



# CALIFORNIA STATE PAYROLL SYSTEM (CSPS) NEWSLETTER

*Issue #8*



## CALATERS REPLACEMENT NOW UNDER CSPS

*The CalATERS Replacement Project has moved within the product scope of CSPS*

Last month, the CalATERS Replacement Project (CRP) began an effort to consolidate under the California State Payroll System (CSPS) project. CRP and CSPS are at the same point in the California Department of Technology (CDT) Project Approval Lifecycle (PAL) process and both were set to follow the same procurement path, including the execution of a proof of concept/challenge based procurement. CSPS is pursuing a hosted Software as a Service (SaaS) and market research indicates all suitable platforms have integrated travel and expense management modules. Combining CRP with CSPS aligns with the strategy for a single platform for Enterprise Human Resources (HR) related applications. Integrating CRP with CSPS will provide a common user interface to the state's employees while eliminating the need to maintain a separate technical infrastructure, user identity and access

management, and related interfaces. This combination will also reduce long term support costs by consolidating the skills required to support the entire solution into the CSPS support structure..

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## CHRIS' CORNER

### *A message from the CSPS Project Director*

As you likely have heard, state leaders have reached a “nearly final” 2021-22 fiscal year budget agreement, though some details still remain to be finalized and additional budget-related bills will be acted upon in the new fiscal year. However, the budget provides about \$5.7 million (\$3.4 million General Fund) to the California State Payroll System (CSPS) project for SCO and CalHR to begin project procurement and change management activities. In addition, this funding will allow the project to bring on additional resources needed to support the procurement and begin the ramp up to implementation.

This is especially exciting as we prepare for submission of Stage 3 of the Project Approval Lifecycle (PAL) process. We are excited to continue partnering with our stakeholders as we get closer and closer to completion of the Solution Development stage.





## CSPS REACHES OUT TO VENDOR COMMUNITY

*The CSPS Project seeks feedback from potential vendors before releasing the solicitation.*

Over the past several months, the CSPS team has been actively finalizing detailed solution requirements and proof-of-concept (POC) scenarios and preparing formal solicitation documents. Now that these documents have been drafted and are in the review process, the CSPS team is engaging the vendor community for input and feedback before the release of the solicitation itself.

This Bidder Survey represents the next step in the CSPS procurement process. Vendor responses and feedback are an essential part of this process, providing insight into key elements of the solicitation. The goal is to use the input to improve the quality of the solicitation.

The Bidder Survey intends to gain insights from the vendor community on important topics before releasing the solicitation. The specific areas of concentration for this activity include:

- An initial review of solution requirements, providing vendors an opportunity to comment on any concerns they may have relative to content, completeness, feasibility, or other aspects of the requirements. This is also an opportunity for vendors to identify contradictory or highly complex requirements, and identify any risk areas.
  - An initial review of the POC scenarios, providing vendors an opportunity to comment on content, feasibility, and the execution process.
  - A response to the recent scope change of the CSPS project to include travel and expense management. In addition to describing their approach and capabilities, the CSPS team is seeking feedback on any impact on vendors future proposal as a result of this increased scope.
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## NEW TO THE CSPS PROJECT?

### *The Basics of the California State Payroll System Project*

The California State Payroll System (CSPS) Project will modernize the human resource management and payroll system used by 285,000+ state government employees to provide accurate and timely personnel and payroll services with quality customer service. SCO has developed and modified the current systems over time as the business requirements became more complex. As a result, SCO must exert an enormous amount of effort to maintain and modify the current systems to meet the ever-changing needs of California.

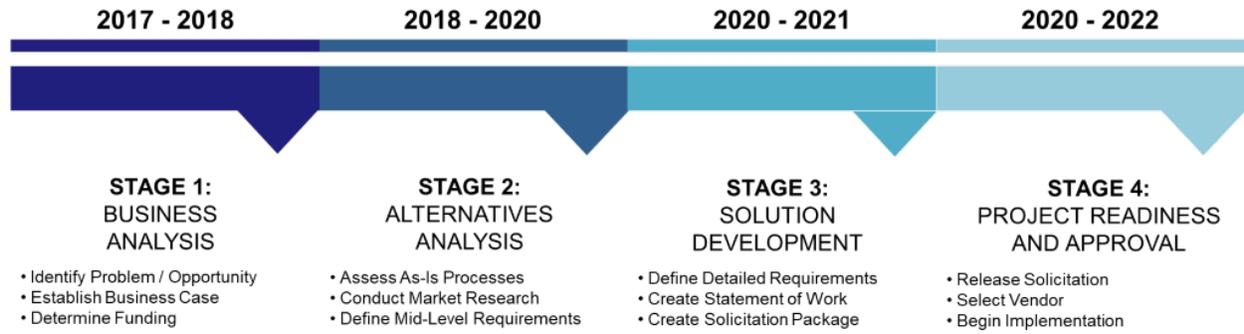
The objectives of the project are focused on providing user-friendly information that is validated timely to reduce rework. This includes enabling greater employee and manager self-service functionality for ease of use, such as online view capabilities for payroll, employment history, and tax information to name a few. Additionally, it will provide a user-friendly interface for all human resource and payroll transaction specialists who input and interact with the system daily.

The project focuses on five primary capabilities, (1) Personnel Administration which includes management of employee records and status changes, (2) Benefits Administration, (3) Time and Attendance Administration which includes entering and approving time and attendance, (4) Payroll including calculating and processing payroll, and (5) Position Control Administration. Each of these capability areas impacts roughly 45 different state processes that will span many business rules and requirements.

The CSPS Project is a highly complex and large undertaking for the state. It requires a partnership between most of the control agencies and will require support from all departments. Due to the complexity and size, the CSPS Project is using the CDT's Procurement Approval Lifecycle (PAL) process. The goal of the PAL process is to improve the planning, quality, value, and likelihood of IT project success by providing a guided approach for projects to follow. The Project Timeline graphic below illustrates the high-level steps and timing for the CSPS Project.

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## PROJECT TIMELINE



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