

# CHANGE REQUEST / AMENDMENT

PIJ ID AD22009 - HRIS Modernization

The Arizona Department of Administration

## **Amended 5-Year Lifecycle Budget Estimate:**

Total Development Budget	\$ 62,309,100
<u>Total Operational Budget</u>	<u>\$ 11,860,200</u>
Total Overall Budget	\$ 74,169,300

## **Areas Affected:**

End Date	Yes
Development Costs	Yes
Scope	No

Original End Date: 7/30/2025

Revised End Date: 4/30/2026

## **Change Description:**

The project is currently in a RED status and has been since July 2023 because of the complexity and underestimated level of effort for key milestones.

The solution includes a revised project plan, changes to Project Management, and a revised budget (which is in process of finalization) to address the revised effort projections for milestones.

A revised project plan has been sent to ASET for review and includes an extended timeline plus addressed changes to mitigate issues and risks within the project. The upcoming ITAC presentation (submitted to ASET) details the changes to timeline, Project Management, and Scope to address risks and issues within the project. ADOA is reviewing budget changes to the project and will submit a revised budget proposal.

A document titled AD22009 - HRIS Modernization - Change Request Expectations was submitted to ASET detailing project completion velocity, burn rate, Sprint by Sprint progress, projections for the project, IV&V recommended actions, plus additional details that outline issues faced in the project and how they are being addressed in the change request.

The budget will see an increase in the amount of \$18,142,300.

## **AMENDMENT 01:**

Original ITAC Approval: On July 22, 2022 ITAC reviewed and approved.

The Arizona Department of Administration (ADOA) will implement a modern human resources information system (HRIS). This will improve the tools available to the human resource staff, allowing the State to carry out efficient and compliant HR services.

Proposed Solution:

Our solution is to implement a full scale, integrated, single platform cloud solution that is an application leader favorable for large government enterprises. It will include the following functions:

- Core HR (personnel transactions, position management, workforce planning, etc.)
- Benefits
- Payroll
- Absence Management
- Time Entry
- Recruitment
- Talent Management (job posting, onboarding, performance management, employee relations, etc)
- HR Service Delivery (enterprise inquiries, central HR response, HR service desk, etc)
- Employee Self-Service

