

I.A.: OVERVIEW BY10

Descriptive Information BY10

Template Name	BY2010
Investment Name	ESA - WHD - Back Wage Financial System (BWFS)
Investment Revision Number	22
Is this investment a consolidated business case?	No
Point of Contact	Kothrade, Cheryl
Revision Comment	
Date of Submission	4/10/2009
Agency	Department of Labor
Bureau	ESA - WHD
Name of this Capital Asset	ESA - WHD - Back Wage Financial System (BWFS)
Exhibit 53 Part	IT Investments by Mission Area
OMB Investment Type	01 - Major Investment
OMB Exhibit 53 Major Mission Area	Financial Management
What kind of investment will this be in this Budget Year?	Operations and Maintenance
OMB Short Description	The Back Wage Financial System (BWFS) is the primary tool within the Department of Labor (DOL) Employment Standards Administration (ESA) Wage and Hour Division (WHD) for collecting back wages from employers and disbursing those wages to employees.

Screening Questions BY10

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:

BWFS is a financial management system used by WHD to collect back wages from employers (under certain conditions), disburse those wages to employees, and, when WHD is unable to locate employees after three years, transfer any remaining monies to the U.S. Treasury. Other major functions include accruing and assessing interest and penalties for delinquent debt; producing tax documentation for employers & employees; and producing period reports for financial reporting. The collection and distribution of back wages through BWFS deters future violations and furthers the WHD mission of increased compliance, particularly in low-wage industries, of the statutes WHD is mandated to enforce. These statutes include the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the Davis Bacon and Related Acts (DBRA), the Service Contract Act (SCA), and various protections under migrant and immigration-related statutes.

BWFS supports DOL Strategic Plan 2006-2011, Strategic Goal 3-Safe and Secure Workplaces, Performance Goal 3C - Ensure Workers Receive the Wages Due Them. BWFS supports these goals based on the alignment of back wage business processes and functions with the Revenue Collection and Financial Management Lines of Business (LOBs) as described in the WHD Target Enterprise Architecture.

Developed in order to integrate the Wage-Hour Investigative Support and Reporting Database (WHISARD) application and reduce errors and data entry delays, BWFS replaced the Back Wage Collection and Disbursement System (BCDS) in March 2005. Since WHD has been operating BWFS, the agency has addressed numerous performance gaps in the collection of back wages.

For example, in support of the WHD EA Transition Sequencing Plan, WHD implemented the web-based Back Wage Employee Locator System (BWELS) in May 2006 to enable employees to determine if they are due back wages through the WHD website. This online tool greatly facilitates an employee's immediate accessibility to this information.

WHD's focus, after the deployment of DB2 in March 2007, has been to prioritize outstanding business requirements, bug fixes & enhancement requests.

Did the Agency's Executive/Investment Committee approve this request?	Yes
If "yes," what was the date of this approval?	7/5/2007
Did the Project Manager review this Exhibit?	Yes
Has the agency developed and/or promoted cost effective, energy efficient and environmentally sustainable techniques or practices for this project.	Yes
Will this investment include electronic assets (including computers)?	Yes

Is this investment for new construction or major retrofit of a Federal building or facility? (answer applicable to non-IT assets only) No

If "yes," is an ESPC or UESC being used to help fund this investment?

If "yes," will this investment meet sustainable design principles?

If "yes," is it designed to be 30% more energy efficient than relevant code?

Does this investment directly support one of the PMA initiatives? Yes

If "yes," check all of the PMA initiatives that apply: Eliminating Improper Payments
Expanded E-Government

Is this investment for information technology? Yes

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? The BWELS enables employees at any time to determine whether they are due Back Wages via the Web. It also allows employees to provide an email address to speed communication and eliminate paper, which would be generated for physical mail.

IT Screening Questions BY10

If the answer to Question, "Is this investment for information technology?" was "Yes," complete this sub-section. If the answer is "No," do not answer this sub-section.

In addition to the Project/Program Manager FAC-P/PM or DAWIA certification level, what project management qualifications does the Project Manager have? (per CIO Council PM Guidance) (1) Project manager has been validated as qualified for this investment

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

Are the records produced by this investment appropriately scheduled with the National Archives and Records Administration's approval? Yes

I.B.: SUMMARY OF SPENDING BY10

Summary of Spending BY10

Provide the total estimated life-cycle cost for this investment by completing the following table. All amounts represent budget authority in thousands, 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.

REDACTED EXHIBIT 300 O&M BY10: ESA - WHD - Back Wage Financial System (BWFS...

SUMMARY OF SPENDING FOR PROJECT STAGES

* Costs in thousands

	2002 and Prior	2003	2004	2005	2006	2007	PY 2008	CY 2009	BY 2010
Planning									
Budgetary Resources	340	1610	528	0	0	0	0	0	0
Acquisition									
Budgetary Resources	0	0	842	1360	0	0	0	0	0
Subtotal Planning & Acquisition									
Budgetary Resources	340	1610	1370	1360	0	0	0	0	0
Operations & Maintenance									
Budgetary Resources	0	0	0	740	1350	1111	1752	1700	1750
TOTAL									
Budgetary Resources	340	1610	1370	2100	1350	1111	1752	1700	1750
Government FTE Costs									
Budgetary Resources	0	0	42	132	125	129	158	163	168
Planning									
Budgetary Resources	0	0	0	0	0	0	0	0	0
Acquisition									
Budgetary Resources	0	0	0	0	0	0	0	0	0
Maintenance									
Budgetary Resources	0	0	42	132	125	129	158	163	168

Full Time Equivalents BY10

Use the following table to provide the number of Government Full Time Equivalents (FTE) represented by the Government FTE Costs in the Summary of Spending Table. Numbers should be entered in decimal format for each of the categories listed.

FTE Table

	2002 and Prior	2003	2004	2005	2006	2007	PY 2008	CY 2009	BY 2010
Security	0	0	0	0	0.3	0.3	0.05	0.05	0.05
IT	0	0	0	0	2	2	0	0	0
Financial Management	0	0	0	0	1.5	1.5	0.5	0.5	0.5
Program Management	0	0	0	0	2	2	0.35	0.35	0.35
Other	0	0	0	0	0.25	0.25	0.68	0.73	0.78
Total*	0	0	0	0	6.05	6.05	1.58	1.63	1.68

I.C.: ACQUISITION/CONTRACT STRATEGY BY10

Sensitive Data

* * * SENSITIVE DATA: This information was omitted completely * * *

I.D.: PERFORMANCE INFORMATION BY10

Sensitive Data

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I.E.: SECURITY AND PRIVACY BY10

Sensitive Data

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I.F.: ENTERPRISE ARCHITECTURE (EA) BY10

General EA Questions BY10

In order to successfully address this area of the capital asset plan and business case, the investment must be included in the agency's EA and Capital Planning and Investment Control (CPIC) process and mapped to and supporting the FEA. The business case must demonstrate the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.

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

If "no," please explain why this investment is not included in your agency's target enterprise architecture?

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

Will the application leverage existing components and/or applications across the Government (i.e., USA.gov, Pay.Gov, etc)? No

If "yes," please describe how the application will leverage existing components and/or applications across the Government.

III.A.: RISK MANAGEMENT BY10

Risk Management Plan BY10

Part III is completed only for investments identified as "Operation and Maintenance" (Steady State) in response to Part I above. You should have performed a risk assessment during the early planning and initial concept phase of this investment's life-cycle, developed 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.

Does the investment have a Risk Management Plan? Yes

What is the date of the risk management plan? 1/15/2009

III.B.: COST AND SCHEDULE PERFORMANCE BY10

Sensitive Data

* * * SENSITIVE DATA: This information was omitted completely * * *