Analysis

Department of Administrative Services

Human Resources Information System Project Report

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Request: Acknowledge receipt of a progress report on a project to modernize the state's human resource information systems.

Recommendation: Acknowledge receipt of the report.

Analysis: The Department of Administrative Services (DAS) has submitted a report on planning efforts to replace the state's human resources information systems. The Governor's Budget for 2013-15 included a request for $40 million Other Funds for a Human Resources Information Systems (HRIS) project. The General Government Subcommittee of the Joint Committee on Ways and Means instead directed DAS to expend up to $2 million of previously collected assessments to develop a business plan for a HRIS project and return to the Legislature with recommendations to complete the replacement project. This project will replace two state IT systems that date from the 1990s, the Position Personnel Database and the Position Inventory Control System.

DAS had originally intended to complete the business case before the start of the 2014 session so that a funding request could be considered. Since the inception of this project in the summer of 2013, DAS has ensured that standard project management activities have been undertaken and significant progress in scoping the project has been accomplished. After meeting with the Legislative Fiscal Office (LFO), all agreed the project would benefit from additional time before completion of a business plan. This time will be used to better explore various options for inclusion in the business plan including:

- The viability of continuing to support the existing systems with no replacement.
- Build a custom system to replace the current applications.
- Acquire a commercial-of-the-shelf (COTS) HRIS solution that is housed in the State Data Center and maintained by the state.
- Acquire a COTS solution that is housed in the State Data Center and maintained by the vendor.
- Acquire a COTS solution that is housed by the vendor and maintained by the vendor.
- Acquire a COTS solution under a "software as service" model that is housed in the cloud and accessed through the internet.

DAS plans to continue to work with stakeholders, including LFO staff, and return to the Legislature later during the interim with a completed business case for the preferred option. Any funding request will be contingent on the HRIS solution selected.

The Legislative Fiscal Office recommends acknowledging receipt of the report.