

## **Post Implementation Evaluation Report**

### **Retirement – KPERS Integrated Technology System**

Project Dates: 7/2003 through 6/2009

Project Cost: \$8,000,000

#### Project Objectives:

The overall project had four major objectives or subprojects for the last two phases - the 'Core' and the 'Enhancements'. Phase one centered on the development of the business processes and needed specifications.

#### **KITS Detailed Business Process Specifications:**

The Detailed Business Process Specifications established the requirements for the entire KPERS retirement system. During this phase the basic framework, core, and enhancements were defined and planned, resulting in the development of an implementation roadmap to accomplish the tasks. This phase also included establishing the project management office, selecting and contracting with a qualified systems integrator to provide and implement a defined pension line-of-business system. KPERS also complied with Kansas requirements for project planning and approval.

#### **KITS Core:**

1. Increment 1 required the development of the core member book-of-record database and member interface. Since a member is the basic entity of KPERS, developing pension book-of-record database and the member interface laid the foundation for additional pension processing. Designing the necessary interfaces into the database, security, the actual software development, as well as user training comprised this increment.
2. Increment 2 required the development of a system to collect, reconcile, and record in the pension book-of-record database, member contributions and member service credit. Employers handle the administration and compensation of members and are the first line of interface with KPERS. Designing the necessary interfaces into the database, security, the actual software development, as well as user training comprised this increment.
3. Increment 3 required the development of all the benefit calculations needed to determine a members' benefit retirement annuity. A member's retirement is calculated using their highest earning, contributions, and service credits that were established in Increments 1 and 2. Developing appropriate rules for interfaces, screens, security, database enhancements, software development, as well as user training comprised this increment.
4. Increment 4 required dealing with member benefit disbursement payments and pension payroll processes that allow deductions for health and life

insurance programs. Developing a robust payment system, security and the necessary interfaces comprised this increment.

**KITS Enhancements:**

5. Increment 5 developed an Employer Web Portal system providing a consistent rules based access point for employers to report and reconcile contributions and member service information. Determination of what applications, what data, what security, and what capabilities as well as the development, implementation and training of such a system comprised this increment.
6. Increment 6 developed an Employer Web Remittance and Optional Group Life Insurance (OGLI) system. Designing an appropriate remittance and OGLI system, the necessary database enhancements, interfaces into the database, security, the actual software development, as well as user training comprised this increment.
7. Increment 7 developed a Member Web Portal system providing members with access to their own information along with limited self-service capabilities. Developing appropriate rules for interfaces, screens, security, database enhancements, software development, as well as user training comprised this increment.
8. Increment 8 added documented functional enhancements to the entire KITS application. Determining which enhancements were necessary, cost effective, and applicable to the strategic goals plus the development and integration of those accepted enhancements comprised this increment.