

# CITY OF LOS ANGELES

CALIFORNIA



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April 28, 2022

REF: EXE-130-22

Honorable Members of the City Council  
City of Los Angeles  
Room 395, City Hall  
Los Angeles, CA 90012

Attn: Personnel, Audits, and Animal Welfare Committee

**SUBJECT: HRP PROJECT STATUS REPORT**

**RECOMMENDATION:**

Receive and file the report.

**STATUS REPORT:**

As requested, in the October 6, 2021 meeting of the Personnel, Audits, and Animal Welfare (PAAW) Committee, this is a monthly status report for the Human Resources and Payroll (HRP) Project.

See Appendix A for the detailed status report as of April 22, 2022. Below is the summarized HRP Phase 1 Go-Live Dashboard tracking critical path tasks towards the go-live date.

4/28/2022	HRP Phase 1 Go Live Dashboard					Due Date	Notes
Critical Path Task	PER	CAO	CTR	ITAWD			
Data Validation	17 of 17	6 of 6	9 of 9	1 of 1	Complete	Required to begin EZE Testing. completed on 1/5/22	
Test Scenario Preparation	209 of 209	219 of 219	143 of 143	N/A	Complete	Added test scenarios since the last report - CTR 1	
Configuration	331 of 331	491 of 491	69 of 69	626 of 626	Complete	Configuration is complete. expect fix updates during EZE Testing	
Report Development	N/A	N/A	N/A	190 of 190	Complete	This item was complete, CTR requested additional reports to address a Change Request, the additional reports are in development	
Integration Development	N/A	N/A	N/A	28 of 28	Complete	Cornerstone integration updates have been made, the integration is now in testing (Break/Fix)	
Report Unit Testing	N/A	N/A	N/A	190 of 190	Complete	Departments must test during EZE to confirm requirements	
Training Materials Reviewed	33 of 33	6 of 6	5 of 7	-	Complete	All defined job aids have been reviewed. Departments have recently requested additional job aids which will be prioritized and prepared.	
Integration Testing - Critical	N/A	N/A	N/A	7 of 17	2/18/22	Overall Test Completion is 88%. WD to PaySr makes up 9 of the Int's	
Integration Testing - Non Critical	N/A	N/A	N/A	7 of 11	2/18/22	Overall Test Completion is 54.55%. INT148 and INT100 have been moved to Phase 2 Per CAO - Isophine on 4/5/22	
End to End Testing	200 of 209	219 of 219	139 of 142	N/A	2/18/22	Original due date was 2/4/22. Step Completion - PER - 97.61%, CAO - 100%, CTR - 97.87%, Seniority Exam Calc at 100%	
PaySr Testing - from WD		In Test and Break/Fix			2/18/22	INT5000 from WD to PaySr is tested nightly with break/fix occurring daily.	
Business Process	12 of 14	2 of 6	3 of 3	N/A	2/11/22	Awaiting review by PER and CAO	
Gold Tenant Build - DGW's	N/A	N/A	N/A	8 of 8	Complete	Gold build started on 3/28, all configuration and legacy data has been loaded	
Required Training Registration	260 of 270	N/A	N/A	N/A	Complete	Registration started on 2/9 with 90% of the planned attendees registering	
Support Model Trial Run (Y/N)	No	No	No	No	5/3/22	Support model is being simulated this week	
Required Training Delivery	260 of 270	N/A	N/A	N/A	Complete	95% of users have taken Course 1 and Course 2	
Change Discussions		43 of 43 Departments			Complete	OCM will lead this effort beginning 2/21/22	
Cutover Execution	0 of 9	0 of 4	4 of 9	225 of 457	6/21/22	Represents completed tasks of total tasks. PER begins Gold Validation this week, CAO is finalizing BP documentation; Data Conversion begin electronic catchup activities on 5/1	

Change readiness activities are underway. End user training concluded with 96% of employees targeted for instructor-led training registering, and 95% of all eligible for training have completed both courses. Additionally, the third Readiness Survey went out to all City employees, and there were over 3,700 responses, which equates to approximately 7.5% of the workforce. Early key observations include 89% of HR staff responding positively to the question, "I will be able to use Workday to do my job after go-live," and an increase from 55% to 70% of awareness of the HRP project across the City. The results will also be used as a final readiness check for City staff and to help identify post go-live support needs for more proactive interventions.

Since the project's March update, the Steering Committee provided approval to start building the HRP Gold tenant and later, approval to proceed with the technical steps involved with the transition from PaySR to Workday. The decision to start the Gold tenant build was the start of the HRP Production build, meaning it is the programming, data, and configuration that will become the City's new HRP system on May 8. Six weeks are needed from the start of the Gold build to perform all the required technical steps to go live. In its meeting of April 13, 2022, the Steering Committee unanimously approved ten criteria and over forty factors to use for the go live decision.

Then, in the April 27, 2022 meeting, the Committee evaluated progress against the go live criteria and decided to proceed with the technical steps required to launch the 1st Phase - HR and Compensation functionality on May 8, 2022. While activities continue after the April 27 decision, there will be checkpoints on May 4 and May 6 to confirm those activities were performed successfully and we are ready to deploy the 1st Phase of the HRP system on May 8.

At present, the highest priorities of the project are closing out testing issues and finalizing critical integrations. These two items were highlighted in the recent Gartner report. To ensure team-wide focus on these items, there are twice daily team meetings with progress being reported daily to the Steering Committee. Thanks to the hard work and expertise of participating departments, both items are trending in the right direction.

The week of April 21, the Steering Committee sent a communication to all City department heads to emphasize the importance of departments ensuring their staff are trained, and to complete their position reconciliation effort. With HRP, the City will have a true position control system. For the system's controls to be effective, the positions in HRP must be aligned with their authorized positions as approved by the Council. CAO is leading this effort. If a department is unable to reconcile their positions, per CAO communications, they will then be subject to a position validation process in HRP as they fill positions.

**APPENDIX A**



**Project: Human Resources and Payroll** As of Apr 22, 2022  
 Scope: HCM/Payroll/PRISM Next SC: Apr 27, 2022  
 LA PM: Raelynn Napper, WD PD: Brad Hoenshell, WD EM: Ken Chambers



Key Accomplishments	HRP Dashboard			
<p>Key accomplishments - PMO and Leads have been keeping track of the Go-Live Criteria List with Gartner providing suggested measures and notes to specific items on the list. Key items on the Criteria List like, Change Champion, Gold Build files, PRISM Use Cases have been Completed. The team continues to work on Critical and High break/fix scenarios. Change Control Board is dispositioning a lot less changes as we get closer to the end of testing, three request were reviewed this week. The team also continues to work through Annual Position, Mass Update, INT5000 and Step Progression.</p> <p><b>Functional/Technical</b></p> <p><b>Phase 1:</b></p> <ul style="list-style-type: none"> <li>HCM, worked on configuration updates required to resolve test defects/change control items, supported issue resolution activities, supported gold build activities, addressed issues/questions from City of LA data team, made updates to job profiles</li> <li>Comp, Step Progression Testing - Successfully completed. Mass Raise Testing, City is working on this as she has time in between (lower priority)</li> <li>Integrations, INT5000 is looking good at this time. They are running and we are expecting to send the INT5000 feeds nightly to PaySR from Gold</li> <li>Payroll, continued support payroll integration testing and make pay election adjustments to notifications for Phase 1.</li> <li>Security, continued migrating security groups and assignments between tenants and reviewed HCM DA Review results as part of Pre-Go Live activities.</li> <li>Reporting, continuing to conduct KT sessions, continuing to test reports and resolve defects (100% complete with development an 87% complete with testing), assisting in completion of GOLD build</li> </ul> <p><b>Phase 2:</b></p> <ul style="list-style-type: none"> <li>Absence, reviewing and perform KT on time off plans with team</li> <li>Benefits, focus has been shifted to the HCM items needed to be completed for phase 1.</li> <li>Time Tracking, updates to TT role assignments in progress in LACITY2. Test planning for phase 2 in progress</li> <li>Payroll, continued support for Phase 1 &amp; FMS payroll integration testing &amp; FMS integration</li> </ul> <p><b>OCM and Training</b></p> <ul style="list-style-type: none"> <li>OCM, Delivered Final Phase 1 Change Champion call on 4/21; assessed champion readiness as positive with some clarification needed on their post go-live role which we will provide regularly before go-live. Worked on annual budget load and reorg solutions. Supported the 8th week of training delivery. Completed the Phase 1 Change Readiness Survey on 4/22; will provide analysis next week. Continued tier 1 check ins and follow ups. Continued drafting and distributing communications. Continued working with PMO to define Command Center structure and staffing needs.</li> <li>BP, continued reviewing Phase 1 business processes with CAO and PER. Continued working with Bob Hess on process impacts from PaySR changes. Continued documenting detailed future state payroll processes and categorized the phase 2 process inventory.</li> <li>Training, PER review of 31/32 job aids; posting on 4/22 for validation during practice labs. Delivery: 256/270 trained for both courses (95%). For those that missed either of the courses (either unregistered or did not show up to the course), they will be assigned the curriculum in Cornerstone once it has been set up. Delivered 145 hours across 43 sessions. Course feedback averaged between 4-5 (very positive) for all questions</li> </ul>	Area	Status/Trend		
	Overall – Team continues to focus on closing Blocker/Critical and High scenarios this week. The Change Control Board met this week to disposition items submitted. The BUILD has no issues currently. During Steering Committee (SC), a goal was set to settle the Go Live Decision Criteria before the next SC meeting.		↓	
	Schedule – The Gold build is complete. The WD functional consultants are finalizing smoke testing and validating Gold. The Test Leads will be providing instruction and process next week on City Data Validation task for Gold. The team will continue with Data Validation, Catchup and Go-Live Readiness in the next few weeks.		↓	
	Scope –E2E testing scope is winding down, minimal change request are being requested. The WD team is currently moving SNOW configuration change request into GOLD. Data Validation is in process by all teams expecting completion late next week.		↓	
Resources – Resources should be aligned with the original staff plan.		↓		
<b>Key Upcoming Project Activities</b>				
	What	When		
	E2E End-to-End Testing for Phase 1 (HCM/Comp)	Feb		
	Phase 1 Integration Testing 10 of 28 complete	Jan		
	Phase 1 Reports Testing (Dept Testing in progress)	Apr		
	Gold Tenant Build	Apr		
	Gold Data Validation	Apr		
	Cutover Plan	Apr/May		
	Communication Plan	Apr/May		
	Citywide Training	Apr/May		



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**Workstream Status – Phase 1**  
 Activity Dashboard: Last Update 4/22/22

Workstream	Status	Workstream Lead	Update
Change Management		Jonathan Ruprecht	<p><b>Summary:</b>                      Delivered last Phase 1 pre-go live champion meeting. Created training practice lab evaluations. Worked on annual budget load and reorg solutions. Supported the 8th and final week of training delivery. Continued reviewing phase 1 business processes with CAO, Controller, and PER. Continued documenting detailed future state payroll processes. Prepared for training practice labs. Continued tier 1 check ins and follow ups. Continued drafting end user training. Continued drafting and distributing communications.</p> <p><b>Issues in specific areas:</b>                      -Outstanding Actions/Decisions:                      -Step Progression Testing - Successfully completed                      -Mass Raise Testing - CoLA is working on this as she has time in between (lower priority)</p> <p><b>Issues in specific areas, in order:</b>                      1) Out of Order Compensation Events - Met with Team - OCM will help document this process. CAO/PER to provide feedback. Created a tab in the Comp DDG for reference.                      2) Repeating compensation conversion issues - Same issues seem to come up for every build causing delays in the build time as well as revisiting decisions.</p>
Compensation		Eunice Jung	<p><b>Summary:</b>                      - GOLD Build complete                      - Assisting City team with questions on DCU catchup data files                      - City team reviewing data defects and updating log                      - Error logs on SFTP folder</p> <p><b>Highlights:</b>                      - Worked on configuration updates required to resolve test defects/change control items                      - Supported issue resolution activities                      - Supported gold build activities                      - Gold Config and Data Validation                      - Prepared HCM DA Compliance Review                      Pending requirements or clarification:                      Move Worker (Supervisory)-Need requirements</p> <p><b>Risks:</b>                      Continued requests for Business Process changes are impacting testing and has led to a negative impact on the project timeline. ITA hired 2 Configuration Analysts and moved a Security Lead into the configurator role. The resources will help to decrease the risk of not having dedicated configurators however there is an immediate need to provide knowledge transfer in preparation for go-live and the configurators have limited availability for the KT sessions. Without their assistance in production there is a risk that Department requests and approved post live changes will not be managed effectively</p>
Data Conversion		Ramon Baez	<p><b>Summary:</b>                      - GOLD Build complete                      - Assisting City team with questions on DCU catchup data files                      - City team reviewing data defects and updating log                      - Error logs on SFTP folder</p> <p><b>Highlights:</b>                      - Worked on configuration updates required to resolve test defects/change control items                      - Supported issue resolution activities                      - Supported gold build activities                      - Gold Config and Data Validation                      - Prepared HCM DA Compliance Review                      Pending requirements or clarification:                      Move Worker (Supervisory)-Need requirements</p> <p><b>Risks:</b>                      Continued requests for Business Process changes are impacting testing and has led to a negative impact on the project timeline. ITA hired 2 Configuration Analysts and moved a Security Lead into the configurator role. The resources will help to decrease the risk of not having dedicated configurators however there is an immediate need to provide knowledge transfer in preparation for go-live and the configurators have limited availability for the KT sessions. Without their assistance in production there is a risk that Department requests and approved post live changes will not be managed effectively</p>
HCM Core		Sonja Chappell	<p><b>Summary:</b>                      - GOLD Build complete                      - Assisting City team with questions on DCU catchup data files                      - City team reviewing data defects and updating log                      - Error logs on SFTP folder</p> <p><b>Highlights:</b>                      - Worked on configuration updates required to resolve test defects/change control items                      - Supported issue resolution activities                      - Supported gold build activities                      - Gold Config and Data Validation                      - Prepared HCM DA Compliance Review                      Pending requirements or clarification:                      Move Worker (Supervisory)-Need requirements</p> <p><b>Risks:</b>                      Continued requests for Business Process changes are impacting testing and has led to a negative impact on the project timeline. ITA hired 2 Configuration Analysts and moved a Security Lead into the configurator role. The resources will help to decrease the risk of not having dedicated configurators however there is an immediate need to provide knowledge transfer in preparation for go-live and the configurators have limited availability for the KT sessions. Without their assistance in production there is a risk that Department requests and approved post live changes will not be managed effectively</p>
Integrations		Chad Kodet	<p><b>Key Risks:</b>                      - INT5000 are looking good at this time. They are running and we are expecting to send the INT5000 feeds tonight (4/20) to PaySR from Gold. JP Morgan updates                      -INT150 (Phase 2) – Check Outsource. This is in on hold due to bandwidth issues. JPM has closed the project so we will need to spin up the project team again when ready. -No Change-                      Key INT (excluding INT5000 series) updates:                      -FMS Feeds are still being worked but do not have many updates as focus is on Phase 1 items.                      -No other high visibility integration issues in this category at this time.                      INT5000 series                      -See Key Risks above.</p>
Payroll		Sam Magoun	<p><b>Highlights:</b>                      -Continued support for Phase 1 &amp; FMS payroll integration testing &amp; FMS integration</p>



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**Workstream Status – Phase 1**  
 Activity Dashboard: Last Update 4/22/22

Workstream	Status	Workstream Lead	Update
PRISM	Green	Didier Guzman	Highlights: - Migration to Gold is in progress working through the cutover plan - PRISM Performance review results came back and look good, no additional actions required - A ServiceNow change request to change security to enable individual users has been created and will be worked next week.
Reporting	Green	Sam Morgan	- Continuing to conduct KT sessions - Continuing to test reports and receive defects (100% complete with development an 87% complete with testing) - Assisting in completion of GOLD build
Security	Green	Michael Wardhana	Summary: Continued migrating security groups and assignments between tenants and reviewed HCM DA Review results as part of Pre-Go Live activities. Highlights: - Continued migrating security groups and assignments between tenants. - Reviewed HCM DA Review results as part of Pre-Go Live activities. - Continued Security Configuration migration support and updated configuration in support of testing. - Continued review of SSO configuration with IDM and Security Team. Issues: - Google SSO multiple IDP Feature has still not released and may affect SSO end user functionality. - Waiting for finalized LAPD and security requirements from City of LA Team.
Testing	Yellow	Anthony Wang	Summary: Phase 1 E2E testing is in progress. Priorities are working on gold build impact items, test all in-scope tests, resolve and retest blocker issues, resolve and retest high issues. Highlights: - Core Team Testing - HCM 97% tested for 1755 tests (+6 tests since last week) - Compensation 99% tested for 1725 tests (+1 test since last week) - Payroll 95% tested for 315 tests (+20 tests since last week) - PaySR Testing - 91% of 374 tests (+1 test since last week) - PaySR Mass Rates Testing - Team continues working through - Defer to City for more details. - Integrations (non-INT5000) Testing, PLEASE NOTE Complete=received sign off - Of the 17 marked Critical: 1 complete, 16 in progress, 0 not started - Total of 23 integrations in scope: 7 complete, 21 in progress - An additional 4 completed testing, awaiting sign off: INT117, INT173, INT011a, INT011b. - Custom Reports Testing-ITA developed reports - 85% for 160 tests (+30 since last week) - Seniority Calculations - Back to Dale for retesting - Prisma - Ongoing - Upcoming Testing activities - Close out E2E testing, defect resolution Notable Testing Concerns/Risks/Issues : - LAWA integrations high risk of not completing testing before go-live - Data Validation is optional and the Payroll data validation supersedes this per City - Test team spread thin supporting departments testing, core team testing, integrations testing. - Need to do Phase 2 test planning - City resources concern (e.g. Woonon/Chun supporting security, reports, also need to test SSO)
Training	Yellow	Seemab Majeed	Summary: - Cont. new job aid review with Payroll (04/07) - PER approval for remaining job aids due (04/08) - 225 / 276 for registration (~82%)   Total delivery completed as of last week (both courses); Expected 213/276 by end of week for completion of both courses. - 1 targeted commis sent to DLs to confirm whether the unregistered people still training - Pre-go live lab approach drafted; pending alignment with city (04/08)
Training	Yellow	Seemab Majeed	Summary: - Cont. new job aid review with Payroll (04/14) - PER approval for remaining job aids due (04/08) - Incomplete* received 2 additional approvals - 235/261 registered (~90%). Total number dropped due to departments removing folks and non-responses from DLs   Total trained 212/261 (~81%) - Pre-go live lab approach finalized with city (04/13)
Training	Yellow	Seemab Majeed	Summary: - Cont. new job aid review with Payroll (04/21) - PER review turned over to WD - due mid-day Friday - Course 1 Registered / Trained (same number now: 202/270 or 96.6%   Course 2 Registered: 255/270 or 94.5%   Course 2 Trained (as of this afternoon): 90% - Pre go live labs pending PER list of recommended actions for participants   Invitation to go out this Friday



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RAIDQ Summary Activity for Technology – Week Ending 4/15/2022 – Phase 1					
RAIDQ Type	Current Open	Opened This Week	Closed This Week	Opened Last Week	Closed Last Week
Action	9	0	2	0	0
Decision	8	0	1	0	0
Issue	6	0	1	0	0
Question	6	0	1	0	0
Risk	2	0	1	0	0
(blank)	2	0	0	0	0

**Open and Late – HIGH/MODERATE/LOW Impact RAIDQ (Phase 1):**

ID	Short Description	Days Late	Responsible
245	Provide List of Critical Department Compensation Reports	154	Jonathan Biton
294	Personnel staffing/resource concerns	138	Fatima Demesa, Raelynn Napper
373	Requirements, recommendation for the mass salary increase for MOUs that will be effective January 1, 2022 (PARENT: RAIDQ 276)	0	isophine.atkinson@lacity.org
510	Create Landscape Diagram. Grouping by functional area and not by Source/Target system.	70	Chad Kodet
526	Is the KPMG document the authority for configuration throughout this project and for go-live? If yes, who is responsible for maintaining it? If not, what will be the authority?	Missing due date	Raelynn Napper
624	LAFD- How are positions managed when the incoming employee is in training?	87	Janelle Irving, Marvin Avila
649	City needs to identify cutover strategy - will departments freeze on doing certain transactions in PaySR? If so, what is the date? When will departments be notified of this?	97	Jonathan Biton, Kenneth Chambers, Raelynn Napper



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ID	Short Description	Days Late	Responsible
711	Limitation on Data ingestion into Workday PRISM	70	Didier Guzman, nigel.chan@lacity.org
775	Define/Configure HCM Department EIB security access.	85	Chun Ping Wang, Marvin Avila, woowon.kang@lacity.org
816	What is the process for identifying outstanding arrears balances when employees are terminated, retire, promotion, or transfer (make sure there is a To Do step in those BPs)	110	Janet Laszlo, Marvin Avila, rosemary.go@lacity.org
819	Who is responsible to making sure these retirees over the limit are set up correctly? (Confirm LACERS/LAFPPS have access to rehire/ designate retiree over limit)	110	Daniel Powell, Marvin Avila
844	COLA & Retros- Current rule is less than 100 employees departments do it, more than 100 it would be handled centrally (ITA would update with PER/CAO verifying), do we want to update this rule? Confirm this process, proposed approach: scenario assessed by the post go-live HRP steering committee who makes a decision.	131	Fatima Demesa, isophine.atkinson@lacity.org, Janet Laszlo, Marvin Avila, rosemary.go@lacity.org
846	Managing mass load of positions (Annual Position Load)  Establish Change Job/Edit position EIB template process for departments to provide to ITA if they can't load themselves. May need different templates depending on the type of change (e.g., lateral, promotion, etc.)	116	Marvin Avila
854	Need to determine which reports will be used to verify budget cycle position allocations and assignments and who is looking at what	119	Janelle Irving, Jonathan Biton
855	Controller needs to review the process for creating a new department in Workday	77	Quan Nguyen, Yvonne Hong
878	What are the various impacts to employee's jobs that will result from Workday? How are these being identified/tracked across workstreams and what proactive interventions can be done to avoid labor issues?	131	Raelynn Napper
880	Overall adjustment process for PaySR data is still under review, need to test and finalize. How will adjustments involving PaySR/PRISM data be handled? Confirm during testing that this process meets City requirements (For adjustments to PaySR/PRISM data process see the Adjustments Involving PaySR data process documentation)	76	didier.guzman@workday.com
889	Integration technical contact (owners) to confirm the process around integrations is thought out with and signed off by the functional contacts (Business Owners) (includes what reports are needed, what analysis is needed, what error handling is needed, etc.)	140	Jonathan Biton
925	Need a list of tables in Workday and PaySR that needs to be maintained manually and separately in Phase 1.  Specifically: what tables/data need to be kept in sync between Workday and PaySR when creating new job classes and permanent bonuses during Phase 1	87	Chris Yee, Jonathan Biton, Tracy Ryan
926	Addressing potential liabilities associated with Late Payments to employees due to failure to submit timesheet or proper authorization of appointment.	113	Janet Laszlo, Marvin Avila, rosemary.go@lacity.org
942	New Reporting Requirement to track when Communication Info Rep I's (CIR I) move to Communication Info Rep II (CIR 2)	74	Katie Davis



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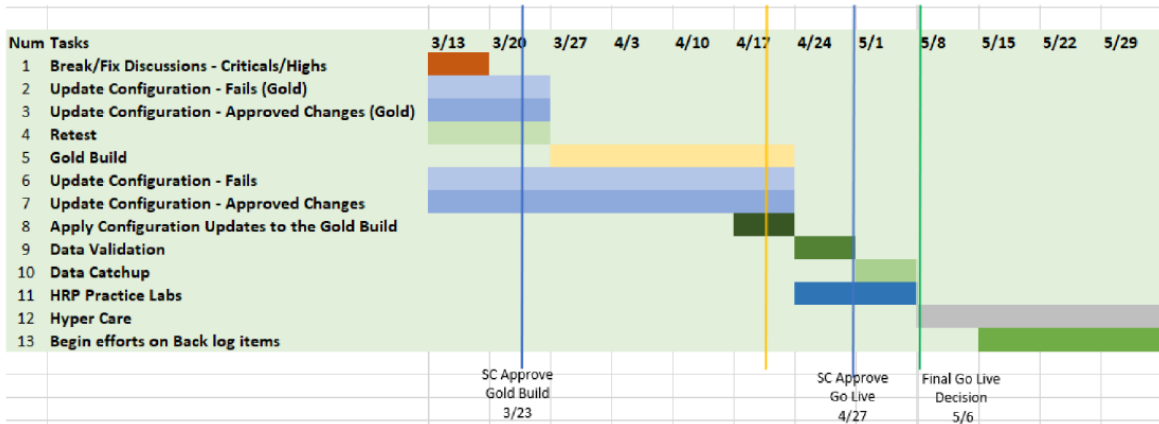


ID	Short Description	Days Late	Responsible
946	Reporting team to review following reports that are impacted from the phased approach: -Remove/Adjust Y-Rates -Deductible Absences for Step Progression	90	Amy Krishnan, Katie Davis
953	Missing Role Based Assignments in lacity8   Needed to identify trainees.	97	Fatima Demesa, Marvin Avila, Sarah DeJulius
960	In phase 1, when an employee (EE) goes on leave, PAYSr will be the system of record. If there are transactions in WD, such as a job change, PAYSr will ignore that transaction. When the employee comes off leave in PAYSr, WD will become the master system. PAYSr will update the employee's record to what it is today in WD.  How do we manage WD transactions for an EE who is on leave in PAYSr? Will EE records in WD have any indicator that the EE is on leave?	56	Marvin Avila, Sonja Chappell
967	Payment Elections and EWS	46	Sam Magoun
971	What tables and data will need to be updated in both WD and PAYSr, what is the timing, and who is responsible for making the updates. This needs to be documented and shared with all involved prior to go-live so we can make sure training and process documentation is updated and correct. OCM Impact	0	jonathon.ruprecht@accenture.com, Robin Murphy
984	Who should have access to Edit Integrations Reference IDs?	53	Marvin Avila
987	How to handle variable schedules in Workday	21	Janet Laszlo, Marvin Avila
988	Lack of HR/payroll involvement/awareness for Work schedule updates and FLSA implications	21	Marvin Avila
989	LAPD concern about employee self-service	21	Marvin Avila
990	Mayor/Council concerns about Chief of staff involvement in Workday BPs and them not using the system/holding up transactions	21	Marvin Avila, Sonja Chappell
991	Mayor/Council approach to position control/CAO approval	21	isophine.atkinson@lacity.org, Janelle Irving
993	New LAWA Police Schedule and Process for adding new work schedules	21	Raelynn Napper

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## Timeline for 5/8 Go Live



Respectfully submitted,

Ted Ross  
 Chief Information Officer, General Manager

- ec:
- Jeanne Holm, Office of the Mayor
  - David Hersch, Council District 5
  - Dana Brown, Personnel Department
  - Leticia Ortiz, Personnel Department
  - Grayce Liu, Personnel Department
  - Crista Binder, Office of the Controller
  - Matt Crawford, Office of the Controller
  - Matt Szabo, City Administrative Officer
  - Ben Ceja, City Administrative Officer
  - Melissa Velasco, City Administrative Officer
  - Karen Kalfayan, Chief Legislative Analyst
  - ITA Executive Team