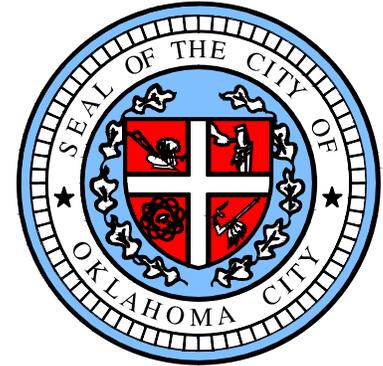## Oklahoma City Upgrades PeopleSoft 8.9 to 9.2

BACKGROUND

Oklahoma City provides the leadership, commitment, and resources to achieve a family-friendly community with a balance of cosmopolitan and rural areas by offering a well-planned community that is safe, clean, and affordable.

CHALLENGES

Oklahoma City (OKC) manages an annual budget of $1.03B with their main sources of revenue from taxes, fees, and federal grants. Their human resources, financial, and reporting requirements are extensive with many integration points. The PeopleSoft human resources and financial systems operated by OKC are modified to meet local, state, and federal reporting and interfacing requirements. The PeopleSoft Human Capital Management (HCM) and Financials and Supply Chain Management (FSCM) modules in use include Human Resources, Benefits Administration, Payroll, Pension Administration, ePay, eBenefits, eProfile, eProfile Manager Desktop, eCompensation, eDevelopment, Enterprise Portal, General Ledger, Commitment Control, Payables, Receivables, Billing, Asset Management, Project Costing, Revenue Contracts, Purchasing, and eProcurement.

Industry	Public Sector
Services	Upgrade
Application & Modules	**PeopleSoft Financials 8.9 to 9.2**
Client Since	2013

OKC determined that an upgrade from 8.9 to 9.2 for their PeopleSoft HCM and FSCM systems was required. OKC required a systems integrator that could provide a turn-key, low-cost upgrade to minimize their exposure to upgrade costs while aggressively reducing the level of modification needed by implementing delivered functionality. Sierra-Cedar was selected to perform the upgrade due to their broad service offering of offshore development, an upgrade lab, and a large pool of experienced functional and technical consultants.

SOLUTION

To meet OKC project objectives, Sierra-Cedar developed a project approach to address the following:

- Aggressively replace modifications with delivered functionality
- Implement new functionality to further automate business processes
- Retrofit existing modifications to meet Local, State, and Federal requirements

Sierra-Cedar developed a phased project plan which started with the PeopleSoft HCM upgrade. Once the retrofit of PeopleSoft HCM modifications were complete, the onsite functional consultants began work sessions for the PeopleSoft FSCM upgrade. The upgrade lab performed the initial pass upgrade while the functional project team reviewed the cumulative features list provided by Oracle with OKC. The purpose of these sessions was to identify delivered functionality that could replace OKC modifications and automate manual business processes.

The outcome of the new delivered functionality review and fit gap resulted in 107 out of 280 modified HCM projects being retired for a 38% reduction in modifications; 180 out of 329 modified FSCM projects were retired giving rise to a 55% reduction in modifications.

The test phases included Pass I and Pass II testing for both projects. Pass I testing was a system test with project team members from OKC and Sierra-Cedar performing the testing. Pass II testing was with a larger user group from OKC to perform acceptance testing. Throughout both projects, Sierra-Cedar built detailed cutover plans to ensure smooth production go lives were achieved. OKC went live on PeopleSoft 9.2 HCM on time and within budget, the PeopleSoft FSCM go-live is scheduled for early 2014.

BENEFITS

OKC had the full support of Sierra-Cedar's upgrade labs, offshore development, as well as their onsite resources to undertake their 8.9 HCM and FSCM PeopleSoft upgrades. Additionally, OKC had dedicated Sierra-Cedar Program Manager oversight and guidance for both projects. This approach, along with an experienced team of resources, guided OKC through project issues and challenges enabling the achievement of two successful PeopleSoft 9.2 upgrades.