Arapahoe County Leads the Way

One-Step NewGL Conversion to SAP S/4HANA with Selective Data Transition

cbs

Chris Buffum
Senior SAP Systems Admin
Arapahoe County

Victor Puente
Manager
cbs Corporate Business Solutions

Agenda

1. About Arapahoe County

2. Why Selective Data Transition

3. ACG S/4HANA Project Scope and Execution

4. Benefits & Lessons Learned

5. Q&A

International Consulting around the World

Denver

Detroit

Philadelphia

USA

Germany

Switzerland

Austria

Spain

Croatia

Finland

China

Japan

Malaysia

Singapore

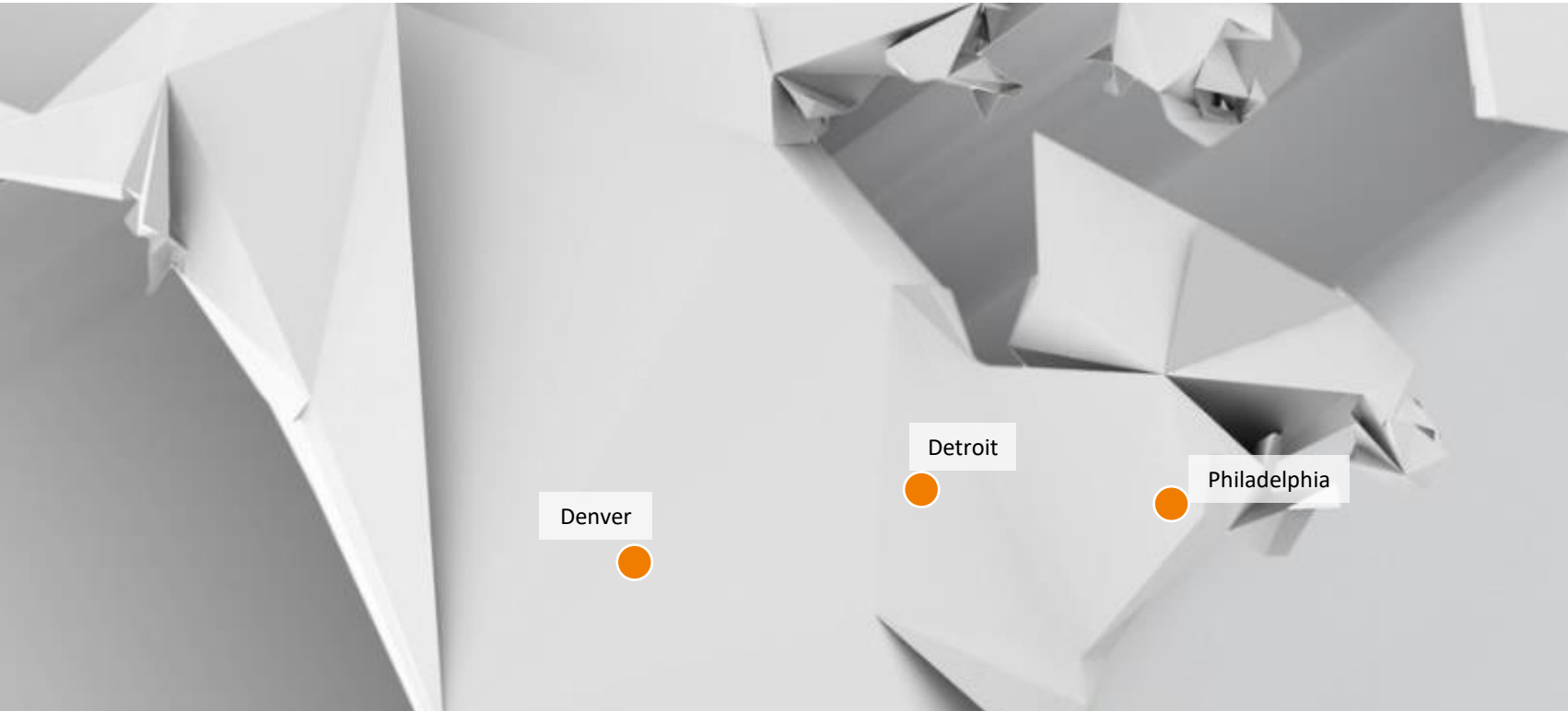| 300+	3,000	70%	1,000+	2,500	25+
International Customers	International Projects	International Business	Global Staff	Allied Consultants in Global Network	International Offices

Facts and figures cbs America – since 2018

Denver

Detroit

Philadelphia

General Mills

Roche

NORTHROP GRUMMAN

SPS COMPANIES, INC.

xylem

TRINSEO

BorgWarner

PQ Corporation

pepsi bottling ventures

Wilton

JBS

RFS

ARI

KAISER PREMIER

ARAPAHOE COUNTY COLORADO'S FIRST

THE GREENBRIER COMPANIES

PACTIV

pixelle SPECIALTY SOLUTIONS

40+	75+	90%	70+	250	3
US customers since 2018	US based projects	projects with US customers	US-based staff	Allied Consultants in local Network	local Offices

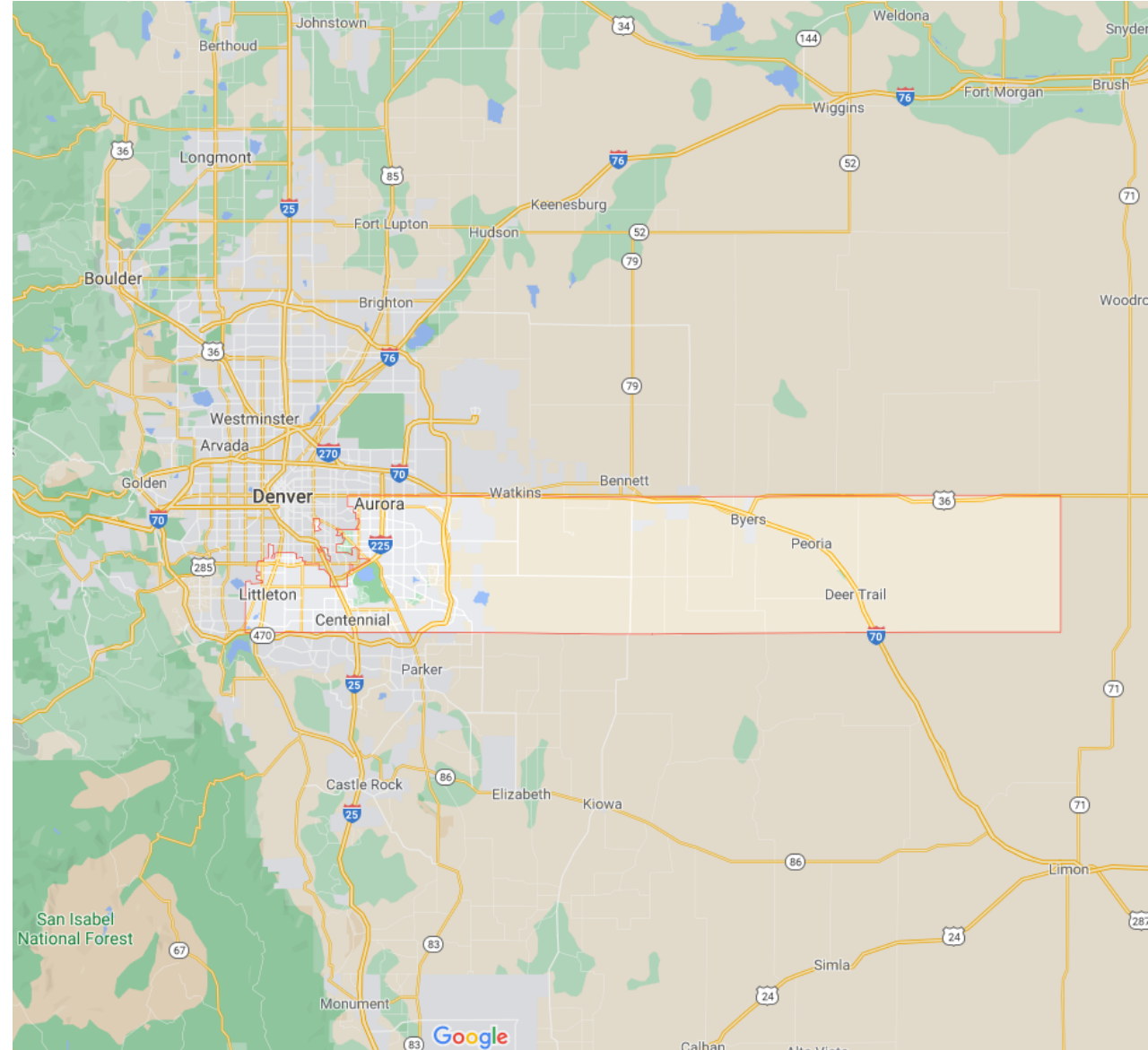# About Arapahoe County
History, SAP Usage, S/4HANA Roadmap

About Arapahoe County

› Incorporated in 1902 – Colorado's First

› 850 sq. miles (~2200 sq. km.)

› Third largest county in the state

› Population: 668,000

› $426 million 2021 Operating Budget

› 2,300 employees

SAP at Arapahoe

SAP Team

› Basis Admins
› Business Operations Manager
› SAP Functional Analysts
› SAP Trainer
› HRIS Administrator

SAP History

› May 1, 2002 – Initial Go-Live
  › SAP R/3 4.6c, IS-PS 462
  › EBP 2.0
› November 2004
  › Upgrade to EBP 4.0
› August 2007
  › Upgrade EBP to SRM 5.0

› October 2007
  › Upgrade R/3 to ECC 6.0
› April 2012
  › Upgrade to SRM 7.0
› November 2012
  › Upgrade to ECC 6.0 EhP 6
› December 2013
  › Implement HR/Payroll in ECC 6.0
› January 2017
  › Implement SRM One Client in ECC
› May 2017
  › Unicode Conversion
  › Upgrade to SAP HANA 2.0 DB
  › Upgrade to ECC 6.0 EhP 8
  › Implement Fiori for ESS/MSS
› March 2021
  › SAP S/4HANA Go-Live

SAP Modules/Products in Use

› Finance
  › FI/CO/AP/AR/AA/FM/PS/SL
› Purchasing
  › MM/IM/SSP
› HCM/Payroll
  › OM/PA/PY/TM/ESS/MSS
› Success Factors – LMS
› Benefit Focus
› Solution Manager 7.2
› SAP Single Sign-On 3.0
› Content Server 6.50
› SAPGui/NWBC/FIO

Roadmap to SAP S/4HANA (2016-2025)

› **2024**
  › EC Payroll, Time and Attendance

› **2022**
  › Employee Central

› **2021**
  › Applicant Tracking/Onboarding

› **2020**
  › SAP S/4HANA
  › SFSF Talent/Performance/Comp
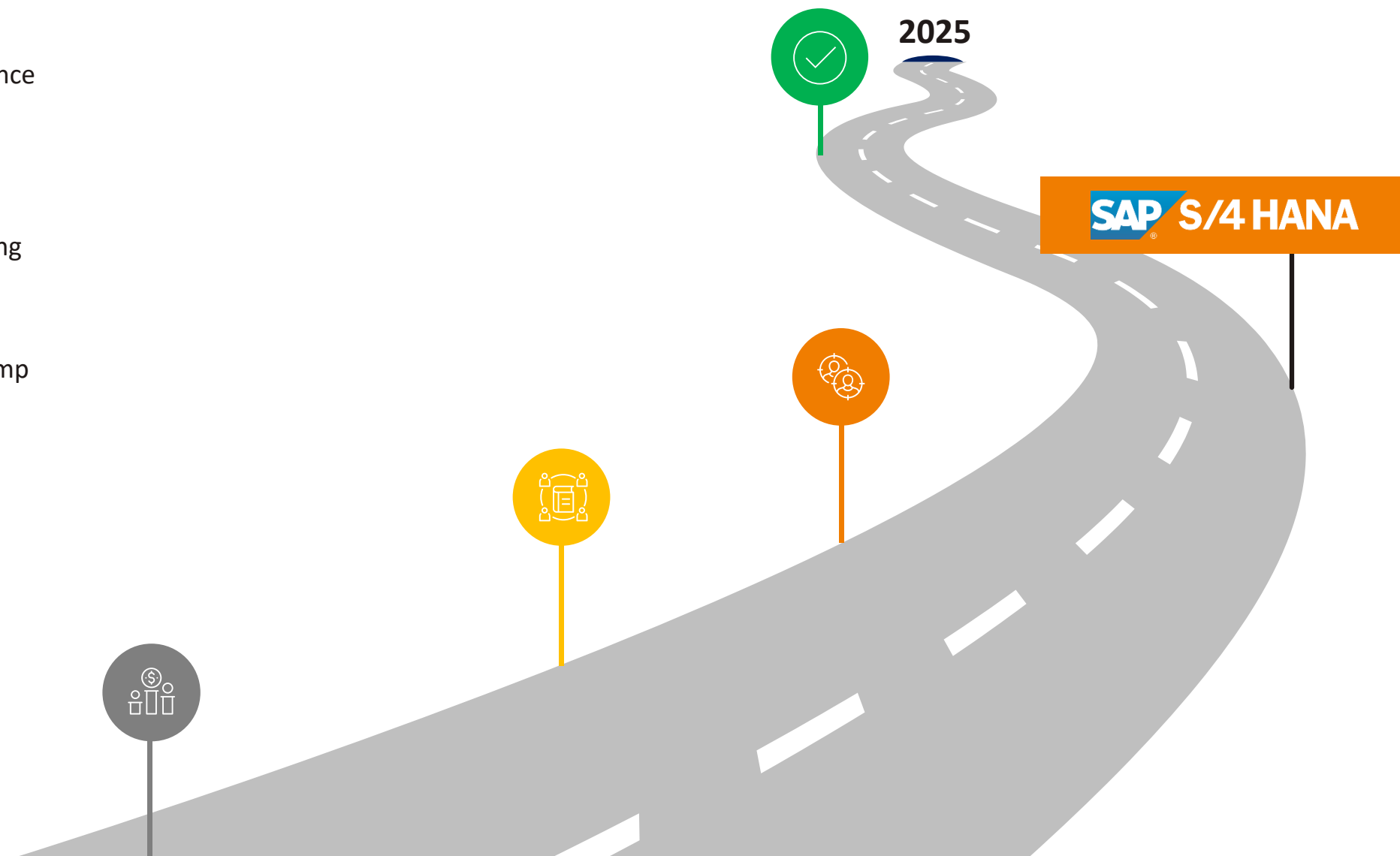 › Concur Exploration
  › Enable Now

› **2019**
  › Benefit Focus

› **2017**
  › HANA/Unicode/EhP8
  › Fiori

› **2016**
  › OS Upgrade to Win '16
  › NewGL Implementation
  › SFSF LMS

2025

SAP S/4 HANA

Why SAP Selective Data Transition

Drivers behind the decision

Drivers behind SAP S/4HANA

Keeping systems current and updated to meet business needs

ECC Maintenance window approaching in 2027

Additional value with new business functions & Fiori apps

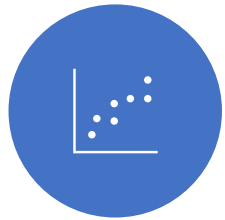SAP S/4HANA finally ready to support public sector

Incredibly strong internal SAP personnel for testing

Budget available for execution of project

Drivers behind choosing Selective Data Transition

Analytical capabilities require historical data ≠ Greenfield

Convert full financial history into Universal Ledger structures

Conversion not possible due to Special Ledger config in ECC

ECC Maintenance window approaching in 2027

Convert 9-digit cost centers to 10 digits

One-Step approach with minimal downtime

S/4HANA Transition Types in Comparison

New Implementation	Selective Transition	System Conversion
Process Re-Design (Business Disruption)	Selective Process Optimization	No Fundamental Process Changes during Conversion
Complete new System Setup (Possible)	Re-Use Relevant Custom Solutions	Clean-Up of Obsolete Solutions Upfront Possible
Deep Business/IT Alignment Long Project Duration	Program Duration Based on Scope	Short Program Duration Feasible
Migration of Selected Relevant Data	Migration of Selected Relevant Data	All Data History / Archiving possible
Go-Live Step-By-Step or in Waves	Big Bang Possible	Big Bang Mandatory
N:1 System Merge Possible	N:1 System Merge Possible	No System Merge Possible
Revolution	**Selective / Balanced**	**Evolution**

Arapahoe County S/4HANA Project Highlights

Scope, Execution & Learnings

Arapahoe County Selective Data Transition to SAP S/4HANA

Initial situation

- **Historically grown SAP ECC primarily Finance & HR.**
- **ECC on HANA since May 2014**
- **Special Ledger functionality for Document Splitting not possible in S/4HANA outside of NewGL**

Project approach

- **Steps**
  › Empty shell copy → System Upgrade → Data migration from ECC to S/4HANA
  › Big Bang go-live for SAP S/4HANA
- **Approach**
  › Selective Data Transition including: expanding cost and fund center numbers from 9 to 10 digits, renumbering GL Accounts, Commitment Items and Business Partner, as well as MRP and Material Ledger updates required in S/4HANA.
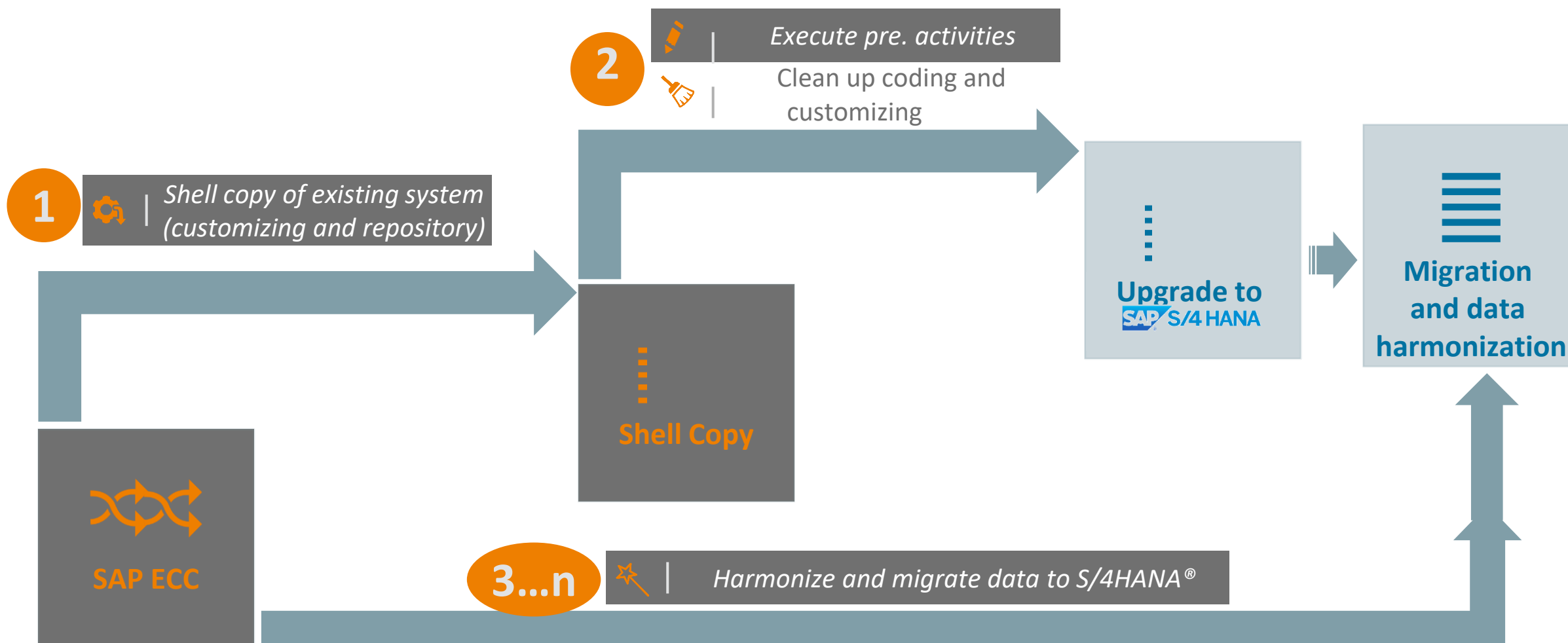
Customer benefit

- **Total project duration of 8 months**
- **No business disruption with transition to SAP S/4HANA**
- **One-step NewGL migration + conversion via Selective Data Transition**
  › Using empty shell-copy SDT approach with software-driven transformation resulted in 20 hours downtime (weekend)
  › NewGL activated, document splitting, Cost Centers renamed from 9 to 10 digits
  › Business Partner and other S/4HANA must-do's

Project challenges

- **First time SDT S/4HANA project in US Public Sector**
- **Very tight budget and timeline**

Approach Description

1   *Shell copy of existing system (customizing and repository)*

2   *Execute pre. activities* | Clean up coding and customizing

3...n   *Harmonize and migrate data to S/4HANA®*

SAP ECC

Shell Copy

Upgrade to SAP S/4 HANA

Migration and data harmonization

Benefits

Selective Data Transition solves Special Ledger conversion issue

Renumbering of GL Accounts, Cost/Fund Centers possible

One-Step conversion to NewGL and S/4HANA possible

Project approach can be easily replicated for SAP SLED

Retroactive mapping of full history into Universal Ledger

Thank you

cbs

cbs Corporate Business Solutions
The Materna Group Management Consultancy

15 N Devon Blvd - Devon, PA 19333 USA
P +1 (484) 583-7144
contact@cbs-consulting.com
www.cbs-consulting.com/us