



County of El Dorado

FENIX Executive Sponsors

330 Fair Lane
Placerville, CA 95667-4197

December 12, 2018

TO: Members, Honorable Board of Supervisors

FROM: FENIX Executive Sponsors and Project Manager

SUBJECT: FENIX Project Update

This is to provide the Board with an update relative to the implementation of the FENIX project.

Financials

As reported in September 2018, the financial system went live on January 2, 2018. A significant milestone since the last update is that the County successfully closed Fiscal Year 2017/18 in the financial system.

Budget Module

The budget module was implemented and went live in November 2018 and all departments are currently preparing their Fiscal Year 2019/20 budgets in the FENIX system. While this has resulted in additional workload for staff due to learning a new system, at this time there are no significant concerns relative to the implementation of the budget module.

HR/Payroll/Time Entry

As reported in September 2018, the County selected Kronos as our time entry/time collection system which interfaces with the FENIX HR/Payroll system. The new system has been configured to include best practices, built-in Fair Labor Standards Act rules, and MOU language requirements which over time will allow for greater accuracy and efficiency, and we are scheduled to go-live with the HR/Payroll and Time Entry system beginning December 22, 2018.

Over the past couple of months departments have been training their staff on the new time entry system and with the exception of one department, staff have been entering time records into the existing system as well as the new Kronos system for the last two pay periods.

The most significant risk factor with the December 22, 2018, go-live date relates to the Sheriff's Office interface between their scheduling system (Telestaff) with the payroll/time entry system. The interface between the two systems was originally scheduled for testing in June of 2018. That testing is now occurring between December 12th through go-live. In the event testing is not successful, the Sheriff's Office identified 'super users' to train staff to manually enter their time

records into the Kronos time collection system. Once the interface is complete, Sheriff's Office employees will be able to log into Kronos and approve time cards that have been populated based on their schedule and hours worked.

Phase two of HR/Payroll implementation will include the implementation of employee scheduling, forecasting of accruals, vacation requests and approvals. It is anticipated this implementation will begin during the Spring of 2019.

FENIX Project Expenses		
Fiscal Year	Implementation Costs	Annual Maintenance
2018/19	\$52,237	\$278,678
2017/18	\$1,093,428	\$267,276
2016/17	\$1,360,651	\$228,506
2015/16	\$288,692	\$220,073
2014/15	\$782,345	\$213,933
2013/14	\$449,093	\$9,250
2012/13	\$765,119	N/A

Total Implementation Cost (excluding annual maintenance): \$4,791,565

FENIX Implementation Budget: \$5,600,000

Available Implementation Budget: \$808,435

Please contact Don Ashton if you have any questions or need additional information.

c: Jim Mitrison, Clerk of the Board