

IMPACT - Enterprise or Dept specific	Category & System	Project	2016 - Q4	2017	2018	2019	2020	IT Development required
E	COMET	Sustainability of COMET-HCM/ELM with regular updates, patches & bundles	X	X	X	X	X	X
E	HALOGEN	Performance Management - Priority 1 Implementation completion	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					
E	HALOGEN	Performance Management - Priority 3 Focus on development - IDIs	X					
E	COGNOS	Phase III reporting data warehouse implementation - NEW	X	X				
E	COMET	EEO new reporting requirements implementation - COMET	X	X				X
E	COMET	ACA Reporting & Electronic File Submission	X	X				
E	COMET	FMLA functionality	X	X				
E	COMET	Benefits Billing functionality		X				
E	COMET	Total Comp Statements		X				
E	COMET	HR Data Warehouse	X	X				
E	COMET	Automation of appointed step increases utilizing the HR Data Warehouse		X				
E	N/A	Implementation of new data governance structure		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 - SHAREPOINT & new ingestion system	X					
E	SharePoint	SharePoint - site setup for COMET support	X	X				
E	FIM	Implementation of Microsoft Identity Manager - MIM	X					
E	NEO GOV	NeoGov browser support change - IE11, Chrome 47+, Edge20+	X					
E	NEO GOV	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				X
E	N/A	Onboarding business needs documentation & evaluation process - NEW	X					
E	N/A	Implement onboarding in a more systematic way		X				
E	HALOGEN	Evaluation of Performance Management system - 5 year cycle - Halogen contract runs from 07/31/2011 through 07/30/2021			X			
E	NEO GOV	Implementation of new testing interface with NeoGov & online testing integration	X					
E	COMET	Open enrollment setup & testing - COMET	X					
E	COMET	Open enrollment open & close - COMET	X	X				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		X				
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				
E	OFFICE	Office 2013 or newer version rollout?		X				
E	COMET	Investigate use of REN capability in PeopleSoft		X				
E	COMET	Evaluation of human capital management system - This system has not been evaluated since it was originally implemented in 1997				X		
E	ELM	Evaluation of enterprise learning management system - This system has not been evaluated since it was originally implemented in 2007		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	New interface with the CPED system to bring in step-up hires & rehires		X				X
E	NEO GOV	Evaluation of NeoGov applicant tracking system - 5 year cycle					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 - 3 years out								
Target date - 5 years out								
IT initiative - HR is indirectly impacted								