

CO L O R A D O

**Department of Personnel
& Administration**

**Joint Technology Committee
Payroll Modernization Budget Request & Update
December 12, 2023**

Agenda

- Project Background and Overview
- Project Progress
- FY 2024-25 Budget Request



Payroll Modernization Goals

- Eliminate the tech debt of the State's nearly 40-year-old Payroll System
- Reduce manual processes & increase efficiency
- Improve data integrity & security
- Facilitate standardization with payroll best practices & laws

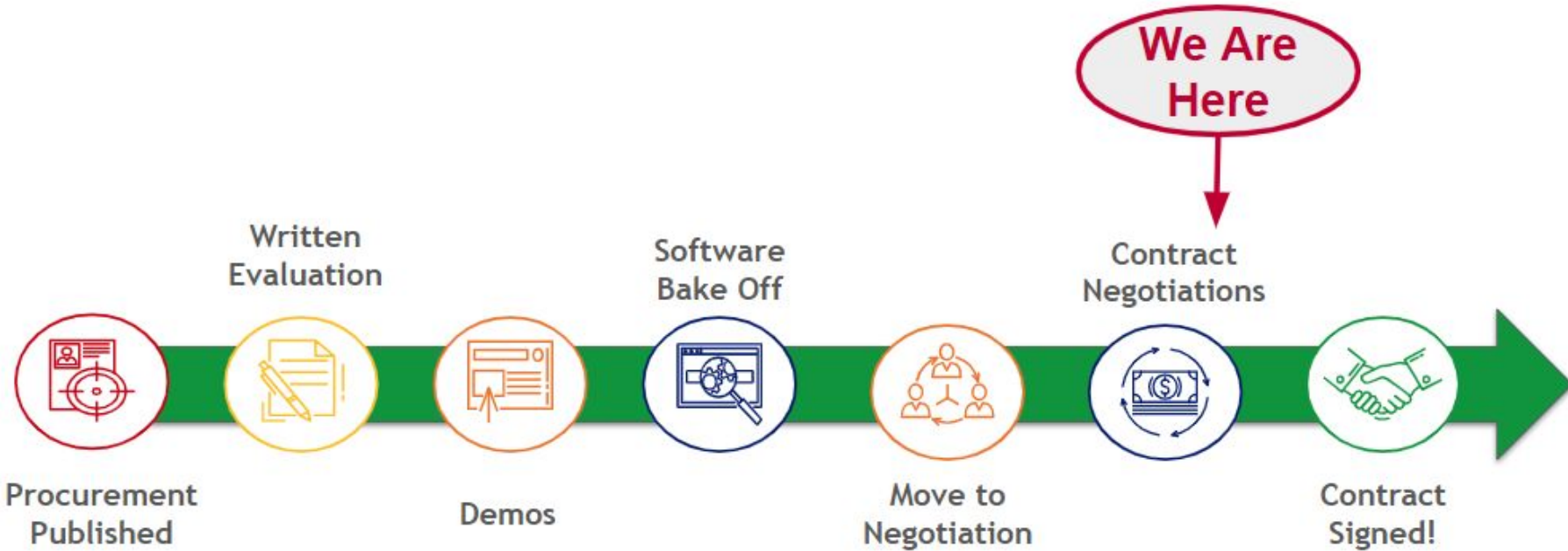


Background

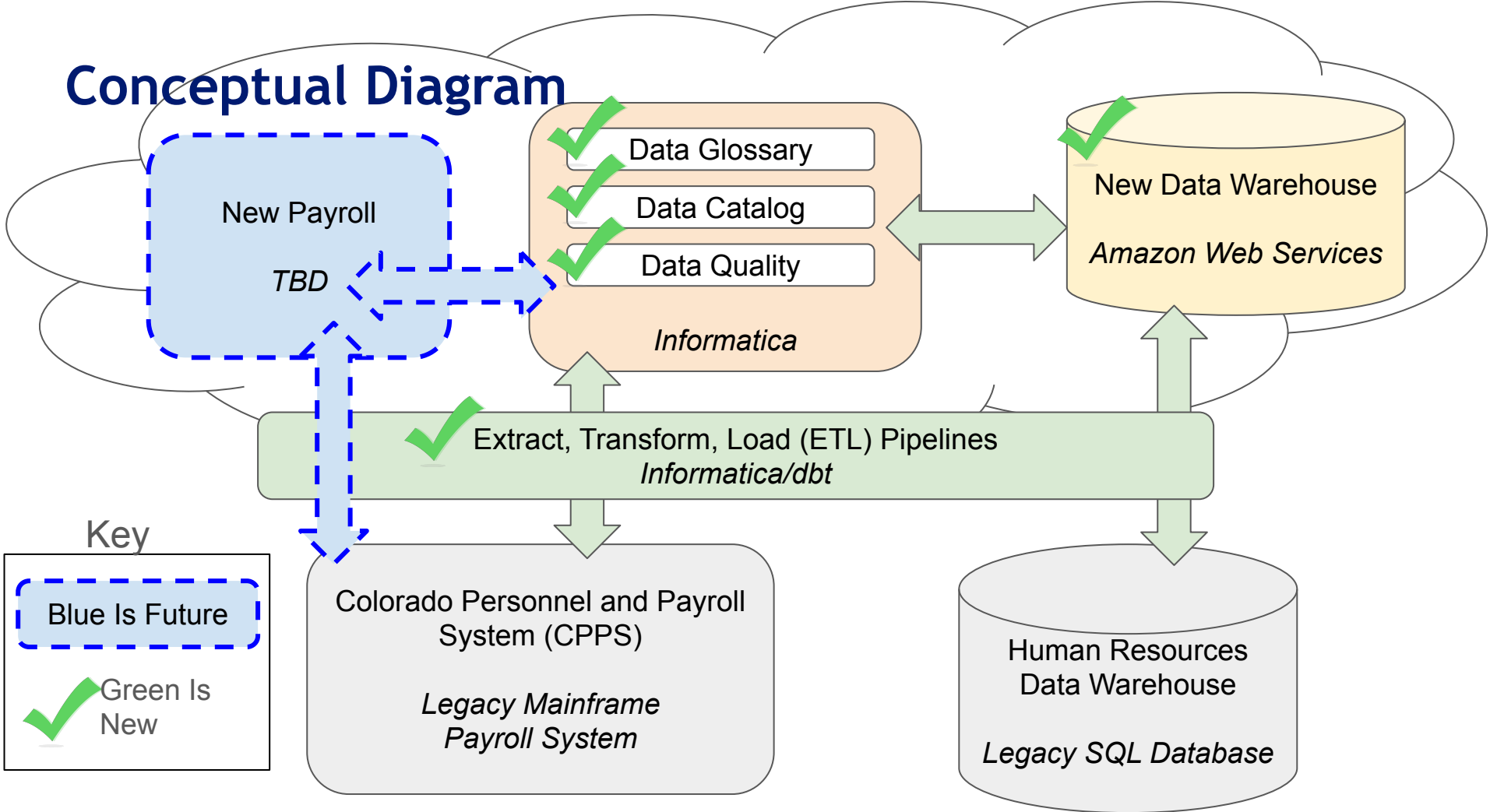
- **Colorado Personnel & Payroll System (CPPS)** was implemented in 1986 and runs on mainframe hardware with COBOL programming.
- CPPS team processes payroll for over 33,000 employees across 30 State government agencies in the executive, legislative, and judicial branches
- Difficult to find expertise to maintain and adapt the payroll system.
- Heavily manual process and data inconsistencies and errors
- CPPS failure would directly impact employee pay.
- Payroll Modernization is one of the IT top priorities for DPA and OIT



Payroll Modernization Procurement



Conceptual Diagram



Workstreams Payroll Modernization

2023

2024

March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March	April
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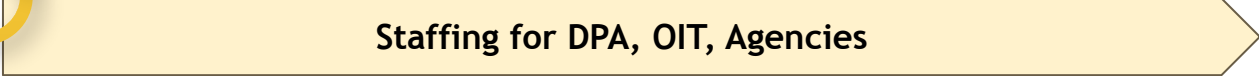
1 Procurement - Buy and implement a COTS Payroll System



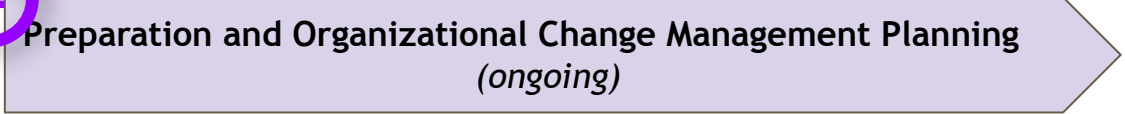
2 Data Management



3 Staffing



4 Organizational Change



5 Budget



Payroll Mod Budget to Date

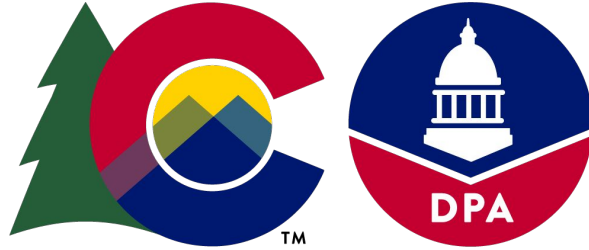
Payroll Modernization	Encumbered FY24	Spent FY24	Spent FY23	Total Spent
Agile Vendor (data conversion preparation)	\$1,954,059	\$774,612	\$246,528	\$1,021,140
Data Environment (data catalog, data warehouse)	\$131,250	\$0	\$11,907	\$11,907
ERP Procurement and Contracting Consultant	\$179,000	\$70,000	\$379,000	\$449,000
OIT Services	\$2,795,070	\$31,167	\$0	\$31,167
DPA Staffing	\$0	\$156,776	\$0	\$156,776
Miscellaneous (computers, badges, background checks, etc.)	\$0	\$2,837	\$1,749	\$4,586
Total	\$5,059,379	\$1,035,392	\$639,184	\$1,674,576

Budget

FY24-25 Continuation

Categorization	2022-23	2023-24	2024-25	2025-26	Total
Business Management Activities	240,000				240,000
Organizational Change Activities	1,597,059	1,497,059	1,122,794		4,216,912
Orchestration Activities Total	4,162,941	3,721,166	586,555		8,470,662
Implementation		3,424,530	11,807,767	8,394,364	23,626,661
Implementation Subtotal	6,000,000	8,642,755	13,517,116	8,394,364	36,554,235
Term Limited Operating Expenses		356,473	186,589	100,969	644,031
New Software Subscription Fees		5,250,000	3,500,000	3,500,000	12,250,000
Contingency				3,466,600	3,466,600
Total	6,000,000	14,249,228	17,203,705	15,461,933	52,914,866





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Questions Please!