



## Judicial Council of California · Administrative Office of the Courts

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# REPORT TO THE JUDICIAL COUNCIL

For business meeting on: February 25, 2013

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**Title**

Phoenix Program: Deployment of Phoenix Payroll System

**Agenda Item Type**

Information Only

**Submitted by**

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### Executive Summary

The AOC Chief of Staff and Chief Administrative Officer present information about the deployment of the Phoenix Payroll System.

### Previous Council Action

As a result of the Lockyer-Isenberg Trial Court Funding Act of 1997 (AB 233) and in response to requests by the trial courts for financial standards, the Judicial Council directed the Administrative Office of the Courts (AOC) in December 2000 to create a financial policy and procedures manual for the trial courts. In April 2002, the Judicial Council directed the AOC to develop a comprehensive administrative infrastructure for the trial courts. In February 2003, the Judicial Council affirmed its support for a variety of statewide administrative infrastructure projects, including the Court Accounting and Reporting System (CARS) and the Court Human Resources Information System (CHRIS) prototype; in 2006, the CARS program became the Phoenix Financial System and the CHRIS program became the Phoenix Human Resources System. In October 2007, the Judicial Council directed the AOC to seek resources to complete the statewide implementation of the Phoenix Human Resources System by the end of FY 2012–2013; budget change proposals had been submitted to the Department of Finance, and funding was approved, but payroll deployments were suspended due to budget reductions.

## **Attachments**

1. Fact Sheet: Phoenix Program (February 2013)
2. Phoenix Program Metrics, Fiscal Year 2011–2012
3. Phoenix Program Timeline



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## FACT SHEET

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February 2013

### Phoenix Program

The Phoenix Program is a statewide technology initiative that provides transition assistance to the courts moving from county stewardship to the judicial branch's financial and human resources (HR) systems as a result of Assembly Bill 233. The project is being managed by the Administrative Office of the Courts (AOC), Trial Court Administrative Services Office in Sacramento with the participation of the AOC Fiscal Services, Human Resources, and Information Technology Services Offices in San Francisco.

#### History of the Phoenix Program

The Lockyer-Isenberg Trial Court Funding Act of 1997 (AB 233) was enacted in the fall of 1997 as a means of ensuring equal access to justice throughout California. This law, which became effective on January 1, 1998, shifted the responsibility for funding the trial courts from the counties to the state.

Historically, most courts' accounting, personnel, and other administrative services have been provided by counties or outsourced to vendors. Now, due to the implementation of AB 233, many courts are faced with assuming the task of performing their own human resources- and finance-related functions, but most lack the experience and resources to accomplish this successfully. Many counties that had once provided accounting and human resources support to the trial courts prior to state funding have announced significant fee increases to continue these functions, while others have notified their courts that they will no longer perform these services, leaving the courts in a serious predicament. The Phoenix Program was launched as a major statewide effort to fill this services gap for the courts.

#### Phoenix Components

Phoenix comprises two major components: the Phoenix Financial System and the Phoenix Human Resources System. SAP is the internationally recognized financial systems software that was selected to host the trial courts' financial and human resources management systems.

The **Phoenix Financial System** provides a diverse range of services, including accounting and financial services, a centralized treasury system, trust accounting services, and core business analysis and support.

Implementation of the statewide trial court financial system and centralized treasury will enable the courts to produce a standardized set of monthly, quarterly, and annual financial statements that comply with existing statutes, rules, and regulations. The objectives of the system are to:

- Standardize the accounting and business functions;
- Maximize investment opportunities and timely use and disbursement of cash;
- Ensure uniformity of financial record keeping and maintenance;
- Provide consistency of data and quality of management information; and
- Provide judicial partners with comprehensive financial information on a regular and timely basis.

The **Phoenix Human Resources System** is the human resources/payroll component built on the SAP platform that runs the Phoenix Financial System. The goal is to configure a tool suitable for use by all trial courts to support their human resources management and administration needs. This HR tool has been deployed to seven courts to date.

This Phoenix component was developed in collaboration with human resources professionals from the trial courts and the AOC. Trial court HR professionals acted as subject matter experts on the development and configuration of the tool, with the AOC providing project management expertise and oversight of implementation.

#### Implementation

In December 2002, the Phoenix Financial System was successfully piloted in the Superior Court of Stanislaus County and has since been implemented in all 58 superior courts. This statewide financial management system uniformly employs the following modules:

- General Ledger
- Cost Accounting
- Materials Management
- Accounts Payable
- Accounts Receivable

- Project Accounting
- Trust Accounting
- Business Information Warehouse
- Grants Management
- Fixed Asset Management

The Phoenix HR System will benefit all courts by:

- Providing a consistent tool to maintain human resources data;
- Integrating human resources and finance systems; and
- Eliminating non-value-added operational functions, such as duplicate data entry.

While each court may have unique requirements that will be addressed during deployment (e.g., court-specific benefit plans or payroll processing requirements), the goal will be to identify and incorporate into the system those common data and process requirements. The overall SAP Phoenix HR System modules include:

- HR Structure
- Personnel Administration
- Organizational Management
- Benefits
- Time Management
- Payroll
- Employee and Manager Self-Service

#### Objective

The AOC's goal is to provide a uniform process of financial management and human resources services to all of the trial courts in California. Although the deployment of the Phoenix Financial System has been completed, the deployment of the Phoenix HR System is still in its early stages, with implementation in a total of seven superior courts to date. Additional deployments were suspended in fiscal year 2010–2011 due to the state of California's budget crisis; however, the AOC anticipates they will resume when resources become available.

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**PHOENIX PROGRAM METRICS**  
**Fiscal Year 2011–2012**

SHARED SERVICES CENTER:

*Financial Services*

The four Financial Services units perform collaboratively in support of the courts on the Phoenix Financial System. In the recent fiscal year:

General Ledger Unit

- Reconciled approximately 232 bank accounts monthly
- Prepared/assisted in preparation of Year End Financial Reports for all 58 courts
- Provided training on accounting and/or the Phoenix System to all 58 courts
- Assisted 58 courts with creating/reviewing/loading budgets into the Phoenix System
- Monitored over 90 General, Special Revenue, Grant, Capital Project and Fiduciary Funds
- Monitored over 100 General Ledger accounts for all 58 courts
- Parked and posted over 15,500 journal entries

Accounts Payable Unit

- Posted 277,800 payments
- Issued 221,600 operations and trust checks
- Issued 267,400 jury checks
- Issued 16,300 electronic payments
- Issued approximately \$2.7 billion of accounts payable
- Issued 5,500 IRS Tax Form 1099-MISC to court vendors for tax year 2011

Phoenix Purchasing Support Services Unit

- Processed 12,400 purchase orders with a value of \$275 million for all 58 trial courts
- Reviewed and released 1,573 purchase orders in the Phoenix System
- Created 473 purchase orders for 20 courts participating in the Virtual Buyer Program
- Maintained over 54,000 Vendor Master Data Records
- Processed an average of 130 Vendor Master Data Records (new and changes) weekly
- Processed 252 vendor garnishments
- Managed 863 surplus material postings

Trust and Treasury Services Unit

- Reconciled and processed 70,000 deposits totaling \$5.5 billion
- Processed 1,000 electronic funds transfers (EFTs) through Bank of America online
- Reviewed 58 Daily Cash Reports for 232 bank accounts
- Processed 21,000 trust disbursements totaling \$30 million

### ***Human Resources (HR)/Payroll Services***

Human resources/payroll services provided by this group include HR Structure, Personnel Administration, Organizational Management, Benefits, Time Management, Payroll, and Employee and Manager Self-Service.

The HR Payroll Services Unit and the Payroll Financial Services Unit work collaboratively in support of the courts on the Phoenix Human Resources System, as well as those utilizing other payroll service providers.

#### Payroll Financial Services Unit

- Reconciled payroll and third party remittance postings for 8 courts weekly
- Assisted with payroll file postings and reconciliations for 50 courts daily
- Prepared quarterly and annual tax returns for 7 courts
- Reconciled benefit expenditures for 33 courts monthly
- Printed and distributed payroll checks and stubs for 7 courts weekly
- Assisted with the testing of 210 system changes
- Conducted 13 continuous and advanced training workshops
- Received and responded to approximately 20,000 court payroll and tax inquiries
- Processed 1817 payroll reconciliations and recordings
- Issued 57,881 checks and remuneration statements (e.g., employee payments)
- Issued 5,018 payroll vendor payments
- Prepared 380 benefit reconciliations
- Prepared 67 payroll quarterly tax filings (2011 calendar year)
- Completed 52,362 Wage and Tax Statement reconciliations (2011 calendar year)
- Distributed 3,796 Wage and Tax Statements (2011 calendar year)

#### HR Payroll Services Unit (in support of the seven courts currently on the payroll system)

- Tested 420 system changes
- Conducted continuous trainings and advance trainings, approximately 50
- Provided 180 main payrolls for the 7 HR courts
- Produced 113,870 annual payroll payments
- Issued approximately 2,200 checks and 111,670 Direct Deposit Checks
- Responded to approximately 15,000 inquiries from a combination of e-mails and phone calls
- Processed payroll for 192 assigned judges each year

## CENTER OF EXCELLENCE:

Managed several improvement projects to enhance court finance and procurement administration:

- Transitioned and Automated myCalPERS Data Exchange for Court Retirement and Deferred Compensation
- Completed Implementation of Interpreter Codes and Reporting for Language and Session Count
- Performed Cleanup of Statewide Vendor List
- Developed and Extended Phoenix Interface Monitor to Assist in Data Exchange and Reconciliation of Court Payroll Benefit Management
- Business Process Master List Review: Revisit, Refine, Document core Business Processes
  - HR and Payroll Process Review included 85 Processes, 57 Work Instructions, 87 Design and Definition Documents created, 97 revised
  - FI and Procurement Process Review included 84 Processes, 71 Work Instructions, 181 Design and Definition Documents created, 5 revised
- Trust and Disbursement Bank Account Consolidation
- Performed Upgrade to most current SAP Enhancement Pak and Development Platform

In Fiscal Year 2009–2010, Phoenix COE processed 2,240 tickets opened for issues ranging from adding users or changing their authorization levels to major configuration changes, such as some of those listed in the improvement projects above.



## Phoenix Program Timeline

Financial Component Accomplishments	Date Completed
The AOC surveyed trial courts to determine interest in a statewide trial court financial system.	Early 2001
The AOC launched the implementation of the Phoenix Financial System (then known as the Court Accounting and Reporting System). The Superior Court of Stanislaus County became the first court to use the new system.	Dec 2002
A five-year statewide rollout schedule was released, detailing the trial courts in line for transition to the Phoenix Financial System from fiscal year 2003–2004 through FY 2008–2009.	Feb/Mar 2003
Six trial courts were added to the system: the Superior Courts of Lake, Madera, Placer, San Luis Obispo, Siskiyou, and Tulare Counties.	FY 2003-2004
The Phoenix Financial System was installed at 10 trial courts: the Superior Courts of Alameda, Calaveras, Contra Costa, Kings, Merced, Modoc, San Benito, San Bernardino, Tehama, and Yolo Counties—bringing to 17 the number of courts on the statewide system.	FY 2004-2005
The position of assistant director, Office of Trial Court Financial Services, in the AOC Finance Division, was established to oversee the Phoenix Financial System on the courts' behalf. This position was filled in November 2004.	Jul 2004
The system was implemented in an additional 14 courts: the Superior Courts of Colusa, El Dorado, Fresno, Humboldt, Kern, Marin, Napa, Plumas, San Joaquin, Santa Cruz, Solano, Sonoma, Trinity, and Ventura Counties—bringing to 31 the number of courts on the statewide system.	FY 2005-2006
The Phoenix Financial System product was migrated to the newest version of MySAP (4.7c) for the statewide financial system, adding new functionality and reporting capabilities for use by the trial courts.	Apr 2005
Quarterly Phoenix Financial System user group meetings were held to enable the courts to network with the AOC, to improve the level of services received from the accounting processing center, to serve as a forum to raise concerns regarding the functionality of the statewide system, and to help build professional relationships with the newly formed Trial Court Financial Services unit.	2005
A comprehensive governance structure for the Phoenix Financial System was established, encompassing a steering committee composed of AOC Finance, Human Resources, and Information Services divisions and the three regional administrative directors.	Apr 2005
The function of the Treasury Services unit was expanded to include trust accounting services, cash management, and banking services.	May 2005
A contractor was selected as a result of an RFP to study the court trust accounting processes, analyze court business requirements, and identify processing gaps between MySAP and the Phoenix Financial System environment to assess the latter's readiness to include the trust accounting business processes within the statewide system.	Jun 2005

<b>Financial Component Accomplishments</b>	<b>Date Completed</b>
A study was conducted of the trial court cashiering processes to determine the impact of pending and subsequently chaptered legislation affecting the collection of civil assessment and uniform civil filing fees (Assem. Bill 139, Stats. 2005, ch. 74; Assem. Bill 145, Stats. 2005, ch. 75).	Jul 2005
The Business Process Management section in the Division of Finance was established to provide planning and leadership for the Phoenix Financial System and to develop a strategic direction for the system and its future use by the courts.	Dec 2005
Based on a study of business requirements and a functional gap analysis beginning in June 2005, the 12-member trial court working group and the AOC resolved to develop a new civil and criminal bail trust processing computer application for statewide implementation within SAP's Public Sector Collections and Disbursement module. This new trust system application will be fully integrated with the Phoenix Financial System, which is also a SAP application. The development of this trust processing and accounting module is under way.	Jun 2006
The Phoenix Financial System was implemented in an additional 13 courts: the Superior Courts of Alpine, Amador, Glenn, Imperial, Inyo, Lassen, Mariposa, Mono, Riverside, Sacramento, San Francisco, Shasta, and Sierra Counties, bringing to 44 the number of courts on the statewide system.	FY 2006-2007
The project was renamed from Court Accounting and Reporting System to Phoenix Financial System, a component of the Phoenix Program that incorporates the Phoenix Financial System and the Phoenix Human Resources System.	Jul 2006
The SAP technical infrastructure was expanded to support higher system availability for users and the statewide implementation of the remaining courts. The new infrastructure also complies with higher security standards established by the AOC.	Dec 2006
The Phoenix Financial System was implemented in 5 additional courts: the Superior Courts of Butte, Monterey, San Diego, San Mateo, and Santa Barbara Counties, bringing to 49 the number of courts on the statewide system since its inception.	Jul 2007
The services provided to the courts by Phoenix Financial Services increased significantly as more courts were added to the system. The Accounts Payable Unit processed approximately 20,000 jury checks per month and printed and issued 20,000 operations checks per month on behalf of the trial courts to pay their bills. The General Ledger and Reports Unit balanced 147 trial court bank accounts per month, and the Trust Services Unit tracked \$500 million in trust monies for the trial courts annually. These numbers reflect the support provided to 49 trial courts on the Phoenix Financial System during that period.	FY 2007-2008
The AOC participated in an RFP process for a system upgrade (both financial and human resources), beginning in July 2008 with a 12-month preparation and testing period before implementation. The upgrade ensures the continuance of technical support of the system software and provides added system functionality such as enhanced statewide reporting and other features.	Jan 2008

<b>Financial Component Accomplishments</b>	<b>Date Completed</b>
The Phoenix Financial System was deployed to the Superior Courts of Del Norte and Mendocino Counties.	Jan 2008
The Phoenix Financial System was deployed to the Superior Courts of Nevada, Sutter, Tuolumne, and Yuba Counties.	Apr 2008
The AOC received additional resources for the Phoenix Program through the budget change proposal process to assist with the development and deployment of the project.	Jul 2008
As a result of the RFP process in January 2008, contract services were obtained to assist with a system functionality assessment in preparation for the second phase of the project specific to a system software upgrade and its redeployment. EPI-USE America, Inc. was selected to assist in the final deployment of the Phoenix Financial System to the Superior Court of Los Angeles County and the implementation of the Phoenix Human Resources System to the 52 remaining courts. That company will also perform the planned Phoenix Financial System SAP upgrade and redeployment to all 58 courts.	Jul 2008
The Phoenix Financial System was live in all 57 courts, with deployment to the Superior Courts of Orange, and Santa Clara Counties.	Jul 2008
Statistics indicated a significant increase in services provided to the 58 courts on the Phoenix Financial System. The Accounts Payable Unit processed approximately 231,000 jury checks per month and also printed and issued 175,000 operation checks per month on behalf of the trial courts to pay their bills. The General Ledger and Reports Unit balanced 228 trial court bank accounts per month, and the Trust Services Unit tracked more than \$1 billion in trust monies for the trial courts annually.	Oct 2008
Statewide regional forums were held in an effort to ensure that the vision, goals, and objectives of the Phoenix Program were conveyed to stakeholders, affording them the opportunity to provide essential input for various aspects of the project.	Oct 2008
The project's Blueprint Phase was completed in preparation for the SAP software upgrade from version 4.7 to 6.0 in collaboration with court staff.	Mar 2009
The testing and development for the planned statewide software upgrade was completed.	Apr 2009
The Phoenix Financial System software upgrade was successfully launched. The financial component of the Phoenix System was upgraded, migrating from SAP version 4.7 to 6.0. This statewide effort encompassed many months of planning and collaboration between Phoenix Program staff and court subject matter experts and users, as well as lengthy software testing and development and included new functionality.	Jul 2009
The Superior Court of Los Angeles County phased implementation on the Phoenix Financial System neared completion—a significant milestone that marked the final deployment of this component statewide. The size and complexity of this court presented challenges overcome through the successful partnering of AOC and superior court staff.	Jul 2009

Financial Component Accomplishments	Date Completed
The Procurement Program was initiated in the courts. The Procurement Program provides the courts with the option to elect a specific scenario to review and approve their internal purchase orders using the Phoenix Financial System, ensuring that there are checks and balances in place to meet the requirements of the <i>Trial Court Financial Policies and Procedures Manual</i> .	Aug 2009
Preparation began for the launch of SECUDE, a security software designed to protect the data transmitted between the Phoenix System and SAP environments using a single sign-on configuration. This software will be installed on all finance and human resources users' desktops in each court.	Feb 2010
The Bank Account Consolidation project was launched with the goal of seamlessly consolidating the structure of AOC-administered bank accounts, creating cost savings opportunities for the courts, and simplifying the overall cash management process. The collective cost savings is estimated at \$600,000 per year. The phased implementation is planned to take place over seven months.	Feb 2010
The Phoenix Program's Flexible Reporting project was launched to enhance the Phoenix System's reporting solution to offer faster, more user-friendly, and more flexible online analytical functionality. Court staff benefit by faster data retrieval and an enhanced user interface.	Mar 2010
The deployment of Solution Manager to the Phoenix production landscape was a continuous-improvement initiative designed to increase effective support for the courts, the AOC, and the underlying information technology infrastructure. The initiative centralizes the handling of court-reported systems issues and allows for quick resolution and tracking. It supports a repository of project and maintenance documentation organized by business process and it allows for systems monitoring for the application and its related infrastructure and hardware.	Apr 2010
Efforts to finalize an encryption solution for a single sign-on for the courts were completed. SECUDE was successfully deployed to all 58 courts.	July 2010
The Bank Account Consolidation project was successfully concluded in all 58 courts as a cost savings measure to reduce banking fees on AOC-administered bank accounts.	Aug 2010
Efforts for the update and revision of the current <i>Trial Court Financial Policies and Procedures Manual</i> began with a late-2011 anticipated release date for the 8th edition.	Dec 2010
New functionality for a Uniform Civil Filing Fee System (UCFS) and Phoenix System interface was developed resulting in the automation of the Daily Bank Balance and Capital Bank Balance reports for each trial court. This interface is used by Treasury Services to determine trial court bank balances to verify that a court has a cash balance sufficient to cover the distribution of fees, and also generates reports for the State Controller's Office and various entities that receive the distributed funds.	Feb 2011
The Phoenix System was reconfigured to enable it to capture court interpreter language and session type data and their associated costs, including mileage and per diem rates, and will enhance the courts' ability to manage resources and better plan	May 2011

Financial Component Accomplishments	Date Completed
for accommodating local language trends. The Court Interpreter Data Collection program is being offered to the courts as an optional system feature.	
The AOC is developing interfaces between the Phoenix System and the Court Case Management System (CCMS). The goal is to gain the ability to extract financial data from CCMS and load it directly into the Phoenix Accounting Module for accounting and reporting purposes.	June 2011
Pursuant to Senate Bill 78 and PCC 19209 (Mandatory Reporting of Judicial Branch Contracting Information), the Phoenix Financial System has been modified to capture information regarding all trial court vendors or contractors receiving payments. This technical solution will provide the AOC the ability to generate reports twice per year as mandated in legislation.	June 2011
In October 2010, the Judicial Council required fund balances (reserves) be classified into five distinct categories for financial reporting purposes in compliance with Governmental Accounting Standards Board (GASB) Statement 54 <i>Fund Balance Reporting and Governmental Fund Type Definitions</i> . The Phoenix System was configured to accommodate the Judicial Council's directive to provide the courts with the five GASB General Ledger categories for the classification of ending funding reserves.	July 2011
The AOC currently manually logs directly into the CalPERS ACES system to send data directly for payroll reporting. This system is scheduled to be decommissioned. The AOC is developing a CalPERS interface that will instead automate data transfer between the Phoenix and CalPERS systems.	Oct 2011

## Phoenix Program Timeline

Human Resources Component Accomplishments	Date Completed
A steering committee formed by the AOC voted to support the Court Human Resources and Information System (CHRIS) project and defined the project scope.	Nov 2004
The AOC completed the development and configuration of a CHRIS prototype.	Jun 2005
CHRIS was renamed the Phoenix Human Resources System, which joined the Phoenix Financial System as part of an integrated system designed to serve the financial, human resources, and payroll needs of the trial courts.	Jun 2006
First installed in the Superior Court of Sacramento County, the Phoenix Human Resources System enabled electronic management of personnel administration, organizational management, payroll, time management, benefits administration, training and event tracking, and compensation administration.	Jun 2006
Five additional courts, the Superior Courts of Lake, Riverside, Santa Cruz, Siskiyou, and Stanislaus Counties, went live on the Phoenix HR System.	Jan 2007
Further deployment of the Phoenix Human Resources System was temporarily halted pending an upgrade of the system to be conducted during fiscal year 2008–2009 and until additional resources are provided for this component of the project.	Jul 2008
Scheduled to begin after the planned upgrade to the SAP system in 2009, the deployment of the Phoenix Human Resources System to the remaining 52 courts will include additional modules such as recruitment, performance management, personnel cost planning, and e-learning.	Jan 2009
The project's Blueprint Phase was completed in preparation for the SAP software upgrade from version 4.7 to 6.0 in collaboration with court staff.	Mar 2009
The testing and development for the planned statewide software upgrade was completed.	Apr 2009
The Phoenix System software was successfully upgraded in the six courts using the Phoenix Human Resources System, migrating from SAP version 4.7 to 6.0.	May 2009
Preparation for the statewide deployment of the Phoenix Human Resources System continues. The Global Blueprint phase determines the manner in which the payroll system will be designed and implemented in each of the remaining 51 courts based on the system requirements gathered as part of the extensive planning process. The recent budget reductions have had a significant impact on this critical step, but rather than ceasing the effort completely the Phoenix Program has slowed momentum and extended project completion to future fiscal years, contingent on the availability of resources.	Jul 2009
The Phoenix Human Resources System was initiated in the Superior Court of San Bernardino County. The AOC was approached by the court regarding implementation of the payroll system after receiving notification from San Bernardino County that it would no longer provide the court with payroll services for approximately 1,200 employees. Implementation efforts began in August, and the Trial Court	Aug 2009

Human Resources Component Accomplishments	Date Completed
Administrative Services Division anticipates payroll activities to begin in June 2010.	
The Phoenix Maintenance and Operations Stabilization project was launched. The staff of the Phoenix Program collaborated with the six courts already on the system to carry out the redesign of specific technical elements of existing Payroll, Benefits, and Time Management functions to ensure the creation of a more stable Human Capital Management (HCM) system with the goal of enhanced flexibility and automation statewide.	Dec 2009
Refinement of the SAP database, comprising information about trial court bargaining contracts and other similar data, continues. Staff will develop additional reports that can be extracted from the database as management tools.	Jan 2010
The Phoenix Steering Committee reached consensus on a number of guidelines for best practices that have an impact on financial and payroll matters. The finalized best practices were shared with the trial courts over the next few months.	Jan 2010
The Phoenix HR System pilot for implementation of the HR system continued in the Superior Court of San Bernardino County. Program staff continued to configure the system according to the business rules necessary to support the day-to-day operations in the court. The system configuration is 50 percent complete.	Feb 2010
The Phoenix Program launched an initiative to further assist the courts in the area of benefits administration. An online benefits enrollment function will be added to the Phoenix Employee Self-Service (ESS) portal to assist court HR staff in administering qualified life and work events in compliance with federal regulations.	Mar 2010
The AOC completed redesign of specific technical elements of existing payroll, benefits, and time management functions, with the goal of enhanced flexibility and automation in the Phoenix HR System.	Mar 2010
Preparation and testing for the implementation of the Phoenix HR System in the Superior Court of San Bernardino County were successfully completed.	May 2010
Additional Phoenix Human Resources Payroll System deployments were suspended due to the State of California's budget crisis.	May 2010
The Phoenix Program's Education Support Unit completed the Personnel Administration for Administrators and HR Analysts training for the Superior Court of San Bernardino County in anticipation of their Phoenix HR System launch. Additional training sessions for 1,100 court staff were conducted through August 2010 on the functionality associated with the payroll attributes of the system.	Jun 2010
Parallel testing was successfully completed in the Superior Court of San Bernardino County. The Phoenix System and the court's legacy system were tested within the same time frame using the same data to ensure that no discrepancies existed in any of the payroll configurations.	Jun 2010
The Phoenix Program implemented a number of improvements within the SAP application for the Phoenix System, reconfiguring the HR component by incorporating the redesign of specific technical elements with the goal of enhancing flexibility and automation uniformly among the courts on the system.	Jul 2010

<b>Human Resources Component Accomplishments</b>	<b>Date Completed</b>
<p>Before the launch of the Phoenix HR System, Superior Court of San Bernardino County system users engaged in user acceptance testing to determine that they system meets all mutually agreed upon requirements. This testing was successfully completed.</p>	<p>Jul 2010</p>
<p>Phoenix Program staff collaboratively worked with court staff to successfully and seamlessly implement the Phoenix HR System in the Superior Court of San Bernardino County. A total of seven courts benefit from a fully integrated financial and human resources management system. Future system deployments are contingent on the availability of additional resources.</p>	<p>Aug 2010</p>
<p>The deployment of the Phoenix HR System to the San Bernardino Superior Court served as an exercise in configuration that will represent a template for future deployments to the balance of the courts. The AOC awaits resources for the continuance of the system deployments.</p>	<p>Oct 2011</p>