Exhibit 300 (BY2009)

PART ONE	
OVERVIEW	
1. Date of Submission:	2007-06-01
2. Agency:	015
3. Bureau:	00
4. Name of this Capital Asset:	HR LoB - HR Connect
5. Unique Project Identifier:	015-00-01-13-01-1261-24

6. What kind of investment will this be in FY2009?
Mixed Life Cycle

7. What was the first budget year this investment was submitted to OMB?
FY2001 or earlier

8. Provide a brief summary and justification for this investment, including a brief description of how this closes in part or in whole an identified agency performance gap.
Program Overview: HR Connect is Treasury's enterprise system, a web-based solution built on PeopleSoft commercial-off-t he-shelf (COTS) software. HR Connect transforms core back-office HR functions, moving them from a processing-centric capability supported by Treasury and National Finance Center (NFC) legacy systems, to a strategic-centri c capability enabled through its commercial software underpinning. Additionally, self-service components of the software fundamentally transform the standard government HR service delivery model, putting additional information, services and processes (i.e., personal data, position management, requests for personnel action, recruitment, reporting, etc.) directly in the hands of managers and employees. From a business perspective, Treasury's implementation methodology for HR Connect has mandated that all Treasury bureaus co-exist in one standard software code line, ending a Treasury history of bureau HR system autonomy through varied implementations of NFC and other legacy systems. Through HR Connect's implementation, HR and information technology standardization is being realized. Key Accomplishments/ Status: Treasury has been approved as an HR Line of Business (LoB) Shared Service Center (SSC). HRCPO anticipates that the LoB designation will help expand the current customer base and offer economies of scale that will reduce the cost per employee across the federal marketplace. Roughly 144,000 employees currently rely on HR Connect for their HR & payroll needs, including all of Treasury as well as HUD, DHS, and ATFE (which are cross-serviced by HR Connect under the HR LoB initiative). Near Term Delivery Model - HR Connect supports the common HR LoB processes and provides core HR functionality that is interoperable, portable and scalable. Through partnership, HR Connect delivers components of long term HR LoB functionality today. HR Connect's core functions include: Personnel Action Processing, Managing Payroll, Administering Benefits, Time and Attendance and Labor Distribution.

9. Did the Agency's Executive/Investment Committee approve this request?
yes

9.a. If "yes," what was the date of this approval?
2007-08-16

10. Did the Project Manager review this Exhibit?
yes

11. Project Manager Name:
Eddy, Lynn

Project Manager Phone:
202-622-1520

Project Manager Email:
lynn.eddy@do.treas.gov

11.a. What is the current FAC-P/PM certification level of the project/program manager?
TBD

12. Has the agency developed and/or promoted cost effective, energy-efficient and environmentally sustainable techniques or practices for

this project.	
yes	
12.a. Will this investment include electronic assets (including computers)?	
yes	
12.b. Is this investment for new construction or major retrofit of a Federal building or facility? (answer applicable to non-IT assets only)	
no	
13. Does this investment directly support one of the PMA initiatives?	
yes	
If yes, select the initiatives that apply:	

Expanded E-Government
Human Capital

13.a. Briefly and specifically describe for each selected how this asset directly supports the identified initiative(s)? (e.g. If E-Gov is selected, is it an approved shared service provider or the managing partner?)	
HR Connect is Treasury's enterprise solution for transforming back-office HR functions into a web-based, strategic-centri c capability enabled through its commercial software underpinning.	
14. Does this investment support a program assessed using the Program Assessment Rating Tool (PART)?	
no	
15. Is this investment for information technology?	
yes	
16. What is the level of the IT Project (per CIO Council's PM Guidance)?	
Level 3	
17. What project management qualifications does the Project Manager have? (per CIO Council's PM Guidance)	
(1) Project manager has been validated as qualified for this investment	
18. Is this investment identified as high risk on the Q4 - FY 2007 agency high risk report (per OMB memorandum M-05-23)?	
yes	
19. Is this a financial management system?	
no	
20. What is the percentage breakout for the total FY2008 funding request for the following? (This should total 100%)	

Hardware	11
Software	6
Services	60
Other	23

21. If this project produces information dissemination products for the public, are these products published to the Internet in conformance with OMB Memorandum 05-04 and included in your agency inventory, schedules and priorities?	
n/a	
22. Contact information of individual responsible for privacy related questions.	
Name	
Renee Wilmot	
Phone Number	
202-622-5346	
Title	
HR Connect, ISSM	
Email	
renee.wilmot@do.treas.gov	

23. Are the records produced by this investment appropriately scheduled with the National Archives and Records Administration's approval?	
yes	
24. Does this investment directly support one of the GAO High Risk Areas?	
no	

SUMMARY OF SPEND

1. Provide the total estimated life-cycle cost for this investment by completing the following table. All amounts represent budget authority in millions, and are rounded to three decimal places. Federal personnel costs should be included only in the row designated Government FTE Cost, and should be excluded from the amounts shown for Planning, Full Acquisition, and Operation/Maintenance. The total estimated annual cost of the investment is the sum of costs for Planning, Full Acquisition, and Operation/Maintenance. For Federal buildings and facilities, life-cycle costs should include long term energy, environmental, decommissioning, and/or restoration costs. The costs associated with the entire life-cycle of the investment should be included in this report.

All amounts represent Budget Authority

	PY-1 & Earlier	PY	CY
	-2006	2007	2008
Planning Budgetary Resources	0.000	0.000	0.000
Acquisition Budgetary Resources	4.742	2.939	2.145
Maintenance Budgetary Resources	299.651	16.727	16.256
Government FTE Cost	49.437	3.611	4.398
# of FTEs	26	30	34

Note: For the cross-agency investments, this table should include all funding (both managing partner and partner agencies).

Government FTE Costs should not be included as part of the TOTAL represented.

2. Will this project require the agency to hire additional FTE's?

yes

2.a. If "yes," how many and in what year?

The HRCPO projects increases to government FTE based on the following planned events: (1) HR Connect expansion as an HR LoB service provider; and (2) a multi-year cost containment strategy. FTE projections are as follows: FY 07 - 4 additional FTE FY 08 - 4 additional FTE FY 09 and beyond - 0 additional FTE

3. If the summary of spending has changed from the FY2008 President's budget request, briefly explain those changes.

There are no increases to budget requests.

PERFORMANCE

In order to successfully address this area of the exhibit 300, performance goals must be provided for the agency and be linked to the annual performance plan. The investment must discuss the agency's mission and strategic goals, and performance measures (indicators) must be provided. These goals need to map to the gap in the agency's strategic goals and objectives this investment is designed to fill. They are the internal and external performance benefits this investment is expected to deliver to the agency (e.g., improve efficiency by 60 percent, increase citizen participation by 300 percent a year to achieve an overall citizen participation rate of 75 percent by FY 2xxx, etc.). The goals must be clearly measurable investment outcomes, and if applicable, investment outputs. They do not include the completion date of the module, milestones, or investment, or general goals, such as, significant, better, improved that do not have a quantitative measure.

Agencies must use the following table to report performance goals and measures for the major investment and use the Federal Enterprise Architecture (FEA) Performance Reference Model (PRM). Map all Measurement Indicators to the corresponding Measurement Area and Measurement Grouping identified in the PRM. There should be at least one Measurement Indicator for each of the four different Measurement Areas (for each fiscal year). The PRM is available at www.egov.gov. The table can be extended to include performance measures for years beyond FY 2009.

Fiscal Year	Strategic Goal	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement	Actual Results

		Supported						to the Baseline	
1	2007	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Mission and Business Results	HR Strategy	Meet at least 93% of the core BRM requirements	93%	93%	Actual performance result to be reported at end of FY07
2	2007	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Customer Results	Frequency and Depth	Maintain a customer registration rate of at least 90%	91%	90%	Actual performance result to be reported at end of FY07
3	2007	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Processes and Activities	Costs	Control annual cost increases to no more than 1/2 of the allowable inflation rate.	$23.3 million (.8% reduction from FY06)	Baseline shared budget plus 1/2 of allowable inflation	Actual performance result to be reported at end of FY07
4	2007	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Technology	IT Contribution to Process, Customer, or Mission	Ensure 100% of staff on board 90 days or more have an approved development plan.	100%	100%	Actual performance result to be reported at end of FY07
5	2008	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Mission and Business Results	HR Strategy	Meet at least 93% of the core BRM requirements	TBD at end of FY07	93%	Actual performance result to be reported at end of FY08
6	2008	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Customer Results	Frequency and Depth	Maintain a customer registration rate of at least 90%	TBD at end of FY07	90%	Actual performance result to be reported at end of FY08

7	2008	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Processes and Activities	Costs	Control annual cost increases to no more than 1/2 of the allowable inflation rate.	TBD at end of FY07	TBD	Actual performance result to be reported at end of FY08
8	2008	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Technology	IT Contribution to Process, Customer, or Mission	Ensure 100% of staff on board 90 days or more have an approved development plan.	TBD at end of FY07	100%	Actual performance result to be reported at end of FY08
9	2009	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Mission and Business Results	HR Strategy	Meet at least 93% of the core BRM requirements	TBD at end of FY08	93%	Actual performance result to be reported at end of FY09
10	2009	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Customer Results	Frequency and Depth	Maintain a customer registration rate of at least 90%	TBD at end of FY08	90%	Actual performance result to be reported at end of FY09
11	2009	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Processes and Activities	Costs	Control annual cost increases to no more than 1/2 of the allowable inflation rate.	TBD at end of FY08	TBD	Actual performance result to be reported at end of FY09
12	2009	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Technology	IT Contribution to Process, Customer, or Mission	Ensure 100% of staff on board 90 days or more have an approved development plan.	TBD at end of FY08	100%	Actual performance result to be reported at end of FY09
13	2010	Ensure Professionalism,	Mission and Business	HR Strategy	Meet at least 93% of the	TBD at end of	93%	Actual performance

		Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Results		core BRM requirements	FY09		result to be reported at end of FY10
14	2010	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Customer Results	Frequency and Depth	Maintain a customer registration rate of at least 90%	TBD at end of FY09	90%	Actual performance result to be reported at end of FY10
15	2010	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Processes and Activities	Costs	Control annual cost increases to no more than 1/2 of the allowable inflation rate.	TBD at end of FY09	TBD	Actual performance result to be reported at end of FY10
16	2010	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Technology	IT Contribution to Process, Customer, or Mission	Ensure 100% of staff on board 90 days or more have an approved development plan.	TBD at end of FY09	100%	Actual performance result to be reported at end of FY10
17	2011	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Mission and Business Results	HR Strategy	Meet at least 93% of the core BRM requirements	TBD at end of FY10	93%	Actual performance result to be reported at end of FY11
18	2011	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Customer Results	Frequency and Depth	Maintain a customer registration rate of at least 90%	TBD at end of FY10	90%	Actual performance result to be reported at end of FY10
19	2011	Ensure Professionalism, Excellence, Integrity, and	Processes and Activities	Costs	Control annual cost increases to no more than 1/2 of the	TBD at end of FY10	TBD	Actual performance result to be reported at

		Accountability in the Management and Conduct of the Depart. of Treasury			allowable inflation rate.			end of FY10
20	2011	Ensure Professionalism, Excellence, Integrity, and Accountability in the Management and Conduct of the Depart. of Treasury	Technology	IT Contribution to Process, Customer, or Mission	Ensure 100% of staff on board 90 days or more have an approved development plan.	TBD at end of FY10	100%	Actual performance result to be reported at end of FY10

EA

In order to successfully address this area of the business case and capital asset plan you must ensure the investment is included in the agency's EA and Capital Planning and Investment Control (CPIC) process, and is mapped to and supports the FEA. You must also ensure the business case demonstrates the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.

1. Is this investment included in your agency's target enterprise architecture?

yes

2. Is this investment included in the agency's EA Transition Strategy?

yes

2.a. If yes, provide the investment name as identified in the Transition Strategy provided in the agency's most recent annual EA Assessment.

"HR Connect" is the investment name for this investment as identified in the Transition Strategy.

3. Is this investment identified in a completed (contains a target architecture) and approved segment architecture?

no

4. Identify the service components funded by this major IT investment (e.g., knowledge management, content management, customer relationship management, etc.). Provide this information in the format of the following table. For detailed guidance regarding components, please refer to http://www.whitehouse.gov/omb/egov/.

Component: Use existing SRM Components or identify as NEW. A NEW component is one not already identified as a service component in the FEA SRM.

Reused Name and UPI: A reused component is one being funded by another investment, but being used by this investment. Rather than answer yes or no, identify the reused service component funded by the other investment and identify the other investment using the Unique Project Identifier (UPI) code from the OMB Ex 300 or Ex 53 submission.

Internal or External Reuse?: Internal reuse is within an agency. For example, one agency within a department is reusing a service component provided by another agency within the same department. External reuse is one agency within a department reusing a service component provided by another agency in another department. A good example of this is an E-Gov initiative service being reused by multiple organizations across the federal government.

Funding Percentage: Please provide the percentage of the BY requested funding amount used for each service component listed in the table. If external, provide the funding level transferred to another agency to pay for the service.

	Agency Component Name	Agency Component Description	Service Type	Component	Reused Component Name	Reused UPI	Internal or External	Funding %

1	User Tools & Training	In addition to instructor-led HR practitioner training sessions, there is desktop training via the web, including user's manual, job aids, and desktop guides.	Customer Initiated Assistance	Online Help			No Reuse	0
2	HR Connect eLearning	eLearning tutorials are available online and updated regularly for assistance with HR Connect	Customer Initiated Assistance	Online Tutorials			No Reuse	0
3	HR Connect ESS and MSS	Manager and employee self-service utilize email alerts that notify the user that an item is in his/her work list and requires action, and of status of actions they have entered.	Customer Preferences	Alerts and Notifications			No Reuse	6
4	HRC Workflow Mgmt	Automated monitoring and routing of personnel actions On-line tracking, status and location of workflow actions. Delivered functionality of HR Connect provides on-line Personnel Action Request (SF-52) processing, internal/external recruitment, automated performance management, payroll interface, position management, drug testing, Awards Management, Resume Management, Labor Relations, discipline/grievance, and employee tracking	Tracking and Workflow	Process Tracking			No Reuse	6
5	Workforce Analytics	HR Connect offers managers access to standard workforce analytics and reports through HR Connect's web-enabled Manager Self-Service. Managers can get headcounts, view organization charts, track workforce activities and assess retirement eligibility. Custom reports can be designed to requirements. Managers also have access to specific employee data to track and plan employee progression, awards, and other personnel actions	Business Intelligence	Decision Support and Planning			No Reuse	0

6	Change Management	Start-to-finish deployment services are provided for new HR Connect customers and for existing customers who want to implement related add-on modules	Management of Processes	Change Management			No Reuse	1
7	Configuration Management	Start-to-finish deployment services are provided for new HR Connect customers and for existing customers who want to implement related add-on modules	Management of Processes	Configuration Management			No Reuse	0
8	Requirements Management	Start-to-finish deployment services are provided for new HR Connect customers and for existing customers who want to implement related add-on modules	Management of Processes	Requirements Management			No Reuse	0
9	Configuration Management	HR Connect follows and enforces a strong, repeatable refresh and change control program across all system changes. Treasury's HR Connect system utilizes robust change control and configuration management (CM) practices for all hardware and software changes and patch upgrades. All software patches and software bug fixes are tested, reviewed and evaluated in non-production areas before approval to migrate into production system.	Management of Processes	Program / Project Management			No Reuse	1
10	Performance Measures	HRCPO uses a Balanced Scorecard approach to performance management, to translate strategic goals into action, and to balance short and long-term objectives. Aligned to the OCIO, CHCO and Departmental visions and objectives, HRCPO continues to refine performance goals, develops data-driven performance measures of the progress towards both operational and strategic goals, and collects data and analyzes it relative to the business process,	Management of Processes	Quality Management			No Reuse	0

		customer, financial and learning and growth perspectives.					
11	HRC Workflow Management	HR functionality, manager and employee self Service, and electronic routing and approval are all based on the execution of business rules, roles, and routing.	Management of Processes	Business Rule Management			No Reuse	6
12	Risk Management	The HR Connect DR facility is located at the National Information Technology Center (NITC) which is operated by the Department of Agriculture in Kansas City, Missouri. Treasury's HR Connect Program Office maintains a comprehensive disaster recovery (DR) plan specifying the end-to-end process for invoking the DR process including the failover and restoration of service. The DR Plan is reviewed and updated regularly. Live exercises are conducted annually.	Management of Processes	Risk Management			No Reuse	1
13	HRRPT	All HR Connect services including query and reporting are available 24 x 7 (excluding scheduled maintenance periods). HR Connect includes a separate database for ad hoc query reports designed by end users. The query tool provides secure access to the organization's key information for ad hoc reporting purposes.	Reporting	Ad Hoc			No Reuse	0
14	HRC MSS & ESS	Employees record emergency contact information in HR Connect. Managers can view this information for employees who report to them.	Human Capital / Workforce Management	Workforce Directory / Locator			No Reuse	6
15	System Resource Monitoring	System performance is a high visibility metric for HR Connect, is considered in every system change, and is a managed risk under the HR Connect risk mitigation program.	Systems Management	System Resource Monitoring			No Reuse	6

		Database performance measurements and database resource utilization metrics demonstrate that the database tier currently consumes 20 to 30 percent of available system resources, meaning the database tier will accommodate a sizable growth in customer base.						
16	Issue Tracking	HR Connect employs several COTS packages (Clarify and PVCS) to manage customer issues and resolution.	Systems Management	Issue Tracking			No Reuse	6
17	HRC Recruiting	Managers use HR Connect's Power Recruiting to initiate a recruit request and HR uses Career Connector for automated rating/ranking of applicants and providing online certificates to managers. Power Recruiting guides a manager through the creation of a vacancy announcement with plain English questions and, for the most part, multiple choice answers. Power Recruitment language and process simulate the recruitment interview that HR specialists conduct in a friendly nine-step questionnaire.	Human Resources	Recruiting			No Reuse	3
18	HRC Resume Management	Using the hire Integration Wizard a file from Career Connector/USA Staffing is captured into HR Connect. An application engine reads the file and populates an applicant table. The user identifies the announcement number in Career Connector/USA Staffing, and then selects from among the applicants for that announcement. The wizard greatly reduces the work and data entry involved in searching for an applicant, identifying the selected candidate, and initiating the	Human Resources	Resume Management			No Reuse	3

		accession action in HR Connect.					
19	Career Development & Administer Workforce	HR Connect offers a separate online tool for Individual Development Plan (IDP) development by employees, online submission, and manager review and approval. HR Connect is programmed to offer incentives authorized under the Federal Workforce Flexibility Act that are designed to improve retention.	Human Resources	Career Development and Retention			No Reuse	0
20	Administer Workforce & MSS	HR Connect offers managers desktop access to initiate and review performance awards and bonuses. HROs have mass processing capability for awards, and automated support for bonus and pay decisions.	Human Resources	Awards Management			No Reuse	6
21	HRC Employee Self Service	Employees have desktop access to initiate personnel actions relating to benefits, and to view benefits and compensation information. In addition, HR Connect offers access links to other self-service sites that provide benefits functionality/information, e.g., Payroll Service Provider Employee Personal Page, Thrift Savings Plan, Employee Express.	Human Resources	Benefit Management			No Reuse	6
22	HRC Organization Management	Position management, manager self-service, and security are all based on the organizational structure/hierarchy and the identification of employees and mangers within that hierarchy.	Human Capital / Workforce Management	Team / Org Management			No Reuse	6
23	Administer Workforce	All personnel actions are submitted online, replacing SF-52 paper processing.HR staff can process over 175 types of actions in HR Connect.	Human Resources	Personnel Administration			No Reuse	6
24	eLearning	HR Connect offers eLearning and interfaces	Human Resources	Education / Training			No Reuse	0

		to customers' Learning Management Systems. Much training functionality was subsumed by eGov initiatives such as USA Learning.						
25	Security Management	The HR Connect application requires passing through several layers of security to access the system. The application manages permissions for logging onto a computer or network. HR Connect maintains a valid security certification and accreditation supporting three layers of both technical and non-technical operations. HR Connect complies with federal privacy regulations and guidance described in OMB Directive A-130, Appendix lll -Security of Federal Automated Information Resources.	Security Management	Access Control			No Reuse	1
26	Security Authentication	HR Connect will interface with Treasury's TEDS system, password management system (PWMS) and Meta tools to provide a centralized credential repository for all Treasury employees and contractor and the tools to maintain the directory data. HR Connect maintains a valid security C&A supporting three layers of both technical and non-technical operations. HR Connect complies with federal privacy regulations and guidance described in OMB Directive A-130, Appendix lll.	Security Management	Identification and Authentication			No Reuse	1
27	HRC MSS & ESS	HR Connect offers manager and employee self service, which includes electronic approval and routing, based on the established hierarchical structure and interface with the customer's email system.	Collaboration	Email			No Reuse	6
28	HRRPT	All HR Connect services including query and	Search	Query			No Reuse	0

		reporting are available 24 x 7 (excluding scheduled maintenance periods). HR Connect includes a separate database for ad hoc query reports designed by end users. The query tool provides secure access to the organization's key information for ad hoc reporting purposes.						
29	HRC Security Management & Auditing	HR Connect application features tracking data (who touched it, when, how) and effective-dated actions on both transaction processing and table maintenance. Operating security is ensured through a rigorous system of event audits and tracking mechanisms that isolate specific transactions to specific users. Intrusion detection tools are utilized that detect illegal entrance into HR Connect.	Security Management	Audit Trail Capture and Analysis			No Reuse	1
30	Governance Board	HR Connect's Governance Board, of which all clients are members, provides support to customer implementation. The board ensures all customer's voices are heard.	Management of Processes	Governance / Policy Management			No Reuse	6
31	Time Reporting	HR Connect partners with the Bureau of Public Debt and other organizations to provide time reporting processing services.	Human Resources	Time Reporting			No Reuse	6

5. To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications supporting this IT investment.

FEA SRM Component: Service Components identified in the previous question should be entered in this column. Please enter multiple rows for FEA SRM Components supported by multiple TRM Service Specifications.

Service Specification: In the Service Specification field, Agencies should provide information on the specified technical standard or vendor product mapped to the FEA TRM Service Standard, including model or version numbers, as appropriate.

	SRM Component	Service Area	Service Category	Service Standard	Service Specification (i.e., vendor and product name)
1	Online Help	Service Access and Delivery	Access Channels	Web Browser	HTTP; HTTPS; HTML; MSFT IE; WEBLOGIC; IIS

2	Online Tutorials	Service Access and Delivery	Access Channels	Collaboration / Communications	HTTP; HTTPS; HTML; MSFT IE; WEBLOGIC; IIS; EEDO
3	Alerts and Notifications	Service Access and Delivery	Access Channels	Other Electronic Channels	MSFT EXCHANGE; SEND MAIL; XML; TCPIP
4	Process Tracking	Service Interface and Integration	Integration	Enterprise Application Integration	PEOPLETOOLS; ORACLE; WORKFLOW; PEOPLESOFT
5	Decision Support and Planning	Component Framework	Data Management	Reporting and Analysis	SQL SERVER; DATA WAREHOUSE; IIS; APACHE; ODBC
6	Change Management	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	SLA; PVCS; CLARIFY
7	Configuration Management	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	SLA; PVCS; CLARIFY
8	Requirements Management	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	SLA; PVCS; CLARIFY; MSFT PROJECT
9	Program / Project Management	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	PVCS; CLARIFY; MSFT PROJECT
10	Quality Management	Component Framework	Data Management	Reporting and Analysis	SQL SERVER; ODBC; MSFT IE; IIS
11	Business Rule Management	Service Access and Delivery	Access Channels	Collaboration / Communications	PEOPLETOOLS; CLARIFY; TCPIP; ODBC; RDBMS
12	Risk Management	Service Platform and Infrastructure	Hardware / Infrastructure	Wide Area Network (WAN)	RDBMS; DATAGUARD; ORACLE; TCPIP
13	Ad Hoc	Component Framework	Data Management	Reporting and Analysis	PEOPLETOOLS; APACHE; IIS; SQL SERVER; ODBC
14	Workforce Directory / Locator	Component Framework	Presentation / Interface	Static Display	HTTP; HTTPS; HTML; MSFT IE; WEBLOGIC; IIS
15	System Resource Monitoring	Service Platform and Infrastructure	Hardware / Infrastructure	Local Area Network (LAN)	SSH V2; IPSEC; TCPIP; QUEST FOGLIGHT; SPOTLIGHT
16	Issue Tracking	Service Access and Delivery	Access Channels	Other Electronic Channels	CLARIFY; PVCS; APACHE; IIS
17	Recruiting	Service Platform and Infrastructure	Delivery Servers	Web Servers	MONSTER; IIS; WEBLOGIC
18	Resume Management	Component Framework	Data Interchange	Data Exchange	XML; ODBC; TCPIP; SQLNET; HTTPS
19	Career Development and Retention	Service Access and Delivery	Service Requirements	Legislative / Compliance	PEOPLETOOLS; PEOPLESOFT
20	Awards Management	Service Access and Delivery	Delivery Channels	Intranet	WEBLOGIC; JOLT; BEA TUXEDO; PEOPLESOFT
21	Benefit Management	Service Interface and Integration	Integration	Middleware	BEA TUXEDO; JOLT; SQLNET; TCPIP
22	Team / Org Management	Service Platform and Infrastructure	Delivery Servers	Application Servers	BEA TUXEDO; PEOPLETOOLS; WEBLOGIC; JOLT
23	Personnel Administration	Service Interface and Integration	Interoperability	Data Types / Validation	PEOPLETOOLS; XML; ODBC; RDBMS

24	Education / Training	Service Access and Delivery	Service Transport	Supporting Network Services	TCPIP; HTTP; HTTPS; CISCO
25	Access Control	Component Framework	Security	Certificates / Digital Signatures	HTTPS; LDAP; TCPIP; SFTP; SSL
26	Identification and Authentication	Component Framework	Security	Certificates / Digital Signatures	HTTPS; LDAP; TCPIP; SFTP; SSL
27	Email	Service Access and Delivery	Service Transport	Supporting Network Services	MS EXCHANGE; TCPIP; SENDMAIL; MS OUTLOOK
28	Query	Component Framework	Data Management	Reporting and Analysis	IIS; ORACLE; SQL SERVER; ODBC; SQLNET
29	Audit Trail Capture and Analysis	Component Framework	Security	Supporting Security Services	SOLARIS; ORACLE; SYMANTEC; TRIPWIRE
30	Governance / Policy Management	Service Access and Delivery	Service Requirements	Legislative / Compliance	MS PROJECT; POWERPOINT; MS OUTLOOK
31	Time Reporting	Service Access and Delivery	Delivery Channels	Internet	WEB TA; MSFT IE; INTERNET; HTTP

6. Will the application leverage existing components and/or applications across the Government (i.e., FirstGov, Pay.Gov, etc)?

no

PART TWO

RISK

You should perform a risk assessment during the early planning and initial concept phase of the investment's life-cycle, develop a risk-adjusted life-cycle cost estimate and a plan to eliminate, mitigate or manage risk, and be actively managing risk throughout the investment's life-cycle.

Answer the following questions to describe how you are managing investment risks.

1. Does the investment have a Risk Management Plan?

yes

1.a. If yes, what is the date of the plan?

2006-09-29

1.b. Has the Risk Management Plan been significantly changed since last year's submission to OMB?

no

3. Briefly describe how investment risks are reflected in the life cycle cost estimate and investment schedule:

The HR Connect Program Office (HRCPO) has adopted a new acquisition strategy as a means to effectively manage its life cycle cost risks. This new strategy is structured to support the Mixed State life cycle of the Program. With the deployment of all major functionality completed, this new strategy enables the Program to appropriately manage the modest levels of minor development undertaken to meet customer and mandatory demands. An abridged version of the HR Connect strategy is summarized as follows: (1) formulate annual budgets to contain Program costs; (2) award T&M contracts within budgetary constraints; (3) prioritize Change Requests (development) for adherence to contract (T&M) constraints; and (4) manage CR development through final deployment. Because this strategy constrains the number of Change Requests developed to within T&M contract allowances, the Program minimizes risk for cost and schedule over-run.

COST & SCHEDULE

1. Does the earned value management system meet the criteria in ANSI/EIA Standard 748?

yes

2. Is the CV% or SV% greater than ± 10%?

no

3. Has the investment re-baselined during the past fiscal year?

no