

Payroll Calculation Re-Engineering

State of Arizona

Arizona State Retirement System

Change Request

April 19, 2023



Agency Vision

For the benefit of our members, the Arizona State Retirement System will be a top performing benefit plan administrator with a solid reputation and sustainable plan design

Agency Mission

Arizona's Revised Statutes § 38-712 outlines the purpose of the ASRS



Project Team Introduction

Roles Present at ITAC

- Dave King – Chief Information Officer
- David Bantel – Project Manager / Business Analyst

Project Introduction

Date/high-level overview of the approved original project investment justification (PIJ):

On *June 16th, 2021*, ADOA ASET approved the original project investment justification (PIJ) to procure the *Payroll Calculation Re-Engineering* solution.

This solution:

- *Improves efficiency and reduces risk of failure to pay pensions to Arizona retirees*
- *Provides real time adjusted pension data to members and ASRS employees after each change to key demographic data*
- *Eliminates the batching concept for calculating payments so we are no longer tied to two very stressful payroll runs that require the business to stop their day to day activities while payroll is running*
- *Calculates and disburses New Retiree payments daily instead of the current monthly process*

The original PIJ spanned *24 months* and had development costs of *\$998,000*.

Project Change Request Overview

What in the PIJ is changing?:

- ✓ Timeline
 - Original 5/10/2021 to 5/31/2023
 - Extension 05/31/2023 to 11/30/2024
- ☐ Scope
 - Descoping ____ and/or Adding ____
- ☐ Budget
 - From \$____ to \$____

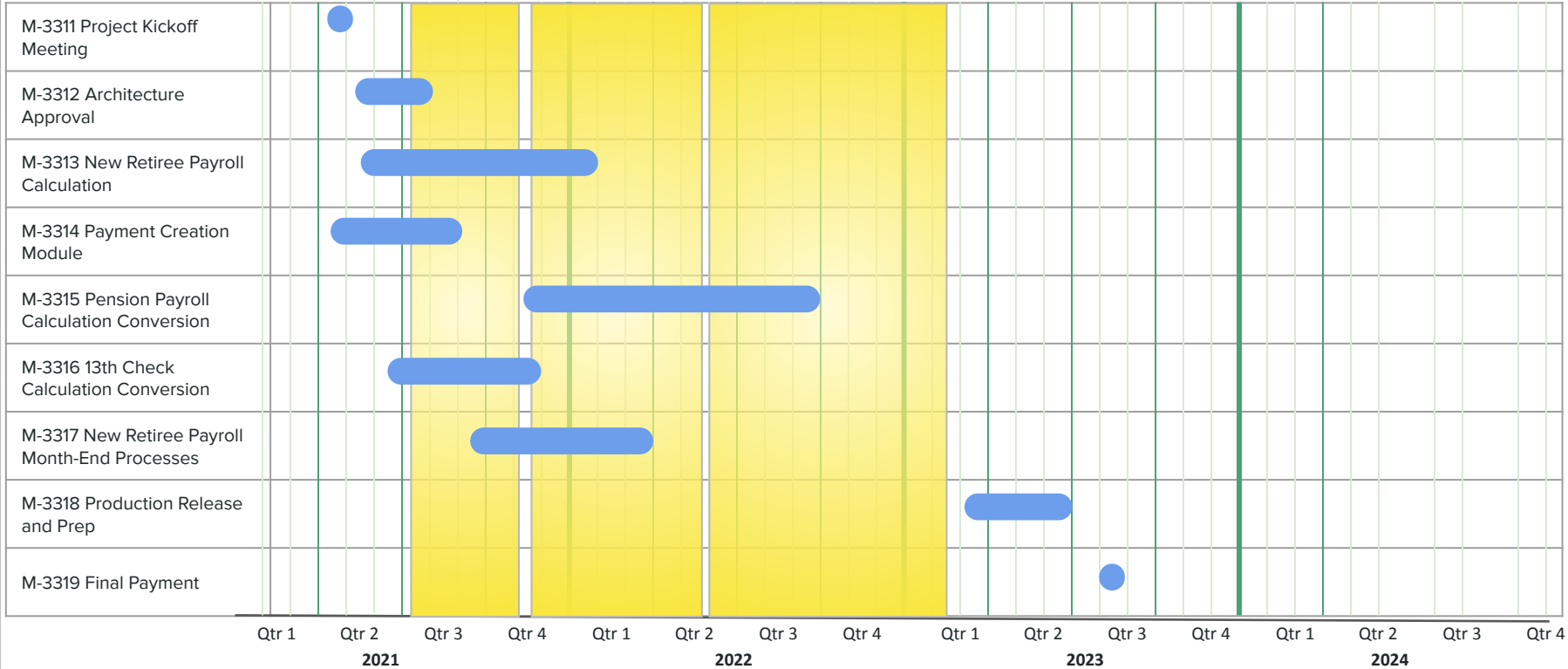
What initiated this change?:

ASRS Senior Management allocated resources from this project team to work three time sensitive, mandatory maintenance and operations projects. The first time sensitive project was the AZ State Mandated Debit Card Vendor project. The second project was the ASRS Board Approved Permanent Benefit Increase (PBI) project that had a June 2022 deadline. The third project was the board approved and federally mandated Federal W4P Tax which had a December 2022 deadline.

Original Project Timeline

Original

Priority M&O Projects



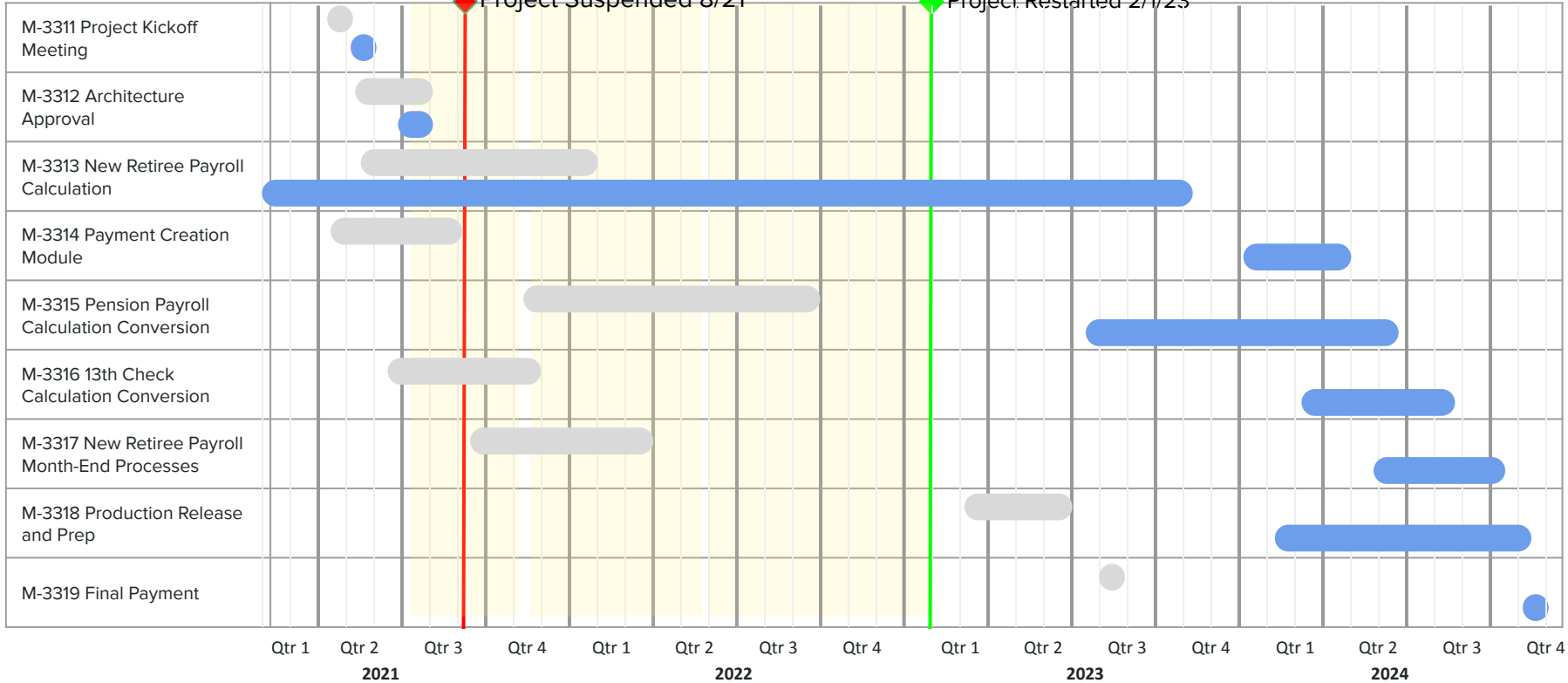
Revised Project Timeline

Original

New

Project Suspended 8/21

Project Restarted 2/1/23



Revised Project Timeline (if applicable)

Identify any change in timeline and possible benefits:

Milestone Name	Milestone Health	% Complete	Original Start Date	Original End Date	Revised Start Date	Revised End Date
Project Kickoff		100	5/10/2021	5/10/2021	NA	NA
Architecture Approval		100	5/11/2021	7/30/2021	NA	NA
New Retiree Payroll Calculation Conversion		30	5/17/2021	1/31/2022	2/1/2023	10/10/2023
Payment Creation Module		Not Started	4/17/2022	8/31/2022	1/1/2024	4/30/2024
Pension Payroll Calculation Conversion		Not Started	11/17/2021	9/30/2022	7/17/2023	5/26/2024
13 th Check Calculation		Not Started	6/17/2022	11/30/2022	3/4/2024	8/16/2024
Month End, Code Cleanup		Not Started	9/17/2022	4/1/2023	5/27/2024	11/8/2024
Production Release		Not Started	3/5/2023	5/31/2023	10/1/2024	11/1/2024
Final Payment		Not Started	8/1/2023	8/31/2023	11/1/2024	11/30/2024

Q & A Session