

OPEGA Review Request Summary

Prepared for the Government Oversight Committee

Review Request Topic: Workday Maine
Legislative Sponsor: Rep. Justin Fecteau
Date Presented: March 26, 2021

Topic/Program

Workday Human Resources Management System (Workday Maine), Department of Administrative and Financial Services (DAFS)

Program Description/Background

- In 2015, the State went out to bid for a comprehensive human resources management system (HRMS) to replace the State's 30-year-old mainframe payroll-only system.
- In 2016, the State contracted with Infor to provide the HRMS with a "go-live" date in 2018; the contract with Infor was terminated for lack of delivery in June 2018.
- Later in 2018, the State contracted with Workday to provide the HRMS with an initial "go-live" date of 2020. The "go-live" date has since been revised to 2022. Workday is both: (1) a financial and human resources capital management software platform or HRMS, for which a subscription fee per user is paid, and (2) a company that offers its consulting and professional services to implement the HRMS software.
- Workday paused all work effective February 12, 2021.
- DAFS issued a notice of termination to Workday effective 3/26/21. (<http://legislature.maine.gov/doc/6265>)

Possible Areas of Focus based on Review Request

Effectiveness of oversight and implementation of the Workday Maine project, including:

- Project implementation issues related to personnel and timelines
- Project budget, appropriations, expenditures and payments to vendors
- Contractor performance
- Agency response to implementation, budgetary and contractor performance issues
- Agency engagement with Legislative committees of jurisdiction regarding budget and implementation

Program Budget/Costs

	Infor	Workday	Central Apps operations/ maintenance	Debt Service	Total
Initial Budgets	\$24,000,000	\$15,300,000			\$39,300,000
FY16 - FY20 expended on implementation (including separation from first contractor)	\$13,512,211	\$17,541,461			\$31,053,672
FY21 year to date expended on Workday		2,412,923			2,412,923
FY21 Supplemental COP financing request		8,000,000			8,000,000
FY21 Supplemental budget request		4,695,000			4,695,000
FY22 Biennial budget request		2,065,848	3,352,830	630,099	6,048,777
FY23 Biennial budget request			1,105,445	1,311,838	2,417,283
New estimated total:	\$13,512,211	\$34,715,232	\$4,458,275	\$1,941,937	\$54,627,655

<http://legislature.maine.gov/doc/6263>

Past or current reviews relating to this topic

- By OPEGA: none
- By other entities:
 - DAFS hired a third party to conduct an independent assessment of the Workday project, which was recently completed; DAFS reported that this review identified a number of issues.
 - The Office of the Attorney General is currently reviewing and handling the contract dispute between Workday and the State of Maine.

Additional materials

- ✓ Letter from Rep. Fecteau to GOC (March 4, 2021)
- ✓ Letter from Rep. Fecteau to OPEGA Director (March 10, 2021)