

## Exhibit 300: Capital Asset Summary

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

#### Section A: Overview & Summary Information

**Date Investment First Submitted:** 2012-02-28  
**Date of Last Change to Activities:** 2012-02-28  
**Investment Auto Submission Date:** 2012-02-28  
**Date of Last Investment Detail Update:** 2012-02-28  
**Date of Last Exhibit 300A Update:** 2012-02-28  
**Date of Last Revision:** 2012-02-28

**Agency:** 012 - Department of Labor      **Bureau:** 16 - Wage and Hour Division

**Investment Part Code:** 01

**Investment Category:** 00 - Agency Investments

**1. Name of this Investment:** WHD - Integrated Data Management System (IDMS)

**2. Unique Investment Identifier (UII):** 012-000000007

#### Section B: Investment Detail

- 1. Provide a brief summary of the investment, including a brief description of the related benefit to the mission delivery and management support areas, and the primary beneficiary(ies) of the investment. Include an explanation of any dependencies between this investment and other investments.**

The IDMS will support WHD's mission to promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation's workforce. This new application is required to increase organizational efficiency, transparency, and responsiveness to the American public. WHD's existing applications are approaching the end of their useful life, and they are difficult and costly to maintain and update. It is time-consuming and difficult to input and retrieve data from the system. The negative impact on productivity is felt in the daily work of the agency, and in the missed opportunities to learn from our data and identify more effective ways to target limited resources. WHD's existing system does not support automated communication with complainants and other customers. IDMS will be designed to support customer service and to mirror WHD current and future business processes. The agency uses three applications to support enforcement: the Wage and Hour Investigative System and Reporting Database (WHISARD), the Back Wage Financial System (BWFS), and the Civil Money Penalty System (CMPS). These systems have been in steady state on a central database. In order to close performance gaps identified in Question B-2, WHD must pursue a complete overhaul of the enforcement applications. Planning for this effort will begin in FY12; development efforts will begin in FY13. The objective of WHD's IDMS effort is to develop investigation applications (WHISARD, BWFS, and CMPS) that provide an adaptable, business process-based system. Components will support primary WHD business functions,

including Complaint Intake, Performance Planning, Outreach, Investigations, Back Wage Collection and Disbursement, Civil Money Penalty Collection, and Time Reporting. WHD intends to develop and deploy modules as business processes are reengineered, so that the agency can benefit more quickly from the new technology rather than wait years to develop an entire system (which inevitably by then would be overtaken by changes in both business and technology). Primary beneficiaries include WHD personnel and the general public. Indirect beneficiaries include the DOL Solicitor's office, other DOL agencies and Federal agencies with which enforcement data can be integrated. Project dependencies are to be determined. The agency is developing a cost benefit analysis that will assess the viability of leveraging other DOL contracts, such as ECCM (cloud), for a case management tool.

**2. How does this investment close in part or in whole any identified performance gap in support of the mission delivery and management support areas? Include an assessment of the program impact if this investment isn't fully funded.**

A 2009 GAO audit faulted WHD for an ineffective complaint intake and investigative process. WHD has undertaken several assessments and revised key policies and business processes. IDMS will provide the technological support for the business reforms underway. The first assessment, through Boston University, recommended a revised approach to enforcement that is built on an understanding of how major sectors of the economy employing large numbers of vulnerable workers operate and then using those insights to guide enforcement strategy. It also recommended that the existing WHISARD system be modified to allow WHD to link investigations by the different affiliations a work site may have and enable more strategic use of data to guide enforcement. WHD has begun to shift its enforcement strategies and policies along these lines, but the existing technology does not support this approach. For example, in March 2011 WHD implemented a new complaint policy to ensure the agency is more effectively and efficiently fielding complaints from the public, making strategic and policy-based decisions about how to respond to them, and communicating regularly with complainants about the process and the status of their complaint. WHISARD cannot be easily modified, however, to support this new business process, and the agency and the public are missing the full positive effect of these changes. The second assessment, undertaken by Noblis, examined the IT infrastructure and recommended a plan for modernization. The analysis confirmed that WHISARD and supporting financial systems (BWFS and CMPS) are not aligned to WHD's business needs and cannot be readily modified. In fact, WHISARD constrains WHD's ability to implement new policies or processes because of the complexity and design choices made over time. The assessment recommended that WHD undertake a business process management approach to modernization so that the IT applications will enable WHD to be more effective. A new enforcement application will enable WHD to continue to improve performance and responsiveness to the public. WHD will not be able to fully meet GAO's recommendations using the three existing applications because they lack full data integration, do not fully support WHD business functions, and are difficult to modify. If not funded, WHD will face increasing costs associated with maintaining the existing systems and be unable to fully implement the reforms called for by GAO's report.

**3. Provide a list of this investment's accomplishments in the prior year (PY), including projects or useful components/project segments completed, new functionality added, or operational efficiency achieved.**

WHD analyzed IT deficiencies and developed a strategic plan to modernize WHD's IT

applications. Working directly with WHD users, Noblis took the new complaint intake policy and developed a proof-of-concept. This proof-of-concept (which focused on customer service) could be deployed as a cloud-based solution and would interface with the legacy WHISARD database. This effort demonstrated that business process management-based solutions could allow WHD to more effectively communicate with complainants and capture, link, and use data. The effort also demonstrated the advantages of modular development where WHD can focus on putting new technology in place in shorter intervals (months not years) as particular business processes are reengineered. All efforts on this investment to date have been focused on analysis of existing applications, systems, processes and planning for FY13 development efforts.

**4. Provide a list of planned accomplishments for current year (CY) and budget year (BY).**

FY12 WHD is in the conceptual planning phase for the Integrated Data Management System (IDMS). Tasks include: - Developing an integrated project team (IPT) and governance infrastructure (which will include a new Project Management Office and Change Control Board) and business advisory team; - Begin developing the preliminary project documentation (Project Charter and Acquisition Plan); FY13 - Continue to develop the preliminary project documentation (Cost Benefit Analysis, Risk Management Plan, Change Management Plan, Configuration Management Plan, etc. ); - Planning the overall effort, including timeframes for each module; - Writing the request for proposal with the objective of identifying a vendor to develop the IDMS; and - Defining the required Federal and contractor support staff needs. Begin initial development efforts based on SDLC principles and development best practices.

**5. Provide the date of the Charter establishing the required Integrated Program Team (IPT) for this investment. An IPT must always include, but is not limited to: a qualified fully-dedicated IT program manager, a contract specialist, an information technology specialist, a security specialist and a business process owner before OMB will approve this program investment budget. IT Program Manager, Business Process Owner and Contract Specialist must be Government Employees.**

2013-05-31

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

1.

Table I.C.1 Summary of Funding

	PY-1 & Prior	PY 2011	CY 2012	BY 2013
Planning Costs:	\$0.0	\$0.0	\$1.5	\$1.0
DME (Excluding Planning) Costs:	\$0.0	\$0.0	\$0.0	\$2.0
DME (Including Planning) Govt. FTEs:	\$0.0	\$0.0	\$0.0	\$1.0
Sub-Total DME (Including Govt. FTE):	0	0	\$1.5	\$4.0
O & M Costs:	\$0.0	\$0.0	\$0.0	\$0.0
O & M Govt. FTEs:	\$0.0	\$0.0	\$0.0	\$0.0
Sub-Total O & M Costs (Including Govt. FTE):	0	0	0	0
Total Cost (Including Govt. FTE):	0	0	\$1.5	\$4.0
Total Govt. FTE costs:	0	0	0	\$1.0
# of FTE rep by costs:	0	0	0	9
Total change from prior year final President's Budget (\$)		\$0.0	\$1.5	
Total change from prior year final President's Budget (%)		0.00%	0.00%	

**2. If the funding levels have changed from the FY 2012 President's Budget request for PY or CY, briefly explain those changes:**

No funding was requested for this investment in FY12.

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

Table I.D.1 Contracts and Acquisition Strategy

Contract Type	EVM Required	Contracting Agency ID	Procurement Instrument Identifier (PIID)	Indefinite Delivery Vehicle (IDV) Reference ID	IDV Agency ID	Solicitation ID	Ultimate Contract Value (\$M)	Type	PBSA ?	Effective Date	Actual or Expected End Date
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NONE

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:

## Exhibit 300B: Performance Measurement Report

### Section A: General Information

**Date of Last Change to Activities:** 2012-02-28

### Section B: Project Execution Data

**Table II.B.1 Projects**

Project ID	Project Name	Project Description	Project Start Date	Project Completion Date	Project Lifecycle Cost (\$M)
000701	IDMS Planning	Develop conceptual plans, integrated project team and governance structure for the IDMS project.			

**Activity Summary**

Roll-up of Information Provided in Lowest Level Child Activities

Project ID	Name	Total Cost of Project Activities (\$M)	End Point Schedule Variance (in days)	End Point Schedule Variance (%)	Cost Variance (\$M)	Cost Variance (%)	Total Planned Cost (\$M)	Count of Activities
000701	IDMS Planning							

**Key Deliverables**

Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
NONE								

Section C: Operational Data

Table II.C.1 Performance Metrics

Metric Description	Unit of Measure	FEA Performance Measurement Category Mapping	Measurement Condition	Baseline	Target for PY	Actual for PY	Target for CY	Reporting Frequency
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NONE