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Business Case

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Section A: Investment Summary Information

Investment Name



Unique Investment Identifier

Census - Schedule A Human Resources Recruiting, 006-000403700

Payroll System (C-SHARPS)

Investment Description

An initiative to develop and manage an enterprise solution supporting the Human Resources life cycle Schedule A staff hired to support decennial and current surveys field operations.

Agency		Point of Contact	
Department of Commerce		Andre Mendes - CIO	
		email	202-482-4797
Investment Type		Bureau	
Major IT Investments		Bureau of the Census	
Mission Support		Shared Service Category	
Human Resources		Not Applicable	
Shared Service Identifier			
Not Applicable			
Date Investment First Submitted		Date of Last Investment Detail Update	
09/20/2021		05/31/2022	

Section B: Investment Detail

1. Briefly describe the investment's return on investment, including benefits internal and external to the government and outcomes achieved or planned.

The C-SHaRPS program intends to achieve the following five business goals to support the mission of the Census Bureau: Mitigate risks by automating HR business rules and processes for Schedule A employees; Improve communication between Schedule A applicants and employees and the Census Bureau; Provide data for Census Bureau managers to make better decisions and take required actions in the management of Schedule A employees; Reduce the burden on Schedule A applicants and employees; Focus the Census Bureau on mission critical tasks. The C-SHaRPS solution will achieve these goals by providing all capabilities to support the full spectrum of HR processes applicable to Schedule A employees, in alignment with the OPM HR Line of Business (LOB) Business Reference Model, by using a combination of existing and new systems.

Section C: Investment and Contracts

Public URLs

- <https://recruitment.2020census.gov/ats/careersite/census.aspx?site=1&c=census>
- <https://fingerprint.2020census.gov/index.html?ln=en>

Contracts

- [DOCYA132315BU0044](#)

Section D: Historic CIO Rating

CIO Rating	Date	Comments
4	Jun 28, 2022	C-SHaRPS continues to provide HR Services including payroll processing for the thousands of temporary employees including an enterprise solution supporting the Human Resources life cycle Schedule A staff hired to support decennial and current surveys field operations. The program is slated to be migrated and closed out in FY2022. Accomplishments: This submission investment worked on the operation and maintenance of the 2020 Online Job application and assessments in production. Investment met metrics to indicate steady progress of the program in Applications transferred to DAPPS, System Up Time, Number of Incidents and Funding Availability. Investment progressing as expected with migration activities.
4	May 27, 2022	C-SHaRPS continues to provide HR Services including payroll processing for the thousands of temporary employees including an enterprise solution supporting the Human Resources life cycle Schedule A staff hired to support decennial and current surveys field operations. Investment had played a vital role in the Census organization and goals by continuing to help with the hiring process during COVID-19 with little to no impact. The program is slated to be migrated and closed out in FY2022. Accomplishments: targets were met for Applications transferred to DAPPS, System Up Time, Number of Incidents and Funding Availability. Investment progressing as expected with migration activities.
4	Apr 27, 2022	C-SHaRPS continues to provide HR Services including payroll processing for the thousands of temporary employees including an enterprise solution supporting the Human Resources life cycle Schedule A staff hired to support decennial and current surveys field operations. The program is slated to be migrated and closed out in FY2022. Accomplishments: targets met for Applications transferred to DAPPS, System Up Time, Number of Incidents and Funding Availability. Investment progressing as expected with migration activities.

CIO Rating	Date	Comments
4	Mar 29, 2022	C-SHaRPS continues to provide HR Services including payroll processing for the thousands of temporary employees including an enterprise solution supporting the Human Resources life cycle Schedule A staff hired to support decennial and current surveys field operations. Accomplishments: Completed the Operation and Maintenance of the 2020 Online Job Application and Assessments in production. Successfully supported the initiation of and/or and submission of 3.92M+ job applications for the temporary decennial field staff. Successfully supported the completion and submission of 767,800K+ electronic onboarding packages (4.6+ million forms) for the temporary decennial field staff. Investment progressing with some risks.
4	Jan 27, 2022	C-SHaRPS continues to provide HR Services including payroll processing for the thousands of temporary employees including an enterprise solution supporting the Human Resources life cycle Schedule A staff hired to support decennial and current surveys field operations. Accomplishments: Posted BAS (Boundary Annexation Survey) pdf maps and partnership shapefiles. Investment met the following metrics to indicate steady progress of the program: Number of Incidents 100% and System Tune-up 99.99.
4	Nov 30, 2021	C-SHaRPS continues to provide HR Services including payroll processing for the thousands of temporary hires required for the 2020 Decennial Census. For this submission, the investment worked on the operation and maintenance of the 2020 Online Job application and assessments in production. Investment met the following metrics to indicate steady progress of the program: Applications transferred to DAPPS, 100%. System Up Time, 99.99%. Number of Incidents, 100%. Funding Availability, 100%. Executing as expected.
4	Oct 28, 2021	C-SHaRPS continues to provide HR Services including payroll processing for the thousands of temporary hires required for the 2020 Decennial Census. Operation and Maintenance of the 2020 Online Job Application and Assessments in production. Application successfully supported the initiation of and/or and submission of 3.92M+ job applications for the temporary decennial field staff. Application successfully supported the completion and submission of 767,800K+ electronic onboarding packages (4.6+ million forms) for the temporary decennial field staff. Executing as expected.
4	Sep 28, 2021	C-SHaRPS continues to provide HR Services including payroll processing for the thousands of temporary hires required for the 2020 Decennial Census. For this submission, the investment worked on the operation and maintenance of the 2020 Online Job application and assessments in production. Investment met the following metrics to indicate steady progress of the program: Applications transferred to DAPPS. System Up Time. Number of Incidents. Funding Availability. Executing as expected.

Data Last Updated On: 06/30/2022

Section E: Investment Spending

Table 1: Distribution by Spending Type

Spending Type	PY 2021	CY 2022	BY 2023
DME Costs	0	0	0
O&M Costs	0	0	0
Total	0	0	0

Table 2: Distribution by Cost Pools

Cost Pools	PY 2021	CY 2022	BY 2023
Internal Labor	0	0	0
External Labor	0	0	0
Outside Services	0	0	0
Hardware	0	0	0
Software	0	0	0
Facilities & Power	0	0	0
Telecom	0	0	0
Other	0	0	0
Internal Services	0	0	0
Totals	0	0	0

Cost in millions (M)

Table 3: Distribution by IT Towers			
IT Tower	PY 2021	CY 2022	BY 2023
Security & Compliance	0	0	0
IT Management	0	0	0
Network	0	0	0
Data	0	0	0
Compute	0	0	0
Storage	0	0	0
End User	0	0	0
Output	0	0	0
Application	0	0	0
Delivery	0	0	0
Platform	0	0	0
Data Center	0	0	0
Totals	0	0	0

IT Towers

Cost in millions (M)

Data Last Updated On: 05/31/2022

Section F: Project and Activities Detail

Table 1: Project Details								
Project Name	Project UID	Status	Project Life Cycle Cost (\$M)	Cost Variance (%)	Start Date	End Date	Schedule Variance (%)	Schedule Variance (Days)

LowMediumHigh

Table 2: Activity Details											
Unique Project ID	Activity Name	Activity Description	Planned Start Date	Projected Start Date	Actual Start Date	Planned Completion Date	Projected Completion Date	Actual Completion Date	Planned Total Cost (\$M)	Projected Total Cost (\$M)	Actual Total Cost (\$M)

Table 3: Project Related Details											

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