
Package Software - Acquisition	Software			1	6,774,752	6,774,752	1.000	x	x	x			
Package Software - Maintenance	Software			1	1,871,993	1,871,993	1.000		x	x	x	x	x
Business Objects Access	Software					0							
Term Emulation SFTW-Acquisition	Software					0							
Term Emulation SFTW-Maintenance	Software					0							
Server - Acquisition/Upgrade	Infrastructure				8,000	0							
Server - Maintenance	Infrastructure				360	0							
Server Sftwre - Acquisition/Upgrade	Infrastructure				335	0							
Server Sftwre - Maintenance	Infrastructure					0							

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Cost Detail

Cost Description	Project Cost Category	Budget Category/Funding Source	Unit Desc	Units	Rate per Unit	Total Cost	Annual Multiplier	Affects Project ROI?					
								Y1	Y2	Y3	Y4	Y5	Y6
Server Rack Mount	Infrastructure				400	0							
Oracle Enterprise Per Processor - Includes Year 1 Maintenance	Infrastructure				21,372	0							
Oracle Enterprise Per Processor - Year 2 and Beyond	Infrastructure				3,432	0							
SQL Server Enterprise - Per Processor (4 cores) - Purchased Sept 2016-Aug 2017 - Includes Maintenance thru Aug 2019	Infrastructure				24,533	0							
SQL Server Enterprise - Per Processor (4 cores) - Purchased Sept 2017-Aug 2018 - Includes Maintenance thru Aug 2019	Infrastructure				20,759	0							
SQL Server Enterprise - Per Processor (4 cores) - Purchased Sept 2018-Aug 2019 - Includes Maintenance thru Aug 2019	Infrastructure				16,985	0							
SQL Server Enterprise - Maintenance, Per Processor (4 cores) - Sept 2019 and Beyond	Infrastructure				4,218	0							
SQL Server Standard - Per Processor (4 cores) - Purchased Sept 2016-Aug 2017 - Includes Maintenance thru Aug 2019	Infrastructure				6,398	0							
SQL Server Standard - Per Processor (4 cores) - Purchased Sept 2017-Aug 2018 - Includes Maintenance thru Aug 2019	Infrastructure				5,414	0							
SQL Server Standard - Per Processor (4 cores) - Purchased Sept 2018-Aug 2019 - Includes Maintenance thru Aug 2019	Infrastructure				4,429	0							
SQL Server - Standard Maintenance, Per Processor (4 cores) - Sept 2019 and Beyond	Infrastructure				1,100	0							

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Cost Detail

Cost Description	Project Cost Category	Budget Category/Funding Source	Unit Desc	Units	Rate per Unit	Total Cost	Annual Multiplier	Affects Project ROI?					
								Y1	Y2	Y3	Y4	Y5	Y6
Websphere Basic Per Processor Single/Dual Core - Includes Year 1 Maintenance	Infrastructure				3,506	0							
Websphere Basic Per Processor Single/Dual Core - Year 2 and Beyond	Infrastructure				701	0							
Websphere ND Per Processor Single/Dual Core - Includes Year 1 Maintenance	Infrastructure				13,180	0							
Websphere ND Per Processor Single/Dual Core - Year 2 and Beyond	Infrastructure				2,635	0							
SSL Certificate	Infrastructure				845	0							
Internet Access	Infrastructure				180	0							
App Code Directories on Consolidated IIS Server (Virtual)	Infrastructure		ANN		415	0							
Database (5 GB) on Consolidated SQL Instance Server	Infrastructure		ANN		930	0							
Database Instance (125 GB DB) on Consolidated SQL Server	Infrastructure		ANN		2,395	0							
Database SQL Maint Server	Infrastructure		ANN		834	0							
Database SQL Server Physical	Infrastructure		ANN		19,158	0							
DB Maintenance (Annual Cycle $610)	Infrastructure		ANN		610	0							
DB Maintenance (Semi-Annual Cycle $1220)	Infrastructure		ANN		1,220	0							
DB Maintenance (Semi-Annual Cycle $2440)	Infrastructure		ANN		2,440	0							
Dedicated Virtual Server	Infrastructure		ANN		4,150	0							
DB Instance Setup	Infrastructure				976	0							
DBA MS SQL Database Creation on Exisitng Instance	Infrastructure				366	0							
Extra Small - 2 Core 8GB RAM, 500GB Drive, 10 GB NIC - Cloud/Virtual = $601 On Premise Physical Server = N/A	Infrastructure		ANN			0							

Oakland County -- Financial and Human Capital Management Implementation

As Of: 2/12/18

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Cost Detail

Cost Description	Project Cost Category	Budget Category/Funding Source	Unit Desc	Units	Rate per Unit	Total Cost	Annual Multiplier	Affects Project ROI?					
								Y1	Y2	Y3	Y4	Y5	Y6
Small - 4 Core 16GB RAM, 500GB Drive, 10 GB NIC - Cloud/Virtual = $951 On Premise Physical Server = $9,288	Infrastructure		ANN			0							
Medium - 8 Core 32GB RAM, 500GB Drive, 10 GB NIC - Cloud/Virtual = $1,702 On Premise Physical Server = $9,751	Infrastructure		ANN			0							
Large - 16 Core 64GB RAM, 500GB Drive, 10 GB NIC - Cloud/Virtual = $3,167 On Premise Physical Server = $10,446	Infrastructure		ANN			0							
Extra Large - 40 Core 160GB RAM, 500GB Drive, 10 GB NIC - Cloud/Virtual = $7,564 On Premise Physical Server = $12,906	Infrastructure		ANN			0							

Oakland County -- Financial and Human Capital Management Implementation
Return on Investment Analysis

Cost Detail

Cost Description	Project Cost Category	Potential Cost Extensions					
		Y1	Y2	Y3	Y4	Y5	Y6
IT Hours - New Development	Development Svcs	257,504.00	2,060,032.00	257,504.00			
IT Hours - System Maintenance	Development Svcs						
IT Hours - Customer Support	Development Svcs			180,180.00	180,180.00	180,180.00	180,180.00
IT Hours - Planned Maintenance	Development Svcs				3,300.00		3,300.00
App Release Update Patch, & Prod Fix Time	Development Svcs		16,500.00	16,500.00	16,500.00	16,500.00	16,500.00
State Tax Updates for Pension Use Case	Development Svcs			8,250.00			8,250.00
User Hours - New Development	Development Svcs						
User Hours - PTNE/OT	Development Svcs						
Contractor Professional Services	Development Svcs						
PC System - Acquisition	Hardware						
PC System - Maintenance	Hardware						
Notebook - Acquisition	Hardware						
Notebook - Maintenance	Hardware						
Tablet Notebook - Acquisition	Hardware						
Tablet Notebook - Maintenance	Hardware						
Laserprinter - Acquisition	Hardware						
Laserprinter - Maintenance	Hardware						
Image Workstations - Acquisition	Hardware						
Image Workstations - Maintenance	Hardware						
PC Maintenance User Owned	Hardware						
Printer Maintenance User Owned	Hardware						
File Space (100GB)	Hardware						
ISP Bandwidth - Acquisition	Hardware	450,000.00					
ISP Bandwidth - Maintenance	Hardware		100,000.00	100,000.00	100,000.00	100,000.00	100,000.00
Package Software - Acquisition	Software	732,747.00	5,894,861.00	147,144.00			
Package Software - Maintenance	Software	294,609.00	1,799,993.00	1,871,993.00	1,871,993.00	1,871,993.00	1,839,649.00
Business Objects Access	Software						
Term Emulation SFTW-Acquisition	Software						
Term Emulation SFTW-Maintenance	Software						
Server - Acquisition/Upgrade	Infrastructure						
Server - Maintenance	Infrastructure						
Server Sftwre - Acquisition/Upgrade	Infrastructure						
Server Sftwre - Maintenance	Infrastructure						

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Cost Detail

Cost Description	Project Cost Category	Potential Cost Extensions					
		Y1	**Y2**	**Y3**	**Y4**	**Y5**	**Y6**
Server Rack Mount	Infrastructure						
Oracle Enterprise Per Processor - Includes Year 1 Maintenance	Infrastructure						
Oracle Enterprise Per Processor - Year 2 and Beyond	Infrastructure						
SQL Server Enterprise - Per Processor (4 cores) - Purchased Sept 2016-Aug 2017 - Includes Maintenance thru Aug 2019	Infrastructure						
SQL Server Enterprise - Per Processor (4 cores) - Purchased Sept 2017-Aug 2018 - Includes Maintenance thru Aug 2019	Infrastructure						
SQL Server Enterprise - Per Processor (4 cores) - Purchased Sept 2018-Aug 2019 - Includes Maintenance thru Aug 2019	Infrastructure						
SQL Server Enterprise - Maintenance, Per Processor (4 cores) - Sept 2019 and Beyond	Infrastructure						
SQL Server Standard - Per Processor (4 cores) - Purchased Sept 2016-Aug 2017 - Includes Maintenance thru Aug 2019	Infrastructure						
SQL Server Standard - Per Processor (4 cores) - Purchased Sept 2017-Aug 2018 - Includes Maintenance thru Aug 2019	Infrastructure						
SQL Server Standard - Per Processor (4 cores) - Purchased Sept 2018-Aug 2019 - Includes Maintenance thru Aug 2019	Infrastructure						
SQL Server - Standard Maintenance, Per Processor (4 cores) - Sept 2019 and Beyond	Infrastructure						

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Cost Detail

Cost Description	Project Cost Category	Potential Cost Extensions					
		Y1	Y2	Y3	Y4	Y5	Y6
Websphere Basic Per Processor Single/Dual Core - Includes Year 1 Maintenance	Infrastructure						
Websphere Basic Per Processor Single/Dual Core - Year 2 and Beyond	Infrastructure						
Websphere ND Per Processor Single/Dual Core - Includes Year 1 Maintenance	Infrastructure						
Websphere ND Per Processor Single/Dual Core - Year 2 and Beyond	Infrastructure						
SSL Certificate	Infrastructure						
Internet Access	Infrastructure						
App Code Directories on Consolidated IIS Server (Virtual)	Infrastructure						
Database (5 GB) on Consolidated SQL Instance Server	Infrastructure						
Database Instance (125 GB DB) on Consolidated SQL Server	Infrastructure						
Database SQL Maint Server	Infrastructure						
Database SQL Server Physical	Infrastructure						
DB Maintenance (Annual Cycle $610)	Infrastructure						
DB Maintenance (Semi-Annual Cycle $1220)	Infrastructure						
DB Maintenance (Semi-Annual Cycle $2440)	Infrastructure						
Dedicated Virtual Server	Infrastructure						
DB Instance Setup	Infrastructure						
DBA MS SQL Database Creation on Exisitng Instance	Infrastructure						
Extra Small - 2 Core 8GB RAM, 500GB Drive, 10 GB NIC - Cloud/Virtual = $601 On Premise Physical Server = N/A	Infrastructure						

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Cost Detail

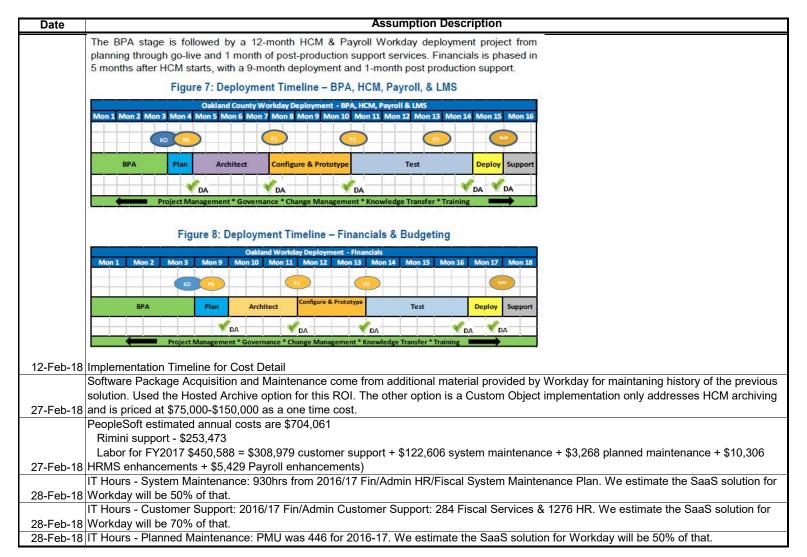| Cost Description	Project Cost Category	Potential Cost Extensions					
		Y1	Y2	Y3	Y4	Y5	Y6
Small - 4 Core 16GB RAM, 500GB Drive, 10 GB NIC - Cloud/Virtual = $951 On Premise Physical Server = $9,288	Infrastructure						
Medium - 8 Core 32GB RAM, 500GB Drive, 10 GB NIC - Cloud/Virtual = $1,702 On Premise Physical Server = $9,751	Infrastructure						
Large - 16 Core 64GB RAM, 500GB Drive, 10 GB NIC - Cloud/Virtual = $3,167 On Premise Physical Server = $10,446	Infrastructure						
Extra Large - 40 Core 160GB RAM, 500GB Drive, 10 GB NIC - Cloud/Virtual = $7,564 On Premise Physical Server = $12,906	Infrastructure						

Oakland County -- Financial and Human Capital Management Implementation

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Cost Summary

Cost Description	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Development Services:							
IT Hours - New Development	257,504	2,060,032	257,504				2,575,040
IT Hours - System Maintenance							
IT Hours - Customer Support			180,180	180,180	180,180	180,180	720,720
IT Hours - Planned Maintenance				3,300		3,300	6,600
#REF!		16,500	16,500	16,500	16,500	16,500	82,500
User Hours - New Development							
User Hours - PTNE/OT							
Contractor Professional Services							
Development Services Subtotal:	***257,504***	***2,076,532***	***454,184***	***199,980***	***196,680***	***199,980***	***3,384,860***
Hardware:							
Hardware Subtotal:							
Software:							
Package Software - Acquisition	732,747	5,894,861	147,144				6,774,752
Package Software - Maintenance	294,609	1,799,993	1,871,993	1,871,993	1,871,993	1,839,649	9,550,230
Software Subtotal:	***1,027,356***	***7,694,854***	***2,019,137***	***1,871,993***	***1,871,993***	***1,839,649***	***16,324,982***
Infrastructure:							
Infrastructure Subtotal							
Training:							
Training Subtotal:							
Other:							
Other Subtotal:							
Costs Total:	***1,284,860***	***9,771,386***	***2,473,321***	***2,071,973***	***2,068,673***	***2,039,629***	***19,709,842***

Oakland County -- Financial and Human Capital Management Implementation

Return on Investment Analysis

Assumptions

Date	Assumption Description
12-Feb-18	The BPA stage is followed by a 12-month HCM & Payroll Workday deployment project from planning through go-live and 1 month of post-production support services. Financials is phased in 5 months after HCM starts, with a 9-month deployment and 1-month post production support. Figure 7: Deployment Timeline – BPA, HCM, Payroll, & LMS Figure 8: Deployment Timeline – Financials & Budgeting Implementation Timeline for Cost Detail
27-Feb-18	Software Package Acquisition and Maintenance come from additional material provided by Workday for maintaning history of the previous solution. Used the Hosted Archive option for this ROI. The other option is a Custom Object implementation only addresses HCM archiving and is priced at $75,000-$150,000 as a one time cost.
27-Feb-18	PeopleSoft estimated annual costs are $704,061 Rimini support - $253,473 Labor for FY2017 $450,588 = $308,979 customer support + $122,606 system maintenance + $3,268 planned maintenance + $10,306 HRMS enhancements + $5,429 Payroll enhancements)
28-Feb-18	IT Hours - System Maintenance: 930hrs from 2016/17 Fin/Admin HR/Fiscal System Maintenance Plan. We estimate the SaaS solution for Workday will be 50% of that.
28-Feb-18	IT Hours - Customer Support: 2016/17 Fin/Admin Customer Support: 284 Fiscal Services & 1276 HR. We estimate the SaaS solution for Workday will be 70% of that.
28-Feb-18	IT Hours - Planned Maintenance: PMU was 446 for 2016-17. We estimate the SaaS solution for Workday will be 50% of that.

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Assumptions

Date	Assumption Description
01-Mar-18	Savings: Upgrade IT Hours New Development: Came from PSFT HRMS Upgrade to Ver 9.0 Part 1 1484hrs, PSFT HRMS Upgrade to Ver 9.0 Part II 1402hrs, PSFT HRMS Upgrade to Ver 9.0 part III 1321hrs, PSFT HRMS Upgrade to ver 9.0 Prod. Deployment 539hrs, PSFT Financials Upgrade to Ver 9.0 part 1 1745hrs, PSFT Financials Upgrade to Ver9.0 Part II 1537hrs, PSFT Financials Upgrade to Ver 9.0 part III 1435hrs, PSFT Financials Upgrade to Ver 9.0 Part IV 581hrs, PSFT Financials Upgrade to Ver 9.0 Prod Deployment 516hrs
01-Mar-18	Savings: ERP Analysts, Inc. PeopleSoft implementation quote was used for the purposes of this model in the savings section.
01-Mar-18	Savings: Oracle PeopleSoft Repurchase quote was used for the purposes of this model
13-Mar-18	Cost of Storage: Archiving & Warehouse Strategy is native in the Workday SaaS solution. The cost of the yearly subscription includes data repository, reporting, analytics and dashboards for Workday. No additional cost.
13-Mar-18	App release update patch: Workday provides the application release, update patch, & Production fix for our customers as part of the SaaS. The customer would be responsible for areas such as testing custom integrations and custom configured reports. We estimate this amount of time to be 40-50 hours per major release that is provided twice a year.
13-Mar-18	Federal Tax Updates testing estimated based on current testing done in the existing solution per Oakland County best practices. Workday states additional testing is not necessary.
13-Mar-18	State Taxc Updates estimated from Sierra Cedar based on requirement to insert state tax updates. Assumed a 3 year period for changing these based upon past updates.
13-Mar-18	13 Third Party Interface Development by County: Estimated based on the RFP and Proposal that there would be 56 integrations. Of those 56, Oakland County would develop 13 of them. Based upon past performance they would estimate it would take the county 1,480 hours to complete the 13 integrations.