



COLORADO

**Governor's Office of
Information Technology**

Tech Debt | Colorado Personnel Payroll System (CPPS) Project FAQ

This FAQ is a living document and will continue to be updated as more information becomes available. If you have a question not answered in this FAQ, please email James Bean at james.bean@state.co.us.

General Information

1. What is the Colorado Personnel Payroll System (CPPS) Project?

The CPPS lift/shift is an interim solution until a complete modernization of the Colorado personnel and payroll system has been implemented. Due to the current system's age and lack of support, change must be made and a two-phase approach has been identified.

The interim solution of migrating the current environment into a cloud-based solution has been identified. Several vendors are being considered to perform the work. Once a vendor is selected, a complete summary will be provided.

2. Why is OIT doing this?

The CPPS lift and shift replaces a dependence upon outdated hardware and software systems that are no longer supported by vendors or are no longer available in today's market. This will also result in updated security and improved use of current technology.

The lift and shift of CPPS will provide continuity of functionality for all agencies while the Department of Personnel Administration (DPA) CPPS modernization effort commences. The action will be as transparent as possible migrating systems into a cloud footprint (overall directive of state initiatives in the future).

3. Who is affected?

Each state agency's HR and Payroll Departments, each state employee, and all vendors are impacted by this effort. However, there will be minimal or no change to form and function as systems are re-platformed. There is always the possibility of unforeseen changes or impacts to systems, but we will do our best to minimize the effects on agencies and Coloradans.

4. When will this happen?

We have a target to be on a stabilized platform in preparation for DPA's payroll modernization by the end of June 2024.

5. Where will the services go?

Once a vendor and solution have been selected, the service migration will be updated to reflect the new location for services.

6. How will it be completed?

A third-party vendor will be selected and will manage the mainframe stabilization project's implementation, including this project (CPPS).