

HRIS Kronos Update

April 28, 2016



COLORADO

Governor's Office of
Information Technology

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HRIS Solicitation Draft Timeline

- **Early May-** Publish HRIS RFP
- **June-** Vendor Responses Due
- **July-** Award RFP
- **September-** Contract Execution



Budget

Overall Budget	\$31.3 million
Timekeeping Implementation	(\$9.6 million)
Remaining for HRIS	\$21.7 million
Estimated Non-Software Costs*	
Low	\$12.7 million
High	\$17.5 million
State*	\$4.6 million
Remaining for HRIS system	
Low	\$9.0 million
High	\$4.2 million
State	\$17.1 million

- Non-Software related costs include items such as project management, quality assurance testing, independent validation and verification, security, reporting, training, interface development
- **State** estimate is based on selected vendor performing a majority of the non-software related costs. Low and High estimates were provided by consultant engaged during budget development;



Accomplishments So Far

Time/Leave

- New enterprise platform for all agencies (complete)
 - Implementations in process for Dept. of Corrections, Dept. of Public Safety & Dept. of Human Services
 - 7 departments on enterprise timekeeping require upgrade only
- 6 departments pending implementation to enterprise platform



Required Future Capabilities

- Position management
- Personnel administration
- Classification/compensation
- Time/leave
- Payroll (both HCM and Financial)
- Labor allocation
- Employee/manager self-serve
- New - analytics/Reporting
- New - Record retention/archiving

Proposed Future Capabilities

- Performance management
- Employee relations
- Recruitment
- Benefits management
- Employee/manager self-serve (expanded function)



Impact to State Employees

All executive branch departments + Department of Education employees will be impacted by HRIS

- **New Human Resources system**
- **New Payroll system**
- **New or Upgraded Time and Leave System**



Questions?

