FI$Cal Focus

FI$CAL: TRANSPARENCY. ACCURACY. INTEGRITY.

FISCAL FROM A DEPARTMENTAL PERSPECTIVE

By: Nickolas Saldivar III, ALRB's Business Services Officer

The Agricultural Labor Relations Board's (ALRB) mission is to ensure peace and justice in the California fields by providing stability in agricultural labor relations. To meet the mission, the ALRB is headquartered in Sacramento and has four regional offices throughout the State. In order to meet Its large workload, the ALRB strives to efficiently utilize its limited resources. The ALRB's General Counsel Sylvia Torres-Guillén advocated the ALRB's early involvement in the Pre-Wave phase because it was an opportunity to modernize and improve efficiency in the department's procurement and fiscal processes.

As the Business Services Officer of the ALRB, I was required to quickly embrace the changes involved in the transition from our old process to the new FI$Cal process. The communication and teamwork developed between the ALRB and FI$Cal proactively addressed challenges and turned issues into opportunities to improve the System. FI$Cal's Readiness Coordinators, Change Management Staff, and Accenture team worked closely with the ALRB to address each and every challenge experienced. The partnership resulted in the ALRB communicating challenges in the new environment and FI$Cal responding to them to improve the System for the end users. Some were remedied easily while others required conferences to pinpoint the issues and develop solution options. Role mapping required numerous conferences to establish the right process that reflected the ALRB's internal program area separation and the limitations in the System during its infancy. Throughout that process, FI$Cal addressed each of our questions and concerns with thoughtfulness and patience despite the fast-approaching deadline for Pre-Wave implementation.

As July 2013 approached, the ALRB, challenged by a tight budget and the requirement that end users complete training prior to launch, required unique training options. FI$Cal and I quickly developed an accelerated training option that specifically met ALRB's needs by combining basic end user trainings into a one day training. FI$Cal trainers even travelled to our regional office to deliver the training. The FI$Cal staff support to the ALRB has not ceased since the implementation in July 2013. As a Pre-Wave end user, I report issues in the new System to the FI$Cal Support staff. The Support staff always promptly responds to the reports and provides a thorough follow-up to ensure that they addressed my issue.

With Wave 1 implementation on the horizon, many new departments will face their unique challenges in the process. To assist Wave 1 departments, the ALRB has opened its doors to showcase the System and the processes currently utilized. The System is developing and new functionality will roll out over the next few years. The ALRB experience remains that communication, teamwork, and openness to change reduces the inherent challenges in the new System implementation. Establishing and building a strong relationship with your FI$Cal team will benefit your department in the change. In addition, the relationship helps your FI$Cal representatives learn about your department to truly understand the impact of implementation and assist them in resolving any future challenges encountered.

NEVIL'S PERSPECTIVE

A Message From FI$Cal Project Leadership

The Business Team is responsible for designing the FI$Cal Accounting, Procurement and Budgeting solution in collaboration with the departments and partners. As the Business Team lead, I am fortunate to work with a talented group of individuals who have extensive knowledge of the State's business processes as well as deep project Implementation experience.

Over the last year and a half, we have worked together to implement the Pre-Wave solution and build the Wave 1 solution that spans over 50 business processes. One of our keys to success is alignment between the various stakeholders including departments, control agencies, project executives, and the system integrator. Using an Operational Decision Making process to document and share our analysis and perspectives on solution alternatives, the Project has resolved more than 600 decisions in a

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methodical and transparent fashion. I continue to be impressed by the level of engagement and passion that the departments and partners have shown to get to the right solution for California.

Last November, we launched the Test Phase to validate the Wave 1 solution through a sequence of tests including Functional, Security, Interface Conversion, Performance and User Acceptance testing. **THANK YOU** to all the testers from the Project and departments for executing hundreds of Functional Test scripts at the Evergreen test labs and **THANK YOU** to the teams working diligently to resolve the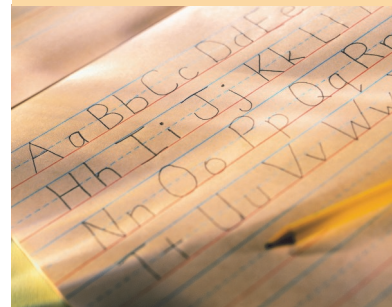 defects that are found in a timely manner. We appreciate the time and dedication that you have committed to this Project to ensure its success and we look forward to our continued partnership as we accelerate towards a successful transition to go live.

Nevil Pesika is Accenture's Business Team Lead

FI$CAL RESTRUCTURES ROLLOUT
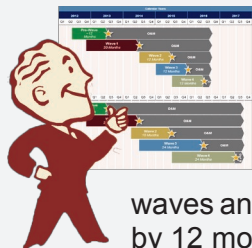
FI$Cal has published Special Project Report 5 (SPR 5) which shifts some of the Project's functionality to later waves and extends implementation by 12 months. SPR 5 has received the initial approvals and is now subject to the annual budget approval process. Specifically, SPR 5 makes the following changes:

- No impact to Wave 1

- The Department of General Services shifts from a partially deferred department for its operations to a Wave 2 department

- The control functions of the State Controller's Office and State Treasurer's Office moves to Wave 3 with a new go

live date of July 2016

- An important PeopleSoft upgrade will be executed during Wave 3

- The majority of departments shift to Wave 4 with a new go live date of July 2017

"This extension of time has many benefits, including the implementation and stabilization of control agency functions prior to incorporating most departments into FI$Cal," said Executive Partner Sue Johnsrud.

The Project Work Plan and Schedule are currently being updated to reflect these changes. For FI$Cal and department staff, work assignments will be tailored to the new schedule. Stay tuned for more information.

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Any questions, please contact us at: fiscal.cmo@fiscal.ca.gov