

May 2023

HRMS Remediation

OneWa Phase 1a

OFM

OFFICE OF FINANCIAL MANAGEMENT

Problem Statement

- HRMS has unique and for financial reporting. outdated financial coding that is not compatible with Workday and must be remediated to protect data integrity
- As part of the OneWA Legacy System Remediation (LSR) Pass 2 meetings with agencies, OFM, as an agency, determined that remediating HRMS needs to be completed for Phase 1a.
- With OFM remediating HRMS, agencies using HRMS interfaces with financial data, would be impacted.
- **If we do not remediate the HRMS financial information:**
 - It will become difficult to accurately complete the cost allocation process and respond to State and Federal audits. This could impact receipt of funding.
 - Reconciliation between payroll and financial will be difficult and time consuming because the information will be in different financial coding formats.
 - The difference in financial coding will require either duplication of work or agency staff to have to continually translate between the two formats.

OFM Remediation Strategy

- Remediate HRMS to carry Workday FDM coding in the fields currently containing AFRS COA coding.
- OFM will complete a one-time conversion, on behalf of agencies, of all the financial coding related to position and person as part of the remediation effort.

HRMS Field Names	AFRS COA Field Names	Workday FDM Field Names
Fund	Agency, Fund, Appropriation Index	Company, Fund
Cost Object	Agency, Master Index	Company, Appropriation
Functional Area	Agency, Program Index	Company, Program, Cost Center
Cost Center	Agency, Organization Index	Grant
AFRS Project	Agency, Project, Sub-project, project-phase	Project
General Ledger Account	GL, Sub-Object, Sub-Sub-Object	N/A
AFRS Allocation	Agency, Allocation code	Company, Allocation Code
Business Area	Agency	Company

The Ask of Agencies

- Executive support within agency offices - HR, Payroll, Fiscal, and Budget.
- Agency support to determine the:
 - Level of impact to agency internal processes, payroll and financial
 - Number of agency internal systems impacted
 - Level of effort to remediate each of the identified systems
 - Other items or concerns identified such as training or other development staff needs
 - Identify any changes needed to the OFM HRMS remediation strategy for agencies to complete HRMS remediation within their systems

Next Steps

- OFM SWA will be reaching out to agencies to discuss the impacts within each agency.
- If you have any questions or concerns before these one-on-one meetings, please send them via email to Statewide Accounting at OFMAccounting@ofm.wa.gov, subject line: HRMS Remediation.