

Global Foreign Affairs Compensation System (GFACS) will leverage a rules-based, table-driven architecture to promote compliance with the complex statutes found across the Foreign and Civil Service Acts and local laws and practices applicable to all the countries in which civilian agencies operate. At the close of 2017, 186 countries and over 56,000 LE staff have been converted to GFACS.

The last pay module to be implemented in GFACS is American payroll. It is currently scheduled for full implementation in 2018. The web-based global time and attendance product, based on the same technology as GFACS, will follow the American payroll implementation. This product has the capability of electronic routing, electronic signature, and self-service features. As a result, it will bring a more efficient and modern process to the Department's workforce.

BUSINESS INTELLIGENCE PROGRAM

The Department's Business Intelligence (BI) program consists of the GFMS Data Warehouse (DW), COAST Reporting, COAST Payroll Reporting, and the Global BI framework. The GFMS DW enables users to access financial information from standard, prepared reports or customized queries. It also provides, on a daily basis, critical financial information to the Department's enterprise data warehouse. During 2017, the GFMS DW was updated to implement new reimbursement reports supporting the rollout of new BSM capabilities, and implement updates that included new Financial Assistance, Procurement, Budget, Accounts Receivable, and Accounting requirements. For 2018, work will continue to implement new and changing reporting requirements.

In 2017, the Department implemented enhancements to COAST to support new document types being implemented in the overseas financial systems. In addition, updates to support COAST installations on the Windows 10 operating system and Microsoft Office 2016 were completed.

In 2017, the Department implemented the Global BI application, building on the infrastructure being used for the DW, and adding an in-memory appliance and a new data analytics tool. The Global BI application was used to produce extract files that met the requirements of the DATA Act. Import, systems assurance, data reconciliation, and export processes were developed and tested for this effort. The Global BI application was also updated to include a first wave of reports for overseas posts as well as analytics information spaces for posts to drill into their transactional data. Report and information space requirements were finalized through an agile-like process involving the development team in Washington, D.C., seven overseas posts, a regional bureau, and accounting support staff in Charleston, S.C. Training was conducted for initial posts in the European and African regions. User security requirements were also included within Global BI. In 2018, the Global BI application will be updated to include additional waves of financial and payroll spending reports for post use. Training and implementation activities will be conducted for all remaining overseas posts. Improvements to the DATA Act processes will also occur in 2018. New reports supporting financial assistance requirements will also be developed. Domestic bureau use of Global BI will also be initiated in 2018. This will include new reporting and data analytics capabilities for domestic bureaus as well as the migration of initial reporting from the GFMS DW.