

Exhibit 300: Capital Asset Plan and Business Case Summary

Part I: Summary Information And Justification (All Capital Assets)

Section A: Overview

1. **Date of Submission:** 2010-09-17

2. **Agency:** 005

3. **Bureau:** 05

4. **Name of this Investment:** NFC-Pay Engine

5. **Unique Project (Investment) Identifier (UPI):** 005-05-01-01-01-1227-00

6. **What kind of investment will this be in FY 2012?:** Mixed Life Cycle

- Planning
- Full Acquisition
- Operations and Maintenance
- Mixed Life Cycle
- Multi-Agency Collaboration

7. **What was the first budget year this investment was submitted to OMB?** FY2010

8.

- a. **Provide a brief summary of the investment and justification, including a brief description of how this closes in part or in whole an identified agency performance gap, specific accomplishments expected by the budget year and the related benefit to the mission, and the primary beneficiary(ies) of the investment.**

NFC currently utilizes a 27 year-old custom Payroll/Personnel System (PPS) based on mainframe technology and COBOL code. The system has been modified extensively over time to accommodate USDA and other agency-unique payroll and personnel resource requirements. Customers can choose to use NFC-based solutions or their own systems in generating requisite HR and T&A data. NFC offers customers an HR information system (EmpowHR), legacy personnel system (EPIC-Web) and time reporting systems (Web TA & STAR Web) for this purpose. The current operating environment presents multiple challenges that impact NFC's ability to effectively perform their business and meet expectations and regulatory requirements that it faces. The legacy PPS presents an environment where upgrades, enhancements and increased functionality are difficult to design and implement. As a result, NFC is at risk for not remaining compliant with federal requirements nor can it easily provide new automated solutions to increase efficiency. The available skill base of mainframe expertise is shrinking. As experienced NFC personnel familiar with the PPS system retire from the federal workforce, it is becoming increasingly difficult to find staff with the expertise to maintain the outdated technology. NFC proposes a single commercial off-the-shelf (COTS) solution with integrated HR, Payroll, and TA modules. The COTS solution supplants the mainframe computer and its functional applications with a single modern database driven Pay and integrated enterprise resource application. A single COTS product provides integrated functionality, satisfying HR customers' desire for an end-to-end HR/Payroll solution and ensuring standardization needed to more easily comply with OPM guidelines and regulations. It significantly improves customer service by allowing customers flexibility in HR component selection, enhanced system and workflow features, real-time processing and what-if capability. By eliminating federal HR/TA system redundancies and using a single programming language, a single COTS solution leads to long-term government cost reduction. It also bests support OMB's technology strategy for federal Lines of Business.

- b. **Provide any links to relevant websites that would be useful to gain additional information on the investment including links to GAO and IG reports.**

Title	Link
NONE	

9.

- a. **Provide the date of the Agency's Executive/Investment Committee approval of this investment.**
2010-09-17
- b. **Provide the date of the most recent or planned approved project charter.** 2010-01-05

10. **Contact information?**

- a. **Program/Project Manager Name:** *
Phone Number: *
Email: *
- b. **Business Function Owner Name (i.e. Executive Agent or Investment Owner):**
Phone Number: *
Email: *

11. **What project management qualifications does the Project Manager have? (choose only one per FAC-P/PM or DAWIA):** Project manager has been validated according to FAC-P/PM or DAWIA criteria as qualified for this investment.

- Project manager has been validated according to FAC-P/PM or DAWIA criteria as qualified for this investment.
- Project manager qualifications according to FAC-P/PM or DAWIA criteria is under review for this investment.
- Project manager assigned to investment, but does not meet requirements according to FAC-P/PM or DAWIA criteria.
- Project manager assigned but qualification status review has not yet started.
- No project manager has yet been assigned to this investment.

Section B: Summary of Funding (Budget Authority for Capital Assets)

1.

Table I.B.1: Summary of Funding
(In millions of dollars)

(Estimates for BY+1 and beyond are for planning purposes only and do not represent budget decisions)

	PY-1 and earlier	PY 2010	CY 2011 (CY Continuing Resolution)	BY 2012	BY+1 2013	BY+2 2014	BY+3 2015	BY+4 and beyond	Total
Planning:	*	*	*	*	*	*	*	*	*
Acquisition:	*	*	*	*	*	*	*	*	*
Planning & Acquisition Government FTE Costs	*	*	*	*	*	*	*	*	*
Subtotal Planning & Acquisition(DME):	*	*	*	*	*	*	*	*	*
Operations & Maintenance:	*	*	*	*	*	*	*	*	*
Disposition Costs (optional):	*	*	*	*	*	*	*	*	*
Operations, Maintenance, Disposition Government FTE Costs	*	*	*	*	*	*	*	*	*
Subtotal O&M and Disposition Costs (SS):	*	*	*	*	*	*	*	*	*
TOTAL FTE Costs	*	*	*	*	*	*	*	*	*
TOTAL (not including FTE costs):	*	*	*	*	*	*	*	*	*
TOTAL (including FTE costs):	*	*	*	*	*	*	*	*	*
Number of FTE represented by	*	*	*	*	*	*	*	*	*

**Table I.B.1: Summary of Funding
(In millions of dollars)**

(Estimates for BY+1 and beyond are for planning purposes only and do not represent budget decisions)

	PY-1 and earlier	PY 2010	CY 2011 (CY Continuing Resolution)	BY 2012	BY+1 2013	BY+2 2014	BY+3 2015	BY+4 and beyond	Total
Costs:									

2. Insert the number of years covered in the column “PY-1 and earlier”:

3. Insert the number of years covered in the column “BY+4 and beyond”: *

4. If the summary of funding has changed from the FY 2011 President’s Budget request, briefly explain those changes:

*

Section C: Acquisition/Contract Strategy (All Capital Assets)

1.

Table I.C.1 Contracts Table

Contract Status	Contracting Agency ID	Procurement Instrument Identifier (PIID)	Indefinite Delivery Vehicle (IDV) Reference ID	Solicitation ID	Alternative financing	EVM Required	Ultimate Contract Value (M)	Type of Contract/Task Order (Pricing)	Is the contract a Performance Based Service Acquisition (PBSA)?	Effective date	Actual or expected End Date of Contract/Task Order	Extent Competed	Short description of acquisition
Awarded	1205	OPM020700027			*	*	\$45.3	Firm Fixed Price	N	2010-09-01	2025-09-30	Full and Open Competition	COTS Software Licenses

2. If earned value is not required or will not be a contract requirement for any of the contracts or task orders above, explain why:

*

3.

- a. Has an Acquisition Plan been developed? If yes, please answer the questions that follow *
- b. Does the Acquisition Plan reflect the requirements of FAR Subpart 7.1 *
- c. Was the Acquisition Plan approved in accordance with agency requirements *
- d. If "yes," enter the date of approval? *
- e. Is the acquisition plan consistent with your agency Strategic Sustainability Performance Plan? *
- f. Does the acquisition plan meet the requirements of EOs 13423 and 13514? *
- g. If an Acquisition Plan has not been developed, provide a brief explanation.

*

Part II: IT Capital Investments

Section A: General

1.
 - a. Confirm that the IT Program/Project manager has the following competencies: configuration management, data management, information management, information resources strategy and planning, information systems/network security, IT architecture, IT performance assessment, infrastructure design, systems integration, systems life cycle, technology awareness, and capital planning and investment control. *yes*
 - b. If not, confirm that the PM has a development plan to achieve competencies either by direct experience or education.
2. Describe the progress of evaluating cloud computing alternatives for service delivery to support this investment.
3. Provide the date of the most recent or planned Quality Assurance Plan 2010-06-01
4.
 - a. Provide the UPI of all other investments that have a significant dependency on the successful implementation of this investment.
 - b. If this investment is significantly dependent on the successful implementation of another investment(s), please provide the UPI(s).
5. An Alternatives Analysis must be conducted for all Major Investments with Planning and Acquisition (DME) activities and evaluate the costs and benefits of at least three alternatives and the status quo. The details of the analysis must be available to OMB upon request. Provide the date of the most recent or planned alternatives analysis for this investment. 2010-06-01
6. Risks must be actively managed throughout the lifecycle of the investment. The Risk Management Plan and risk register must be available to OMB upon request. Provide the date that the risk register was last updated. 2010-06-01

Section B: Cost and Schedule Performance

Table II.B.1. Comparison of Actual Work Completed and Actual Costs to Current Approved Baseline:

Description of Activity	DME or SS	Agency EA Transition Plan Milestone Identifier	Planned Cost (\$M)	Actual Cost (\$M)	Planned Start Date	Actual Start Date	Planned Completion Date	Actual Completion Date	Planned Percent Complete	Actual Percent Complete
DME - Replacement System – Design and Development	DME	*	*	*	2012-10-01	*	2018-09-30	*	*	*
DME - Replacement System – Project Management Office	DME	*	*	*	2012-10-01	*	2018-09-30	*	*	*
DME - Replacement System –	DME	*	*	*	2013-10-01	*	2018-09-30	*	*	*
DME - Replacement System –	DME	*	*	*	2012-04-01	*	2017-09-30	*	*	*
DME - Replacement System –	DME	*	*	*	2012-04-01	*	2018-09-30	*	*	*

2. If the investment cost, schedule, or performance variances are not within 10 percent of the current baseline, provide a complete analysis of the reasons for the variances, the corrective actions to be taken, and the most likely estimate at completion.

3. For mixed lifecycle or operations and maintenance investments an Operational Analysis must be performed annually. Operational analysis may identify the need to redesign or modify an asset by identifying previously undetected faults in design, construction, or installation/integration, highlighting whether actual operation and maintenance costs vary significantly from budgeted costs, or documenting that the asset is failing to meet program requirements. The details of the analysis must be available to OMB upon request. Insert the date of the most recent or planned operational analysis. 2010-01-05

4. Did the Operational analysis cover all 4 areas of analysis: Customer Results, Strategic and Business Results, Financial Performance, and Innovation? yes

Section C: Financial Management Systems

Table II.C.1: Financial Management Systems

System(s) Name	System acronym	Type of Financial System	BY Funding
*	*	*	*

Section D: Multi-Agency Collaboration Oversight (For Multi-Agency Collaborations only)

Table II.D.1. Customer Table:

Customer Agency	Joint exhibit approval date
NONE	

Table II.D.2. Shared Service Providers

Shared Service Provider (Agency)	Shared Service Asset Title	Shared Service Provider Exhibit 53 UPI (BY 2011)
*	*	*

Table II.D.3. For IT Investments, Partner Funding Strategies (\$millions):

Partner Agency	Partner exhibit 53 UPI (BY 2012)	CY Monetary Contribution	CY "In-Kind" Contribution	CY Fee-for-Service	BY Monetary Contribution	BY "In-Kind" Contribution	BY Fee-for-Service
NONE							

Table II.D.4. Legacy Systems Being Replaced

Name of the Legacy Investment of Systems	Current UPI	Date of the System Retirement
*	*	*

Section E: Performance Information

Table I.E.1a. Performance Metric Attributes

Measurement Area (For IT Assets)	Measurement Grouping (For IT Assets)	Measurement Indicator	Reporting Frequency	Unit of Measure	Performance Measure Direction	Baseline	Year Baseline Established for this measure (Origination Date)
Technology	Functionality	% of HR actions successfully processed on the first attempt	annual	Percent	Increase	TBD	2010-09-01
			Fiscal Year	Target	Actual Results	Target "Met" or "Not Met"	Last Updated
			2013	86%	TBD	Not Met	2010-09-16
			2014	87%	TBD	Not Met	2010-09-16
2015	88%	TBD	Not Met	2010-09-16			
Processes and Activities	Timeliness	% of major issues resolved in 24 hours	annual	Percent	Increase	TBD	2010-09-01
			Fiscal Year	Target	Actual Results	Target "Met" or "Not Met"	Last Updated
			2013	Resolve 95% of major technical issues in 24 hours.	TBD	Not Met	2010-09-16
			2014	Resolve 95% of major technical issues in 24 hours.	TBD	Not Met	2010-09-16
2015	Resolve 95% of major technical issues in 24 hours.	TBD	Not Met	2010-09-16			
Mission and Business Results	Compensation Management	% of paid accounts based on customer-submitted information	annual	Percent	Increase	TBD	2010-09-01
			Fiscal Year	Target	Actual Results	Target "Met" or "Not Met"	Last Updated
			2013	100% of payroll payments paid based on data provided.	TBD	Not Met	2010-09-16
			2014	100% of payroll	TBD	Not Met	2010-09-16
2015	100% of payroll	TBD	Not Met	2010-09-16			

				payments paid based on data provided.			
			2015	100% of payroll payments paid based on data provided.	TBD	Not Met	2010-09-16
Mission and Business Results	Strategic Planning	% of project milestones met	annual	Percent	Increase	TBD	2010-09-01
			Fiscal Year	Target	Actual Results	Target "Met" or "Not Met"	Last Updated
			2010	85% of goals met or exceeded	TBD	Met	2011-01-28
Mission and Business Results	Strategic Planning	% of project milestones met on-time	annual	Percent	Increase	80%	2010-09-01
			Fiscal Year	Target	Actual Results	Target "Met" or "Not Met"	Last Updated
			2009	80% of milestones met on-time	95%	Met	2010-09-16
			2012	90% of milestones met on-time	TBD	Not Met	2011-02-26
Mission and Business Results	System Development	% of project milestones met on-time	annual	Percent	Increase	TBD	2010-09-01
			Fiscal Year	Target	Actual Results	Target "Met" or "Not Met"	Last Updated
			2011	85% of project milestones met on-time	TBD	Not Met	2010-09-16
Mission and Business Results	Strategic Planning	% of strategic goals met	annual	Percent	Maintain	80%	2010-09-01
			Fiscal Year	Target	Actual Results	Target "Met" or "Not Met"	Last Updated
			2009	80% of goals met	100%	Met	2010-09-16
			2010	85% of goals met or	TBD	Met	2011-02-26

				exceeded			
			2011	85% of strategic goals met or exceeded	TBD	Not Met	2011-02-26
			2012	90% of goals met or exceeded	TBD	Not Met	2011-02-26
Processes and Activities	Timeliness	% of technical issues resolved in 24 hours	annual	Percent	Increase	TBD	2010-09-01
			Fiscal Year	Target	Actual Results	Target "Met" or "Not Met"	Last Updated
			2014	Resolve 95% of major technical issues in 24 hours.	TBD	Not Met	2010-09-16
			2015	Resolve 96% of major technical issues in 24 hours.	TBD	Not Met	2010-09-16
Customer Results	Access	%of strategic goals met	annual	Percent	Increase	TBD	2010-09-01
			Fiscal Year	Target	Actual Results	Target "Met" or "Not Met"	Last Updated
			2011	90% of goals met of exceeded	TBD	Not Met	2011-02-24
Technology	Accessibility	Number of employees with access to system	annual	Percent	Increase	TBD	2010-09-01
			Fiscal Year	Target	Actual Results	Target "Met" or "Not Met"	Last Updated
			2013	62,000	TBD	Not Met	2010-09-16
			2014	100,000	TBD	Not Met	2011-02-26
			2015	140,000	TBD	Not Met	2011-02-26

* - Indicates data is redacted.