

## Exhibit 300: Capital Asset Plan and Business Case Summary

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

#### Section A: Overview (All Capital Assets)

1. **Date of Submission:** 2010-03-12 13:32:13

2. **Agency:** 429

3. **Bureau:** 00

4. **Name of this Investment:** Time and Labor Modernization (TLM)

5. **Unique Project (Investment) Identifier:** 429-00-01-01-01-2016-00

6. **What kind of investment will this be in FY 2011?:** Full-Acquisition

- Planning
- Full Acquisition
- Operations and Maintenance
- Mixed Life Cycle
- Multi-Agency Collaboration

7. **What was the first budget year this investment was submitted to OMB? \***

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; this description may include links to relevant information which should include relevant GAO reports, and links to relevant findings of independent audits.**

This investment provides for the collection of time & attendance & labor data for approximately 4050 employees & consultants. The purpose of this investment is to perform a technology refresh of the legacy HRMS T&L system. An alternatives analysis of T&L and subsequent business process improvement studies confirmed the critical need for a T&L investment that supports human capital initiatives and that equally supports the financial and business objectives of the agency. The T&L system satisfies statutory requirements for billing NRC licensees & managing costs associated with collecting fees prescribed by the OBRA-90 and Nuclear Waste Act. The T&L system is a self-service application allowing employees to report time worked and time off for compensation. The information provides executives with a tool to manage human resources. The data are used for formulating and executing budgets, operations planning, workload planning, managing costs, and performance monitoring. The data are used in analysis and reporting on resource expenditures, and are 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, and the Strategic Workforce Planning System. The T&L system has served as a central repository for collecting staff time expenditures in the agency. 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, and 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 HRMS to meet the most current Federal requirements & guidelines is fully supported by the Agency. NRC's major financial systems, including T&L Modernization, are used to support NRC's 2 major programs of Nuclear Material and Waste Safety, and Nuclear Reactor Safety. The T&L Modernization is required to support the agency mission by providing funding, managing budgets, tracking spending and payroll processing.

- a. **Provide here the date of any approved rebaselining within the past year, the date for the most recent (or planned) alternatives analysis for this investment, and whether this investment has a risk management plan and risk register.**

9. Did the Agency’s Executive/Investment Committee approve this request? \*

a. If "yes," what was the date of this approval? \*

10. Contact information of Program/Project Manager?

- Name: \*
- Phone Number: \*
- Email: \*

11. What project management qualifications does the Project Manager have? (per FAC-P/PM)? \*

- Project manager has been validated according to FAC-PMPM or DAWIA criteria as qualified for this investment.
- Project manager qualifications according to FAC-P/PM or DAWIA criteria is under review for this investment.
- Project manager assigned to investment, but does not meet requirements according to FAC-P/OM or DAWIA criteria.
- Project manager assigned but qualification status review has not yet started.
- No project manager has yet been assigned to this investment.

12. If this investment is a financial management system, then please fill out the following as reported in the most recent financial systems inventory (FMSI):

Financial management system name(s)	System acronym	Unique Project Identifier (UPI) number
*	*	*

a. If this investment is a financial management system AND the investment is part of the core financial system then select the primary FFMIA compliance area that this investment addresses (choose only one): \*

- computer system security requirement;
- internal control system requirement;
- core financial system requirement according to FSIO standards;
- Federal accounting standard;
- U.S. Government Standard General Ledger at the Transaction Level;
- this is a core financial system, but does not address a FFMIA compliance area;
- Not a core financial system; does not need to comply with FFMIA

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

**1.**

Table 1: SUMMARY OF FUNDING FOR PROJECT PHASES (REPORTED IN MILLIONS) (Estimates for BY+1 and beyond are for planning purposes only and do not represent budget decisions)									
	PY1 and earlier	PY 2009	CY 2010	BY 2011	BY+1 2012	BY+2 2013	BY+3 2014	BY+4 and beyond	Total
Planning:	*	*	*	*	*	*	*	*	*
Acquisition:	*	*	*	*	*	*	*	*	*
Subtotal Planning & Acquisition:	*	*	*	*	*	*	*	*	*
Operations & Maintenance:	*	*	*	*	*	*	*	*	*
Disposition Costs (optional):	*	*	*	*	*	*	*	*	*
<b>SUBTOTAL:</b>	*	*	*	*	*	*	*	*	*
<b>Government FTE Costs should not be included in the amounts provided above.</b>									
Government FTE Costs	*	*	*	*	*	*	*	*	*
Number of FTE represented by Costs:	*	*	*	*	*	*	*	*	*
<b>TOTAL(including FTE costs)</b>	*	*	*	*	*	*	*	*	*

**2. If the summary of funding has changed from the FY 2010 President’s Budget request, briefly explain those changes:**

\*

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

1. **Table 1: Contracts/Task Orders Table**

Contract or Task Order Number	Type of Contract/ Task Order (In accordance with FAR Part 16)	Has the contract been awarded (Y/N)	If so what is the date of the award? If not, what is the planned award date?	Start date of Contract/ Task Order	End date of Contract/ Task Order	Total Value of Contract/ Task Order (M)	Is this an Interagency Acquisition? (Y/N)	Is it performance based? (Y/N)	Competitively awarded? (Y/N)	What, if any, alternative financing option is being used? (ESPC, UESC, EUL, N/A)	Is EVM in the contract? (Y/N)
0	FFP: Firm Fixed Price	Y	2009-09-23	2009-09-23	2010-04-18	\$0.2	*	*	*	*	*
NRC0907666	C: Cost	Y	2007-09-28	2007-09-28	2009-09-25	\$0.1	*	*	*	*	*
NRC0909320	FFP: Firm Fixed Price	Y	2009-02-10	2009-02-10	2010-01-09	\$0.4	*	*	*	*	*
NRC0908134	C: Cost	Y	2008-05-27	2008-05-30	2011-05-30	\$0.3	*	*	*	*	*
NRC3306363	FFP: Firm Fixed Price	Y	2009-04-22	2009-04-22	2010-01-20	\$0.1	*	*	*	*	*
NRC3306317	FFP: Firm Fixed Price	Y	2006-09-25	2006-09-25	2009-12-31	\$0.2	*	*	*	*	*
NRC0909318	FFP: Firm Fixed Price	Y	2009-08-12	2009-08-12	2010-04-30	\$0.1	*	*	*	*	*
0	C: Cost	Y	2009-09-15	2009-09-15	2009-09-15	\$0.0	*	*	*	*	*
0	C: Cost	Y	2009-09-15	2009-09-15	2009-09-15	\$0.0	*	*	*	*	*
NRC3806385	C: Cost	Y	2009-05-05	2009-05-05	2009-05-08	\$0.0	*	*	*	*	*
0	C: Cost	Y	2009-09-15	2009-09-15	2010-09-14	\$0.0	*	*	*	*	*
0	C: Cost	Y	2009-08-31	2009-08-31	2010-08-30	\$0.0	*	*	*	*	*
0	FFP: Firm Fixed Price	Y	2008-12-18	2009-01-21	2013-12-31	\$0.8	*	*	*	*	*

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:

\*

3. Is there an acquisition plan which reflects the requirements of FAR Subpart 7.1 and has been approved in accordance with agency requirements? \*

a. If "yes," what is the date? \*

Section D: Performance Information (All Capital Assets)

Table 1: Performance Information Table

Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
2008	Organizational Excellence	*	*	% of the business case is complete following nrc cpic. provides vision, alternatives analysis, alignment with nrc strategic goals, & planning for investment. can not proceed without an approved business case.	90% complete.	100% completion of executive summary, vision, business case, system requirements, project management plan, system architecture document, nbc hosting architecture, privacy impact assessment, security categorization.	100 % complete.. with the exception of the nbc hosting architecture which no longer applies
2008	Organizational Excellence	*	*	% 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	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
2008	Organizational Excellence	*	*	% of completion on designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces.	0% complete.	100% of completion on designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces.	30% completed-designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces.
2008	Organizational Excellence	*	*	% completion of the preliminary cost matrices for the alternatives. cost is an important factor of alternatives analysis.	0%complete. a to-be architecture does not exist.	100% completion of a preliminary ea and incorporates gaps from the system demonstration to determine the need to purchase additional system components.	40% completion-prepared a preliminary ea and incorporated gaps from the system demonstrations to determine the need to purchase additional system components for each alternative.
2009	Organizational Excellence	*	*	% of end-users receive initial training on the upgraded t&l system. helps ensure easy transition and continuity of operations.	0% complete.	80% of end-users receive initial training on the upgraded t&l system. helps ensure easy transition and continuity of	0% complete -training is scheduled to begin mid november 2009.

Table 1: Performance Information Table

Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
						operations	
2009	Organizational Excellence	*	*	% 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	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.
2009	Organizational Excellence	*	*	% of completion on designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces.	0% complete.	100% of completion on designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces.	40% complete-designing web page layouts, test scripts, tables, codes, reports, workflows, security and interfaces.
2009	Organizational Excellence	*	*	% of completion on deploying system to production operating environment (poe).	0% complete-deploying system to production operating environment (poe).	100% of completion on deploying system to production operating environment (poe).	0% integrated to fpps.
2009	Organizational Excellence	*	*	% integration to fpps. necessary to continue payroll services provided by doi	0 % integrated to fpps necessary to continue payroll services for the agency while using the fpps software provided by doi	100 % integration to fpps.	0% integrated with fpps
2009	Organizational Excellence	*	*	% system availability. 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.	0% availability of the upgraded t&l system.	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.	0% availability. deployment scheduled for jan. 2010.
2010	Organizational Excellence	*	*	% stored data converted to an approved secure location to facilitate system decommissioning.	0% complete.	100% conversion of stored data to an approved secure location to facilitate system decommissioning.	pending

Table 1: Performance Information Table

Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
2010	Organizational Excellence	*	*	% 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	100 % in compliance with federal regulations and policies on payroll and time and labor reporting	pending
2010	Organizational Excellence	*	*	# of days after planned implementation to deploy system to production operating environment (poe).	0 days after planned implementation to deploy system to production operating environment (poe).	100% of completion on deploying system to production operating environment (poe).	pending
2010	Organizational Excellence	*	*	% of new employees receive initial training on the upgraded t&l system. helps ensure continuity of operations.	0% of new employees have received initial training on the upgraded t&l system.	90% of new employees receive initial training on the upgraded t&l system. helps ensure easy continuity of operations.	pending
2011	Organizational Excellence	*	*	% 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	100 % in compliance with federal regulations and policies on payroll and time and labor reporting	pending
2011	Organizational Excellence	*	*	% of new employees receive initial training on upgraded t&l. helps ensure continuity of operations.	0% of new employees receive initial training on hrms. helps ensure continuity of operations.	90% of new employees receive initial training on hrms. helps ensure continuity of operations.	pending
2011	Organizational Excellence	*	*	% of customers satisfied with the upgraded t&l system	0% of customers satisfied with the upgraded t&l system	90% of customers satisfied with the upgraded t&l system	pending
2011	Organizational Excellence	*	*	# of major enhancements to upgraded t&l system	0 major enhancements to upgraded t&l system	1 major enhancement to upgraded t&l system	pending
2012	Organizational Excellence	*	*	% 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.	100 % in compliance with federal regulations and policies on payroll and time and labor reporting	pending
2012	Organizational Excellence	*	*	% of new employees receive initial training on hrms. helps	0% of new employees receive initial training on hrms. helps	90% of new employees receive initial training on hrms. helps	pending

Table 1: Performance Information Table

Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
				ensure continuity of operations.	ensure continuity of operations.	ensure continuity of operations.	
2012	Organizational Excellence	*	*	% of customers satisfied with the upgraded t&l system	0% of customers satisfied with the upgraded t&l system	90% of customers satisfied with the upgraded t&l system	pending
2012	Organizational Excellence	*	*	# of major enhancements to upgraded t&l system	0 major enhancements to upgraded t&l system	1 major enhancement to upgraded t&l system	pending
2013	Organizational Excellence	*	*	% of customers satisfied with the upgraded t&l system	0% of customers satisfied with the upgraded t&l system	90% of customers satisfied with the upgraded t&l system	pending
2013	Organizational Excellence	*	*	% 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	100 % in compliance with federal regulations and policies on payroll and time and labor reporting	pending
2013	Organizational Excellence	*	*	% of new employees receive initial training on hrms. helps ensure continuity of operations.	0% of new employees receive initial training on hrms. helps ensure continuity of operations.	90% of new employees receive initial training on hrms. helps ensure continuity of operations.	pending
2013	Organizational Excellence	*	*	# of major enhancements to upgraded t&l system	0 major enhancements to upgraded t&l system	1 major enhancement to upgraded t&l system	pending

## Part II: Planning, Acquisition And Performance Information

### Section A: Cost and Schedule Performance (All Capital Assets)

#### 1. Comparison of Actual Work Completed and Actual Costs to Current Approved Baseline

Description of Milestones	Planned Cost (\$M)	Actual Cost (\$M)	Planned Start Date	Actual Start Date	Planned Completion Date	Actual Completion Date	Planned Percent Complete	Actual Percent Complete
Planning; Business Case, Requirements, IV&V planning, Fit Gap, Gov FTE	\$0.8	\$0.5	2006-08-01	2006-08-01	2009-04-03	2009-04-03	100.00%	100.00%
Acquisition, Hardware	\$0.2	\$0.1	2007-06-05	2007-05-31	2007-09-30	2007-08-23	100.00%	100.00%
Acquisition Software	\$0.5	\$0.6	2007-06-05	2007-05-30	2007-09-30	2007-05-30	100.00%	100.00%
Acquisition Security Support	\$0.2	\$0.2	2006-10-01	2006-08-04	2006-12-31	2006-09-30	100.00%	100.00%
Acquisition Tech Support	\$0.1	\$0.1	2007-07-01	2007-07-10	2008-09-30	2007-10-01	100.00%	100.00%
Development including Gov FTE	\$1.4	\$1.4	2006-10-01	2006-10-01	2010-01-20		75.00%	60.00%
Construction, Certification and Accreditation	\$0.3	\$0.1	2008-07-15	2009-01-21	2010-01-15		25.00%	40.00%
Team Training	\$0.1	\$0.1	2006-09-30	2006-09-30	2009-09-27		60.00%	60.00%
Staff Training	*	*	2009-09-01		2010-01-20		0.00%	0.00%
IV&V Performance Testing	*	*	2009-09-01		2009-12-31		0.00%	0.00%
O&M to end of FY 2010; software maintenance, help desk, Gov FTE	*	*	2010-01-21		2010-09-30		0.00%	0.00%
Security, C&A Update, FY2010	*	*	2010-01-21		2010-09-30		0.00%	0.00%
O&M FY2011; software maintenance, help desk, Gov FTE	*	*	2010-10-01		2011-09-30		0.00%	0.00%
Security, C&A, full, FY2011	*	*	2010-10-01		2011-09-30		0.00%	0.00%
O&M 2012; software maintenance, help desk, Gov FTE	*	*	2011-10-01		2012-09-30		0.00%	0.00%
Security, C&A Update,	*	*	2011-10-01		2012-09-30		0.00%	0.00%

1. Comparison of Actual Work Completed and Actual Costs to Current Approved Baseline								
Description of Milestones	Planned Cost (\$M)	Actual Cost (\$M)	Planned Start Date	Actual Start Date	Planned Completion Date	Actual Completion Date	Planned Percent Complete	Actual Percent Complete
FY2012,								
O&M 2013; software maintenance, help desk, Gov FTE, plus hardware/software refresh	*	*	2012-10-01		2013-09-30		0.00%	0.00%
Security, C&A full, FY2013	*	*	2012-10-01		2013-09-30		0.00%	0.00%
O&M 2014; software maintenance, help desk, Gov FTE	*	*	2013-10-01		2014-09-30		0.00%	0.00%
Security, C&A Update, FY2014	*	*	2013-10-01		2014-09-30		0.00%	0.00%
O&M 2015; software maintenance, help desk, Gov FTE	*	*	2014-10-01		2015-09-30		0.00%	0.00%
Security, C&A Update, FY2015	*	*	2014-10-01		2015-09-30		0.00%	0.00%
O&M 2016; software maintenance, help desk, Gov FTE, plus hardware/software upgrade	*	*	2015-10-01		2016-09-30		0.00%	0.00%
Security, C&A full, FY2016	*	*	2015-10-01		2016-09-30		0.00%	0.00%

\* - Indicates data is redacted.