Budget / Adaptive Planning

FMC Conference

October 28, 2024

NEXTGEN

www.sao.ga.gov/NextGen

Agenda

- Introduction
- Why NextGen?
- Budgeting
  - What's Changing
  - Budget Demonstration

- Adaptive Planning
  - Overview
  - Potential Use Cases
  - Implementation Time Frame

- Q&A and Feedback

Intro and Overview

NEXTGEN

Budget and Adaptive Planning Team

Stephanie Beck – Deputy Director
Governor's Office of Planning and Budget

Fredrell Evans – IT Enterprise Systems
State Accounting Office

Chris Wawner – GA@Work Adaptive Advisor
Chanukya Adapa - GA@Work Adaptive Lead
Deloitte

Why NextGen?

- Reduce manual or duplicative work processes for financial staff
- Improve user interfaces through more intuitive systems and processes
- Reduce errors and provide more real time financial information
- Free up staff to utilize time for analysis and not data entry

What's Changing?

- Financials and Human Capital Management in one integrated system
- Unified foundation data model
- More customizable security access
- Real time budget performance data
- Additional detail in budget entry
- Reduce duplicative systems to improve transparency and information sharing

Goodbye, PBCS Budgets and Allotments!

- Agencies will enter budgets in GA@WORK ONLY
- OPB will review current agency budgets as part of allotment approval process
- Only the Annual Operating Budget, Final Budget, and any State Funds amendments will require separate OPB approval
- Allotments will be "invoiced" to OPB through GA@WORK
- Annual budget requests, capital request and fall budget development will remain in PBCS

Budget Demo in GA@WORK

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NextGen Scenario

Goal	The purpose of this demonstration is to show you how to successfully enter a Budget into GA@WORK
Scenario	Agency is ready to create an entry for the Annual Operating Budget.
Business Process	**Plan Event** – This business process is used to create Annual Operating Budget. **Budget Amendment Event** – This business process is used to make changes to Budget Plan.
Roles	**Budget Analyst** **Budget Manager** **OPB Reviewer** **OPB Approver**

Security Groups for Create Plan

Security Role	Description	Type
Budget Analyst	• Perform budget reporting functions for assigned companies. Examples include reporting on company budgets, amendments and exceptions. Able to submit the creation of a plan. No approval authority.	Role-Based
Budget Manager	• Perform budget functions for assigned companies. Examples include creating budgets and maintaining budget details, and budget checking. Able to submit the creation of a plan. Approval authority for budget business processes when started by Budget Analyst. Currently assigned at Company level.	Role -Based
OPB Reviewer	• First line of Approval authority on Business Processes relating to budget for certain types of budgets or budget amendments. Approval on creation of plans with plan type of Annual Operating Budget.	Role-Based
OPB Approver	• Second line of Approval authority on Business Processes relating to budget for certain types of budgets or budget amendments after the OPB Reviewer. Approval on creation of plans with plan type of Operating Budget.	Role-Based

Create Plan

1. Process Introduction

Description

- Performed when budgets are entered into the system.
- Each plan represents a budget and will represent a type of budget (Original, AOB, AFY, Etc.).
- Once a plan is created it must be submitted for approval which routes it through the Plan Event business process.

Required Step

- Plan Structure must be created.
- After AOB plan is created in order for it to be included in budget checking it must be added as a "Linked Plan" to the Parent Budget Plan Template.

Begins When

- A Budget Analyst or Budget Manager creates a plan template, either through the UI or via EIB "Import Budget".

Ends When

- The business process is completed, and budget status is "Available"

Let’s Take a Look In the System…

Adaptive Planning

Imagine the Possibilities!

- Automate manual revenue and expenditure budget projections
- Create alternative budget scenarios or multiyear budget planning forecasts
- More accurate workforce planning
- More accurate statewide spread budget analysis
- Dynamic reporting capabilities for providing real time updates to agency leadership

Adaptive Planning

Adaptive Planning provides budgeting, forecasting, reporting, and analytics for organizations of all sizes, with industry-leading usability and the security, scalability, and flexibility required for complex planning

Collaborative
Enable everyone to participate → **Easy**

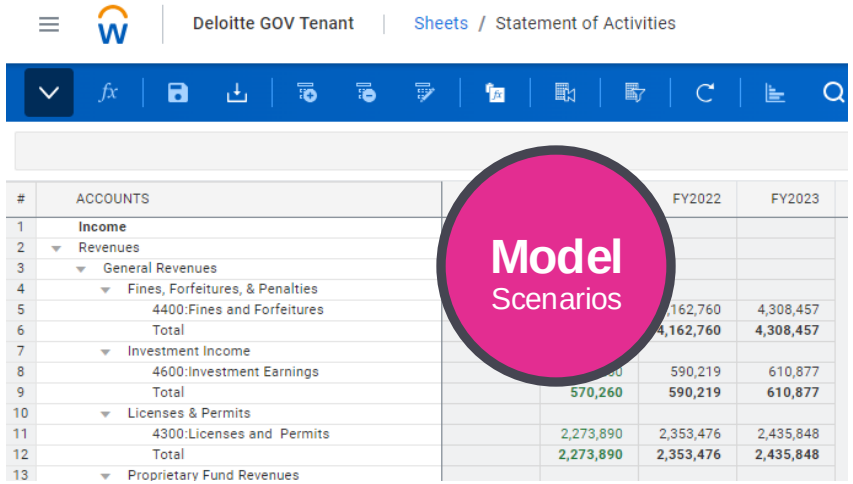
and

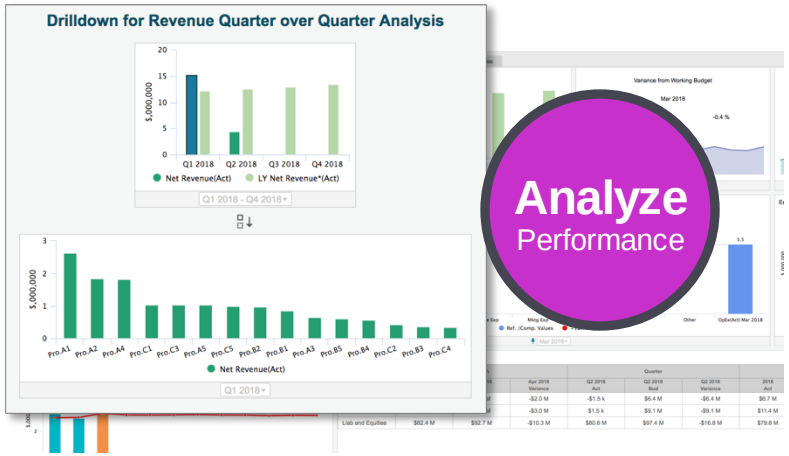
Comprehensive
Model & analyze entire business → **Powerful**

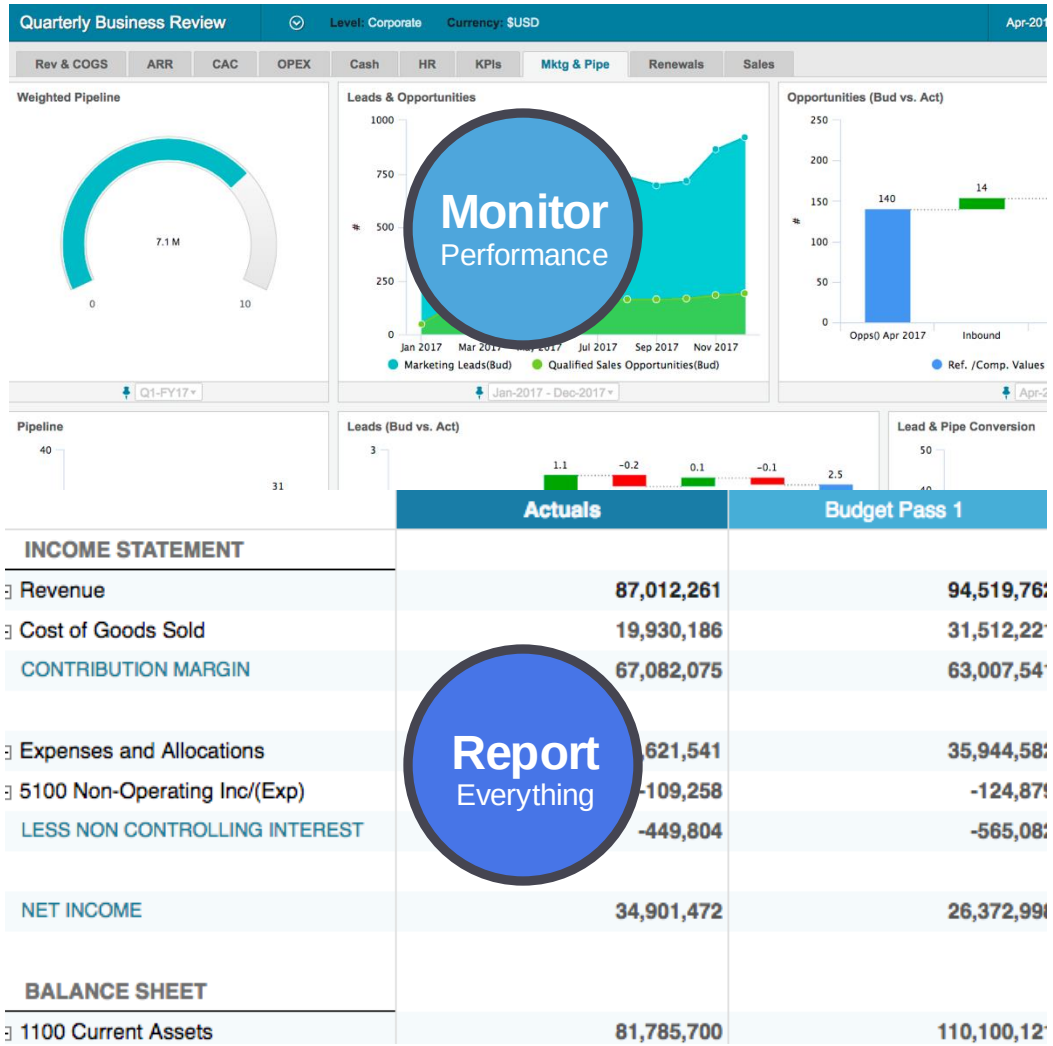
and

Continuous
Model and adapt quickly → **Fast**

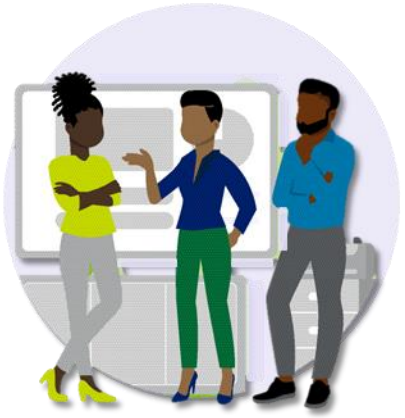
Adaptive Planning can be used to ...







Goals of Adaptive Implementation



Improving the budget office's ability to collaborate and develop the annual budget

Defining State dynamic reporting requirements and establishing effective mechanisms for delivering accurate and timely data

Automating a process of sharing position information between HR and Budget Officers

Shifting focus away from transactional activities towards decision making based on Insights derived from real-time data

Adaptive Planning vs. Workday | Budget Scope

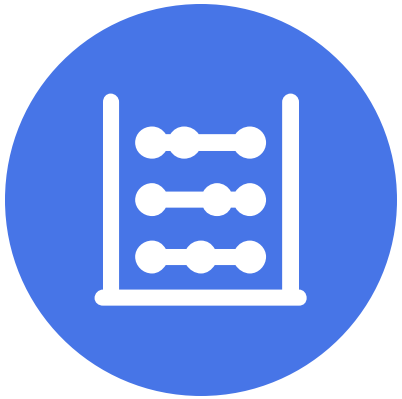
Adaptive Planning

- Build Annual Budget and future Forecast
- Analyze Performance and Variances: Actuals Vs Current Budget Vs Forecast
- Conduct Scenario based analysis and assess impact on budget
- Track Financial KPI's in Dashboards
- Budget and Forecast Allocations
- Create Ad hoc reports

Workday

- Enter Amendments to Current fiscal year Budget
- Approve Budget Amendments
- Leverage Budget Check
- Actuals Allocations
- Master for all positions
- System for Daily Transactions

Adaptive Planning



Workday

Adaptive Use Cases

Adaptive Planning | Use Case

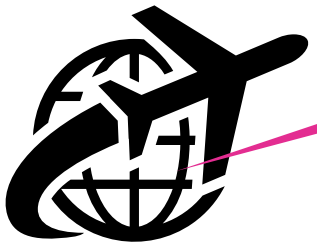
Use Cases:

1. As a budget manager I need to forecast a 2% cost of living adjustment starting in December for my workforce to complete my current year's final budget submission.

2. As a budget manager I also need to plan for increase in fuel prices, Inflation rates to give leadership an accurate and detailed picture of Agency expense forecast

3. As a planner I would like to be able to view different scenarios and see the impact to my plan for each different scenario so I can make a better budget plan.

See how hours of manual labor can be eliminated using global assumptions for workforce planning



Manage T&E expenses directly in models

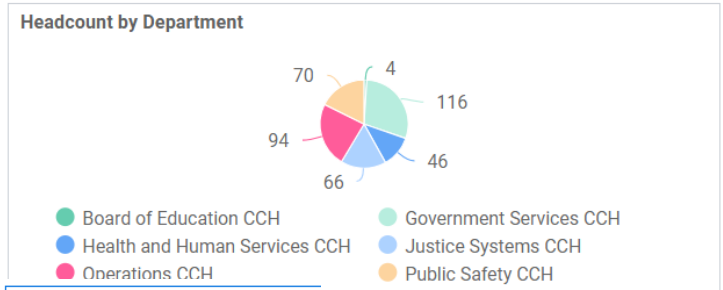
Analyze financial impacts based on changes to assumptions

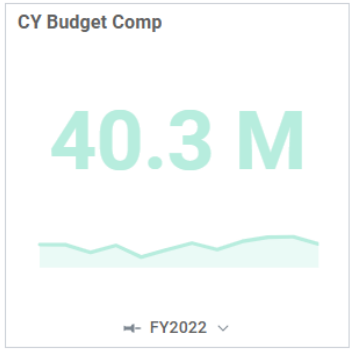
Workforce Planning

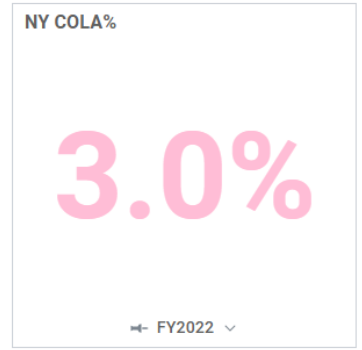
Inputs:
Employee Salaries
Employee Benefits Details
Open positions data

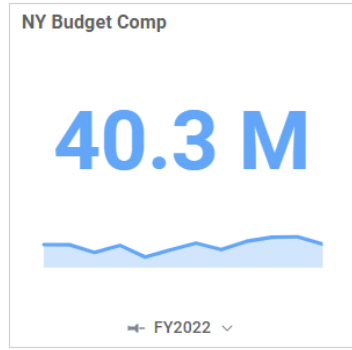
Drivers:
COLA Assumptions
Merit increases
Fringe Benefits
Promotions
New Hires
Personnel Grade and Step
Attrition

Outputs:
Annual workforce planning budget and forecast









Headcount Supply

Jan-2022

Funds All Programs All Supervisory_Org All Positions All Levels GOV

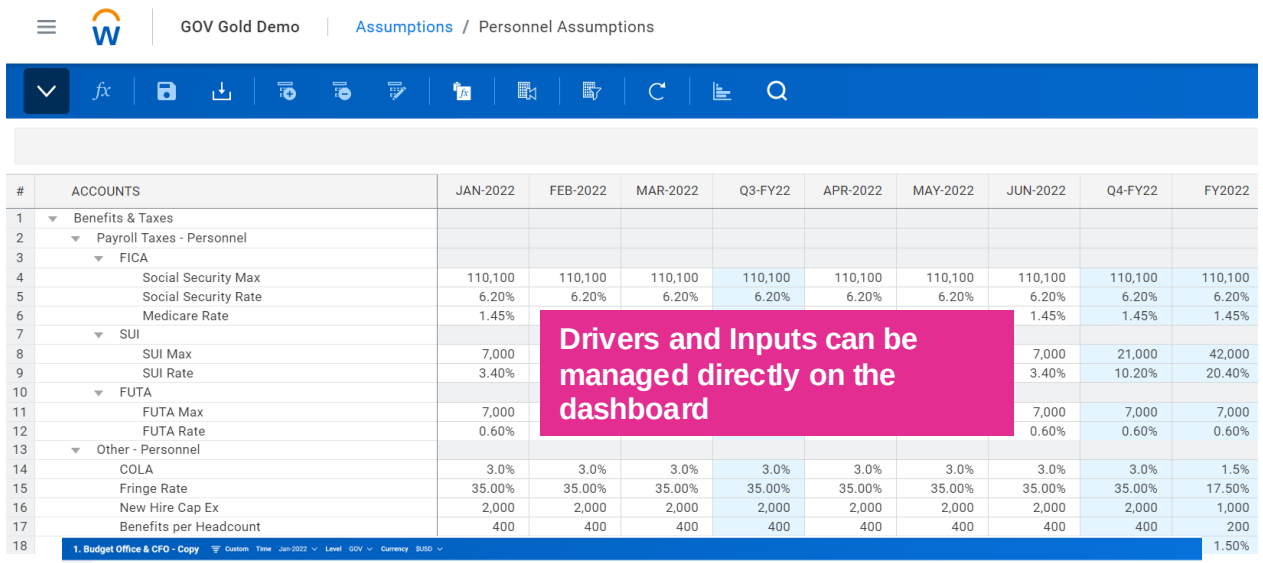
#	ACCOUNTS BY TIME	JUL-2021	AUG-2021	SEP-2021	OCT-2021	NOV-2021	DEC-2021	JAN-2022	FEB-2022	MAR-2022	APR-2022	MAY-2022	JUN-2022	FY2022
1	FTE	342.00	342.00	342.00	342.00	342.00	342.00	342.00	342.00	342.00	342.00	342.00	342.00	342.00
2	Headcount													
3	Starting Headcount - Supply	405	405	405	406	406	406	406	406	408	408	408	408	405
7	Headcount Arrivals - Supply	0	0	1	0	0	0	0	2	0	0	0	0	3
10	Headcount Movement - Supply	0	0	1	0	0	0	0	2	0	0	0	0	3
13	Ending Headcount - Supply	405	405	406	406	406	406	406	408	408	408	408	408	408
17	Average Headcount - Supply	408	408	408	408	408	408	408	408	408	408	408	408	408
21	Cost of Workforce													
22	Salaries and Wages							2,835,321	2,749,113	2,860,529	2,917,017	2,922,457	2,821,741	33,781,098
26	Benefits Expenses							277,245	268,647	279,746	285,373	285,917	275,888	3,303,273
30	Employer Paid Taxes							287,706	278,992	290,236	295,956	296,511	286,249	3,255,478
34	Total							3,400,271	3,296,752	3,430,511	3,498,345	3,504,884	3,383,879	40,339,849
35	Statistics													
36	Cost per Headcount													

Current currency values USD - United States of A

Personnel Assumptions - General

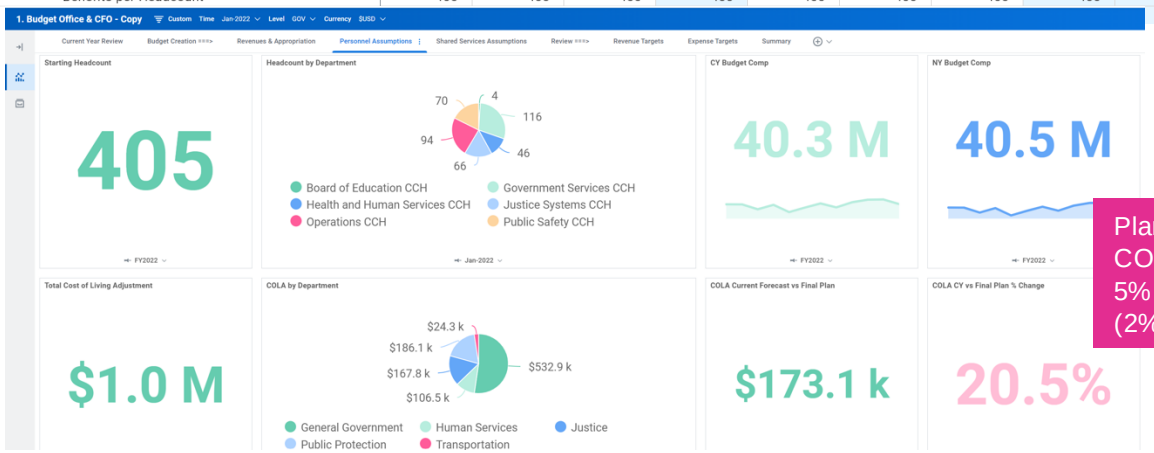
#	ACCOUNTS	JUL-2021	AUG-2021	SEP-2021	Q1-FY22	OCT-2021	NOV-2021	DEC-2021	Q2-FY22	JAN-2022	FEB-2022	MAR-2022	Q3-FY22	APR-2022	MAY-2022	JUN-2022	Q4-FY22	FY2022
13	Other - Personnel																	
14	COLA	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
15	Fringe Rate	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%
16	New Hire Cap Ex	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
17	Benefits per Headcount	400	400	400	400	400	400	400	400	400	400	400	400	400	400	400	400	400
18	Workers Compensation	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
19	PTO																	
20	PTO Accrued																	
21	PTO Taken																	
22	Attrition																	
23	Attrition Rate	4.0%	4.0%	4.0%	12.0%	4.0%	4.0%	4.0%	12.0%	4.0%	4.0%	4.0%	12.0%	4.0%	4.0%	4.0%	12.0%	48.0%
24	Merit																	
25	Merit Month	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
26	Merit %	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
27	Benefits																	
28	Dental																	
29	Dental (Family)	150	150	150	450	150	150	150	450	150	150	150	450	150	150	150	450	1,800
30	Dental (Spouse)	100	100	100	300	100	100	100	300	100	100	100	300	100	100	100	300	1,200
31	Dental (Single)	50	50	50	150	50	50	50	150	50	50	50	150	50	50	50	150	600
32	Medical																	
33	Healthcare (Family)	400	400	400	1,200	400	400	400	1,200	400	400	400	1,200	400	400	400	1,200	4,800
34	Healthcare (Spouse)	300	300	300	900	300	300	300	900	300	300	300	900	300	300	300	900	3,600

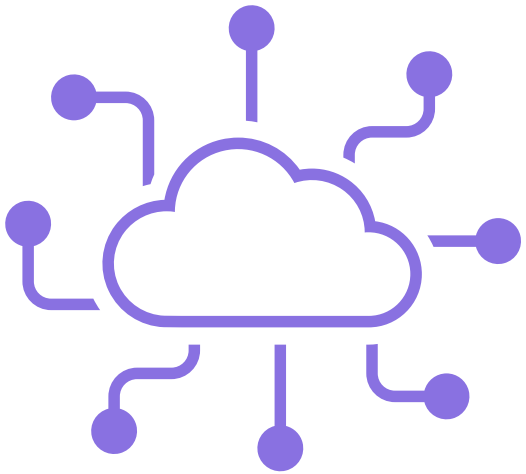
Workforce Planning | Updating COLA



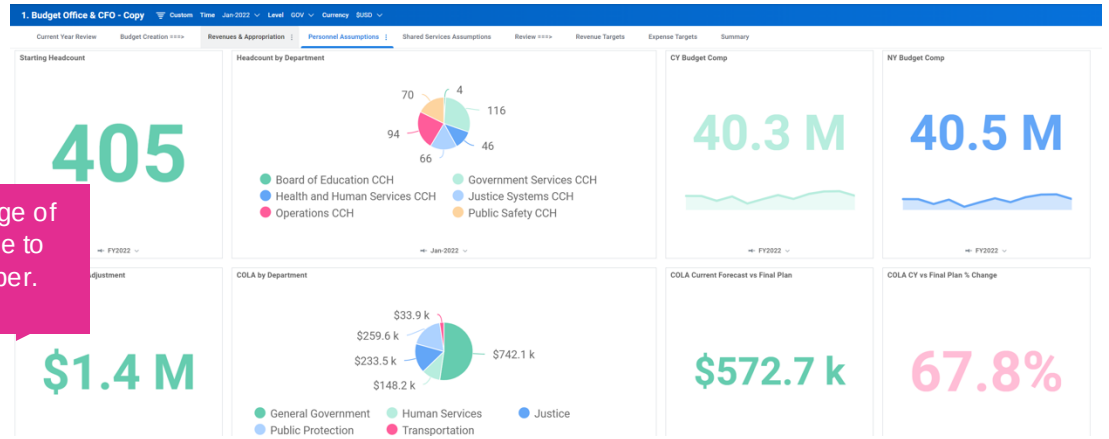
#	ACCOUNTS	JAN-2022	FEB-2022	MAR-2022	Q3-FY22	APR-2022	MAY-2022	JUN-2022	Q4-FY22	FY2022
1	Benefits & Taxes									
2	Payroll Taxes - Personnel									
3	FICA									
4	Social Security Max	110,100	110,100	110,100	110,100	110,100	110,100	110,100	110,100	110,100
5	Social Security Rate	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
6	Medicare Rate	1.45%						1.45%	1.45%	1.45%
7	SUI									
8	SUI Max	7,000						7,000	21,000	42,000
9	SUI Rate	3.40%						3.40%	10.20%	20.40%
10	FUTA									
11	FUTA Max	7,000						7,000	7,000	7,000
12	FUTA Rate	0.60%						0.60%	0.60%	0.60%
13	Other - Personnel									
14	COLA	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	1.5%
15	Fringe Rate	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	35.00%	17.50%
16	New Hire Cap Ex	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	1,000
17	Benefits per Headcount	400	400	400	400	400	400	400	400	200
18										1.50%

Drivers and Inputs can be managed directly on the dashboard





Real-time analytics of the assumption change.



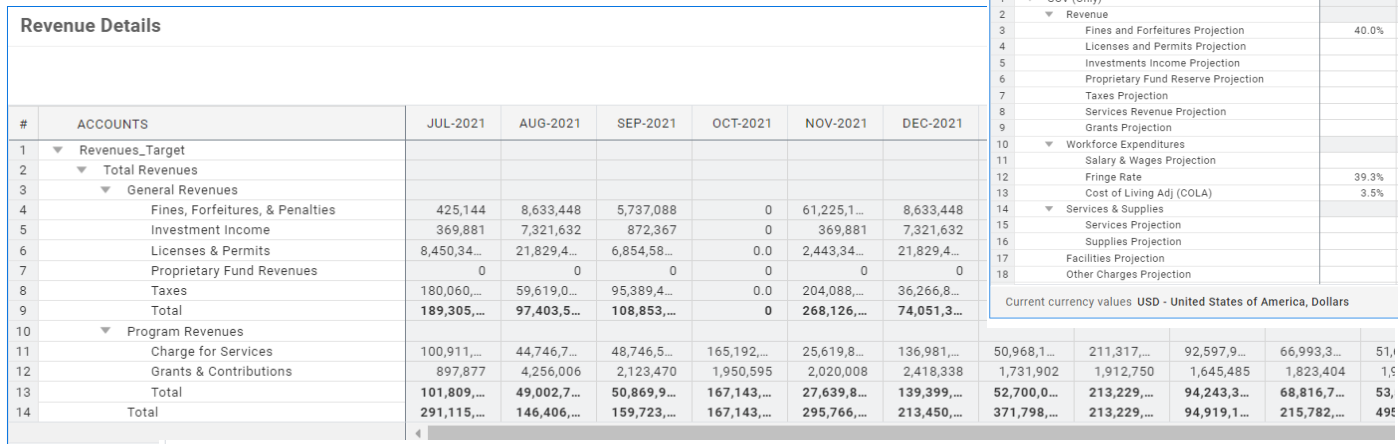
Planned change of COLA increase to 5% in December. (2% increase)

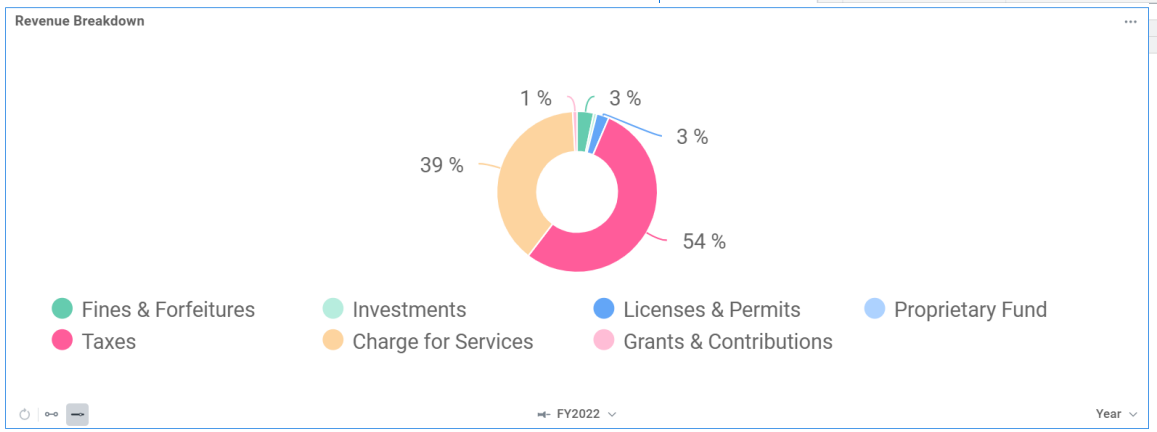
Revenue Planning

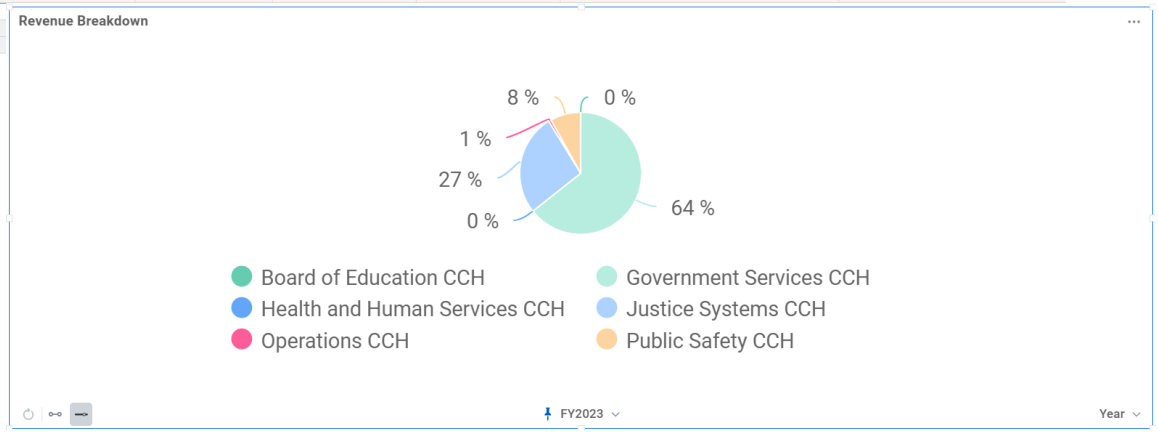
Inputs:
Appropriations
YoY Increase/Decrease in Revenue
Fees
Fines
State Services

Drivers:
Revenue Targets

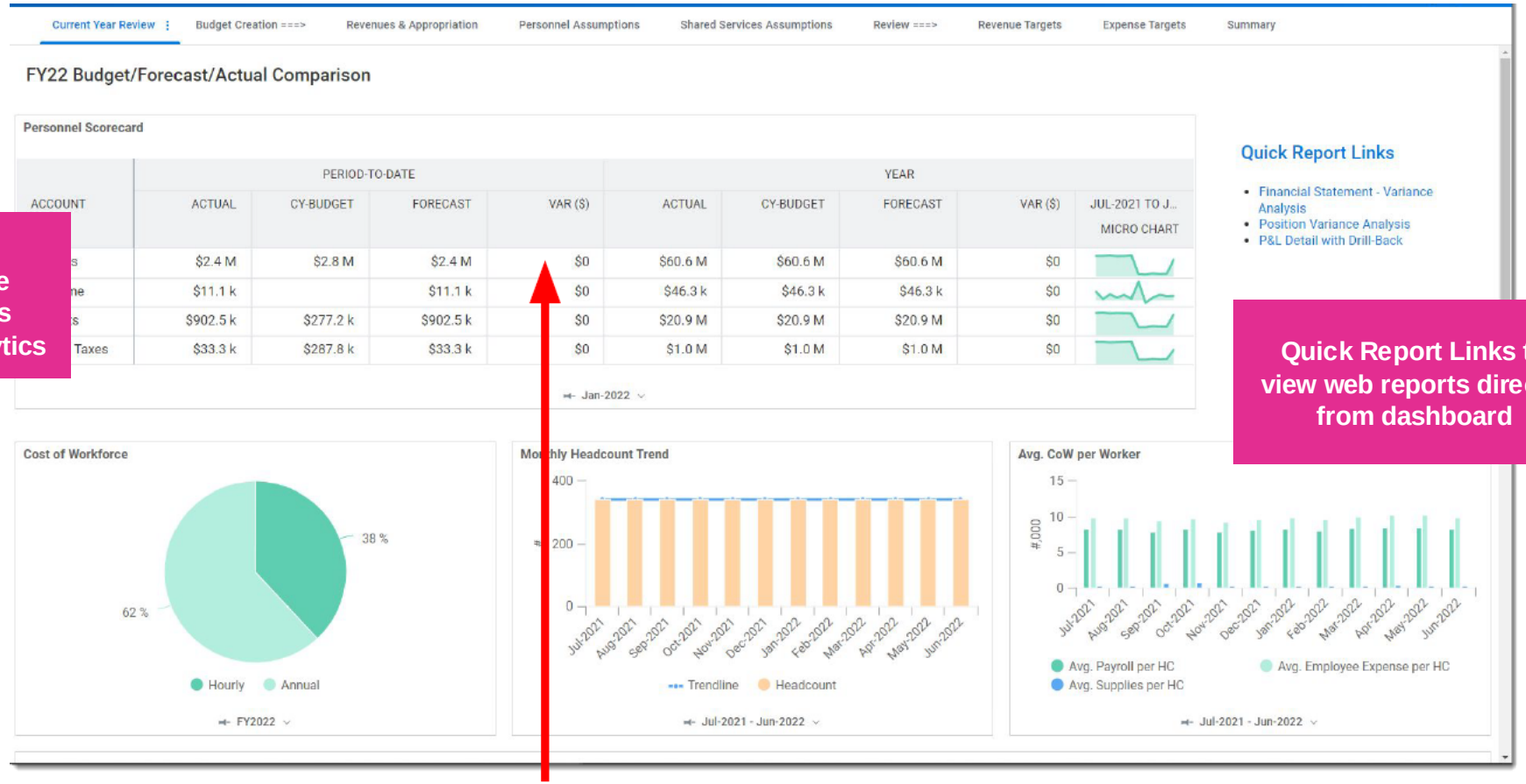
Outputs:
Revenue Details







Board Reporting Packages



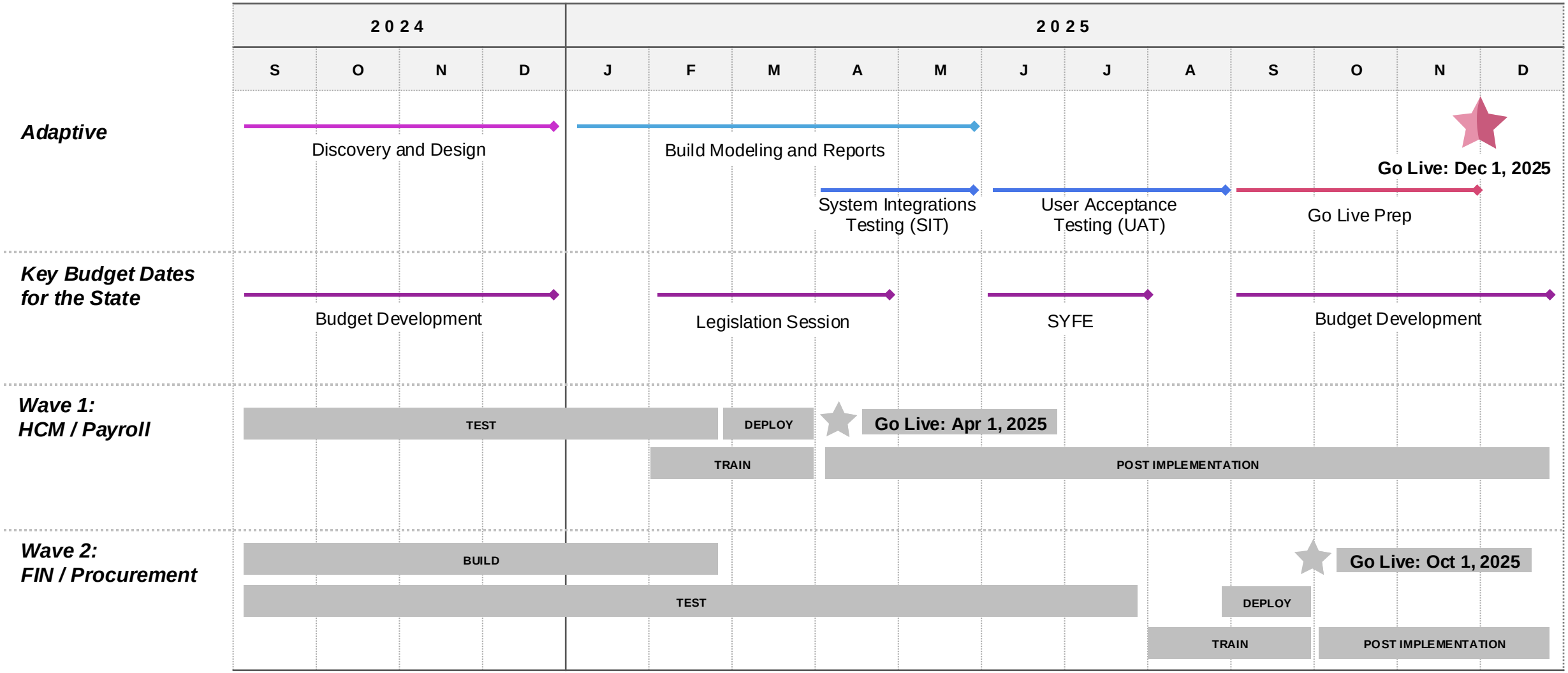
Customize your dashboard with the metrics and visuals needed to drive analytics

Quick Report Links to view web reports directly from dashboard

Actual to Forecast Variance

Adaptive Implementation

Adaptive Timeline



Team Structure

Program Manager

State

Kinita Stovall

Adaptive Advisor

Deloitte

Chris Wawner

Subject Matter Experts

- Budget Contributors / Owners
- Agency Budget Officers
- WD FINS Subject Leads
- WD HCM Workstream SME

Project Management Office

Deloitte	State
Chanukya Adapa Adaptive Lead	**Anthony Freeman** Project Manager
	Catherine Hanley Project Coordinator

Adaptive Core Team

Deloitte	State
Nick Pranzo Functional Lead	**Stephanie Beck** OPB Functional Lead
Maya Loving Functional Support	Agency Business SME's
Vikas Sahu Integrations Lead	**George Christensen** Workstream Lead

Responsibilities

Project Management Office

- Work with Deloitte Project Manager to drive project execution, manage project activities, issues, risks, and work plan

Adaptive Core Team

- Execute day-to-day activities and review project deliverables
- Identify and manage issues and risks
- Coordinate with key stakeholders to gain necessary subject matter expertise complete project activities
- Lead activity analysis and support process mapping, testing, data conversion

Quality Assurance

- Conducts project quality assurance reviews (e.g. what is going well, are there any non-compliance issues, are there corrective actions to be taken to address them)
- Recommends improvement opportunities for the project, as deemed necessary

Subject Matter Experts

- Provide business specific knowledge to inform the solution and support design, testing, and data conversion activities

Questions

Questions about NextGen
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NextGen@sao.ga.gov