



ITAC Update - HRIS Upgrade

Mar 20, 2019

Arizona Department Of Administration, Human Resources Division, HRIS Project Team

What is HRIS?

- System of record for employee and position data (~34k employees)
- Payroll administration
- Benefits administration for employees, retirees, and universities
- Employee/Manager Self Service (YES)
- Employee Time Entry (ETE)
- Statewide Job Board
- Applicant Tracking and Recruitment
- Performance Management (MAP)



Background

- Current HRIS was implemented January 2004
- Last upgrade April 2012
- Currently on version 9.0.1 (on premise), not the supported standard.
- Currently in second extension of extended support.
- Project to upgrade current Infor HR v9.0.1 on premise to Infor HR Cloudsuite v11 kicked off March 2018.
- August 2018 the State's Cloud security review reveals Infor cannot meet State's security requirements with v11 commercial cloud product.
 - Project to upgrade to v11 Cloudsuite put on hold.



v11 CloudSuite Issues and Concerns

Issue

- Infor's commercial cloud evaluated by ADOA Enterprise Security, deemed unviable due to vendor's inability to meet FedRamp security requirements
 - Infor's solution, "gov cloud", would take 2 years to build.
 - Staying as is (v9.0.1) puts the State at risk for support.
 - Upgrade to v10 will ensure full support.

Concerns

- Infor's v11 Payroll product is in beta and will take approx 3 years before matured.
- Integration between v11 HR with v10 Payroll is high risk due to the State's high customizations.



HRIS Path Forward to a Supported State

Aug 2018

AZ Cloud security review reveals Infor cannot meet State's security requirements with v11 commercial cloud product

v11 Project Stop

Sept - Nov 2018

State and Infor assess options for a path to Infor's prospective v11 "gov cloud" (Infor's solution to address the State's cloud security requirements)

Dec 2018

State determines best option is v10 upgrade ONLY, wait until gov cloud is available and allow the product to mature (est 2-3 years out)

Jan - Feb 2019

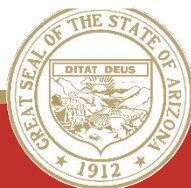
State seeks bids for an outside implementation support for v10 upgrade

Infor selected due to lowest cost and risk to State, and for their knowledge of the product (other vendors would have had to rely on Infor anyway)

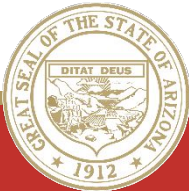
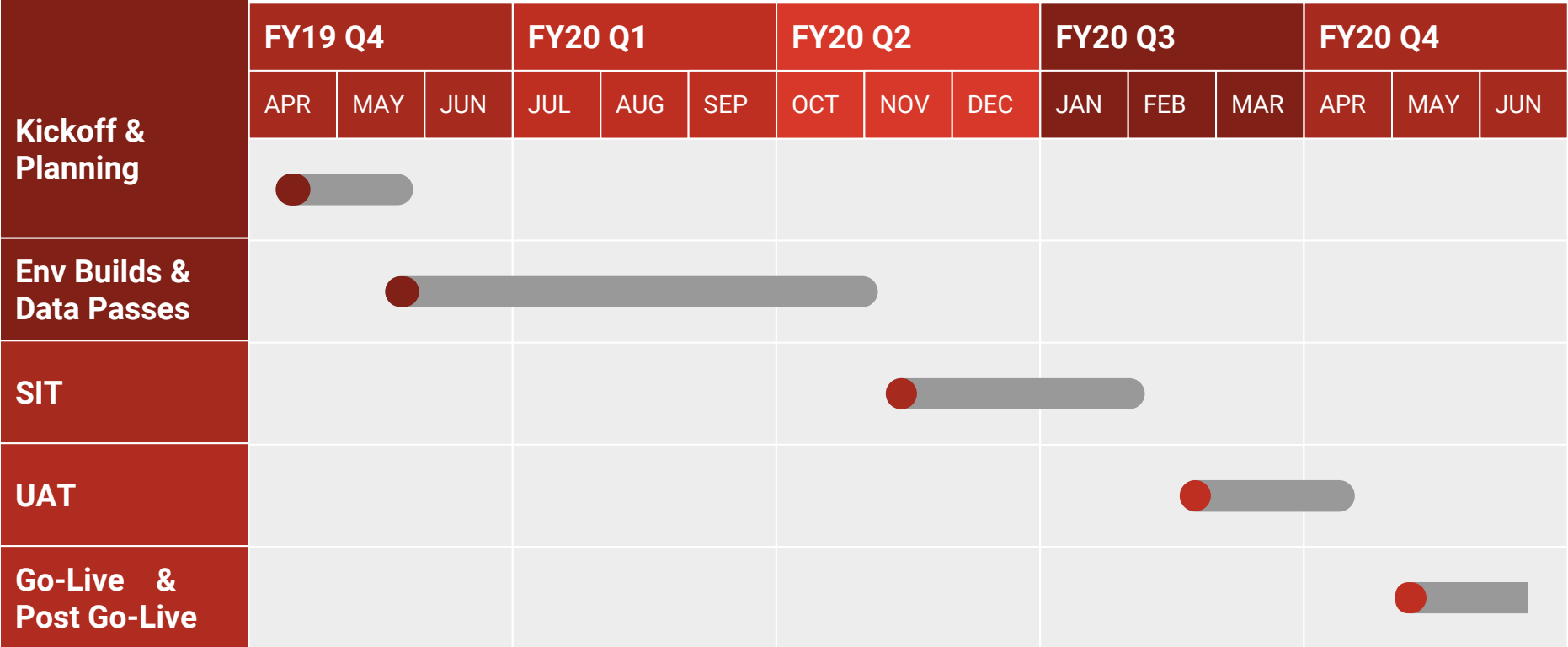
Mar - Apr 2019

State and Infor revise master licensing agreement and project statement of work.

v10 Project Start



Project Timeline



Project Costs

- Implementation Provider: Vendor will complete the upgrade to v10 for cost of travel only.
- State Project Manager: State to contract PM services to manage AZ project workstreams.
- Hardware: v10 upgrade requires hardware refresh.



Project Costs

State of Arizona HRIS System Upgrade Project

FY 2018 - 2020 v11 Upgrade Project Original Estimates and Actuals

FY 2019 - 2020 v10 Upgrade Project Estimates and Actuals

KEY:

V11 Project

v10 Project

v11 Original Project

	FY 2018	FY 2019	FY 2020	TOTAL
Original Estimates	\$786,000	\$1,447,000	\$88,000	\$2,321,000

Total Project Cost Breakout

	FY 2018	FY 2019	FY 2020	TOTAL
v11 Actuals	\$681,000	\$229,000		\$910,000
v10 Forecast		\$308,000	\$260,000	\$568,000
			GRAND TOTAL	\$1,478,000

v10 Project Options Reviewed

Implementation Provider	FY 2018	FY 2019 v10	FY 2020	TOTAL
OPTION 1 - INFOR		\$308,000	\$260,000	\$568,000
OPTION 2 - GLOBALSTAR		\$831,000	\$1,018,000	\$1,849,000
OPTION 3 - RPI		\$735,000	\$1,245,000	\$1,980,000



Path Forward

- Project SOW: Complete SOW for project implementation
- Annual Licensing: Renegotiate current annual licensing with provider to align with current product
- Project Start: Schedule 2 day project planning session and kick-off. Target second week in April.
- Project Completion: Project completion in 13 months (est May 2020)
- Post implementation
 - Remediation of system customizations
 - Revisit a v11 upgrade and/or RFP for new HRIS



Risks & Mitigation

- Complexity
 - Current HRIS is highly customized and will require thorough testing to ensure no impact to functionality at implementation.
- Schedule
 - Vendor must be willing to work with State's operational restraints (eg., fiscal year end, benefits open enrollment, etc.). Alignment on timing of key activities is a critical aspect of project planning.





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Thank you!