

## ESA - WHD - Back Wage Financial System (BWFS)

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

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

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

Date of Submission	9/11/2006
Agency	Department of Labor
Bureau	ESA - WHD
Name of this Capital Asset	ESA - WHD - Back Wage Financial System (BWFS)
OMB Investment Type	01 - Major Investment
What kind of investment will this be in this Budget Year?	Operations and Maintenance

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:

The BWFS is a financial management system used by the WHD to collect back wages from employers (under certain conditions), disburse those wages to employees, and, when the WHD is unable to locate employees after three years, transfer any remaining monies to the U.S. Treasury. Other major functions of the BWFS include accruing and assessing interest and penalties for delinquent debt; producing tax documentation for gross cases; and producing period reports for financial reporting.

Developed in order to integrate the Wage-Hour Investigative Support and Reporting Database (WHISARD) application and the BWFS and to reduce errors and data entry delays, the BWFS replaced the Back Wage Collection and Disbursement System (BCDS) in March 2005. The collection and distribution of back wages through the BWFS deters future violations and furthers the WHD mission of increased compliance, particularly in low-wage industries, of the statutes the WHD is mandated to enforce. These statutes include the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the Davis Bacon and Related Acts (DBRA), the Service Contract Act (SCA), and various protections under migrant and immigration-related statutes.

In the short time the WHD has been operating the BWFS, the agency has addressed numerous performance gaps in the collection of back wages. For example, use of the BWFS enabled a decrease in concluding complaints from 129 to 85 days in FY2005. Further, the agency improved the recordation of receipts: in FY2005, this activity was completed in 8 days--a significant improvement over the baseline 10-15 days.

The BWFS supports the DOL Strategic Plan 2006-2011, Strategic Goal 3 - Safe and Secure Workplaces, Performance Goal 3C - Ensure Workers Receive the Wages Due Them. The BWFS supports these goals based on the alignment of back wage business processes and functions with the Revenue Collection and Financial Management Lines of Business (LOBs) as described in the WHD Target Enterprise Architecture (TEA).

In support of the WHD EA Transition Sequencing Plan, the WHD implemented the Web-based Back Wage Employee Locator System (BWELS) in May 2006 to enable employees to determine if they are due back wages through the WHD Web site. This online tool helps to close the gap on an employee's immediate accessibility to this information.

Did the Agency's Executive/Investment Committee Yes

approve this request?	
If "yes," what was the date of this approval?	6/29/2006
Did the Project Manager review this Exhibit?	Yes
Has the agency developed and/or promoted cost effective, energy efficient and environmentally sustainable techniques or practices for this project.	No
Will this investment include electronic assets (including computers)?	Yes
Is this investment for new construction or major retrofit of a Federal building or facility? (answer applicable to non-IT assets only)	No
If "yes," is an ESPC or UESC being used to help fund this investment?	
If "yes," will this investment meet sustainable design principles?	
If "yes," is it designed to be 30% more energy efficient than relevant code?	
Does this investment directly support one of the PMA initiatives?	Yes
If "yes," check all of the PMA initiatives that apply:	Expanded E-Government
Is this investment for information technology?	Yes
Briefly describe how this asset directly supports the identified initiative(s)?	The BWELS described previously enables employees to determine whether they are due Back Wages via the DOL Web site. It also allows employees to provide an email address to speed communication and eliminate paper, which would be generated for physical mail. The BWFS interfaces with the Lockbox Bank to process electronic deposit records that formerly had to be mailed to each Region and entered by hand.

For information technology investments only:

If the answer to Question, "Is this investment for information technology?" was "Yes," complete this sub-section. If the answer is "No," do not answer this sub-section.

What project management qualifications does the Project Manager have? (per CIO Council's PM Guidance):	(1) Project manager has been validated as qualified for this investment
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If this project produces information dissemination products for the public, are these products published to the Internet in conformance with OMB Memorandum 05-04 and included in your agency inventory, schedules and priorities?	N/A
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Are the records produced by this investment appropriately scheduled with the National Archives and Records Administration's approval?	Yes
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## Section B: Summary of Spending (All Capital Assets)

Provide the total estimated life-cycle cost for this investment by completing the following table. All

amounts represent budget authority in millions, and are rounded to three decimal places. Federal personnel costs should be included only in the row designated "Government FTE Cost," and should be excluded from the amounts shown for "Planning," "Full Acquisition," and "Operation/Maintenance." The "TOTAL" estimated annual cost of the investment is the sum of costs for "Planning," "Full Acquisition," and "Operation/Maintenance." For Federal buildings and facilities, life-cycle costs should include long term energy, environmental, decommissioning, and/or restoration costs. The costs associated with the entire life-cycle of the investment should be included in this report.

**Table 1: SUMMARY OF SPENDING FOR PROJECT PHASES  
(REPORTED IN MILLIONS)**  
(Estimates for BY+1 and beyond are for planning purposes only and do not represent budget decisions)

	PY - 1 and Earlier	PY 2006	CY 2007	BY 2008
Total Budgetary Resources	5.08	1.1	0.968	0.936

**Note: For the cross-agency investments, this table should include all funding (both managing partner and partner agencies). Government FTE Costs should not be included as part of the TOTAL represented.**

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

*Sensitive Data*

\*\*\* SENSITIVE DATA: This information was omitted completely \*\*\*

**Section D: Performance Information (All Capital Assets)**

*Sensitive Data*

\*\*\* SENSITIVE DATA: This information was omitted completely \*\*\*

**Section E: Security and Privacy (IT Capital Assets Only)**

*Sensitive Data*

\*\*\* SENSITIVE DATA: This information was omitted completely \*\*\*

**Section F: Enterprise Architecture (EA) (IT Capital Assets Only)**

In order to successfully address this area of the business case and capital asset plan you must ensure the investment is included in the agency's EA and Capital Planning and Investment Control (CPIC) process, and is mapped to and supports the FEA. You must also ensure the business case demonstrates the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.

Is this investment included in your agency's target enterprise architecture? Yes

If "no," please explain why this investment is not included in your agency's target enterprise architecture?

Is this investment included in the agency's EA Transition Strategy? Yes

Will the application leverage existing components and/or applications across the Government (i.e., FirstGov, Pay.Gov, etc)?

No

If "yes," please describe.

Does this investment provide the public with access to a government automated information system?

Yes

If "yes," does customer access require specific software (e.g., a specific web browser version)?

No

If "yes," provide the specific product name(s) and version number(s) of the required software and the date when the public will be able to access this investment by any software (i.e. to ensure equitable and timely access of government information and services).

### **Part III: For "Operation and Maintenance" Investments Only (Steady State)**

*Part III should be completed only for investments identified as "Operation and Maintenance" (Steady State) in response to Part I, Section A above.*

#### **Section A: Risk Management (All Capital Assets)**

You should have performed a risk assessment during the early planning and initial concept phase of this investment's life-cycle, developed a risk-adjusted life-cycle cost estimate and a plan to eliminate, mitigate or manage risk, and be actively managing risk throughout the investment's life-cycle.

Does the investment have a Risk Management Plan? Yes

What is the date of the risk management plan? 6/30/2006

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

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\* \* \* SENSITIVE DATA: This information was omitted completely \* \* \*