

Program Leadership				Program Overview						
Executive Sponsor: David Gerstenfeld, Acting Agency Director Program Sponsor: Gerhard Taeubel , Acting PFMLI Director Program Manager: Phoebe Colman				The PFMLI Implementation Program will deliver the services set forth in ORS chapter 657B, signed into law in 2019. This entirely new statewide program requires the creation of policies and rules, business processes and infrastructure, outreach and education efforts, technology systems, and the program management and governance structures needed to support the implementation.						
Program Headlines										
<ul style="list-style-type: none"> On February 9, the agency director made a decision to adopt the PFMLI Division and PFMLI Advisory Committee's recommendation that the agency not contract with a third party to administer PFMLI benefits. The agency will self-administer PFMLI benefits. The agency (with participation from the PFMLI team) continued its exploration of whether the same technology system and project will be used to implement PFMLI contributions functionality and UI tax functionality as UI systems are modernized. The PFMLI team is working with internal and external partners to evaluate a potential change to the implementation timeline, in order to ensure delivery of an equitable, inclusive, and well-functioning insurance program for all Oregonians. We will engage with the Legislature to make any needed timeline adjustments. 										
Program Status by Delivery Workstream										
Status:	Education and Outreach		Policy, Legislation, and Rules		Operations		Program Management		Technology	
	Previous	Current	Previous	Current	Previous	Current	Previous	Current	Previous	Current
Key:	On Target ■		In Mitigation ■		High Risk ■		No Data ■			
Summary: Program status is <u>high risk</u> for all active workstreams, reflecting the aggressive implementation timeline for such a large and complex initiative. Additional risk factors include pending decisions on scope and implementation approach, recruitment delays, 2019-21 budget cuts, and the ongoing impacts of the Covid-19 pandemic on Employment Department organizational capacity.										
Highlights	<ul style="list-style-type: none"> Conducted executive sponsorship change management assessment Planned for roll out of staff change management assessment to go out in March Developed internal and external email communications plans 		<ul style="list-style-type: none"> Evaluated input received on 1st and 2nd round proposed draft rules Delayed further rulemaking rounds to evaluate feedback received on process 5 stakeholder workgroups meeting 1-2 times per mo. Advisory Committee meeting Monitored 2021 PFMLI-related legislation 		<ul style="list-style-type: none"> Ongoing refinement of business requirements Continued process mapping Planning for accounting Developing process for setting contribution rate Delayed planning for future staffing and org structure due to leadership team resource constraints Continued staff recruitments 		<ul style="list-style-type: none"> Decision made that the agency will self-administer PFMLI benefits Continued analysis for PFMLI contributions technology approach Continued Communications vendor proposal evaluation Began developing analysis to support proposal for timeline adjustment 		<i>Technology work in scope for the PFMLI Implementation Program will be defined based on decisions described under Program Management. The agency is in communication with EIS and other oversight partners to support this decision making process.</i>	

	Education and Outreach	Policy, Legislation, and Rules	Operations	Program Management	Technology
Next Steps	<ul style="list-style-type: none"> Continue long-term planning for OCM activities Continue to develop communications infrastructure and hone processes 	<ul style="list-style-type: none"> Re-evaluate administrative rulemaking process and schedule Discuss proposed legislative concepts with Advisory Committee Continue policy development with workgroups Continue monitoring PFMLI-related legislation during 2021 legislative session 	<ul style="list-style-type: none"> Address leadership resource constraints to resume planning for future staffing and org structure Continue process mapping and requirements gathering Continue planning accounting and related processes Continue planning for setting contributions rate Continue staff team recruitments and hiring 	<ul style="list-style-type: none"> Complete analysis and decisions for contributions technology approach Begin analysis for benefits technology approach Choose a communications vendor and start contract negotiation Complete analysis to support proposed implementation timeline adjustment and engage with Legislature and other key stakeholders 	<p><i>The implementation approach decisions described under Program Management include obtaining information from UI Modernization vendor (and others) about potential PFMLI development costs, timelines, and related details. These conversations began in January and are ongoing.</i></p>

Risk and Issue Highlights

Risk and Issue Summary: February 2021

Refinements to the Risk and Issue Management process continue. Some common themes for top risks and issues include staff resource constraints and hiring delays; lengthy decision-making processes on key decisions; and the impact of competing priorities on executive sponsorship’s capacity to engage with program planning.

Issues: There are **11 total issues** being monitored at this time: **9 high priority** and **2 medium priority**. Three issues were *closed* in February.

Risks: There are **27 total risks** being monitored at this time: **13 high priority**, **9 medium priority**, and **5 low priority**. No risks were *closed* in February.

A detailed risk and issue report is prepared separately and a link distributed to the Risk and Issue Management Team (RIMT).

Schedule Report

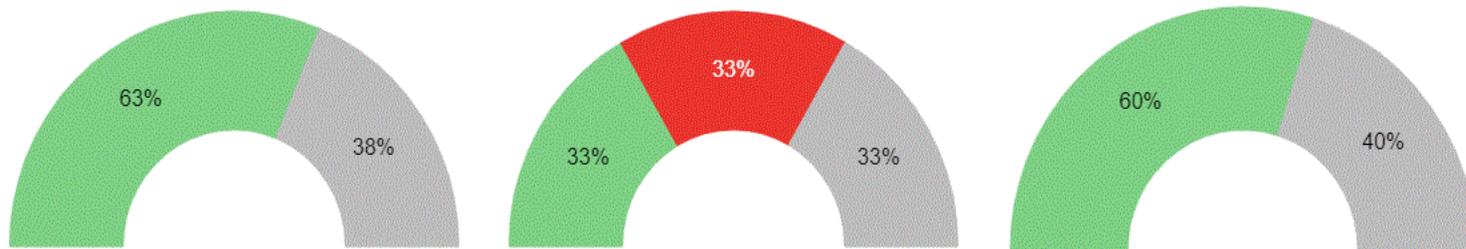
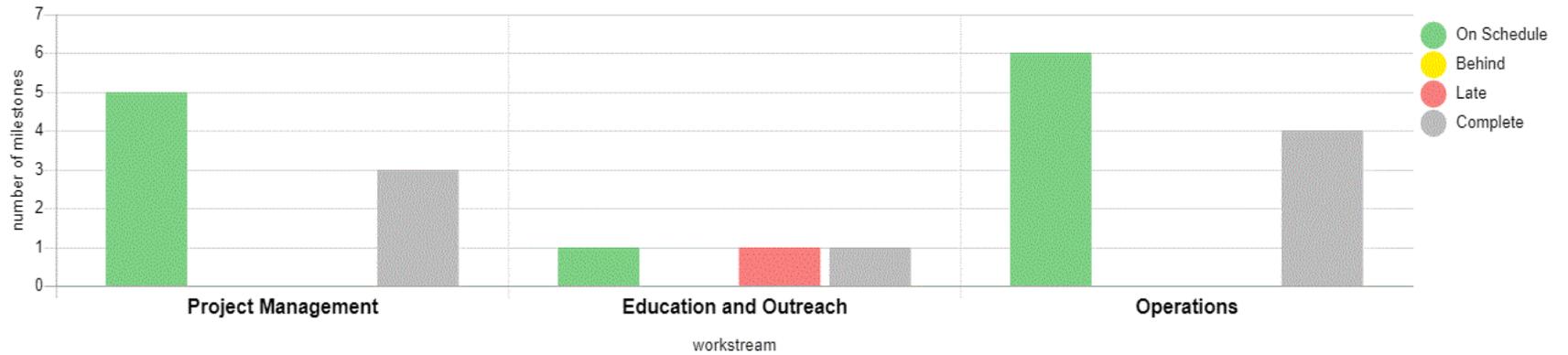
Schedule development continues with high level tasks and key milestones added to the Operations workstream. In addition, an initial WBS for the Staffing and Organization Development project was developed within the Operations workstream.

The schedule graphic below depicts milestones achievement for all current reporting workstreams: Program Management, Rules and Policy, Education and Outreach, and Operations. The rulemaking process and schedule is being re-evaluated; therefore, the Rules and Policy workstream has been omitted in this report. Once a revised process has been identified and scheduled, Rules and Policy progress will again be included in future status reports.

The “Milestones by Date” link in the graphic below links to a report containing real-time data, so information in the linked report may differ slightly from the graphic shown in this status report.

Milestone Progress by Workstream

Milestone Progress Summary Report



Percent of total number of milestones for each work stream

*Milestones occurring during the current three month window (prior month, current month, next month)

[Link to Milestones by Date](#)

03/02/21

[Link to Milestones by Date](#)

