

# AZ360 HRIS Modernization

State of Arizona – Arizona  
Department of Administration

## Informational Update

9/18/2024

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### Our Vision

Excellence in Arizona government with leading-edge enterprise support

### Our Mission

To deliver effective and efficient enterprise support services to our agency customers, allowing them to focus more on their unique missions.

**ARIZONA**

DEPARTMENT OF ADMINISTRATION



# Team Introduction

## Roles Present at ITAC

- Sean Price, Deputy Director ADOA and AZ360 HRIS Program Director
- Alba Valencia, AZ360 HRIS Deputy Program Director
- J.R. Sloan, Assistant Director ADOA ASET and HRIS Project Sponsor

# Project Overview

## Description of Project

This project replaces the State of Arizona's aging enterprise HRIS, an on-premise, 20-year-old legacy system, with a cloud-based, leading-edge application that provides a comprehensive suite of modern HR/Benefits/Payroll functionality. The new solution, called AZ360, will be integrated with the State's central accounting system (AFIS).

## Updates

- Project launched 2022 Oct 01
- The Project Team is currently in the testing phase of the project which includes User Acceptance Testing (UAT), End to End (E2E) and Parallel Payroll Testing.
- Current Project Status: **YELLOW**
- Target Project Phase 1A deployment May 2025

## Project Summary

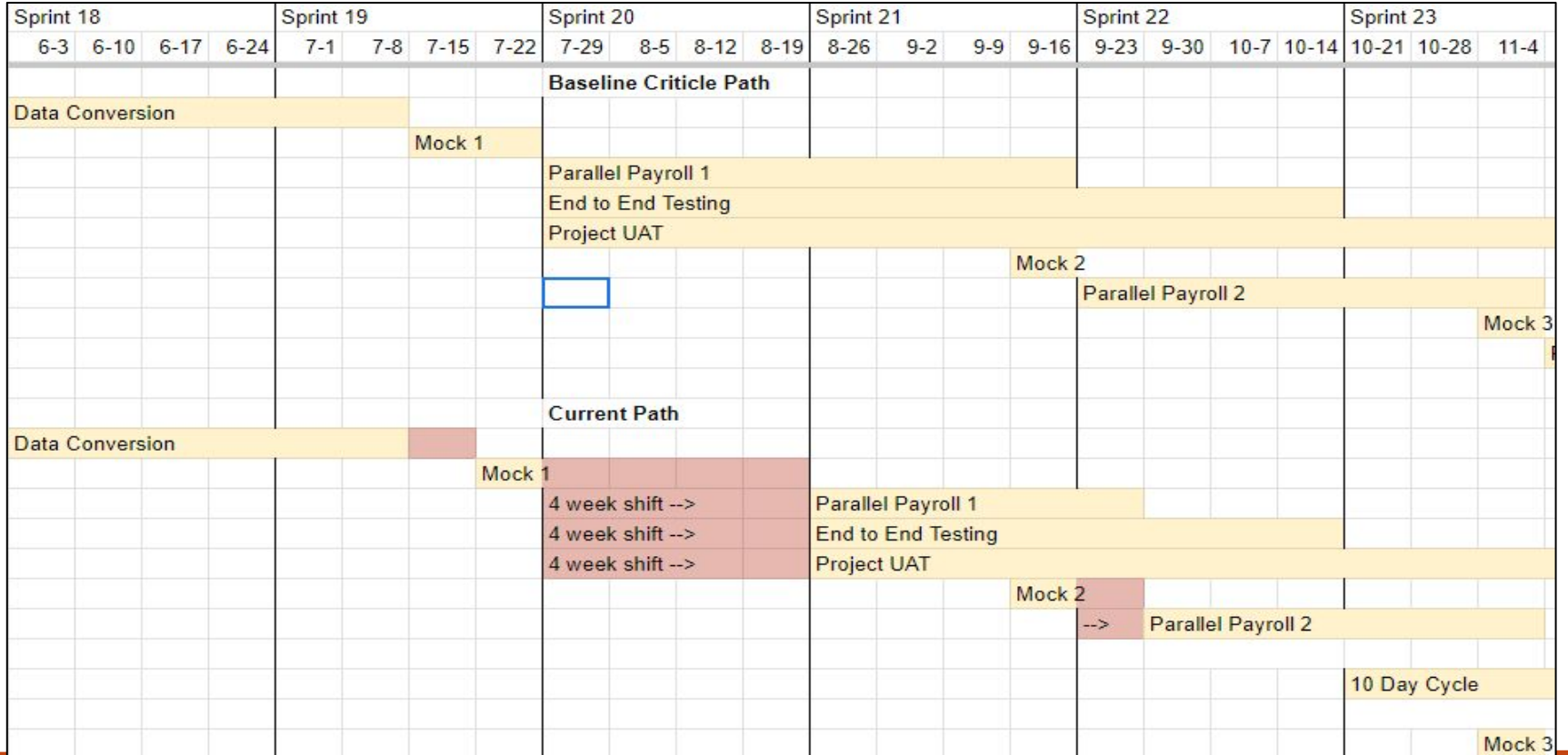
The project is currently in a yellow status and making great strides to get to green. We have recently upgraded UAT, E2E and Parallel Payroll to green status because teams are meeting their sprint deliverables for those areas. We continue to struggle with resources and bandwidth in the areas of interfaces and reports.

# AZ360 Project Dashboard

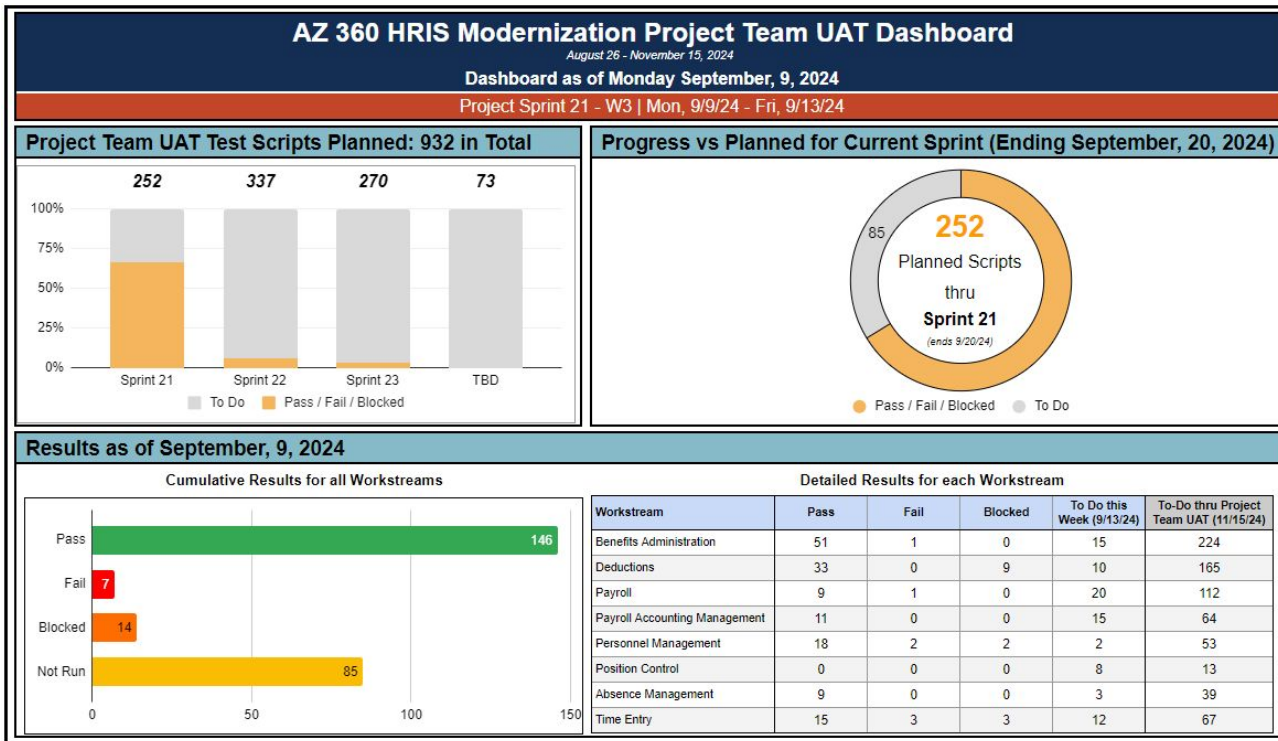
Completed  
On Track  
At Risk  
Delayed  
 Milestone Duration

Milestones by Sprint										
Critical Path = CP Payroll Critical Path = PCP & CP		Sprint 14 02/12-3/08	Sprint 15 03/11-4/05	Sprint 16 04/08-05/03	Sprint 17 05/06-05/31	Sprint 18 06/03-06/28	Sprint 19 07/01-07/26	Sprint 20 07/29-08/23	Sprint 21 08/26-09/20	Sprint 22 09/23-10/18
CP	Configuration									
PCP	Data Conversion									
	Security									
CP	Interfaces									
	Reports (P1)								8	
	IST									
	End to End									
PCP	UAT Prep, Project, Dept.		UAT Prep					Project		
PCP	Mock Conversion 1-4					Prelim	M1		M2	
PCP	Prelim Parallel Payroll Parallel Payroll 1-4					Prelim		PP1		PP2
	Training Development & Delivery									
	Change Management									
	Project Metrics									
	User Stories									

# Critical Path Gantt Chart



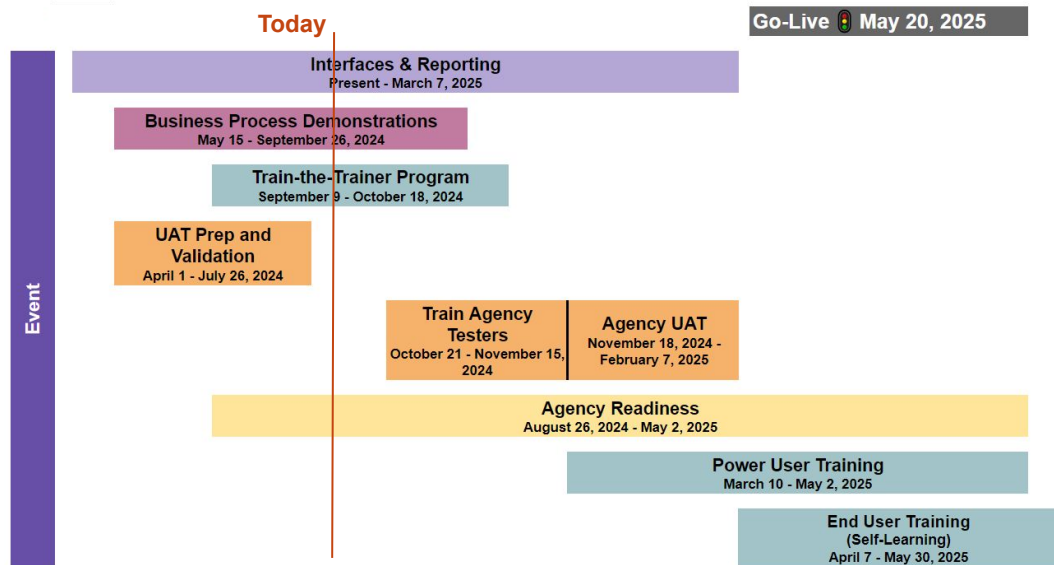
# Project Team UAT Update



# AZ360 UAT Dates and Milestones

## Planned milestone dates include:

- **UAT Preparation:** 3/11/24 – 7/26/24
- **Agency Captain UAT Overview:** 6/11/24
- **Project Team UAT:** 7/29/24 – 11/15/24
- **Departmental UAT Tester Training:** 10/21/24 - 11/15/24
- **Departmental UAT:** 11/18/24 – 2/7/25
- **UAT Phase Complete:** 2/7/25






# Questions & Answers

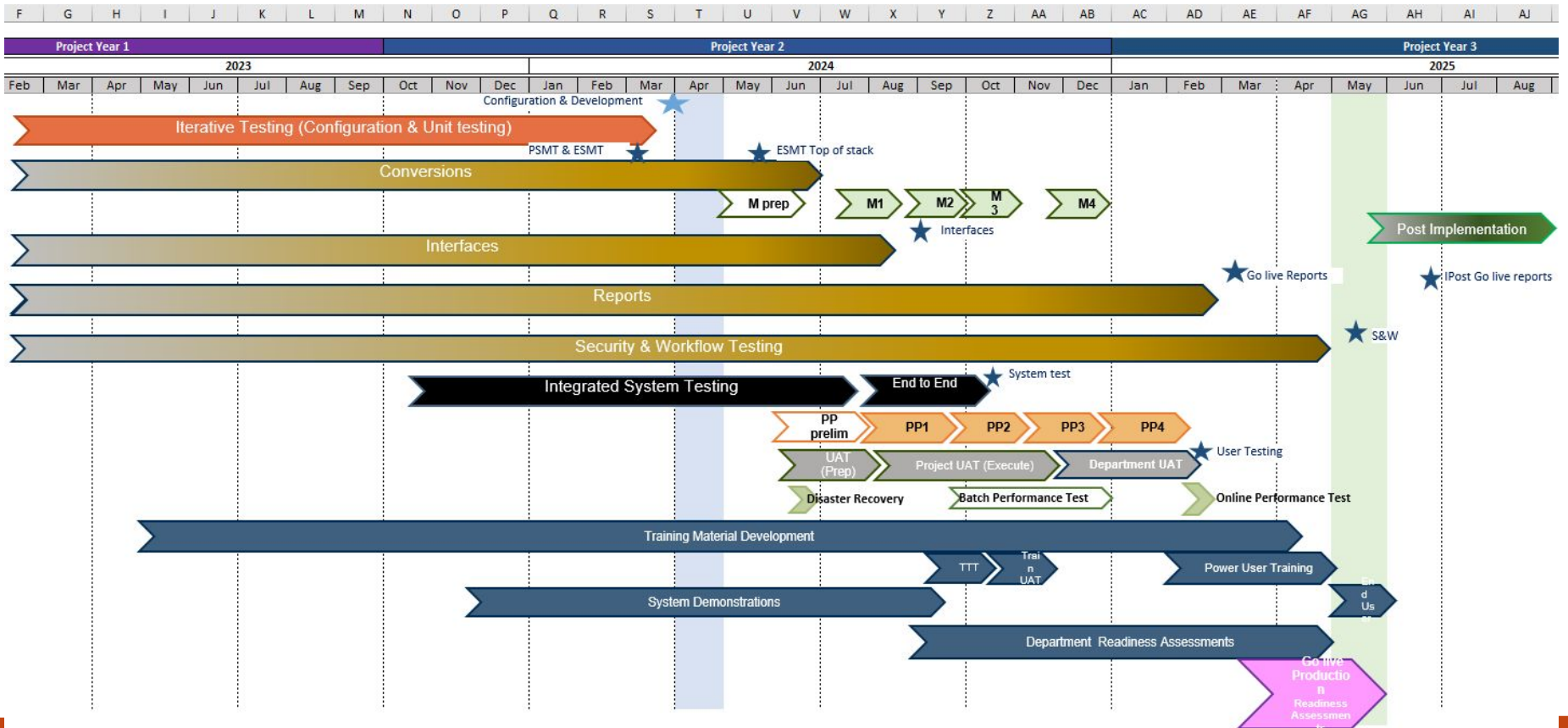




# Appendix

A scenic view of a canyon with layered rock formations and a rainbow in the distance. The foreground shows a steep, rocky slope with some sparse vegetation. The middle ground features a prominent, layered rock formation. In the background, a rainbow is visible against a blue sky with light clouds. The overall scene is a natural landscape.

# Current Project Timeline



# IST progress



- Status is the same or holding steady
- Status is trending down or getting worse
- Status is trending up or getting better

**Red**

**Yellow**

**Green**

- Impact to scope, budget or timeline
- Concerns exist, risk monitoring increases
- Risk mitigation is effective

## For Published IST and State Tax Tests:

Workstream	Functional designation	Core IST Tests			Converted Data Tests			Interface Tests			State Tax Tests			Grand Total		
		Total	Total Pass	Passing %	Total	Total Pass	Passing %	Total	Total Pass	Passing %	Total	Total Pass	Passing %	Total	Total Pass	Passing %
Position Control	PC Position Control	19	19	100.00%	2	2	100.00%							21	21	100.00%
Personnel	PM Personnel Mgmt	24	23	95.83%	8	8	100.00%	3	3	100.00%				35	34	97.14%
Benefits	BA Benefits	33	33	100.00%	11	11	100.00%	2	2	100.00%				46	46	100.00%
Deductions	DM Deduction Mgmt	13	13	100.00%	6	6	100.00%	2	2	100.00%				21	21	100.00%
Time & Leave	TE Time Entry	56	56	100.00%	5	5	100.00%	4	0	0.00%				65	61	93.85%
Payroll & PAM	AM Absence Mgmt	43	41	95.35%	4	4	100.00%							47	45	95.74%
	PY Payroll	114	114	100.00%	8	8	100.00%				42	31	73.81%	164	153	93.29%
	PAM Payroll Acct Mgmt	37	36	97.30%	3	3	100.00%							40	39	97.50%
	<b>Grand Total</b>	<b>339</b>	<b>335</b>	<b>98.82%</b>	<b>47</b>	<b>47</b>	<b>100.00%</b>	<b>11</b>	<b>7</b>	<b>63.64%</b>	<b>42</b>	<b>31</b>	<b>73.81%</b>	<b>439</b>	<b>420</b>	<b>95.67%</b>

Notes: Although included above, State Tax testing is not IST Testing, and the testing for it was performed in SH3 rather than MA3.

### Notes:

- The Integrated System Testing (IST) phase closed out on 7/26/24 at the end of Sprint 19. However, for items that were not in a passed status, ongoing activities or regression testing will occur for IST-level testing and also be incorporated into the E2E testing phase.

# Parallel Payroll 1 - Pay Period 05-25-2024 to 06-07-2024

Review Criteria	Legacy Infor Production	AZ360 Advantage	Variance (AZ360 vs Infor)	Known Conversion Variances	Research
Number of Employee	39,984	30,150	(9,834)	4,759	5,084
Employee Gross Pay	111,906,593.55	99,130,069.97	(43,791,846.15)	12,776,523.58	31,015,322.57
Employee Deductions	35,703,393.73	22,274,595.50	(13,428,798.23)	4,010,848.56	9,417,949.67
Employee Net Pay	3,959	45,840,151.90	(30,345,881.07)	8,762,866.82	21,583,014.25
Employer Fringe Benefits	79,304,250.16	23,302,600.70	(56,001,649.46)	tbd	tbd
Imputed Income	17,166.85	0.00	(17,166.85)	404.50	16,762.35

## Parallel Payroll 1 Challenges

Delayed Start Due to Mock 1 Conversion  
 Infor (PARA) Compare File Format  
 Infor (PARA) Compare File Totals vs Legacy Infor Production Totals  
 Reconciliation challenge with change from Decimal to Minutes Time recording

## Notes:

1. Preliminary Run 2 Results (GTN 9)
2. Legacy Infor application treats imputed income as a deduction



# Parallel Payroll 1 - Compare results and progress to date

Issues Identified	Area impacted	Status
Configuration	Stipends %	Resolved
	Stipends \$	In Progress
	Overtime	In Progress
	FICA / Medicare adjustment	In Progress
	Imputed income	Not started
Conversion	ESMT variances	To be resolved in M2/PP2
	TADJ errors (PP specific)	To be resolved in M2/PP2
	Stipends not on employee ESMT	To be resolved in M2/PP2
Application	State tax defaulting to AZ tax rate	Analyses in progress
	DB27 and DEDA errors	Defect, resolution in progress

## Next Steps

### Parallel Analysis

- Employees with Pay in Infor, not Paid in AZ360
- Detail review of Agencies ABA, CBA, DOT, DOC, and DES

### Configuration

- WCPT/PCPT for CYCL and WCPC
- BWKLY Pay Cycle, Work Cycle, ASDB Pay Cycle

### Application

- W2 Analysis



# Project Risks

Team	Risk ID	Risk Title	Risk Assessment	Due Date	Assigned Risk Owner
Technical	820	EIN Generator updates to be tracked through Mock 1	Green	9/9/2024	Victor Carrasco
UAT	830	UAT Test Schedule Impacted by Engage Hub delays	Yellow	9/20/2024	Ahmed Shahid
Technical	840	Mock 2 risk due to higher error rate of reference data than expected	Yellow	11/15/2024	Victor Carrasco
UAT	850	UAT environment will be loaded ahead of E2E environment	Yellow	11/15/2024	Alba Valencia
UAT	860	UAT Test Schedule Impacted by Interface Development delays	Yellow	10/18/2024	Ahmed Shahid
OCM	870	Losing an agency touchpoint by moving Business Process Demonstrations to recordings only rather than live	Green	10/18/2024	Jenny Cox
UAT	880	UAT Test incorporation of most common business scenarios	Yellow	11/15/2024	Alex Perry
Functional	890	AZ Maps Interface Gaps	Yellow	11/15/2024	Cam Nielsen
PMO	900	AFIS Container Release at Go Live	Yellow	11/15/2024	Alba Valencia
Technical	910	Parallel Payroll 1 Duration compressed to 6 weeks	Yellow	11/15/2024	Victor Carrasco

# Project Issues (new & critical)

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Issue ID	Issue Description	Priority	Assigned to
160	Interfaces Schedule Delays	Critical	Shahid, Ahmed Carrasco, Victor
330	PP1 Execution start date delayed	Critical	Beiter, Sharon

# Project Decisions (new & critical)

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