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**CO L O R A D O**

**Department of Personnel  
& Administration**

**Joint Technology Committee  
Payroll Modernization & CORE Update  
August 28, 2023**

# CORE Update

## Summer 2022

- ❑ Contracting
- ❑ Sprint 0 Planning

## Spring 2024

- ❑ Upgrade stabilization

## Fall 2022 to Winter 2023

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

## Post Spring 2024

- ❑ 2-3 vendor releases, yearly
- ❑ Continue Agile delivery



# 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



# Background

- DPA provides payroll services for over 33,000 employees across thirty State government agencies in the executive, legislative, and judicial branches using the **Colorado Personnel & Payroll System (CPPS)**.
- CPPS was implemented in 1986 and runs on mainframe hardware with COBOL programming.
- It is increasingly difficult for the State to find hardware and expertise to maintain and adapt the system.
- Failure of CPPS would cripple the entire system and directly affect employee pay.



# Steps Project Implementation

## *Coordinated Work Streams*

### Steps Project

Monica Cortez-Sangster, DPA Product Owner

Matt Dunn, DPA Project Manager

Bertha Trujillo, OIT Project Manager

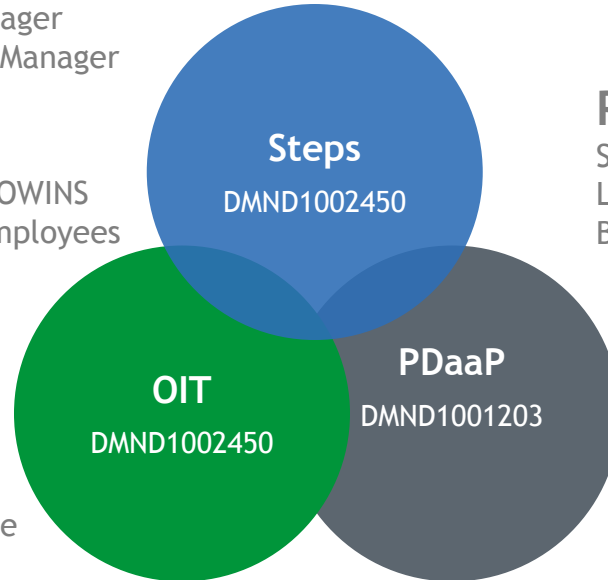
- Business rules
- Agency guidance
- Coordinations with COWINS
- Communication to Employees
- Dispute Process

### OIT CPPS Development

Don Reilly, OIT Technical Lead

Bertha Trujillo, OIT Project Manager

- Configure Employee History Module in CPPS
- Import employee history data from HRDW
- Calculate Steps



### Payroll Data as a Product

Sarah Clark, DPA Product Owner

Luis Nicolaou, Ad Hoc Product Manager

Bertha Trujillo, OIT Project Manager

- AWS data warehouse with Steps data set as first use case
- Calculate Steps
- Payroll modernization data prep:
  - Extracting legacy data
  - Informatica for data quality
  - Data governance
  - API strategy
  - Prep for data conversion to new payroll

# Workstreams Payroll Modernization

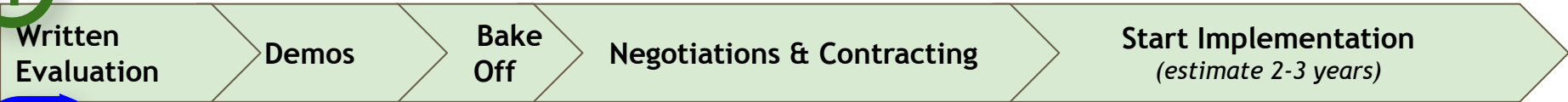
2023

2024

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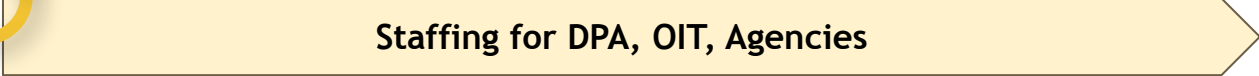
**1** Procurement - Buy and implement a COTS Payroll System



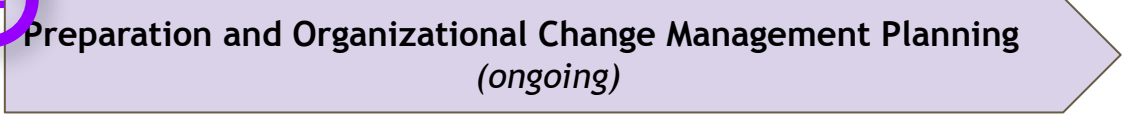
**2** Data Management



**3** Staffing



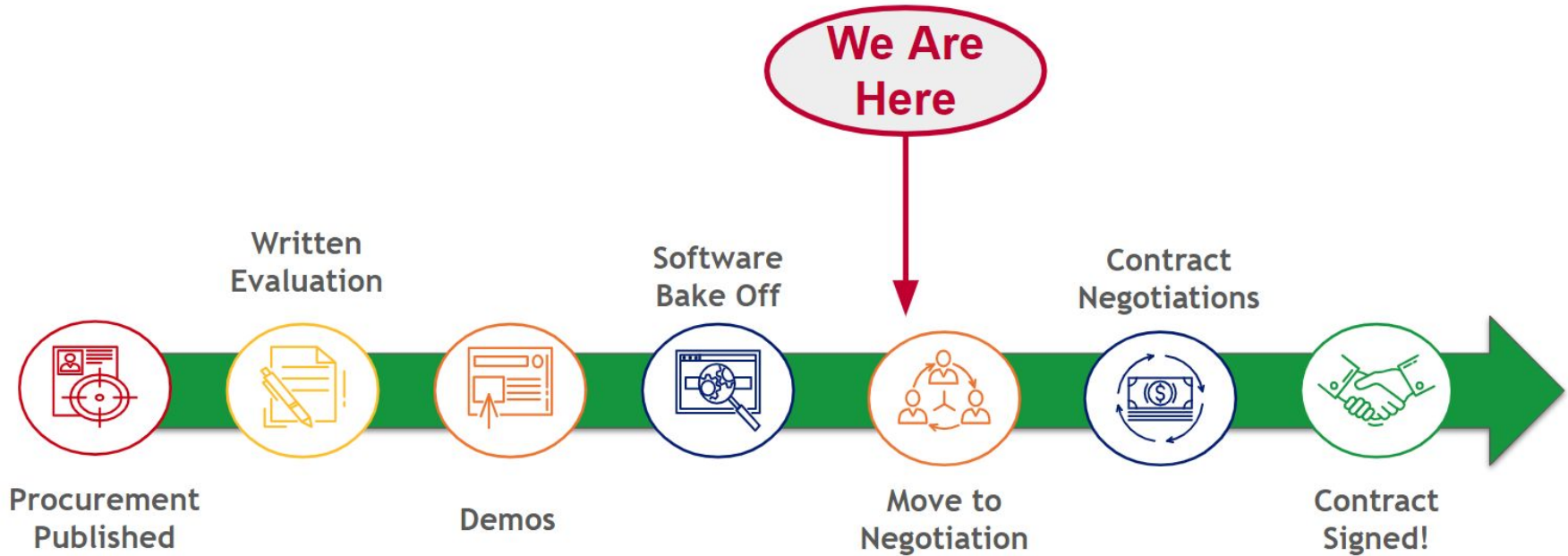
**4** Organizational Change



**5** Budget



# Payroll Modernization Procurement

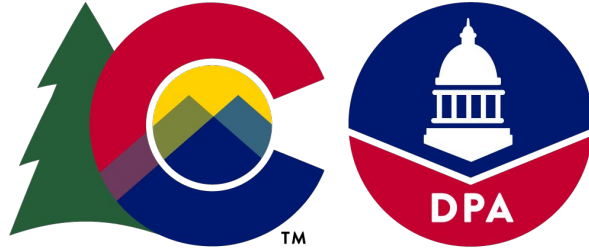


# Payroll Mod Budget for FY 2023-24

## Early DRAFT

Payroll Modernization FY23-24 Planned Budget	Estimated
Staffing (DPA, OIT term limited staffing)	\$3,246,968
Vendor Implementation	\$8,500,000
Licensing	\$2,500,000
<b>Subtotal</b>	<b>\$14,246,968</b>
<b>Total Appropriated</b>	<b>\$14,249,228</b>
Remaining	\$2,260





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**Questions**