

CO L O R A D O

**Department of Personnel
& Administration**

**Joint Technology Committee
Payroll Modernization
June 15, 2022**

Payroll Modernization Project

- Replacement of the State's 35-year-old Payroll System
- Eliminate manual processes & increase efficiency
- Improve data integrity & security
- Facilitate standardization with HR best practice & law statewide



Payroll Modernization Background

- Created a statewide governance structure (agencies, OIT, CDS)
- Engaged Gartner, International IT Research Firm
- Conducted market research
- Engaged 12 states implementing payroll and HR systems
- Requested \$46M (\$17M, Phase 1) - Based on Gartner & Supported by JTC
- Funded \$6M General Fund



Key Timelines

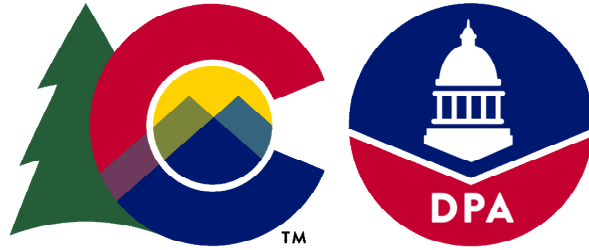
- Create payroll modernization team (May 2022 to Jul 2022)
 - Payroll Modernization Product Owner Hired - May 31st
- Payroll Software Solicitation (Aug 2022 to Sept 2022)
- Payroll Modernization Software Evaluation and System Integrator Selection (Sept 2022 to Mar 2023)
- Begin Orchestration/Implementation pending additional funding (Mar 2023)



Next Steps

- Create Payroll Modernization team
- Conduct CPPS, data, and integration discovery
- Build high level business requirement and standards
- Create scaled agile framework delivery - multi teams
- Draft and publish payroll software solicitation





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**Joint Technology Committee
CORE Upgrade
June 15, 2022**

CORE Upgrade Project

- Upgrade State's accounting, procurement and budgeting system (CORE)
 - Used by all 3 branches of government
- Enhanced user experience with configurable role based usability
- Enhanced business process workflows
- Enhanced vendor portal for vendor registration & response to solicitations
- New modules for GASB 87 & Travel reimbursement
- Best practice integration capability (e.g. REST API)



CORE Project Background

- Stakeholder engagement & Market Research
- Gartner market research
- Direct contact with 10 states upgrading/replacing financial systems
- Upgrade Takeaways
 - About one-third cost of new system
 - Will alleviate pain points
 - Can be achieved in early stages of Payroll Modernization Project
- \$11 million Project funded during 2022 Session using COPS

CORE Upgrade Project Timelines

Summer 2022

- Contracting
- Sprint 0 Planning

Spring 2024

- Upgrade stabilization

Fall 2022 to Fall 2023

- Sprint build of CORE Upgrade MVP
- Agile Scrum team (DPA, OIT, Agency, Vendor)
- Agency involvement, backlog refinement
- Go Live Fall 2023

Post Spring 2024

- 2-3 vendor releases, yearly placing the system on a standard upgrade path
- Continue Agile delivery



Questions & Thank You!