

Extending Public Sector Budgeting for Better HRMS Integration

August 15, 2008 8:30 AM – 9:10 AM

Presented By

Praveen Kumar

Email: prkumar@astcorporation.com

Introduction to Public Sector Budgeting

The PSB – HRMS Integration Diagram

The Missing Piece

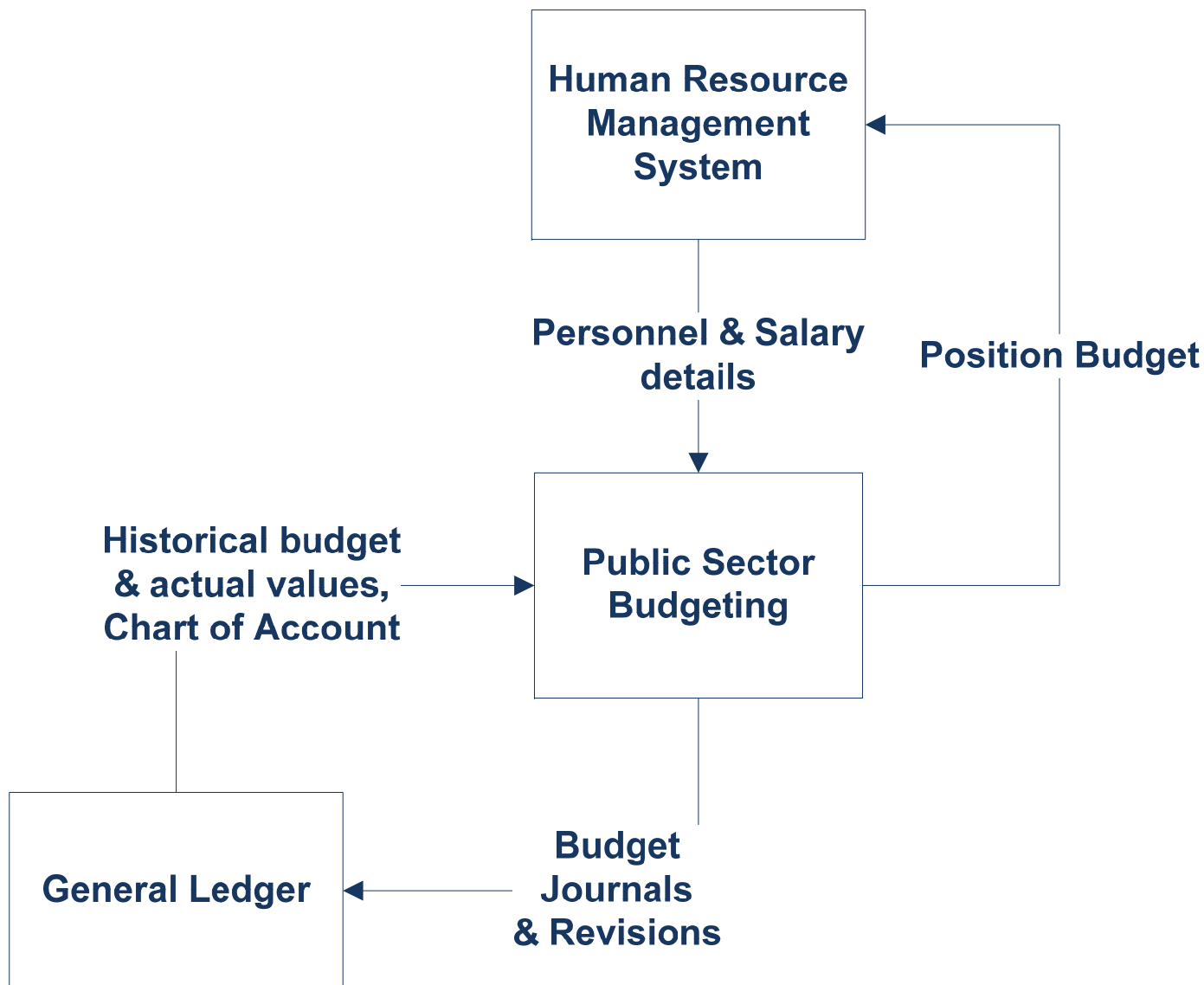
What PSB extracts from HRMS

A Case Study: Polk County

Solution Components

Questions and Answers

- **Generate complete budgets: Operating and Position Budget**
- **Extract information from Oracle GL and post budget journals back to GL**
- **Extract information from Oracle HRMS and upload HR budget to Oracle HRMS**
- **Revise budget and post budget revisions to Oracle GL and Oracle HRMS**
- **Extract information from and upload information to External Systems**
- **Supports Position Control**
- **Distribute and modify budget throughout an organization**



- **Position**
- **Position Attributes**
 - ❖ **Job**
 - ❖ **FTE**
 - ❖ **Hire Date**
 - ❖ **Default working hours**
 - ❖ **Adjustment Dates**
 - ❖ **Organization**
- **Employee and employee assignment**
- **Salary**
- **Position Cost distribution**

- **Position Cost Distributions for vacant positions**

- **Benefit enrollments**
 - **Healthcare enrollments**

 - **Retirement enrollments**

- Fifth largest county in Florida.
- Over 0.5 million residents
- Approximately 2500 employees
- Over 200 vacant position at any given time
- Two year rolling budget process
- Program and transitioning to outcome based budgeting
- Over \$1.8 billion of budgeted amount
- Implemented complete E-business suite

- How to capture position cost distribution information at position level?

- Configure Extra Position DFF to capture following information:
 - ❖ Percentage amount
 - ❖ All segments of COA to capture complete accounting string.
 - ❖ Effective start and end date
- Register Extra Information Types (EITs)

- How to maintain position cost distribution at each position?
- Manually update position cost distribution for first time.

- How to synchronize position cost distribution information between position and employee assignment?

- Create two database trigger to update position cost distribution
 - ❖ Position EIT trigger to update to employee assignment costing
 - ❖ Assignment Costing trigger to update Position EIT information.

- Create reports to identify followings:
 - ❖ Ensure the costing on each position equals 100.00 on assignment and EIT
 - ❖ Ensure each employee's assigned position costing matches the position EIT

- How to capture benefit enrollments for each employee?

- Create Position Attributes:
 - ❖Health Care Option
 - ❖Retirement Option
- Create a database view to and map it to position attribute.



Contact Information

Praveen Kumar

Email: prkumar@astcorporation.com

Presentation Copy

www.astcorporation.com/papers/ncoaug