Home: 727-381-8150

Mobile: 727-642-7810

email: ithakatek@hushmail.com

**Current:**

IT/A - PeopleSoft Consultant – (PeopleSoft HCM/HRM Product Line Focus)

**PeopleSoft Summary of Skills:**

Mr. Colella is a seasoned PeopleSoft professional, providing a wide variety of Oracle-PeopleSoft system implementation, upgrade and production support services for the Oracle/PeopleSoft HCM products. Starting his PeopleSoft consulting career in 1993, he has served as both a technical and functional resource for the Oracle-PeopleSoft HCM/HRM products. Additionally, he has served as a technical resource for the FSCM (EPRO, PO, AP, GL, AM, PJ) and Student Administration products.

**PeopleSoft Specific Responsibilities:**

* Fit-Gap (HCM, SA)
* Technical Analysis (HCM, FSCM, SA)
* Functional Analysis (HCM - HR, PR, T&L, ESS, BN, BA )
* Programming (HCM, FSCM, SA)
* Testing: UT, SIT, UAT Mentorship (HCM)
* Roll Out (HCM, FSCM)
* Production Support. (HCM, FSCM, SA)
* Upgrade and Implementation (HCM, FSCM, SA)
* Leadership (HCM)
* Mentorship (HCM)

**PeopleSoft Related Development Skill:**

|  |  |
| --- | --- |
| **Platforms** | Windows Server, UNIX/AIX, MVS-TSO-JCL |
| **PeopleSoft Programming**  **Languages** | PeopleCode, Application Engine, XML, SQR, SQL, COBOL, Shell Script JAVA, HTML, XML |
| **RDBMS** | Oracle, DB2, SQLBASE, SYBASE, INFORMIX, SQLSERVER |
| **Training** | PeopleTools I/II (8.1 & 8.4 Delta) Application Engine & Workflow (8.41) PeopleCode (V. 8.48 ) SQR, PeopleTools (V. 3) PeopleCode (V 3.3) |
| **Methodologies** | GAD-QMS, RUP, SDLC, RIM, Agile |

**Education:**

State University of New York - Potsdam, NY 1989-91  
Labor Relations / Human Resource Management

Clarkson University - Potsdam, NY 1990-1991  
Courses in Information Systems

Cornell University- ILR Extension- Ithaca, NY 1988  
Courses in Labor Relations & Compensation

TCCC - Dryden, NY 1987 -1989

Business Administration

| axa-equitable | | **Systems Analyst 6/2019 – 2/23/2020** |  |
| --- | --- | --- | --- |
| Project Type | | PeopleSoft 9.2 Upgrade / Oracle Fusion HCM Cloud Implementation with Oracle ADW (Multi HCM Platform Environment). |  |
| Title / Role | | Sr. Manager / Systems Analyst |  |
| Responsibilities | | PeopleSoft:  Production Support 9.1 & 9.2  Provided 4th level functional and technical production support  PeopleSoft 9.2 Upgrade   * Participated in Systems and integration testing * Reviewed and approved project milestones with vendors * Provided analysis to management on any project slippage or critical scope creep. * Assisted vendors with customization impact analysis. * Reviewed project.   Oracle HCM Cloud Implementation (used Agile Methodology)   * Participated in FIT GAP meeting with all modules being rolled out * Participated in implementation and planning meetings * Created test plans and test scripts * Researched reporting environment configuration * Report Development   + Created User Stores   + Created Technical specifications   + Created reports using     - OTBI     - BI publisher * Created requirements for ADW (See below).   Data Warehouse   * Lead and participated in meetings to define scope of data warehouse   + Reviewed and defined requirements   + Meet with individual owners and providers regarding data requirements   + Gather and analyze documentation from multiple sources   + Work on project planning activities with Management      * Design System   + Defined Data structures to be extracted from PeopleSoft and other systems.   + Create data map and requirements for HADOOP extraction model   + Extract and Create table layouts in traditional SQL tables for Hadoop Architecture analysis.   + Define reporting requirements     - Tools and methods     - Data extraction     - Security   + Define Analytics requirements     - Tools and methods     - Data extraction     - Security   The Data Warehouse project was postponed due to changes in organizational direction. Interim solution was to use Oracle ADW to house data for systems that were being retired, which was outsourced to IBM. |  |
| IT/A | | **Principal - PeopleSoft Consultant** |  |
| Client | Beaumont Health Systems 6/17 - 8/17 | | |
| Project Type | PeopleSoft 9.2 Re-Implementation - PUM release 22 | | |
| Role | Payroll Conversion Lead | | |
| Responsibilities | Created   * Project Estimates * Payroll Conversion Specifications, * Payroll Conversion V-lookup templates * Payroll Test Scripts   Family illness caused me to leave project. | | |
| Client | KCPL 1/17 - 4/17 | | |
| Project Type | Merger /Acquisition PeopleSoft 9.2 PUM 16 Release 16 | | |
| Role | Functional Analyst - Testing | | |
| Responsibilities | * Create Test Plans * Create Test Scripts (For HP-ALM) * Create conversion validation queries * Create V-lookup templates * Sniff Testing (Pre System Test Q&A) * System and Integration Testing (HR, Payroll, BN/BA, T&L) * Pre UAT Q/A Testing   KCPL Westar merger was delayed | | |
| Client | Anixter International 9/15 - 9/16 | | |
| Project Type | Canadian Inclusion / 9.2 PeopleSoft Upgrade | | |
| Role | PeopleSoft Techno-Functional Analyst / Lead | | |
| Responsibilities | * Canadian PeopleSoft Inclusion Project   + Analysis, Prototype, Documentation, Setup and conversion of Base and automated benefits for newly acquired and existing Canadian subsidiaries in PeopleSoft.   + Created AE program for custom LTD calculation * PeopleSoft 9.0 to 9.2 HCM Upgrade   + Strategic and Project planning     - Review of 9.0 to 9.2 functional and technology enhancements     - Project plan and cost estimate   + Vendor review and selection   + Product enhancement review   + Created Techno-Functional Specifications -     - MSS/Eprofile/Manager Dashboard using AWE /Fluid /PIH | | |
| Deloitte LLP | Senior Solutions Architect - HR Transformation-Fusion **5/15 - 8/15** | | |
| Client: | L Brands (Working for Deloitte LLP) 5/15 - 9/15 | | |
| Project Type | Fusion Cloud Implementation (From PeopleSoft HCM 8.9) | | |
| Role | Reporting Lead / Security Administration | | |
| Responsibilities | Create Project Plan, Analyze Reporting needs and Create Functional Specifications, Meet with Functional and Project Leads. | | |
| IT/A | **Principal - PeopleSoft Consultant** | | |
| Client: | Houston Integrated School District 09/14 -12/14 (Public Sector) | | |
| Project Type | NA Payroll - GL Account Code Structure Change – Commitment Accounting | | |
| Role | Interim Project Manager / Functional Business Analyst | | |
| Responsibilities | State of Texas and Federal Government required that the school district report at a more detail level, which necessitated that Houston Integrated school districts re-implement their SAP accounting system. This re-implementation impacted the extensive custom commitment accounting processes related to labor/expense distribution in the PeopleSoft 9.1 HCM product.   * Create Project Estimates * Create Project Plan * Manage Staff (3) * Lead and Participate in staff meetings   + Executive   + Analyst and Developer   + Cross functional   + Cross Team   + Integration Strategy – PS -SAP/Kronos * Create high level functional design documents | | |
| Client: | DTCC– Depository Trust Clearing Corporation 12/13 – 8/14 | | |
| Project Type | Acquisition Integration – 2013-14 Tax upgrade/Custom Enhancements V9.2 techno functional upgrade review | | |
| Role | Techno-Functional Analyst – Lead | | |
| Responsibilities | NA Payroll Integration/ Data Conversion – Lead   * Lead, worked and coordinated efforts with HR and Payroll, Finance and IT Teams. * Created Requirements document for Ceridian Data * Created IT project plan * Created all Functional Conversion Requirements and Technical Specification for On-Offshore team for Ceridian to PeopleSoft NA Payroll. * Initial Testing and debugging of conversions before migration to UAT. * Assisted with writing Payroll test scripts and testing. * Assisted with Configuration of NA payroll for new company * GL Interface   + Created Techno-Functional Specifications for existing GL program to create Files for both JD Edwards and SAP Financials products.   + Configured GL Payroll accounts.   + Tested and debugged process.   + Created functional processing document for payroll and technical teams.     - * Identify processing for new interface file.       * Detail Document of configuration processes.       * Document Functional Error Handling strategies   Customizations   * Wrote Techno-Functional Design Specification for a Lump sum payout termination settlement process   2013-14 Tax upgrade   * Analysis of tax upgrade, configuration and impacts * Assisted with resolved issues * Research and debug of 401k customization Issues   PeopleSoft 9.1 vs 9.2 HCM product analysis.   * Attended product overviews with Oracle/PeopleSoft representatives. * Reviewed PeopleSoft 9.2 demo product and documented functional and technical enhancements and changes between PeopleSoft HCM 9.1 and 9.2. * Reviewed upgrade or porting issues and strategies with management. | | |
| Client | Anixter Corp. 4/13 -11/13 | | |
| Project Type | PeopleSoft HCM - Canadian Subsidiary- Integration into PeopleSoft | | |
| Role | Functional and Technical Lead | | |
| Responsibilities | * Review of current custom system and business processes * Functional Review, Setup, Configuration and technical data Conversions.   + PeopleSoft Base Benefits - for Anixter Canada.     - The Setup was new to Anixter, who was using general deductions to manage base benefits for the USA.   + PeopleSoft Canadian Pay Equity – For Anixter Canada.   Generic Payroll Interface (3rd Party Payroll Processing) Techno- Functional Design Specification. | | |
| Client | * Talbots – Sycamore Partners 8/12 - 12/12 | | |
| Project Type | PeopleSoft HRM/HCM – Production Support and Modifications | | |
| Role | Lead Technical Analyst | | |
| Responsibilities | * + Production Support     - Debug, Modify and Create Unix Shell Scripts for UNIX Autosys Job Scheduler.     - Debug and modify PeopleCode for custom processes     - Review and migration of NA tax updates.   + New Build     - Create custom AE processes and pages to calculate and report Employer benefits cost on W2. Delivered did not calculate FMLA time off.     - Involved in the design of manager bonus process. | | |
| Client | Citrus Memorial Hospital – CMH / Cerner 2/12 – 7/12 | | |
| Project Type | PeopleSoft HRM/HCM – 9.1 Implementation | | |
| Role | Functional Architect HR/BN/PY/AB/CMP/HS | | |
| Responsibilities | * + Review and Document Current State Business processes     - Interview Staff and Leads of different business functions in current state       * + HR         + Benefits         + Payroll         + Recruitment         + Health and Safety     - Documented current Business Process Flows       * HR – New Hire and Employment Events       * Benefits – All Benefit Plans and Processes       * Payroll – Payroll Pay Processing – Pay Cycle       * Recruitment – Requisition to Onboarding     - Conversion Review       * Star – McKesson System Tables – Employee HR and Payroll data       * Setup Data       * Department Security and Reporting     - Integration Review       * Document Current interfaces       * Document Future Integration     - PeopleSoft Product Demonstrations       * HR       * Base Benefits       * Payroll       * Health and Safety     - Setup ‘Build’ environment for Client data Fit-GAP       * Setup and populate configuration tables | | |
| Client | Johns Hopkins Applied Physics Lab 11/11 – 2/12 | | |
| Project Type | PeopleSoft HCM – 8.9 to 9.1 Upgrade | | |
| Role | Technical Analysis and Project Planning | | |
| Responsibilities | * + Ran and reviewed Compare Reports and extract data into Excel formats.   + Reviewed Delivered 9.1 object change reports   + Created initial summary of customized objects and impacts to upgrade.   + Grouped objects in compare reports to projects, using queries that extract on objects identified in compare reports along with supporting text from the project. This was then used to group the customizations for the project plan and ID the documentation where available or deemed items for further review prior to re-customization.   + Prepare Project Plan     - * Review new and steps required with PeopleSoft-System Administrator         + Server and environmental changes         + Review Change Assistant Steps and review timelines.       * Create tasks         + List Server upgrade processes   List Tasks Groupings  Server installation and configuration.  Initial Pass  Reapplication of customizations and development  System Test  System Integration testing  User Acceptance Test  Deployment  Itemize Specific tasks.  Identify timelines.  Identify and assign resources.  Review outstanding issues with staff.  Turned project plan over to PM for review and further development. | | |
| Client | West Corporation 6/11 – 10/11 | | |
| Project Type | PeopleSoft HCM – 9.1 Post upgrade Migration Enhancement - Comp | | |
| Role | Techno-Functional Analyst / Developer | | |
| Responsibilities | * + Techno-Functional review of current and future processes.   + Technical Analysis, Migration and Enhancement of a very large and complex Custom 8.3 Bolt-on Compensation Process (Annua**l** Salary increase process) From 8.3 PeopleSoft HCM on MS SQL Server to 9.1 PeopleSoft HCM on Oracle.     - Enhancements consisted of       * Modifying pages and PeopleCode       * Application Engine- Data Population process. Completely re-programmed process.         + Modified to accept using user created PS queries as the foundation for the data population and exclusion exceptions and calculations; bypassed Group Build for more utilized more flexible User created and maintained PS queries directly with AE PeopleCode to process the data.         + Removed hard coding and several views that were used in process that were causing failures.       * Modified AE and CI PeopleCode process to load job record with Salary increases.       * Modified multiple pages and PeopleCode.   Modified Workflow PeopleCode and AE. | | |
| Client | CIGNA Insurance ACS/CCI | | |
| Project Type | PeopleSoft HCM – 8.9 to 9.1 Upgrade HR/BEN/PAY/T&L/ESS/MSS | | |
| Role | Techno-Functional Analyst (Backfill) | | |
| Responsibilities | * + Create Functional specifications for custom interfaces.   + Review functional and update specifications for technical and process accuracy.   + Attend meetings with clients to create functional and technical solutions.   Review custom code (SQR/PeopleCode) to enable functional analyst to understand the technical processes. | | |
| Client | Educational Testing Services / Titan Technology | | |
| Project Type | PeopleSoft HCM – 8.8 to 9.1 Upgrade Assessment HR/BEN/PAY/T&L/ESS/MSS | | |
| Role | Techno-Functional Analyst | | |
| Responsibilities | * Upgrade Assessment – Current Modifications   + Ran 8.8 Compare reports from Production copy (source) to 8.8 Demo (target).   + Reviewed compare reports and supporting documents.   + Queried Migration Project Information.   + Interviewed ETC staff regarding ‘current state’ modifications.   + Prepared ‘current state’ deliverables. * Interviewed staff on future State integration. * Functional analysis and documentation of Clients PeopleSoft business processes.   + Time and Labor integration with custom ‘time scheduling’ processes and projects.   Payroll integration with Projects and GL | | |
| Client | Cherokee Nations Shared Service (Hard Rock Casino) / ESG | | |
| Project Type | PeopleSoft HCM – 8.8 to 91 Upgrade HR/BN/BA/PR/T&L/ESS/MSS/S&R | | |
| Role | Functional and Technical Analyst – GL Interface | | |
| Responsibilities | * Setup Delivered GL Interface (HCM-PR FSCM-GL)   + Reviewed Current Earnings, Deductions and Tax expenses.   + Configured General setups.   + Stand Up delivered web services.   + Ran GL population processes (web services) to up date GL chartfields on HCM and GL.   + Updated Set Control Values.   + Set up Groupings – by Expense Account.   + Mapped Groupings to GL Chartfields.   + Ran Payroll and GL Interface Processes for testing.   + Documented and Tested Processes. | | |
| Client | Mercedes Benz USA | | |
| Project Type | PeopleSoft HCM – 9 HR/BN/PR/T&L DB2/LINUX | | |
| Role | Functional and Technical Analyst – Developer | | |
| Responsibilities | * Create Functional and Technical Specifications for Custom department table/tree interfaces. * Created Prototype: Custom Department pages and PeopleCode. * Reviewed and developed prototype Application Engine program. | | |
| Client | Advance Automotive | | |
| Project Type | PeopleSoft FSCM 8.9 | | |
| Role | Production Support | | |
| Responsibilities | Debug E-PRO workflow calls  Worked on Production Support tickets | | |
|  |  | | |

| HP Enterprise Services (EDS)  (employee - Consultant) | |  | 2/2006 – 9/2008 |
| --- | --- | --- | --- |
| Client | Sun Micro | | |
| Project Type | PeopleSoft FSCM – 8.4 Data Archive – Warehouse for acquired company | | |
| Role | Project Analyst/Developer | | |
| Responsibilities | * Define and Articulate Strategic Direction for US tax compliance.   1. Interview Sun tax personnel for specific requirements.   2. Research Identify all US tax requirement needs to reduce ambiguity in user requirements.   3. Outline and define objectives and get buy-ins from Sun and EDS leaders. * Develop Tax Reporting Structures   1. Created multi table views against PS data structures.   2. Created Brio queries and mapping for use with PeopleSoft FSCM database structures. * Created Supporting Documents   1. Identify all important tables and key data elements and what they did.   2. How the data flow between modules worked.   Documented How to extract specific information across modules: e.g. transaction flow from the GL to AP/PO, AR, AM and reverse). | | |
| Client: | General Motors | | |
| Project Type | PeopleSoft HCM/PR 8.8 – Sales Support - GM integration in PeopleSoft of Canadian Hourly workforce and V9 Upgrade - Oracle /UNIX | | |
| Role | Lead Project Analyst | | |
| Responsibilities | * Reviewed Project Requirements with Fit/GAP Analyst and Sr. Executives. * Created and enhanced EDS GAD-QMS Methodology Project Plans and High level Estimates. Note: These were based on onshore Functional and offshore technical resources. * Review project Plan and Estimates with Sr. Executives   GM announced large operational loss, project canceled. | | |
| Client | Dollar Thrifty | | |
| Project Type | PeopleSoft v.8.9 HCM/PR Customization  Oracle/UNIX | | |
| Role | Project Manager (+ Analyst /Tech Lead) | | |
| Responsibilities | * Responsible for team of 3 technical developers/Leads and 1 functional analyst (three technical resources were offshore). Note: Tech leads were in transition on arrival. Served as tech lead for ¾ period of time. * Participated in the design and programming and directed aggressive (three month) implementation of :   1. Position Management Decommission      + SQL scripts   2. Redesign and implementation of new Leave Accrual process based on non-active Benefits Administration processes.      + SQR      + PeopleCode   3. New Hire interface process with TALX      + Application Engine      + Component Interface      + AE and Component PeopleCode      + PeopleTools * Prepared project plans (MS PROJECT with Enhanced EDS GAD QMS methodology format) and project schedule * Selection and Staffing of projects * Participated in project audit activities.   Communication with EDS and client executives on daily basis. | | |
| Client | EDS-EHRO / Cardinal Health | | |
| Role | Functional -Technical Lead/Analyst/Developer | | |
| Responsibilities | Note:  This project started out as building from the ground up an EDS/Towers Perrin joint venture called EHRO. In the middle of the project the first client, Cardinal Health came on board and the priorities shifted to meet a highly aggressive delivery dates.    **EHRO**   1. Assisted with and lead Payroll Integration Fit /Gap Sessions for EHRO 2. Functional design of Payroll Functional prototypes EHRO. 3. Performed a FIT/GAP Functional and Technical Review on the PeopleSoft Compensation Module (including variable compensation) to see where the integration points as the work-stream compensations system EHRO selected did not contain all the functionality users required and PeopleSoft would fill the void. 4. Participated in strategic payroll planning sessions with Functional leaders for EHRO. 5. Assisted with Project Plans For EHRO. 6. Development of integration Hub (Oracle Fusion Middleware)    1. Mapped Canonical Values (XSD/XML)    2. Defined integration processes and flows    3. Defined PeopleSoft Integration with Integration Hub: HCM, Payroll, Time and Labor, Compensation and Leave Accrual 7. Lead Staff of 14 Functional and Technical Analyst, Architects and developers for HCM, Compensation, Time and Payroll for EHRO Data Integration    1. Lead meetings    2. Defined scope and deliverables.    3. Defined project plan    4. Created Functional and technical speciation documents    5. Developed documentation templates    6. Review and Edit DI specifications.    7. Training of staff on new technologies, functional and technical processes    8. Report and meet with project managers and other leads for various managerial obligations and reporting    9. Hire, Motivate and retain team members    10. Defined scope and project plan    11. Involved in all communications between Tower Leads and Data Integration.   **Cardinal Health**   1. Technical / Functional Payroll Lead for Data Integration. This included the following    1. Time & Labor (Kronos and custom interfaces)    2. Absence Management - (KCRS to PS Absence Management)    3. Third party benefit providers.       1. Fidelity       2. Hewitt       3. TALKS       4. UBS    4. Lead Staff of 6 (PeopleSoft and Non PeopleSoft resources)       1. Training of staff on new technologies and functional       2. Report and meet with project managers and other leads for various managerial obligations and reporting       3. Hire, Motivate and retain team members.       4. Directed communications between Tower Leads and Third party vendors.    5. Defined scope and project plan       1. Creation of Techno-Functional Specifications for interfaces and portal objects between PeopleSoft Payroll and Point Solutions and Third parties through a Data Integration Hub (Oracle Fusion / SAP NetWeaver) using:       2. Creation of Interfaces          1. Integration Broker (IB)          2. Component interfaces (CI)          3. Application Engine PeopleCode          4. xml       3. Programming of PeopleSoft portal receptors       4. WSD design and docuientmentation    * Planning and integration with client legacy systems and EDS/EHRO systems | | |
| Client | Towers Perrin | | |
| Project Type | PeopleSoft v.8.9 HCM/PR 8.3 – 8.9 SQLSERVER/NT | | |
| Role | Technical Lead/Analyst/Developer | | |
| Responsibilities | * Define 8.9 impacts to custom Objects * Documented and Trained EDS staff on relevant changes From PS 8.3 to 8.9 * Developed project estimates and timelines. * Modified Custom reports and interfaces (47) using SQR and Application Engine and PeopleCode to use PS 8.9 data structures and new functionality. * Set up batch processes to use reporting e-mail features. * Modified Custom People Code and Pages to use new data structures.   Directed Unit and SIT testing efforts for custom objects. | | |

| SunGard Collegis (employee - Consultant) | |  | 8/2005 – 12/2005 |
| --- | --- | --- | --- |
| Client | Morain Park Technical College (University of Wisconsin System) | | |
| Project Type | PeopleSoft v. 8.9 HCM/PR Upgrade 8.3 – 8.9 Oracle/UNIX | | |
| Role | Functional /Technical Lead/Analyst | | |
| Responsibilities | * Design and Creation HR/SA Technical / Functional Project Plans   + AS400/Custom Program Retirement Project Plan   + HR/SA 8.9 Upgrade Project Plan * Fit Gap Plan   + AS400/Custom Program Retirement   + HR/SA 8.9 Upgrade * Training Plan   + AS400/Custom Program Retirement   + HR/SA 8.9 Upgrade * Functional and Technical Review of PeopleSoft 8.9 Module   + Personal Model   + Time and Labor   + Employee Self Service   + Manager Self Service   + Position Management   + Budgeting   + Benefits Administration   + Payroll   + E-Recruit | | |

| Advantec  (Employee) | |  | 11/2004 – 8/2005 |
| --- | --- | --- | --- |
| System | PeopleSoft v. 8.8 HCM/BN/BA/PR - Production Support Oracle/UNIX | | |
| Role | Sr. Engineer | | |
| Responsibilities | Provide 3rd level Production Support and New Object Development  Overview of Projects:   * Researched and Resolved COBOL remote call issues * Benefit Administration implementation   + - Resolved issue COBRA COBOL Process to work with both Base and Benefit Administration Modules (when not using BA for some companies) .     - Design and programming of FSA interfaces.     - Resolved issues with base benefits setups and Benefits Administration processing. * Design and programming of Application Engine tool to eliminate unwanted records and child tables * Development of portal objects * Design and programming of PGP / FTP process in UNIX batch environment using Application Engine * Final programming and rollout of data replication tool used to migrate data into test environments using SQR and embedded PLSQL (for long strings) * Resolved several production issue (Application Engine, PeopleCode, People Tools, Component Interfaces, SQR, COBOL and environmental objects) * Design and Develop flexible client Payroll to GL process in PeopleCode, HTML, and SQR to use within client portal. * Created and modified several interfaces and reports using SQR. | | |

| IT/A  (Principal) | |  | 8/1995 – 10/2004 |
| --- | --- | --- | --- |
| Client | Eckerd Corporation | | |
| Project Type | PeopleSoft 7.5 – 8.8 HCM/PR Upgrade Oracle/UNIX | | |
| Role | Functional/Technical Compensation Consulting Lead | | |
| Responsibilities | 1. Upgrade and creation of custom PeopleSoft Bonus processes for hourly workers. Directed client developers to modify and create new programs.    1. Develop Functional and technical specifications.    2. Programming of custom bonus processes and compensation reports.    3. Mentor Eckerd developers    4. Directed Unit, System Testing for bonus processes. Assisted with User Acceptance test efforts by providing queries and data extracts and debugging issues with programming. 2. Implement PeopleSoft Delivered Salary Planning and Variable Compensation.    1. Fit/Gap Review    2. Functional design    3. Setup of Compensation rules and calculations    4. Tested processes with Compensation SMEs    5. Functional rollout    6. Assisted with UAT 3. Performed Functional and technical design and programming of various HR, and payroll processes and reports when required. RUP methodology was used in implementation.   Technical tools used in programming tasks included, PeopleCode, Application Engine, Group Build, Component Interfaces, Portal objects, SQR, Process Scheduler, FTP and Report Manager. | | |
| Client | Advantec | | |
| Project Type | PeopleSoft HCM/PR Upgrade 8.3 to 8.8 Oracle/UNIX | | |
| Role | Technical Analyst/Developer | | |
| Responsibilities | Participated in PeopleSoft upgrade from version 8.3 to 8.8 HR/BN/PR .   * Functional review, testing and debugging delivered and custom pages, programs and security issues. * Design, programming and debugging (delivered) Application Engine programs. * Modifying and debugging custom SQRs. * Designing and programming of custom knowledge base solution in the Enterprise Portal using verity v spider indexes and Application Engine programs. Reviewing functional and technical issues of Self Service and Portal applications. | | |
| Client | Disney (Disney Cruise Lines and Disney World) | | |
| Project Type | PeopleSoft HRIS/PR v.6- Data Conversion to SAP, Warehouse and Decommission Oracle/UNIX | | |
| Role | Technical Analyst/Developer | | |
| Responsibilities | * Data conversion of PeopleSoft data to SAP using SQR and PeopleTools. * Analysis, design and implementation of data warehouse Analysis and Development of standalone HR sub-systems using MS Access. * Analysis, design and implementation of data warehouse strategies. | | |
| Client | Eckerd Corporation | | |
| Project Type | PeopleSoft HRIS/PR v.7.5 - Modification Implementation  Oracle/UNIX | | |
| Role | Lead Analyst/Developer | | |
| Responsibilities | Analysis / design and programming of custom benefits accrual process using SQR and PeopleTools and PeopleCode.   * Worked with business owners on functional specifications. * Coordinated activities of team with project management. * Assisted PM with project plan * Create and review technical specifications. * Code review and mentorship. * Trained Eckerd staff on testing and processing.   This process saved 2 Million Dollars in benefits cost per year | | |
| Client | Sarasota Memorial Hospital | | |
| Project Type | PeopleSoft 7.5 HRIS/PR Implementation | | |
| Role | Technical Analyst/Developer | | |
| Responsibilities | * Analysis and design and Programming of Kronos payroll interfaces and reports using SQR and PeopleTools and PeopleCode | | |
| Client | Boeing Aerospace Operations | | |
| Project Type | PeopleSoft FIN v.5.1 Production Support Oracle/UNIX | | |
| Role | Technical Lead Analyst/Developer | | |
| Responsibilities | * Debug and Modification of Panels, interfaces, reports and batch processes, utilizing PeopleCode SQR & COBOL. * Year End Processing and Data conversion for T&L. * Technical mentorship and transition training. Data Conversion and Data updates to HR-Time and Labor modules using SQR. Offsite support 6/01 – 10/01. | | |
| Client | Dow Chemical Corporation | | |
| Project Type | PeopleSoft HRIS/PR v.6.x Modification / Implementation | | |
| Role | Analyst/Developer | | |
| Responsibilities | * Design and programming of interfaces, reports and batch processes, utilizing SQR. | | |
| Client | InterMedia Communications | | |
| Project Type | PeopleSoft HRIS/PR v.6.x Production Support and Y2k | | |
| Role | Sr. Analyst/Developer  Oracle/UNIX | | |
| Responsibilities | * Design and programming of interfaces, reports and batch processes, utilizing SQR , PeopleTools and COBOL. * Applying and testing Payroll Tax upgrades and product patches. * Troubleshooting technical and function issues with HR, Benefits and Payroll Modules. * Creating functional and technical standards and practices. * Mentoring staff members and other consultants. | | |
| Client | Florida Power | | |
| Project Type | PeopleSoft HRIS/PR v.6x Production Support and Y2K  Oracle/UNIX | | |
| Role | Sr. Analyst/Developer | | |
| Responsibilities | * The design and programming of interfaces, reports and batch processes, utilizing SQR , PeopleTools, Mainframe (MVS/TSO/JCL/DJDE/Xerox Form Language) * Mentoring other programmers and business analyst on PeopleSoft technical and functional attributes. * Functional review of FPC business processes and software integration of FMLA module. | | |
| Client | Rexall Sundown | | |
| Project Type | PeopleSoft HRIS v.6 Implementation | | |
| Role | Technical Lead Analyst/Developer | | |
| Responsibilities | * Data conversion for HR and Base Benefits: This consisted of mapping the data from the ADP master file and writing an SQR to convert the data and document the process. * Created and documented custom tables/panels and views. | | |
| Client | USBI – Boeing (Kenedy Space Center) | | |
| Project Type | PeopleSoft FIN v.6 Production Support Oracle/UNIX | | |
| Role | Sr. Analyst/Developer | | |
| Responsibilities | * Repairing chart-field data, debugging application engine and COBOL programs. * Modifying PeopleCode workflow calls, * Reviewing functional processes., design and programming of custom panels, batch process and reports utilizing PeopleTools, PeopleCode, SQR, PSquery Nvision and crystal reports. | | |
| Client | PWC | | |
| Project Type | PeopleSoft HRIS v.6x Implementation Oracle/UNIX | | |
| Role | Sr. Analyst/Developer | | |
| Responsibilities | * Responsible for the design of a ill-conceived payroll contingency plan and roll out strategies requested by PM. Assisted team members with functional and technical issues, as needed. | | |
| Client | Raymond James Financial | | |
| Project Type | PeopleSoft HRIS v.6x Implementation Oracle/UNIX | | |
| Role | Analyst/Developer | | |
| Responsibilities | * Responsible for data conversion for Payroll. This consisted of mapping the data from the ADP master file and writing an SQR to convert the data and documenting the process. | | |
| Client | Cornell University | | |
| Project Type | PeopleSoft HRIS v.6x Implementation Oracle/UNIX | | |
| Role | Analyst/Developer | | |
| Responsibilities | * Responsible for initial design of Time and Attendance module. * Functional Review and design of Position Management. * Technical review of benefits issues. * Assisted with creating technical standards and practices. * Created GL interface technical design document. * Wrote interface technical specifications. | | |
| Client | NY Times Shared Service Center | | |
| Project Type | PeopleSoft FIN v.6x - Production Support/ Modification Implementation  Oracle/UNIX | | |
| Role | Sr. Analyst/Developer | | |
| Responsibilities | Post implementation role out of PeopleSoft AP, Purchasing, AM and GL Modules.  Applying Patches.  Trouble shooting delivered custom COBOL, PeopleCode, Application Engine (the old COBOL based AE) and SQR programs and adding additional enhancements as requested. | | |
| Client | Tractor Supply Company | | |
| Project Type | PeopleSoft FIN v.5x - Production Support/ Modification Implementation  Oracle/UNIX | | |
| Role | Analyst/Developer | | |
| Responsibilities | Programming and Design of custom 4 way AP voucher matching process using PeopleCode, COBOL, SQR and other tasks as assigned. (at this time PS only did three way matching) | | |
| Client | NCR | | |
| Project Type | PeopleSoft v.5x Consulting –Tech Design Oracle/UNIX | | |
| Role | Analyst | | |
| Responsibilities | * Assisted with design of fault tolerant hardware solution with integration of Process Scheduler | | |
| Client | Corning | | |
| Project Type | PeopleSoft HRIS/FIN v. 5x Implementation Oracle/UNIX | | |
| Role | Technical Analyst/Developer | | |
| Responsibilities | * PeopleSoft floating technical resource assisting developers with trouble-shooting problems in Finance, HR and Manufacturing. This included: database and workstation configuration, Process Scheduler configuration, technical design, knowledge transfer, standards design. * Created HR interface to legacy Payroll and T&L system and other technical and functional issues as assigned. | | |
| Client | Sumitomo | | |
| Project Type | PeopleSoft HRIS v.6x Modification Oracle/UNIX | | |
| Role | Analyst/Developer | | |
| Responsibilities | * Update, Modification and Programming of 60 SQR reports. Used UNIX KORN shell scripts to Mass update reports. | | |
| Client | Eckerd Corporation | | |
| Project Type | PeopleSoft HRIS v.4x Implementation Oracle/UNIX | | |
| Role | Developer | | |
| Responsibilities | * Programming of vacation accrual batch process using Micro-Focus COBOL. * Programming and development of reports and interfaces using SQR. Development of customized records and panels using SQL scripts and PeopleTools (Record Editor, Panel Editor, Menu Editor PeopleCode). | | |

| SoftLink  (employee - Consultant) | |  | 11/1994 to 08/1995 |
| --- | --- | --- | --- |
| Client | Honeywell | | |
| Project Type | PeopleSoft HRIS v.4x Implementation Oracle/UNIX | | |
| Role | Developer | | |
| Responsibilities | * Technical design of interfaces to and from PeopleSoft Payroll and Benefits Modules using SQR, SQL. | | |
| Client | St Vincent Hospital | | |
| Project Type | PeopleSoft HRIS v.3x Implementation Oracle/UNIX | | |
| Role | Lead Analyst/Developer | | |
| Responsibilities | * Technical Lead responsible for data conversion using FoxPro (previous programmers attempt - completed program) with import utility, PeopleCode modifications and panel design and development. * Report and interface design and development using SQR. | | |

| The Hunter Group  (employee - Consultant) | |  | 05/1994 to 10/1994 |
| --- | --- | --- | --- |
| Project Type | PeopleSoft HRIS v. 3.3 Implementation Oracle/UNIX | | |
| Role | Lead Analyst/Developer | | |
| Responsibilities | * Data conversion using SQR and SQL and import utility. * PeopleCode modifications, panel design and development. * Report and interface design and development using SQR. | | |

| BIT  (employee - Consultant) | |  | 09/1993 to 4/1994 |
| --- | --- | --- | --- |
| Client | United Airlines | | |
| Project Type | PeopleSoft HRIS v.3.3 Customization  Oracle/UNIX | | |
| Role | Developer | | |
| Responsibilities | Design and Development of custom COBRA open enrollment batch process using SQR, and PeopleCode. | | |
| Client | GE Capitol | | |
| Project Type | PeopleSoft HRIS v.3x Modification Implementation  Oracle/UNIX | | |
| Role | Developer | | |
| Responsibilities | Created custom compensation and benefit interfaces using PeopleSoft Panel Editor and PeopleCode. Used SQR Programming skills to create reports specific to application. | | |
| Client | Astra-Merc | | |
| Project Type | PeopleSoft HRIS v.3x Implementation Oracle/UNIX | | |
| Role | Analyst/Developer | | |
| Responsibilities | * Technical Lead responsible for data conversion using SQR and SQL and import utility. * PeopleCode modifications and panel design and development. | | |

| Application Group  (employee - Consultant) | |  | 01/1993 to 09/1993 |
| --- | --- | --- | --- |
| Client | Glaxo | | |
| Project Type | PeopleSoft HRIS v.3x Implementation | | |
| Role | Analyst | | |
| Responsibilities | Mapping of HR Data elements for conversion | | |
| Client | Detroit Edison | | |
| Project Type | PeopleSoft HRIS v.3x Implementation | | |
| Role | Developer | | |
| Responsibilities | 2 Week backfill – I debugged a couple of SQRs and I answered questions on how SQR worked. | | |
| Client | Bankers Trust | | |
| Project Type | PeopleSoft HRIS v.3x Implementation | | |
| Role | Analyst | | |
| Responsibilities | Tested, evaluated flat file parallel interfaces for Focus reporting tool used outside of PeopleSoft relational data base environment for Unit and acceptance testing. | | |

| Cornell University | |  | 1/92 to 02/93 |
| --- | --- | --- | --- |
| Project Type | ILR School (OMEE) HRIS LAB – PeopleSoft HRIS v. 2 &3x | | |
| Role | Contract Lecturer | | |
| Responsibilities | Evaluation of HR software in the areas of customization ease, performance bench-marks, end-user interfaces, vendor support, software documentation. Conducted training for end-users in vendor software capabilities. | | |

#### PeopleSoft related experience (quantified)

|  | Years of Experience |
| --- | --- |
| **Relevant Functional Experience:**  *PeopleSoft*  *HCM /HRM*  *FSCM*  *Warehouse -* HCM  *Higher Ed* -Student Financial/ Records HCM Integration | 23  20+  3  .5  .5 |
| **Relevant PeopleSoft Technical Experience:**  Peopletools  PeopleCode  AE  Portal  Integration tools (IB)  Workflow  SQR  SQL  JAVA/Java Script  DB Platforms  – Oracle,  - SQLSERVER/Sybase  - DB2 -  -OS –  Windows, NT  UNIX  OS- IBM Mainframe – TSO/ISPF Environment | 23  23  18  2  2  4  23  25  .5  20  4  2  2  28  13  1 |
| **Relevant Project Experience:** PeopleSoft  Implementation  Upgrades  HCM Production Support  HCM/FSCM Customization  -HCM-  HR  NA Payroll,  Base Benefits  Benefits Administration  Time & Labor  Compensation  TAM  Absence Management  -FSCM –  EPRO, PO,  GL (not including interfaces)  AR,AM  -Student Administration Integration with HCM | 23  9  7  3  20  20  18  7  4  2  4  1.5  .5  3  3  2  .5  .5 |
| **Relevant Industry Client Types:**  Manufacturing  Aerospace  Primary Education  Retail  HealthCare  High-Tech  Entertainment  Utility  Business Services  Insurance  Higher Education  Media  Airlines  Pharmaceutical  Financial | Number  7  2  1  3  4  3  2  2  2  1  3  2  1  3  3 |

#### References:

| Name | Position | Contact Information |
| --- | --- | --- |
| Susan Reckert | Former EDS –EAS PeopleSoft Manager | 214-649-1804 |
| Steve Talley | Former VP of Application Development at Advantec | [Steve\_d\_talley@msn.com](mailto:Steve_d_talley@msn.com) |
| Bill Leonard  Worked at EDS and Advantec together | Sr. Consultant PWC | 813-787-7652 |
| Shasta Marra | Former PeopleSoft Applications Manager at Eckerd Corp.  Former Manager at Advance Auto  Manager at PWC | 813-737-5342 |
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