



CO L O R A D O

**Department of Personnel
& Administration**

**Joint Technology Committee
HRWorks Update
September 14, 2020**



- HRWorks Re-Cap
- What the State Learned
- Project Funding
- Plan Moving Forward

Opportunity

- Replace 35-year old Mainframe Payroll system
- Eliminate/consolidate existing HR “systems” (e.g. databases, spreadsheets, etc)
- Substantially reduce/eliminate paper
- Eliminate manual processes and increase efficiency
- Create a single source for HR/Payroll Data



HRWorks Goal

Deliver value for our customers through the development of an innovative human resources information system that will:

- Eliminate costly maintenance of aging legacy systems
- Reduce or eliminate paper and manual processes
- Improve data integrity and security
- Facilitate standardization and compliance with HR management best practices and laws



Timeline

- February 2019: Vendors Stop Work
- April 2019: Colorado Digital Services
- May 2019 - Nov 2019: Agile Transformation
- Dec 2019 - May 2020: Agile Proof of Concept (POC) Sprints
- April 2020: Funding Request Eliminated from FY21 Budget
- May 2020: Project Ends



What did the State learn?

- Needed better solicitation method
- Needed expertise in HRIS and integrations
- Agile methods with agency leadership works
- Dedicated state team members
- Need standardization across agencies
- CPPS complex
- Splitting Payroll and HRM is not optimal



Capital Funding Update

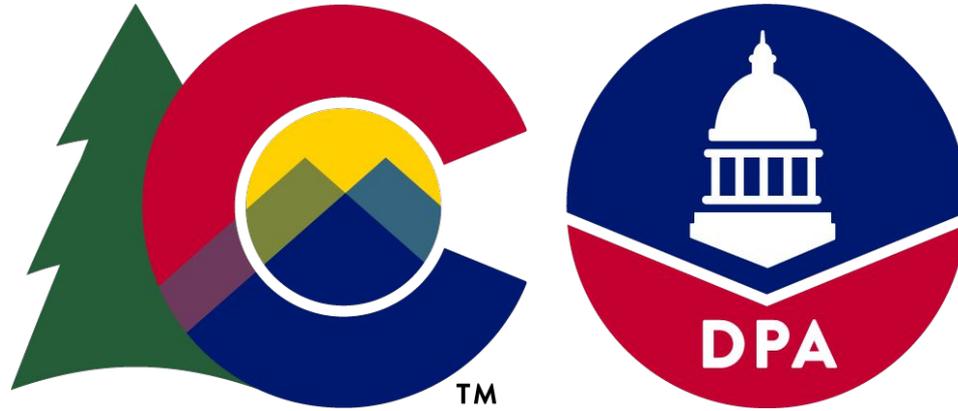
- Budget: \$7.4M remaining appropriation
 - \$5.8M from original project budget (as of July 1, 2019)
 - \$1.6M from January 2020 Supplemental
- Expenses: \$3.6M
 - Payroll (\$716k), HRM (\$900k), Integrator (\$1.1M), Other (\$925k)
- Remaining Capital Appropriation: \$3.8M



Plan Moving Forward

- Address urgent needs
- HRIS Strategy
 - CPPS Evaluation
 - Time and Leave Solutions
 - Benefits
 - Human Resource Management
 - Labor Allocation
 - Other (Performance Management, Learning Management)





Questions & Thank You!