

CO L O R A D O

**Department of Personnel
& Administration**

**Joint Technology Committee
CORE Upgrade & Payroll Modernization
June 7, 2023**

CORE (Financial) Upgrade

Background

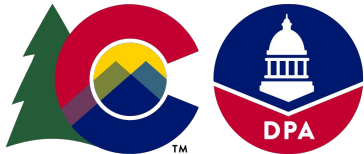
- CORE
 - State's Financial system
 - Vendor Self Service
 - Performance Budgeting
 - Labor Allocation
- Hosted by vendor in NIST compliant data center
- Used by all 3 branches of Colorado State Government (including IHEs)
- CORE implemented in 2014



CORE (Financial) Upgrade

Stakeholder Engagement & Market Research

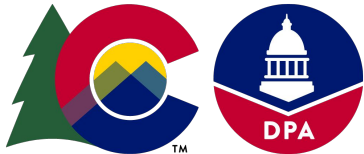
- Controllers, Procurement Officials, Budget Directors, OIT, CDS
- Gartner market research
- Direct contact with 10 states upgrading/replacing financial systems
- Key Takeaways
 - Upgrade will alleviate pain points of current/outdated software version
 - Upgrade cost is about one-third of a full financial system replacement
 - Upgrade can be achieved during the earlier stages of the Payroll Modernization project



CORE (Financial) Upgrade

Implementation

- Agile deployment methodology
 - Agency driven Product Backlog refinement, testing, policy updates, etc
- Project governance
 - ERP Steering Committee
 - CORE Governance Committee & Performance Budgeting Steering Committee
 - Product Owner - CORE Operations Unit



CORE (Financial) Upgrade

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.



Payroll Data as a Product

Ad Hoc and Gray Digital are working in two-week sprints January through July to:

- Create a data catalog for payroll data
- Determine data clean up needs
- Create a proof of concept data environment
- Establish business priorities for future integration needs

Completed 11 of 15 planned sprints. Accomplishments include:

- Finalized Data Catalog version 1
- Confirmed Personas (HR, Payroll, Accounting, Budget)
- Confirmed Data Journey Map

Payroll Data as a Product Upcoming

Research

- Planning underway to validate Glossary 2.0 with subject matter experts

Data Catalog

- Configuring Informatica
- Migrate research and data to Informatica

Data Quality

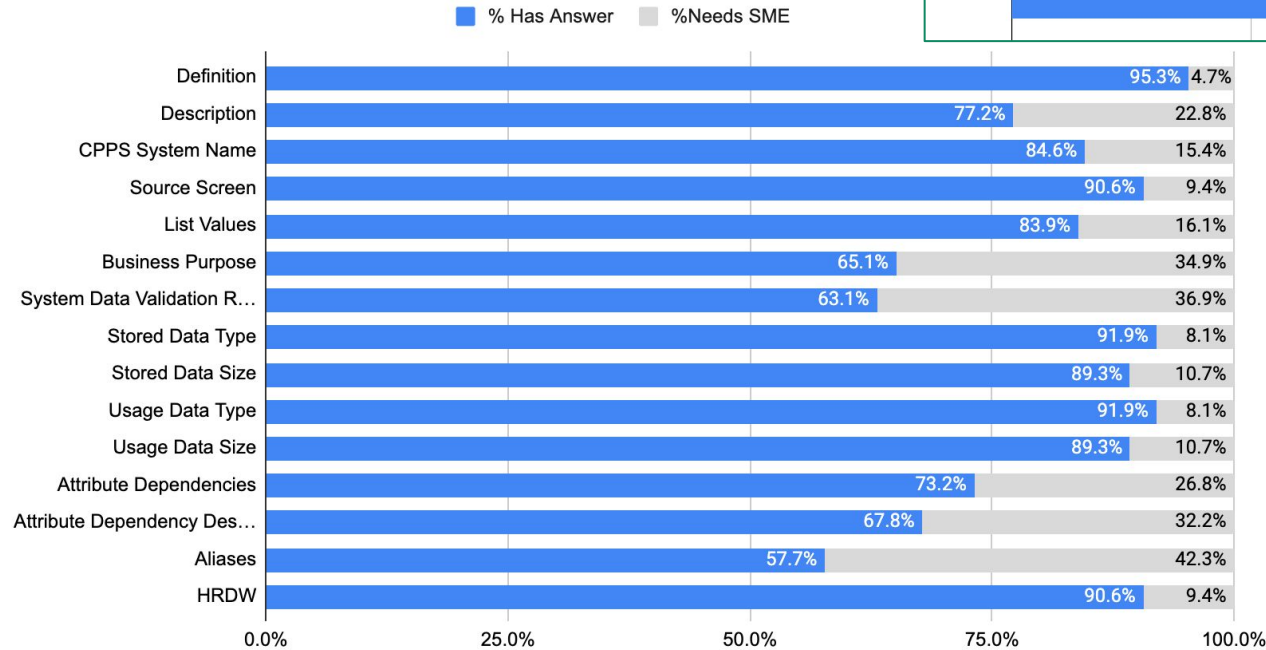
- Establishing data quality metrics
- Validate dimensions specific definitions for each data field

API Roadmap

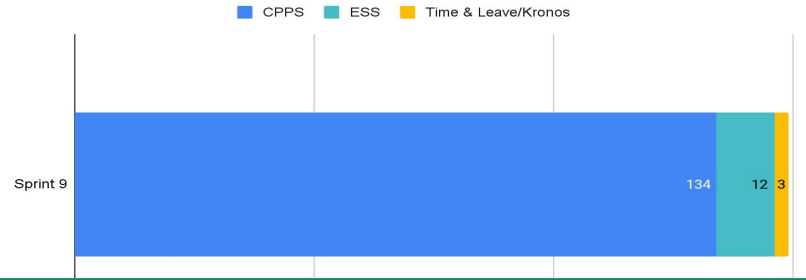
- Summarizing API Requirements Research
- Create API Recommendations v1.0

Data Catalog

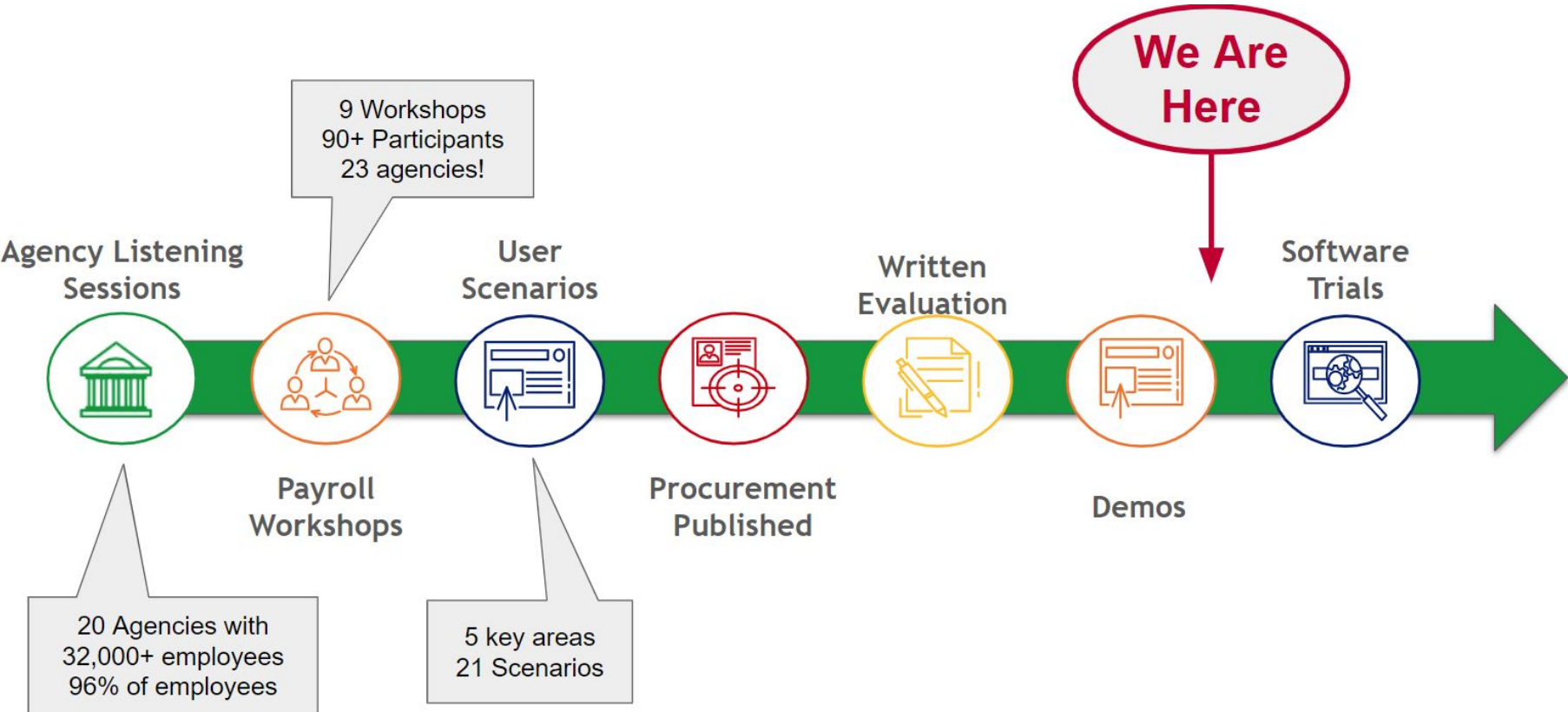
Data Dictionary Priority Metadata Visibility



Data Dictionary System Source for Essential Payroll/Steps Fields



Payroll Modernization Procurement



Vendor Bake Off



Colorado Digital Service is assisting DPA in evaluating vendors through a **vendor bake off**.

A vendor bake off is a side-by-side comparison of vendor capabilities that tests potential solutions against user and technical needs.

Teams write simulated situations and bring in the end users to try to complete them in vendor software. Bake offs are particularly useful for when procuring software-as-a-service or off-the-shelf solutions.

Agency participants for bake off include:

- Small
- Medium
- Large
- Non-executive branch
- Non-OIT supported agencies

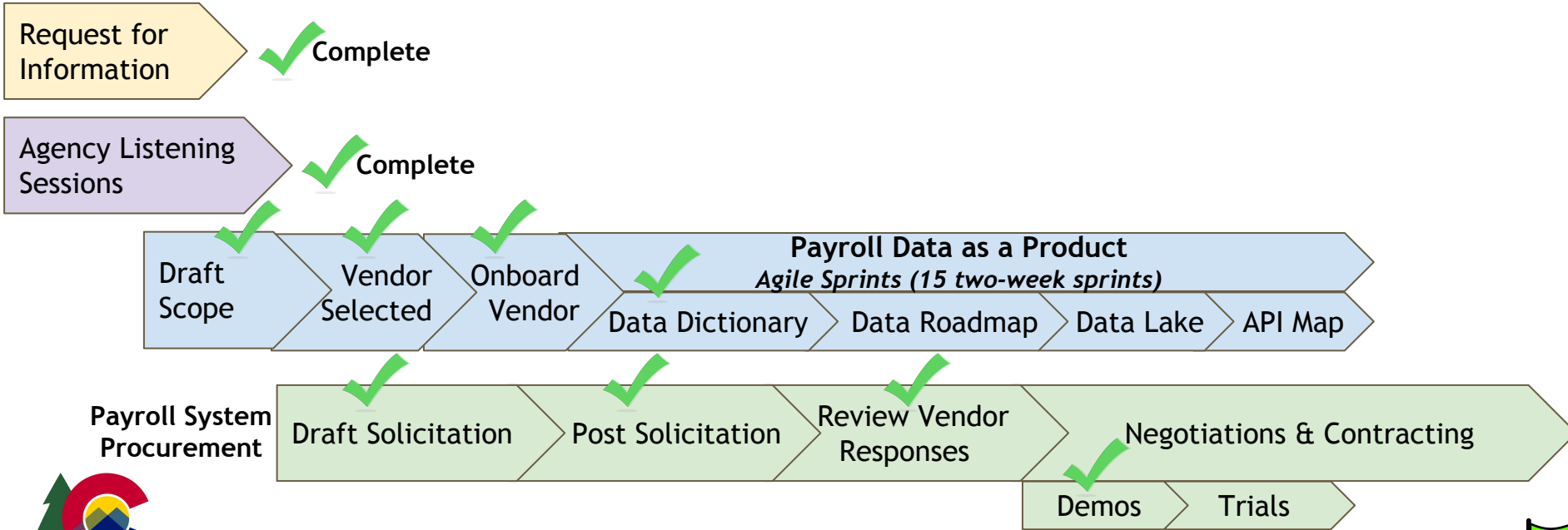


Payroll Modernization

2022

2023

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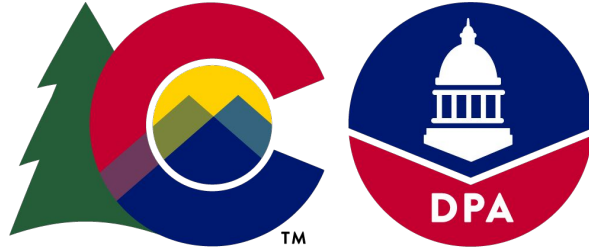


Fall/Winter 2023



Payroll Mod Budget for FY 2022-23

Payroll Modernization FY22-23	Cost FYTD	Encumbered/ Spent FYTD	Available FYTD
Agile Vendor (6-9 months, e.g. Scrum Master, Researcher, Data Architect, Data Engineer, Data Analyst)	\$385,290	\$0	\$385,290
Data Environment Licensing	\$500,000	\$84,451	\$415,549
ERP Procurement Consultant	\$379,000	\$379,000	\$0
Subtotal	\$1,264,290	\$463,451	\$800,839
Projected Roll Forward (through new encumbrance or supplemental)	\$4,735,710		
Total	\$6,000,000	\$463,451	\$5,536,549



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Questions