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**CO L O R A D O**

**Department of Personnel  
& Administration**

**Joint Technology Committee  
Payroll Modernization  
March 31, 2023**

# 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

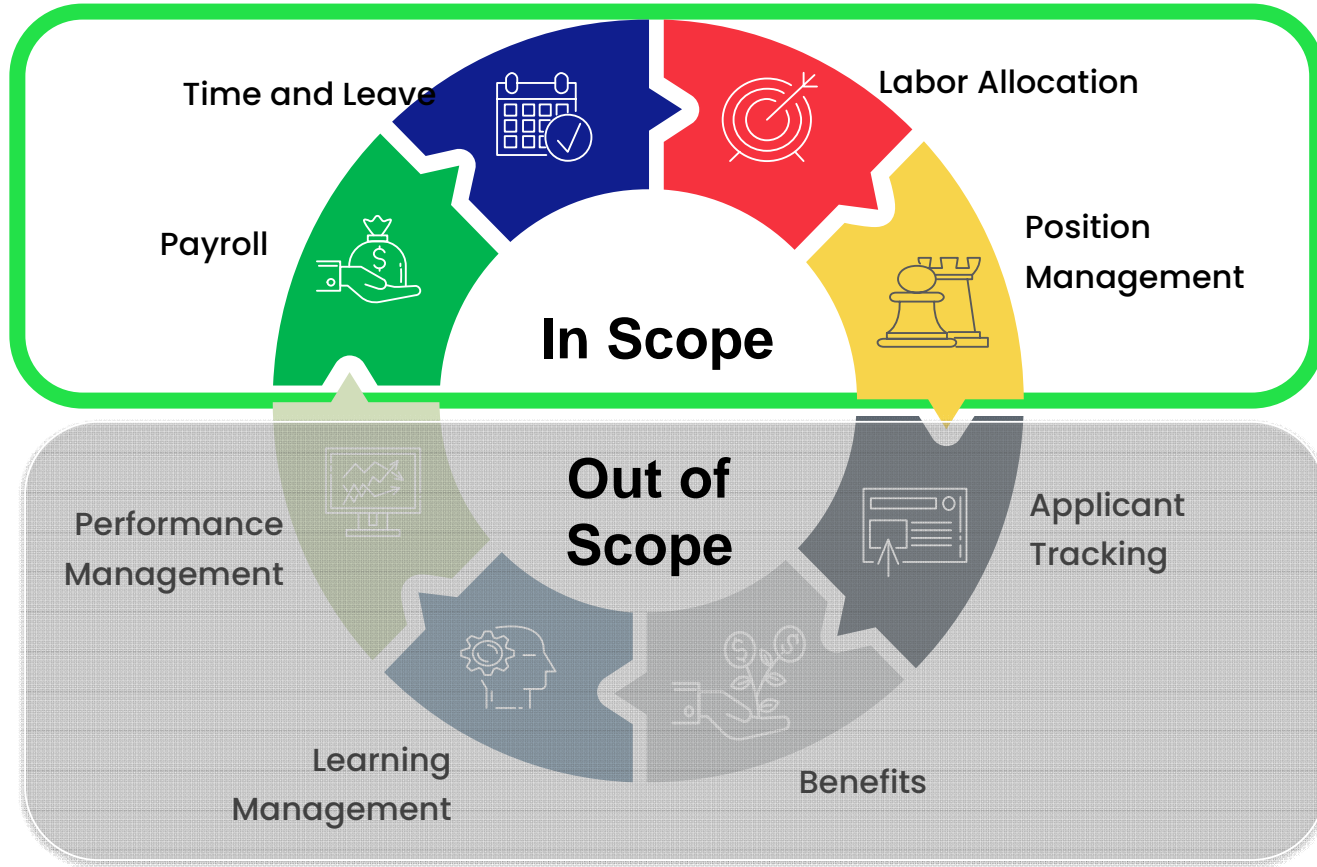


# Background

- 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 Modernization Scope



# Payroll Modernization Timeline


2022

2023

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

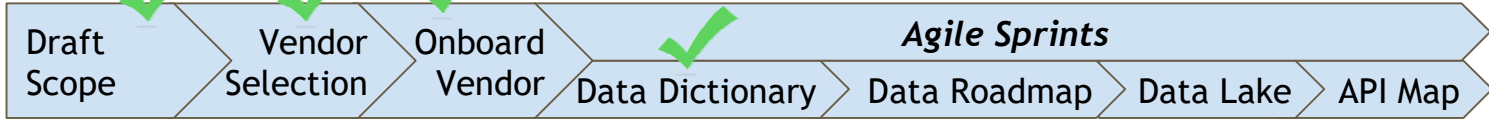


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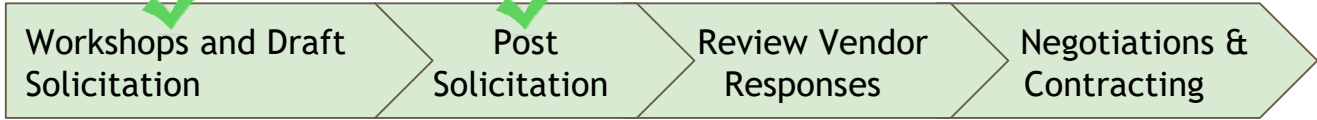
Agency Listening Sessions



Payroll Data as a Product

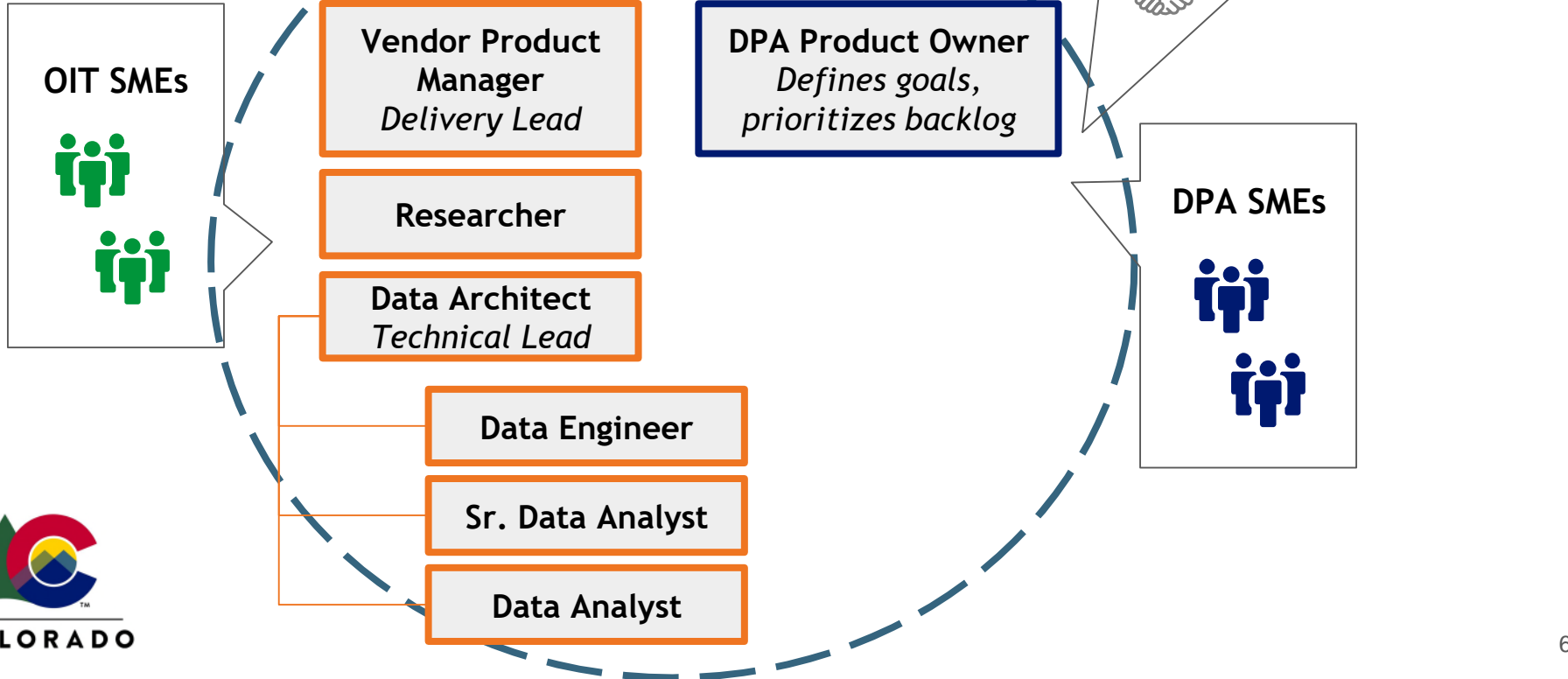


Payroll System Procurement



 Project Start Fall 2023

# Agile Team



# 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

## Current Focus

- Scenario mapping
- Data journey mapping
- Populating data catalog



## Research question: What is the minimum data necessary for payroll?

Goals: Define minimum data for the data catalog, define data cleanup needs, map out the payroll data that is used. Understand how various data users use the data, why they use it, and how they access, manage, and/or collect it.

Central Payroll

Agency Payroll  
and Timekeepers

HR

### Scenario Areas

Payroll  
Accountants

Employees

Budget Analysts



# Scenario Mapping

**Scenario**

(Example) As an accountant, I reconcile the data after a payroll cycle has run

**Data**

Description of the data used

Description of the data used

**Source**

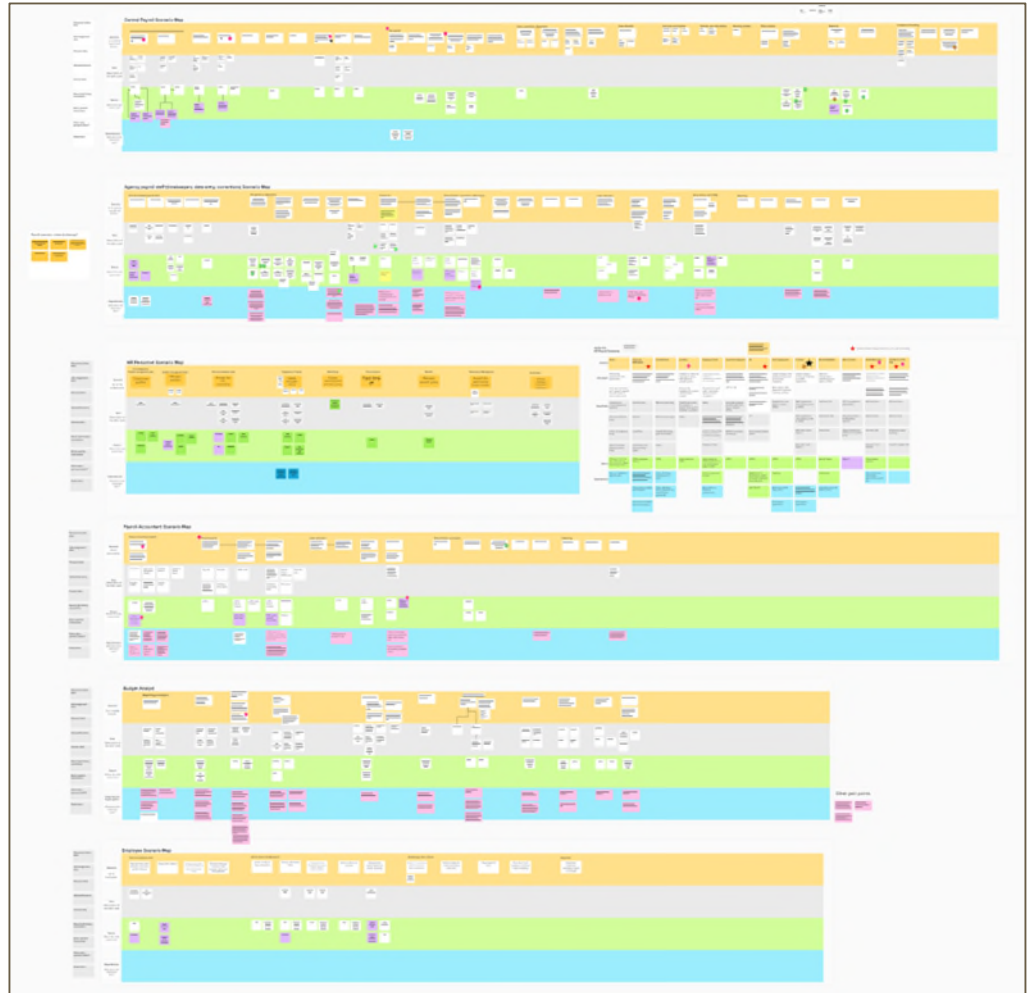
Where the data comes from

**Dependencies or pain points**

What else is this dependent upon?

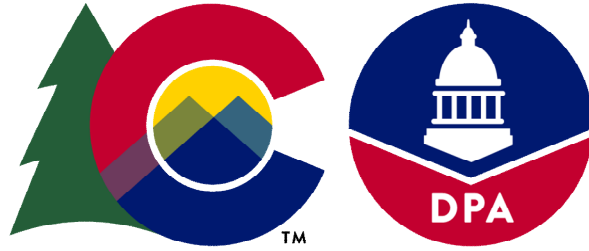
Pain point

★ highest priority for data automation



# Payroll Data Catalog

Attributes Data Quality						System Metadata	Data Structure Metadata	Data Attribute Metadata	Data Lineage Metadata	+	Extensions
TER VIEW	Hide fields	Filter	Group	Sorted by 1 field	Color	Share view					
<input type="checkbox"/>	Attribute Name	Data Attribute Link	Pain Points / Issues	Restrictions, Requirements, & Data Quality Notes	Data Quality Type						
1	% Full time	% Full Time	SME - Attribute dependenc...	Must match the Full/part time value on the Personnel action data ...	Similar Attribute Name, S...						
2	Account Number	Account Number Account te	Account Number is compri...	There must be a valid Account Number on the Primary Job Assign...	Dependency or validatio...						
3	Action code	Action code Action code	Will tab to subtype field wh...	appears on Alternate Address screen	Similar Attribute Name, S...						
4	Actions	Actions		duplicate field	Similar Attribute Name, S...						
5	Active Start Date	Position Start Date	Because of the alias of "acti...	The Begin Date on the JOB ASSIGNMENT screen must be equal to...	Unclear Definition Similar						
6	Actual Married Status	Actual Marital Status		Field is optional	Coded Field						
7	Adjusted Service Start Date	Adjusted Service Date (ADJ S	Could have multiple of the...	required field for Personnel Action data screen	Unclear Definition Similar						
8	Agency Locator			Must match valid entry on CPPS department table	Coded Field						
9	Allotted FTE %	Allotted FTE %	SME	Must match the Full/Part Time designation on Personnel action da...	Unclear Definition Similar						
10	Allowances			Employee can update their number of allowances via ESS							
11	Amount to take	Amount to take		Related to Wage Attachment - Specifies either an amount or a per...	Unclear Definition						
12	Annual Salary	Annual Salary	SME	Must match job assignment screen's pay rate x 12	Calculation of Other Attri...						
13	Bargaining Unit	Bargaining Unit		Pain point expressed by CDOT HRC: Changes to Bargaining Unit R...	Disconnect with downstr...						
14	Base Salary	Base Salary	SME	Generally used in higher ed for basis of life insurance	Agency nuance						
15	Begin date	Begin Date	SME - Attribute dependenc...	Discrepancy on whether or not this field is required, depending o...	Unclear Definition Similar						
16	CELL_PHONE_PAGER	Cell Phone Cell phone		Changes to contact data are occasionally rejected by CPPS with th...	Disconnect with downstr...						
17	Citizenship/Visa	Citizenship			Coded Field						



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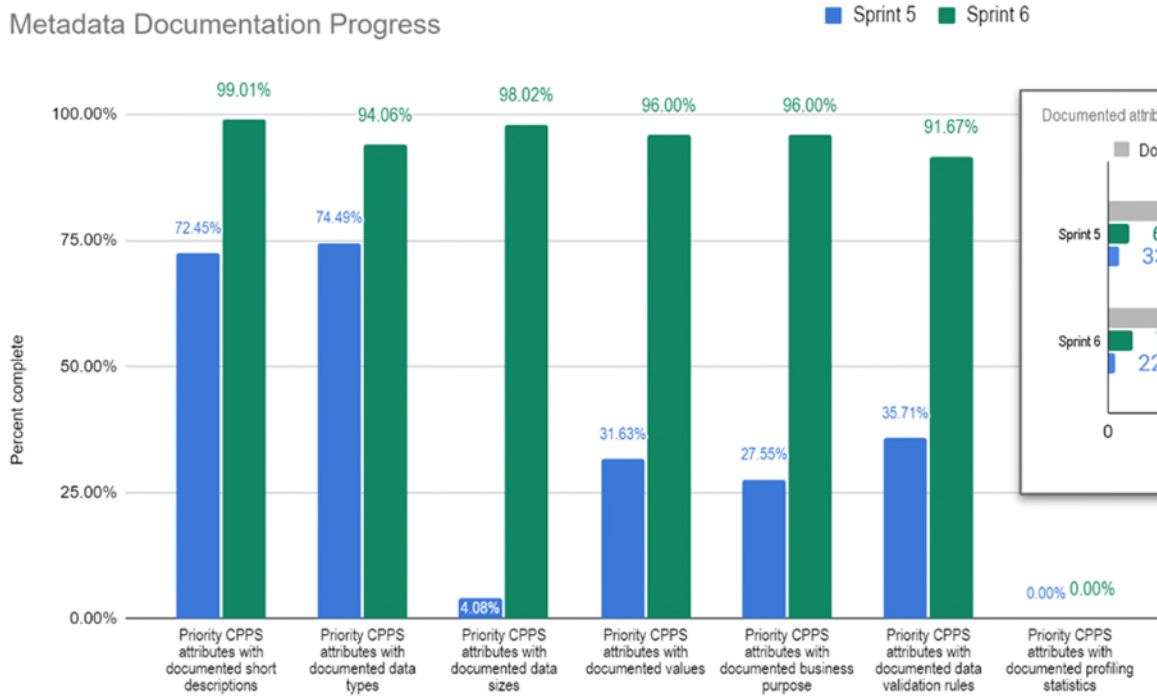
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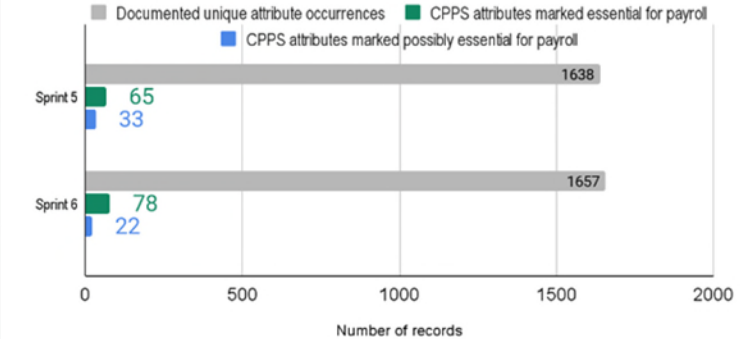
**DEMO: Data Catalog**

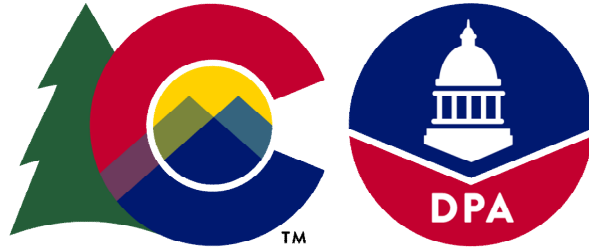
# Payroll Data Catalog Progress

Metadata Documentation Progress



Documented attributes





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**Questions**