

AZ360 HRIS Modernization

State of Arizona – Arizona
Department of Administration

Informational Update

12/18/2024

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
- Chuck Brown, ERP Assistant Director

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: **GREEN**
- Target Project Phase 1A deployment May 2025

Project Summary

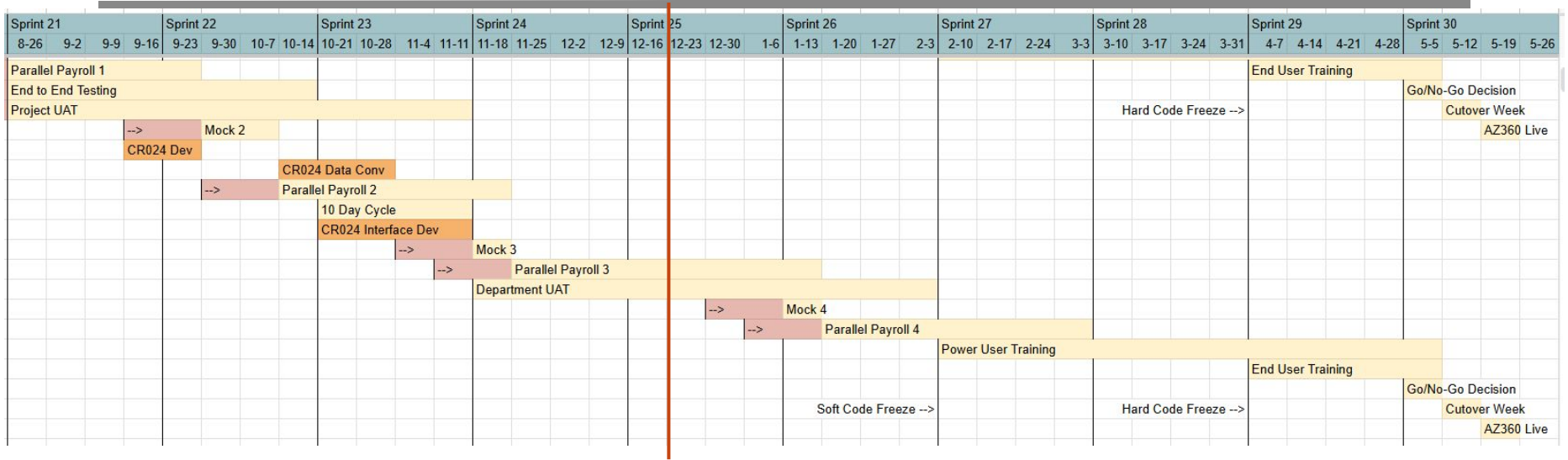
The project is currently in a green status as of October 2024. UAT, Mock, Training Development, Change Management, Interfaces and Parallel Payroll remain in green status because teams are meeting their sprint deliverables for those areas. We continue to struggle with resources and bandwidth in the areas of reports.

AZ360 Project Dashboard

Completed
On Track
At Risk
Delayed
Milestone Duration

Project Health				Key Issues / Risk											
AZ360 - Overall Project Status		AZ360 - Budget		Issue / Risk							Open Date	Target Date	Severity	Owner	
AZ360 - Critical Path		AZ360 - Resources		BI Report Development							02/10/2023	03/07/2025	High	Victor	
AZ360 - Payroll Critical Path		AZ360 - Current Sprint													
Milestones by Sprint															
Critical Path = CP		Sprint 14	Sprint 15	Sprint 16	Sprint 17	Sprint 18	Sprint 19	Sprint 20	Sprint 21	Sprint 22	Sprint 23	Sprint 24	Sprint 25	Sprint 26	Sprint 27
Payroll Critical Path = PCP & CP		02/12-3/08	03/11-4/05	04/08-05/03	05/06-05/31	06/03-06/28	07/01-07/26	07/29-08/23	08/26-09/20	09/23-10/18	10/21-11/15	11/18-12/13	12/16-01/10	01/13-02/07	02/10-3/07
CP	Configuration														
PCP	Data Conversion														
	Security														
CP	Interfaces														
	Reports P1														
	IST														
	End to End														
PCP	UAT Prep,Project,Dept.		UAT Prep						Project			Department			
PCP	Mock Conversion 1-4					Prelim	M1			M2		M3		M4	
PCP	Prelim Parallel Payroll Parallel Payroll 1-4					Prelim		PP1		PP2		PP3		PP4	
	Training Development & Delivery														
	Change Management														
	Project Metrics														
	User Stories														

Critical Path Gantt Chart



Project Team UAT Update

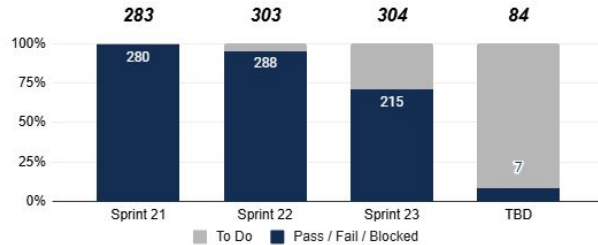
AZ 360 HRIS Modernization Project Team UAT Dashboard

August 26 - November 15, 2024

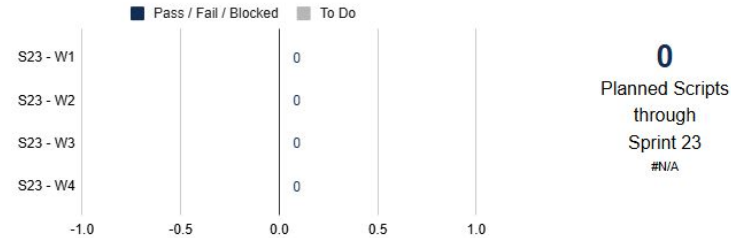
Dashboard as of Wednesday December 4, 2024

The AZ360 HRIS Modernization Project is Currently in Sprint 23 - Week 4 | 11/11/24 (Mon) - 11/15/24 (Fri)

Project Team UAT Test Scripts Planned: 974 in Total

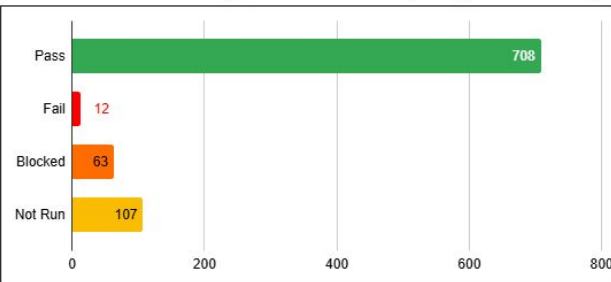


#N/A



Results as of December 4, 2024

Cumulative Results for Scripts Planned thru Nov 15, 2024 (Sprint 23 - Week 4)




Detailed Results by Workstream for Scripts Planned thru Nov 15, 2024 (Sprint 23 - Week 4)

Workstream	% Pass	Pass / Fail / Blocked	Pass	Fail	Blocked	To Do thru Project Team UAT (11/15/24)
Total	90%	783	708	12	63	184
Benefits Administration	94%	231	217	4	10	62
Deductions	76%	193	146	3	44	30
Payroll	95%	83	79	0	4	39
Payroll Accounting Management	100%	84	84	0	0	23
Personnel Management	94%	80	75	3	2	0
Position Control	100%	12	12	0	0	1
Absence Management	94%	32	30	1	1	16
Time Entry	96%	68	65	1	2	13

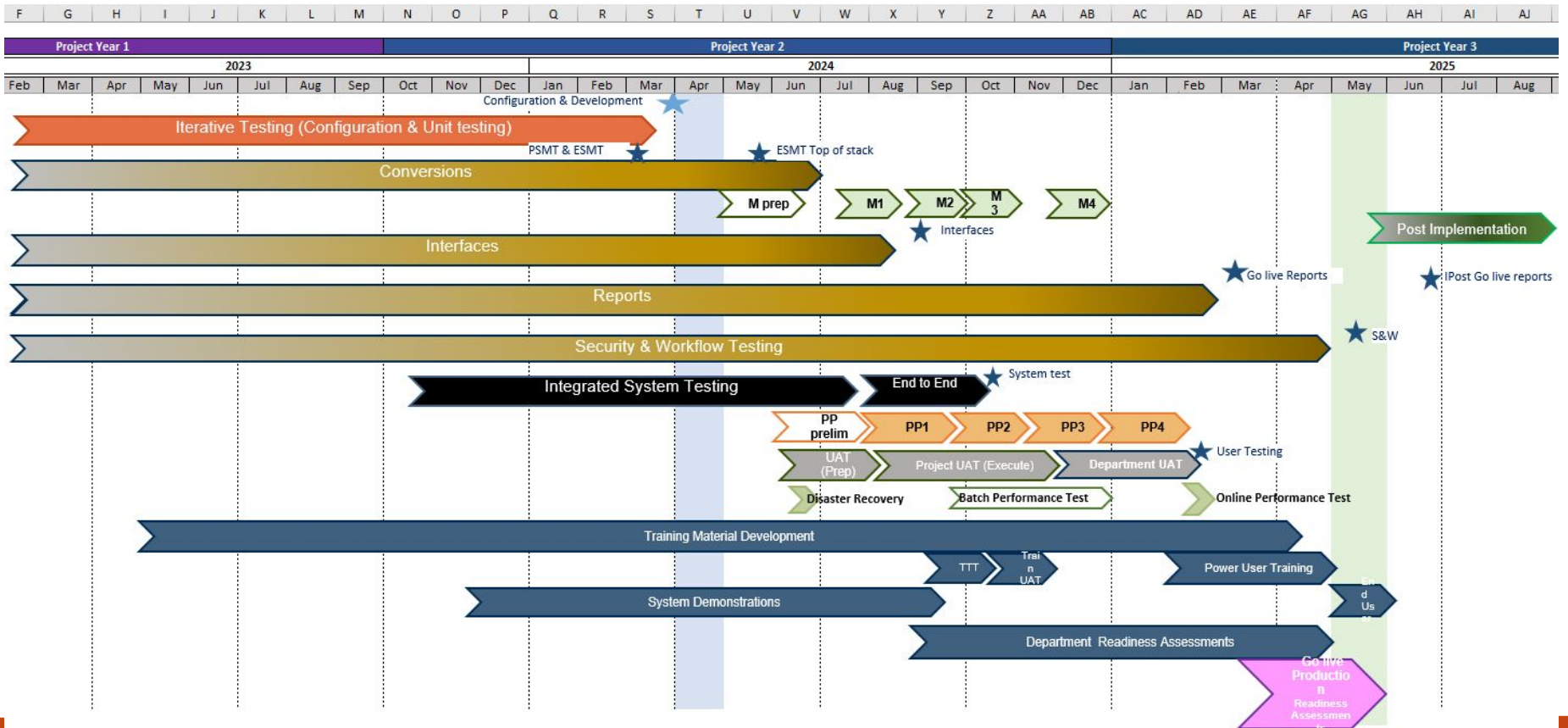
Thank You



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 green vegetation. The middle ground features a prominent, layered rock formation. In the background, a rainbow is visible in the sky over the canyon. The overall scene is captured in a wide-angle shot, emphasizing the vastness and beauty of the landscape.

Current Project Timeline



Parallel Payroll 2 - Pay Period 07-06-2024 to 07-19-2024

GTN 10 (Prelim 3)						
Review Criteria	Legacy Infor Production	AZ360 Advantage	Variance (AZ360 vs Infor)	% Match (AZ360 vs Infor)	Known Conversion Variances	Research
Number of Employee	39,984	38,323	-1,661	0.958	1,310	351
Gross Pay	102,888,645.65	99,568,926.90	(3,319,718.75)	0.968	3,519,335.55	(199,616.80)
Employee Deductions	33,594,343.31	32,996,917.70	(597,425.61)	0.982	1,072,427.15	(475,001.54)
Net Pay	69,270,755.21	66,572,009.20	(2,698,746.01)	0.961	2,446,483.15	252,262.86
Employer Fringe Benefits	40,679,225.24	40,033,530.10	(645,695.14)	0.984		645,695.14

Parallel Payroll 2

7/6 to 7/19, Compute Date 7/23, Check Date 7/25

2nd paycheck in the month

Pay frequency

Deduction frequency

Uniform Allowance

Parallel Payroll 2 - Compare results and status

Mock 2																	
Issues Identified	Area impacted	Solution	Status														
Configuration	Stipends	Update to PPOL to add new pay policies Stipend combinations not previously identified	Complete														
	Contract Pay	SPAR, CATG, EVNT, PPET, PPRT, PPOL, CPID, CPOL, SCHP, WKCY, PYCL, RPYF, CYCL, PYNO	In Progress														
	Imputed income	Imputed Income (CATG AUTOP) possible conversion update	In Progress														
Conversion/Mock	TADJ errors (PP specific) TADJ errors (PP specific)	Uniform payment not removed from TADJ 11-8 - Failed Edits 1310	Will be a known variance for Mock2 No further resolution in Mock2 <table border="1"> <tr><td>ESMT rejects</td><td>181</td></tr> <tr><td>ESMT ToS change mid pay period</td><td>684</td></tr> <tr><td>ESMT ToS date issues</td><td>109</td></tr> <tr><td>SDA issues</td><td>115</td></tr> <tr><td>EMST total issues</td><td>1069</td></tr> <tr><td>TADJ tax reject 11_7</td><td>1310</td></tr> <tr><td>1307 - 1089</td><td>221</td></tr> </table>	ESMT rejects	181	ESMT ToS change mid pay period	684	ESMT ToS date issues	109	SDA issues	115	EMST total issues	1069	TADJ tax reject 11_7	1310	1307 - 1089	221
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1307 - 1089	221																
	Stipends	Update to ESMT conversion to add the override pay policy to employee who will be receiving stipends	To be resolved in M3/PP3 ? (for DCA - 773 employees impacted)														
	Leave Substitution		In Progress														
	TADJ rejects due to EMPS = T TADJ rejects due to EMPS = M	EMPS = T does not allow leave events EMPS = M does not allow pay events, no base pay	To be resolved in M2/PP2 In Progress														
	OTDEB, OTPAYB	OTDEB, OTPAYB transactions not entered for	To be resolved in M2/PP2 In Progress														
	Contract Pay	RESP	To be resolved in M3/PP3 In Progress														
Application	*DB27-E UNANTICIPATED ERROR	ADVSUPPHR-18700	Interim patch applied 10/29 Container update tested 11_4 Issue resolved														
	DEDA Error Triggered in Prelim GTN	ADVSUPPHR-18675	CAPS analysis and testing in progress with detailed logging enabled in prodtemp2.														
	p_table size issue	ADVSUPPHR-18823 ADVSUPPHR-18826	In review with CAPS														
	State tax defaulting to AZ tax rate	ADVSUPPHR-18782	Defect #ADVHRAM-71948 Patch request for fix submitted														

Project Risks

Team	Risk ID	Risk Title	Risk Assessment	Due Date	Assigned Risk Owner
UAT	880	UAT Test incorporation of most common business scenarios	Yellow	11/15/2024	Alex Perry
Functional	890	AZ Maps Interface Gaps	Yellow	2/7/2024	Cam Nielsen
PMO	900	AFIS Container Release at Go Live	Yellow	2/7/2024	Alba Valencia
PP	920	Parallel Payroll (PP) new data sets not including fiscal year end and calendar year end	N/A or Watch Item	2/7/2024	Alba Valencia
UAT	930	No CGI Counterparts for Personnel and Position Control Team	Yellow	2/7/2024	Alba Valencia
PP	940	Parallel Payroll Visibility	Yellow	2/7/2024	Alba Valencia
E2E	950	End to End Visibility	Yellow	2/7/2024	Alba Valencia
PMO	970	Departmental UAT Delayed for Mock 3	Yellow	12/2/2024	PMO

Risks are addressed weekly by State and CGI Teams and monitored regularly by the AZ360 PMO Team.

Project Issues (new & critical)

Issue ID	Issue Description	Priority	Assigned to
160	Interfaces Schedule Delays	Critical	Carrasco, Victor

Issue 100 - Delay in BI Reports Development is no longer in critical status due to refactoring of BI reports list. Evaluations are ongoing to keep Priority One reports on schedule for Go-Live

Issue 160 - Interfaces Schedule Delays is on track to be taken out of Critical status. The AZ360 Project is down to 5 interfaces needing to finish original development (3 change requests and 2 original RFP integrations). The Interfaces Team is supporting UAT defects and enhancements. The Snowflake connector blocker for AZ158 was resolved as of 11/29/24.

Project Decisions (New & Active)

Decision ID	Decision Description	Status	Decision Owner
0415	Report need to track Retirement Contribution Limits by FY	Active	PMO
0425	Stipends - Move to Automated Pay Criteria (AUPC) configuration	Closed	PMO
0435	AZ Maps Manual Process	Closed	Sean Price
0445	AZ Maps Manual Process	Closed	PMO
0455	Departmental UAT Entrance Criteria	Closed	Alba Valencia