Exhibit 300 (BY2009)
PART ONE
OVERVIEW

1. Date of Submission:	2006-09-10
2. Agency:	429
3. Bureau:	00
4. Name of this Capital Asset:	Time and Labor Legacy (formerly HRMS)
5. Unique Project Identifier:	429-00-01-01-01-2015-00

6. What kind of investment will this be in FY2009?
Operations and Maintenance

7. What was the first budget year this investment was submitted to OMB?
FY2001 or earlier

8. Provide a brief summary and justification for this investment, including a brief description of how this closes in part or in whole an identified agency performance gap. HRMS,comprised of core HR,Time & Labor (T&L),Payroll,& Training Administration (TA) was implemented in 2001.Under e-Payroll,the NRC transitioned the HR & Payroll modules to DOI/NBC in 2003.Currently,T&L & TA are under O&M.T&L is used to collect time,attendance,& labor data from approx. 3600 employees & consultants. The T&L system is a self-service application allowing employees to report time worked for compensation while reporting time based on labor categories aligned with NRC's budget. The information provides executives with a tool to manage its human resources. T&L satisfies statutory requirements for billing NRC licensees & used for formulating & executing budgets & operating plans,for workload planning,for managing costs,& for performance monitoring. The data are used in analysis & reporting on resource expenditures & is core to the decision making processes in the agency. The T&L system interfaces with agency enterprise-wide systems,including: Federal Financial System,Cost Accounting System,the Reactor Program System,the Strategic Workforce Planning System. The T&L system has served as a central repository for time, attendance, and labor hour data. Implementation of T&L has eliminated back office disparate systems used to capture T&L information.T&L provides NRC with a means to meet the effective internal control objectives of the Federal Managers' Financial Integrity Act. This is evidenced in a history of unqualified audit opinions on NRC's financial statements. Independent studies on the implementation of T&L have confirmed the centralized time,attendance,& labor reporting process supported by T&L meets requirements essential to NRC's mission described in its Performance & Accountability Report. As a result of business process improvement studies & the need to strengthen the security posture of the legacy T&L to meet the most current Federal requirements & guidelines,the NRC plans to update the technology used to support T&L operations & decommission the legacy T&L system. The TA modules is planned for migration by December 2007 as part of the PMA e-Learning initiatives. The annual self assessment,e-authentication risk assessment,& privacy impact assessment are complete. Risks have been identified & updated in the agency Plan of Action & Management & Risk Management Plan. Continuity of Operations is institutionalized & offsite storage of data

is maintained. Plans for the technology upgrade are discussed in UPI 429-00-01-01-01-2016-00.

| 9. Did the Agency's Executive/Investment Committee approve this request? |
| yes |

9.a. If "yes," what was the date of this approval?
2007-08-29
10. Did the Project Manager review this Exhibit?
yes
11. Project Manager Name:
Swiger (IRSD), Roger
Project Manager Phone:
301-415-6994
Project Manager Email:
bsj@nrc.gov
11.a. What is the current FAC-P/PM certification level of the project/program manager?
TBD
12. Has the agency developed and/or promoted cost effective, energy-efficient and environmentally sustainable techniques or practices for this project.
yes
12.a. Will this investment include electronic assets (including computers)?
yes
12.b. Is this investment for new construction or major retrofit of a Federal building or facility? (answer applicable to non-IT assets only)
no
13. Does this investment directly support one of the PMA initiatives?
yes
If yes, select the initiatives that apply:
Financial Performance
Human Capital
13.a. Briefly and specifically describe for each selected how this asset directly supports the identified initiative(s)? (e.g. If E-Gov is selected, is it an approved shared service provider or the managing partner?)
HC/HRLob-support employee compensation.FP/FMLob-supports billing licensees,managing cost,& preparing financial statements.As part of the technology refresh currently underway,improved business processes will be implemented and a transition to a private or Government provided will be executed that is consistent with NRC's Financial Systems Architecture plans.See Integrated Financial BPI ML071590076 & Target Financial Sys Architecture ML071590081
14. Does this investment support a program assessed using the Program Assessment Rating Tool (PART)?
yes
14.a. If yes, does this investment address a weakness found during the PART review?
yes
14.b. If yes, what is the name of the PARTed program?
Reactor Inspection and Performance Assessment
14.c. If yes, what rating did the PART receive?

Effective
15. Is this investment for information technology?
yes
16. What is the level of the IT Project (per CIO Council's PM Guidance)?
Level 2
17. What project management qualifications does the Project Manager have? (per CIO Council's PM Guidance)
(2) Project manager qualification is under review for this investment
18. Is this investment identified as high risk on the Q4 - FY 2007 agency high risk report (per OMB memorandum M-05-23)?
yes
19. Is this a financial management system?
yes
19.a. If yes, does this investment address a FFMIA compliance area?
yes
19.a.1. If yes, which compliance area:
Statements of Federal Financial Accounting Standards-Managerial Cost Accounting (SFFAS No.4).
19.a.2. If no, what does it address?
In addition, T&L information supports NRC's ability to verify & validate cost & resources reported against performance measures & metrics. The data provides linkage to the budget & provides the data used in prioritizing work & aligning resources to program outcomes.It assure the information reported by managers are complete,accurate,& consistent.HRMS provides transparency to resource allocation decisions made by NRC
19.b. If yes, please identify the system name(s) and system acronym(s) as reported in the most recent financial systems inventory update required by Circular A11 section 52.
Human Resources Management System (HRMS)
20. What is the percentage breakout for the total FY2008 funding request for the following? (This should total 100%)

Hardware	0
Software	0
Services	0
Other	0

21. If this project produces information dissemination products for the public, are these products published to the Internet in conformance with OMB Memorandum 05-04 and included in your agency inventory, schedules and priorities?
n/a
22. Contact information of individual responsible for privacy related questions.
Name
Sandra S. Northern
Phone Number
301-415-6879
Title
Privacy Officer
Email
SSN@NRC.GOV

23. Are the records produced by this investment appropriately scheduled with the National Archives and Records Administration's approval?
yes
24. Does this investment directly support one of the GAO High Risk Areas?
no

SUMMARY OF SPEND

1. Provide the total estimated life-cycle cost for this investment by completing the following table. All amounts represent budget authority in millions, and are rounded to three decimal places. Federal personnel costs should be included only in the row designated Government FTE Cost, and should be excluded from the amounts shown for Planning, Full Acquisition, and Operation/Maintenance. The total estimated annual cost of the investment is the sum of costs for Planning, Full Acquisition, and Operation/Maintenance. For Federal buildings and facilities, life-cycle costs should include long term energy, environmental, decommissioning, and/or restoration costs. The costs associated with the entire life-cycle of the investment should be included in this report.
All amounts represent Budget Authority

	PY-1 & Earlier -2006	PY 2007	CY 2008
Planning Budgetary Resources	0.500	0.000	0.000
Acquisition Budgetary Resources	12.848	0.000	0.000
Maintenance Budgetary Resources	0.000	0.593	0.377
Government FTE Cost	0.552	0.089	0.180
# of FTEs	4	1	2

Note: For the cross-agency investments, this table should include all funding (both managing partner and partner agencies).
Government FTE Costs should not be included as part of the TOTAL represented.
2. Will this project require the agency to hire additional FTE's?
no
3. If the summary of spending has changed from the FY2008 President's budget request, briefly explain those changes.
The spending has been revised to separate HRMS legacy O&M steady state/decommissioning activities from technology refresh and ongoing transition of services activities.

PERFORMANCE

In order to successfully address this area of the exhibit 300, performance goals must be provided for the ag linked to the annual performance plan. The investment must discuss the agency's mission and strategic goa performance measures (indicators) must be provided. These goals need to map to the gap in the agency's st goals and objectives this investment is designed to fill. They are the internal and external performance ben investment is expected to deliver to the agency (e.g., improve efficiency by 60 percent, increase citizen pa by 300 percent a year to achieve an overall citizen participation rate of 75 percent by FY 2xxx, etc.). The g be clearly measurable investment outcomes, and if applicable, investment outputs. They do not include the date of the module, milestones, or investment, or general goals, such as, significant, better, improved that a quantitative measure.Agencies must use the following table to report performance goals and measures fo

investment and use the Federal Enterprise Architecture (FEA) Performance Reference Model (PRM). Map Measurement Indicators to the corresponding Measurement Area and Measurement Grouping identified in There should be at least one Measurement Indicator for each of the four different Measurement Areas (for year). The PRM is available at www.egov.gov. The table can be extended to include performance measure beyond FY 2009.

	Fiscal Year	Strategic Goal Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	A
1	2006	Management	Mission and Business Results	Compensation Management	Compensation Management	100 % in compliance with federal regulations and policies on payroll and time and labor reporting	100 % in compliance with federal regulations and policies on payroll and time and labor reporting	1(cc w re ar or tir re
2	2006	Management	Customer Results	Customer Satisfaction	Customer Satisfaction	Currently no customer satisfaction survey is being performed	Establish a new measurable baseline with a customer satisfaction survey	Es ne m ba a sa su
3	2006	Management	Processes and Activities	Costs	Costs	No issues identified in the business case review regarding cost/benefit.	No issues are identified in the business case review regarding cost/benefit	N id th ca re cc M 1(in
4	2006	Management	Technology	External Data Sharing	External Data Sharing	100 % integration necessary to continue payroll services for the agency while using the FPPS software provided by DOI	100 % integration necessary to continue payroll services for the agency while using the FPPS software provided by DOI	ne cc pa se th w th so pr D
5	2007	Management	Mission and Business Results	Compensation Management	Compensation Management	100 % in compliance with federal	100 % in compliance with federal	1(cc w

#	Year							
						regulations and policies on payroll and time and labor reporting	regulations and policies on payroll and time and labor reporting	re ar or tin re re au th Ct
6	2007	Management	Customer Results	Customer Satisfaction	Customer Satisfaction	Achieve customer satisfaction ratings from 0% of subscribers	Achieve satisfaction rating from 25% of users during a customer satisfaction survey	sa su no fo pe ba es 2(
7	2007	Management	Processes and Activities	Costs	Costs	0 issues identified in the business case review regarding cost/benefit.	Achieve a 10% reduction in labor cost as a result of process automation	Re be ur 42 01 Re be
8	2007	Management	Technology	External Data Sharing	External Data Sharing	0% of Time & Labor functionality transitioned to DOI FPPS	10% of Time & Labor functionality transitioned to DOI FPPS	th M in F U 01 2(
9	2008	Management	Mission and Business Results	Compensation Management	Assuring time collected is reported to NRC's shared service provider assure timely payment to employees. Results will be measured each pay period based on meeting established deadlines provided by DOI.	Achieve 90% timeliness in transmitting T&L information to DOI each pay period. Achieve 90% accuracy in employee compensation according to customer service survey.	Achieve 95% timeliness in transmitting T&L information to DOI each pay period. Achieve 90% accuracy in employee compensation according to customer service survey.	Pe
10	2008	Management	Customer	Customer	Achieving an	Achieve 85%	Achieve 85%	Pe

	Results	Satisfaction	acceptable satisfaction rating from end users will improve overall data accuracy and acceptance of the system. Results will be measured by customer service survey.	customer satisfaction rating during a customer service survey	customer satisfaction rating during a customer survey.	
11	2008	Management	Processes and Activities	Savings and Cost Avoidance	Migration to OPM's service provider will avoid costs for migrating Training Administration during technology upgrade of T&L if accomplished with by established project timelines.	Achieve 80% Cost Avoidance in migrating Training Administration to e-Learning as part of PMA by January 2008.	Achieve 80% Cost Avoidance in migrating Training Administration to e-Learning as part of PMA by December 2007.	Pe
12	2008	Management	Technology	Availability	System availability is critical. Availability will be based on unscheduled outages causing disruption to operations during routine and critical processing periods. Consistent operations of the system prevent additional incurred cost to the agency.	80% availability of the T&L system for time reporting and processing in a fiscal year. Results will be measured according to unscheduled system outages during the FY.	90% availability of the T&L system for time reporting and processing in a fiscal year. Results will be measured according to unscheduled system outages during the FY.	Pe
13	2009	Management	Mission and Business	Compensation Management	Assuring time collected is	Achieve 90% timeliness in	98 % in compliance with	Pe

ID	Category	Measurement Area	Metric	Description	Target 1	Target 2	
		Results		reported to NRC's shared service provider assure timely payment to employees. Results will be measured each pay period based on meeting established deadlines provided by DOI. Achieving an acceptable satisfaction rating on migration experience from end users will improve overall data accuracy and acceptance of the modernized system. Results will be measured by customer service survey.	transmitting T&L information to DOI each pay period. Achieve 90% accuracy in employee compensation according to customer service survey.	federal regulations and policies on payroll and time and labor reporting	
142009	Management	Customer Results	Customer Satisfaction		Achieve 85% customer satisfaction rating during a customer service survey	Achieve 90% customer satisfaction rating during a customer survey.	Pe
152009	Management	Processes and Activities	Costs	Decommissioning of the legacy system within schedule reduces incurred costs for maintaining the legacy system. Results of decommissioning will be measured against the decommissioning strategy and project plan.	Achieve a 30% reduction in operational costs for the legacy system.	Achieve a 60% reduction in operational costs for the legacy system.	Pe
162009	Management	Technology	Data Storage	Data stored in the legacy system must be migrated and/or properly retired during decommissioning	Achieve 80% conversion of stored data to an approved secure location to facilitate system	Achieve 95% conversion of stored data to an approved secure location to facilitate system	Pe

| | according to records management requirements. Results will be measured by compliance with an established decommissioning and records retirement plan | decommissioning.decommissioning. |

EA

In order to successfully address this area of the business case and capital asset plan you must ensure the investment is included in the agency's EA and Capital Planning and Investment Control (CPIC) process, and is mapped to and supports the FEA. You must also ensure the business case demonstrates the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.
1. Is this investment included in your agency's target enterprise architecture?
yes
2. Is this investment included in the agency's EA Transition Strategy?
yes
2.a. If yes, provide the investment name as identified in the Transition Strategy provided in the agency's most recent annual EA Assessment.
Human Resources Management System
3. Is this investment identified in a completed (contains a target architecture) and approved segment architecture?
no
3.a. If yes, provide the name of the segment architecture as provided in the agency's most recent annual EA Assessment.
Financial Mgmt
4. Identify the service components funded by this major IT investment (e.g., knowledge management, content management, customer relationship management, etc.). Provide this information in the format of the following table. For detailed guidance regarding components, please refer to http://www.whitehouse.gov/omb/egov/.
Component: Use existing SRM Components or identify as NEW. A NEW component is one not already identified as a service component in the FEA SRM.
Reused Name and UPI: A reused component is one being funded by another investment, but being used by this investment. Rather than answer yes or no, identify the reused service component funded by the other investment and identify the other investment using the Unique Project Identifier (UPI) code from the OMB Ex 300 or Ex 53 submission.
Internal or External Reuse?: Internal reuse is within an agency. For example, one agency within a department is reusing a service component provided by another agency within the same department. External reuse is one agency within a department reusing a service component provided by another agency in another department. A good example of this is an E-Gov initiative service being reused by multiple organizations across the federal government.

Funding Percentage: Please provide the percentage of the BY requested funding amount used for each service component listed in the table. If external, provide the funding level transferred to another agency to pay for the service.

	Agency Component Name	Agency Component Description	Service Type	Component	Reused Component Name	Reused UPI	Internal Reused or External% Reuse?	Funding %
1	Time Reporting	HRMS permits organizational customers to access helpdesk services at their own initiative	Human Resources	Time Reporting			No Reuse	70
2	Process Tracking	HRMS monitors and records activities within the business cycle	Tracking and Workflow	Process Tracking			No Reuse	1
3	Information Retrieval	HRMS allows user access to data and information	Knowledge Management	Information Retrieval			No Reuse	10
4	Information Sharing	HRMS supports the use of documents and data in a multi-user environment	Knowledge Management	Information Sharing			No Reuse	1
5	Knowledge Capture	HRMS facilitates collection of data and information	Knowledge Management	Knowledge Capture			No Reuse	0
6	Knowledge Distribution and Delivery	HRMS support the transfer of financial knowledge to the end	Knowledge Management	Knowledge Distribution and Delivery			No Reuse	0

7	Data Exchange	customer HRMS supports the interchange of information between multiple systems	Data Management	Data Exchange	No Reuse	1
8	Extraction and Transformation	HRMS supports the manipulation and change of data to only authorized users	Data Management	Extraction and Transformation	No Reuse	2
9	Self Service	HRMS supports the submission, approval and adjustment of time keeping records	Customer Initiated Assistance	Self-Service	No Reuse	2
10	Back Office Services	HRMS supports the charging, collection and reporting of organizational time and labor information	Financial Management	Billing and Accounting	No Reuse	10
11	Back Office Services	HRMS supports the listing of employees and their location	Human Capital / Workforce Management	Workforce Directory / Locator	No Reuse	1
12	Support Services	HRMS controls access to each employees records	Security Management	Access Control	No Reuse	2

5. To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications

supporting this IT investment.

FEA SRM Component: Service Components identified in the previous question should be entered in this column. Please enter multiple rows for FEA SRM Components supported by multiple TRM Service Specifications.

Service Specification: In the Service Specification field, Agencies should provide information on the specified technical standard or vendor product mapped to the FEA TRM Service Standard, including model or version numbers, as appropriate.

	SRM Component	Service Area	Service Category	Service Standard	Service Specification (i.e., vendor and product name)
1	Self-Service	Service Platform and Infrastructure	Delivery Servers	Application Servers	Oracle|PeopleSoft Time and Labor v.7.51
2	Process Tracking	Service Platform and Infrastructure	Delivery Servers	Application Servers	Oracle|PeopleSoft Time and Labor v.7.51
3	Information Retrieval	Service Platform and Infrastructure	Delivery Servers	Application Servers	Hyperion SQR
4	Information Sharing	Service Platform and Infrastructure	Delivery Servers	Application Servers	Oracle|PeopleSoft Time and Labor v.7.51
5	Knowledge Capture	Service Platform and Infrastructure	Delivery Servers	Application Servers	Oracle|PeopleSoft Time and Labor v.7.51
6	Knowledge Distribution and Delivery	Service Platform and Infrastructure	Delivery Servers	Application Servers	Oracle|PeopleSoft Time and Labor v.7.51
7	Data Exchange	Component Framework	Data Management	Database Connectivity	BEA Tuxedo
8	Extraction and Transformation	Component Framework	Presentation / Interface	Content Rendering	Segate Crystal Reports
9	Time Reporting	Service Platform and Infrastructure	Delivery Servers	Application Servers	Oracle|PeopleSoft Time and Labor v.7.51
10	Billing and Accounting	Service Interface and Integration	Integration	Middleware	BEA Tuxedo
11	Workforce Directory / Locator	Service Platform and Infrastructure	Database / Storage	Database	Oracle|PeopleSoft Time and Labor v.7.51
12	Access Control	Service Platform and Infrastructure	Support Platforms	Platform Dependent	Oracle|PeopleSoft Time and Labor v.7.51

6. Will the application leverage existing components and/or applications across the Government (i.e., FirstGov, Pay.Gov, etc)?

yes

6.a. If yes, please describe.

As a participant in the ePayroll initiative, NRC has integrated HRMS with the Department of the Interior's National Business Center (DOI/NBC) Federal Personnel and Payroll System (FPPS) and Federal Financial System (FFS).

PART THREE

RISK

You should perform a risk assessment during the early planning and initial concept phase of the investmentâ€™s life-cycle, develop a risk-adjusted life-cycle cost estimate and a plan to eliminate, mitigate or manage risk, and be actively managing risk throughout the investmentâ€™s life-cycle.

Answer the following questions to describe how you are managing investment risks.

1. Does the investment have a Risk Management Plan?

yes

1.a. If yes, what is the date of the plan?

2006-08-01

1.b. Has the Risk Management Plan been significantly changed since last year's submission to OMB?

yes

1.c. If yes, describe any significant changes:

The risk management plan was updated to include O&M activities while the modernization risk items are included under the T&L Modernization investment. The legacy risks identified have been mitigated through the modernization activities and the risk management plan was updated to reflect the distinct risk associated with operations and maintenance activities.

COST & SCHEDULE

1. Was operational analysis conducted?

yes

1.a. If yes, provide the date the analysis was completed.

2007-08-29

What were the results of your operational analysis?

Strategic/Mission Alignment: HRMS supports Strategic Goal V, Management Strategy in providing cross-cutting support for planning and managing resources required to execute the mission of the agency. HRMS legacy system supplies the technology to ensure the effectiveness and efficiency of human resource expenditures that are routinely evaluated and made transparent during program reviews. User / Customer Assessment: Two business process improvement studies and an all employee survey confirm overall customer satisfaction for meeting the core objectives for the HRMS system. However, improvements are needed in ease of use, system performance, and policies requiring complex data collection remain a primary concern for end users. Business Results: A technology refresh of the Time and Labor module can provide significant cost savings to the agency. The technology refresh would reduce time and materials required for HRMS today. Current technology would support the extension of paperless transactions, improve customer ease and use of the system, improve security, extend its use for a more mobile workforce, and streamline back-office processing of the information. Labor cost estimates for collecting time, attendance, and labor information, validating the data, obtaining approvals, and retention of the data provide a significant savings of labor cost. Cost and Schedule Performance The technology refresh activities were scheduled to begin in FY08. To avoid additional cost in enhancing the current system to meet current security requirements or to address the aging technology, funds were reprogrammed in FY07 to start the technology refresh and modernization efforts. Hardware costs were unexpectedly expended in FY07 to replace failing equipment. The refurbished equipment was necessary to remain compatible with operating system, database, and application

software until such time a complete technology refresh is completed.