COLORADO

Department of Personnel & Administration

Joint Technology Committee
Payroll Modernization
October 18, 2022

Payroll Modernization Goals

- Eliminate the tech debt of the State's 35-year-old Payroll System

- Reduce manual processes & increase efficiency

- Improve data integrity & security

- Facilitate standardization with HR best practices & laws statewide

Solicitation Workshops

- DPA is holding workshops with agencies to do user journey mapping

- The resulting scenarios will be used in the payroll solicitation

- Participants represent a broad stakeholder group including small, large, non-executive branch, and non-OIT consolidated agencies

- Workshops are focused on:
  - Payroll
  - Personnel and position management
  - Workforce management (time and leave)
  - Future payroll service delivery

Data as a Product Agile Vendor

- OIT solicited proposals from vendor pool for Payroll Data as a Product
- An evaluation committee comprised of agency, OIT and DPA representatives is currently reviewing proposals

- The vendor will provide agile development services to
  - Standardize payroll data across agencies
  - Improve data quality
  - Create a proof of concept data environment for business analytics
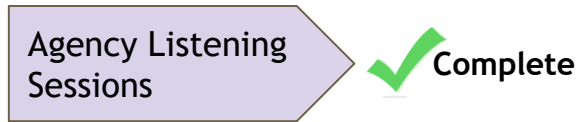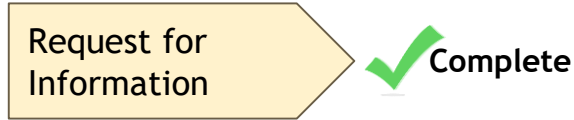 - Define future data integration needs
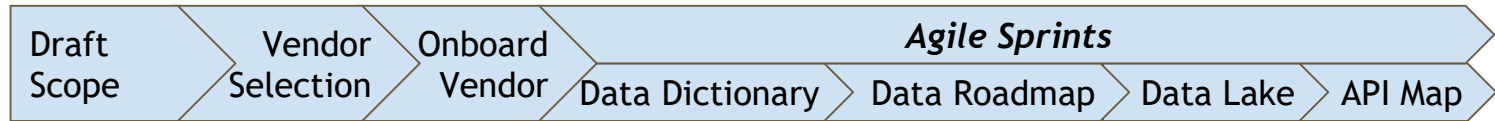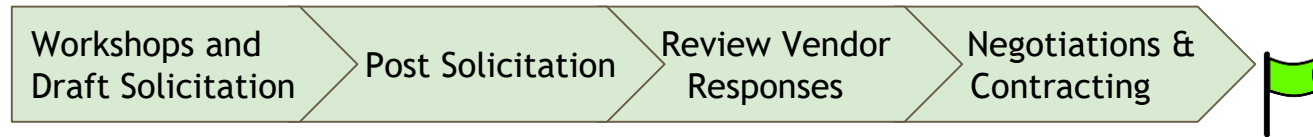
Payroll Modernization Timeline

2022   **2023**

June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March	April	May	June	July

Request for Information ✓ Complete

Agency Listening Sessions ✓ Complete

Payroll Data as a Product
Draft Scope → Vendor Selection → Onboard Vendor → *Agile Sprints* — Data Dictionary → Data Roadmap → Data Lake → API Map

Payroll System Procurement
Workshops and Draft Solicitation → Post Solicitation → Review Vendor Responses → Negotiations & Contracting

Project Start 7/2023

Thank You & Questions