

IMPACT - Enterprise or Dept specific	Category & System	Project	2017 - Q1	2017 - Q2	2017 - Q3	2017 - Q4	2018	2019	2020	2021	IT Development required
E	COMET	Sustainability of COMET-HCM/ELM with regular updates, patches & bundles	X	X	X	X	X	X	X	X	X
E	HALOGEN	Performance Management - Priority 2 Get as many participants and processes on the same schedule in order to minimize the current administrative maintenance workload.			X	X					
E	HALOGEN	Performance Management - Priority 3 Focus on development - IDO plans - individual Development Opportunites	X	X	X	X					
E	COMET	Tax updates - COMET				X					X
E	COMET	Sick & Vacation sell letters - COMET				X					X
E	COMET	Open enrollment confirmation statement processing				X					X
E	COMET	Election Judge interface between Konnech & PeopleSoft - hires, rehires, time entry & terms			X	X					X
E	COMET	EEO new reporting requirements implementation - COMET	X	X							X
E	COMET	Implementation of Sick & Safe time municipal ordinance	X	X							
E	COMET	Implementation of new DOL FLSA overtime requirement changes	X	X							
E	COMET	ACA Reporting & Electronic File Submission	X			X					X
E	COMET	PERA interface for hires, rehires, terms & leaves - phase I and phase II			X						X
E	COMET	FMLA functionality	X								
E	COMET	Benefits Billing functionality		X	X						
E	COMET	Benefits Life Events	X	X							
E	COMET	Total Comp Statements	X								
E	COGNOS	HR Data Warehouse	X	X	X	X					
E	COMET	Automation of appointed step increases utilizing the HR Data Warehouse	X	X							
E	Multiple	Implementation of new data governance structure	X	X							
D	COMET	New interfaces with Maximo (4) - Demographic & job data out & T&L data in & out	X								X
E	ServiceNow	Implementation of new ticketing system for HR tickets - ServiceNow	X								X
D	SharePoint	Electronic personnel & medical records pilot - work with Knowledge Lake	X								
E	COMET	New interface with the CPED system to bring in step-up hires & rehires	X	X							X
E	SharePoint	SharePoint - site setup for COMET support	X	X							
E	COMET	Close year & Open of new year - COMET	X			X					X
E	COMET	W2 processing - EE mailing & electronic file submission - COMET	X								X
E	MIM	Implementation of Microsoft Identity Manager - (MIM) - Phase I complete, Phase II eProvisioning	X	X	X	X					
E	N/A	Classification maintenance process automation?	?								
E	NEOGOV	Major enhancement release changes to pages & user interface - NEOGOV	X								X
E	COGNOS	TM1 (Cognos budgeting tool) upgrade - discussing what options are - IBM has rolled out a different method - Have a hosted option that we are considering.	?								
E	N/A	Enterprise file sync and share system - Interface for accessing and transferring company data; regardless of where it is stored (Network drives, SharePoint, FTP, etc).				?					X
E	N/A	Email encryption - business requirement - IT investigating using Microsoft - need a timeline				?	?	?	?	?	
E	N/A	Onboarding business needs documentation, evaluation process & implementation - NEW	X	X	X	X					
E	N/A	Implement onboarding in a more systematic way	X	X	X	X					
E	New system	Charitable Giving campaign - City Coordinator's office is investigating YourCause	X	X							
E	COMET	Investigate use of REN capability in PeopleSoft	X								
E	inTouch	Exit interviews moving to outside vendor	X								
E	NEOGOV	Implementation of new testing interface with NeoGov & online testing integration	X								
E	COMET	New interface with Eide Bailly to eliminate current manual processes		X							X
E	COMET	Evaluation of support model for COMET-HR system				?	?	?	?	?	
E	N/A	Succession Management business needs documentation & evaluation process. Three levels: 1. Workforce planning, skills needed 2. Succession management, determination of bench strength 3. Talent review, looking at all talent organization wide	X	X	X	X					
E	ELM	Evaluation of enterprise learning management system - This system has not been evaluated since it was originally implemented in 2007, ten years ago	X								
E	EQUIFAX	Evaluation of I-9 & eVerify system - 5 year cycle - Contract runs from 01/02/2013 through 12/31/2017	X								
E	COMET	PeopleSoft disaster recovery					X	X	X	X	X
E	COMET	M5 interface to COMET HR for time entry interface		X	X		X				
E	COMET	Electronic records purge in COMET-HR according to records retention policy					X				
E	OFFICE	Office 2013 or newer version rollout?					X				
E	HALOGEN	Evaluation of Performance Management system - 5 year cycle - Halogen contract runs from 07/31/2011 through 07/30/2021					X				
E	COMET	Evaluation of human capital management system - This system has not been evaluated since it was originally implemented in 1997						X	X		
E	NEOGOV	Evaluation of NeoGov applicant tracking system - 5 year cycle							X		
E	System	Evaluation of Enterprise Learning Management System								X	
E	System	Evaluation of Onboarding system which includes I-9 & eVerify								X	
		LEGEND									
		Impact - Enterprise-Wide									
		Impact - HR department specific									
		Project - Required compliance									
		Project - Required business process									
		Project - Business plan									
		Target date - Current/Short-term									
		Target date - 1 year out									
		Target date - 2 to 3 years out									
		Target date - 4 years out									
		Target date - 5 years out									
		IT initiative - HR is indirectly impacted									