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 Shelly Porter at shelly.porter@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.

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   The CPPS lift and shift replaces a dependence upon outdated hardware and software systems that are no longer supported by vendors or are no longer available in today's market.

   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 will be impacted. 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 are on target to be on a stabilized platform by the end of August 2023. This work is being done in preparation for DPA's payroll modernization (which will occur outside the scope of the Tech Debt Remediation Portfolio).

5. **How will it be completed?**

   OIT will install equipment to support stabilization and testing for the initial phase of this project. Ensono has been selected to manage the implementation of the lift and shift from the mainframe portion of this project. Ensono will replicate the existing environment that currently resides in Colorado to their cloud facility. The environment will be synchronized between the existing environment and the replication until extensive testing and verification has been completed. After completion of verification, the new environment will become the primary production environment.

   This work is being completed in advance of the Department of Personnel and Administration (DPA) payroll modernization of CPPS. DPA will handle the modernization of CPPS under a separate project.