UCPath Pilot Deployment Schedule Update
Talking Points
February 27, 2017

Key Messages

- The UCPath program is a high priority for the University of California and we are committed to a successful launch of this new technology, which will help more than 200,000 employees work smarter and more efficiently.

- We have made steady progress across all UCPath work streams; however, a number of Pilot conversion and system defects must be resolved before we move into payroll parallel testing.

- As a result, the Pilot deployment schedule has been extended by four months from August to December 2017.

  o By adjusting our Pilot deployment schedule, we can resolve data conversion defects to provide high-quality data for testing and go-live.

  o We've also designated additional time after each test cycle to address issues before the next cycle.

  o Based on these changes, we no longer have an opportunity to plan for a cutover prior to the fall open enrollment cycle

- We are committed to minimizing impacts to the overall UCPath deployment timeline.

  o The Pilot schedule change is expected to affect the timing of Deployment 1. A thorough analysis of possible scenarios is currently underway with a formal recommendation planned in March.

Background

- On February 23, 2017, the UCPath Executive Leadership Team approved extending the Pilot deployment schedule by four months, from August to December 2017.
  o The team is committed to a successful deployment and minimizing impacts to the overall deployment schedule.

- Despite good progress across all UCPath work streams, a number of conversion and system defects remain that must be resolved prior to Pilot payroll testing.

- The revised Pilot schedule provides a number of advantages:
  o Allows dedicated time for development between data conversion cycles
  o Provides time to resolve issues between test cycles
  o Isolates final months to focus on cutover activities and campus readiness

- Reduces complexity and resource needs for year-end activities
- Avoids change to benefit deduction holiday for employees
- Eliminates multiple W-2s for employees
- Eliminates mid-year balance conversions
- Shifts go-live date away from high-volume academic hiring cycle
- Eliminates pre-go live open enrollment testing
- Requires resources to manage year-end activities that overlap with cutover

- The Deployment 1 schedule will be affected; however, we will leverage Pilot learnings and work products to accelerate where possible.
  - Several options are being considered for a revised Deployment 1 schedule.
  - The Deployment 1 Subcommittee will analyze these options and make a recommendation to the UCPath Steering Committee in March.
  - The Executive Leadership Team plans to approve a new Deployment 1 schedule in late March.