

STATE OF CALIFORNIA
Budget Change Proposal - Cover Sheet
 DF-46 (REV 07/23)

Fiscal Year 2024-25	Business Unit Number 0840	Department State Controller's Office (SCO)
Hyperion Budget Request Name 0840-030-BCP-2024-MR 0840-031-BCP-2024-MR		Relevant Program or Subprogram 0500300-Personnel/ Payroll Services

Budget Request Title
 California State Payroll System (CSPS) Project

Budget Request Summary

The State Controller's Office (SCO) requests the following resources to support the CSPS Project as it passes from planning to execution, following the anticipated successful completion of the California Department of Technology's (CDT) Project Approval Lifecycle (PAL) Stage 4 process in 2024-25, resulting in CSPS achieving official CDT-approved project status.

\$3,150,000 (\$1,985,000 General Fund (GF) and \$1,165,000 Central Service Cost Recovery Fund (CSCRF)) in 2024-25 and partial reappropriation of the unencumbered balance of funding for the System Integrator (SI) contract that was appropriated in the 2023 Budget Act.

Requires Legislation (submit required legislation with the BCP) <input type="checkbox"/> Trailer Bill Language <input type="checkbox"/> Budget Bill Language <input checked="" type="checkbox"/> N/A	Code Section(s) to be Added/Amended/Repealed
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Does this BCP contain information technology (IT) components? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>If yes, departmental Chief Information Officer must sign.</i>	Department CIO Todd Boltjes, Chief, Information Systems Division	Date
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For IT requests, specify the project number, the most recent project approval document (FSR, SPR, S1BA, S2AA, S3SD, S4PRA), the approval date, and the total project cost.

Project No. 0840-086 **Project Approval Document:** S3SD

Approval Date: 3/29/2022 **Total Project Cost:**

If proposal affects another department, does other department concur with proposal? Yes No

Attach comments of affected department, signed and dated by the department director or designee.

Prepared By Jennifer Burkett, Director, CSPS Project	Date	Reviewed By Jennifer Chavez, Chief, Admin and Disb. Division	Date
Department Director Cathy Leal, Acting Chief Operating Officer	Date	Agency Secretary N/A	Date

Additional Review: Capital Outlay ITCU FSCU OSAE Dept. of Technology

Principal Program Budget Analyst

Dominick Guidera

Date submitted to the Legislature

May 14, 2024

A. Problem Statement

Beginning in 2016, SCO began to assess current Information Technology (IT) and the latest industry standards and initiated the re-engineering of a new human resource (HR) management and payroll system. This initiative was named the California State Payroll System Project. The Project product scope includes functionality for Core HR (Position Control, Benefits Administration, Personnel Administration, Time Management, and Payroll), as well as Travel and Expense Management functionality. In late 2020, the project Executive Steering Committee (ESC) agreed that the Department of Human Resources (CalHR) active participation and leadership in the project was critical to project success, making CalHR a full partner on the Project.

The project received CDT approval on PAL Stage 1 Business Analysis (S1BA) in October 2017, PAL Stage 2 Alternative Analysis (S2AA) in April 2021, and PAL Stage 3 Solution Development (S3SD) in March 2022. CSPS was scheduled to submit PAL Stage 4 Project Readiness and Approval (S4PRA) in September 2023 however, due to the project concluding vendor negotiations without awarding an SI contract S4PRA was delayed pending an SI contract award.

In October 2023, the ESC approved a revised timeline of the procurement solicitation which is expected to take twelve months. The project team is working diligently to adhere to the revised timeline, which will include partnering with CDT to complete the procurement, submitting S4PRA, and executing the SI contract. In addition to all procurement activities, the project continues to engage in other important work to be prepared for when the project begins the execution phase with the SI vendor.

Project Management Office (PMO) – The PMO continues to plan, monitor, and control project management plans and activities. The PMO is responsible for the project's Master Schedule, Risk and Issue Management, Cost Management and Reporting, Change Control Management, Resource Administration, Quality Management and Project Communication Management. These activities will continue as they support State Information Management Manual (SIMM) 19 – Project Approval Lifecycle (PAL).

Ancillary Contracts – All existing contracted services (Data Migration and Validation, Independent Verification and Validation (IV&V), Project Management, Organizational Change Management, and Project Advisor) continue as detailed in each agreed upon scope of work. These contractors work collaboratively with their assigned work-streams to support various activities and progressing from the Planning Phase to the Execution phase of the project.

In August 2023, CSPS cancelled the Business Analysis (BA) and IT contract due to the delay with the SI procurement. After conducting lessons learned on the BA & IT Services Contract the project decided to move forward with conducting separate procurements, resulting in two separate contracts, one for BA Services and one for IT Services. Skills needed for the resources are drastically different for each service. Conducting two procurements will allow more vendors to participate, increasing competition with a narrower scope. Having such a broad scope requiring numerous key staff was a challenge for the vendors obtaining the needed resource requirements. The project's Contract and Procurement Specialist will divide the scope of work for these services and will release two new solicitations by September 2024 with the intent to award the contracts in December 2024. This will allow the project time to onboard these contractors and prepare them to support the SI.

Also in September 2024, CSPS plans to release a solicitation for a new IV&V Services contract. This contract is expected to execute in February 2025 and will provide services to support the project through the execution phase. (Current IV&V contract expires in January 2025)

Organizational Change Management (OCM) –The OCM team continues engagement with DART through Stakeholder Connect, keeping them updated on project work, focus areas and data requests. OCM will focus on developing team members to better support its stakeholders. Activities include training on various technologies that will be needed to design, develop and facilitate readiness activities and training. Support the Modernizing Pay Day efforts with CalHR in

managing and updating the presentation. Continue work with CalHR on the Learning Management System that CSPA will use for future trainings.

Technical Team – The technical team continues to work towards cleansing data that will be required for the SI to use in the new system. The team is taking steps toward using and testing these new data views or groupings with internal partners to prepare for the SI usage. In addition to data cleansing and usage, the technical team is focusing on future clients, reporting, and interface developments. This includes creating documentation such as standard memorandum of understanding for data sharing or usage, data governance plans, and best practice guides or standards for interfacing development partners. The Technical Team also partners with other CSPA units on developing methodology and practices for managing the upcoming work anticipated in the various cycles of software development.

Functional Team – The functional team is actively building Use Cases and are leading the development of Main Business Capabilities (MBC) Pods. The purpose of the MBC Pods is to group the CSPA Project team members to build self-governing teams that can help each other through design and implementation tasks in the project with a focus on a specific MBC. An MBC Pod is led by a functional team member and includes at least one resource from each project work stream (OCM, Test and Interfaces, Technical and PMO). Each Pod will collaborate bringing their area of expertise to multiple project tasks related to their assigned MBC. The functional team continues to work closely with Personnel and Payroll Services Division to establish a change control process that will be used during the execution phase.

Resource History
(Dollars in thousands)

Program Budget	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Authorized Expenditures	\$3,974	\$6,878	\$9,458	\$17,565	\$106,122	\$59,582
Actual Expenditures	\$3,860	\$6,780	\$8,522	\$11,381	\$17,597	TBD
Authorized Positions	19.0	18.0	25.0	44.5	78.5	79.5
Filled Positions	16.0	16.6	25.0	30.5	47.3	61.0
Vacancies	3.0	1.4	0.0	14.0	31.2	18.5

B. Justification

During Stage 2 and 3 of the PAL process, the project identified future project resource needs which are reflected in the Financial Analysis Worksheets (FAWs) and the CSPA Resource Management Plan. The resource needs were determined using results from market research; past project history and industry best practices for projects of this size, scope and complexity. As the project continues to move through the PAL stages, and prepares to onboard the SI, the project will have additional resource needs. However, in light of the Budget Letter 23-27 issued December 12, 2023 by DOF, CSPA will not be requesting any additional positions at this time. See Attachment I for SCO Resources by Fiscal Year and Workload. To further reduce the needs of this request, the project will encumber and utilize the funding provided in 2023-24 for the BA & IT contract that was cancelled for existing ancillary contracted services in 2024-25.

SCO released addendum 5 for the SI solicitation in March 2024 which reflected the changes needed after previous negotiations did not result in a contract. Since March 2024, the Project team engaged with the bidder community to encourage bidders to participate and complete the initial question and answer process. As a result of the bidder questions and clarifications, SCO issued Addendum 6 and 7 in April 2024. Solicitation Phase 1 will conclude in early May 2024 and the SCO will successfully move forward to Phase 2 which includes bidder demonstrations and

bidder solution proposals. Due to this significant progress, SCO wants the vendor community to be comfortable bidding on the SI contract knowing the project has secured funding for the services. Therefore, a partial reappropriation (\$41,625,000 of the \$83,250,000) is requested for the approved future solution funding from the 2023 Budget Act that was reappropriated from 2022-23 (see Attachment II, Provisional Language).

During PAL Stage 2 the project identified the resource needs and acquisition strategy for the required activities as identified during PAL Stage 2 and as outlined in the SIMM 17 California Project Management Framework to fully execute the project. Project activities occur in the following areas: Project Management; Business Analysis; IV&V; CDT Project Oversight; OCM; Enterprise Architecture; Data Migration and Validation (i.e. Data conversion); System Design and Development; System Integrations; Quality Assurance; System Maintenance and Operations. The CSPS Resource Management Plan provides the acquisition and transition strategies for the resource needs for the duration of the Project. The acquisition strategy includes obtaining state resources in partnership with vendors. Vendor partnerships help mitigate risk, provide missing expertise and guidance, and broaden creativity and innovation. The recruitment and staff management capabilities of contractors is a key component of realizing the goals of the CSPS Resource Management Plan. To support the SI, the project will need to execute the following new contracts in 2024-25.

- BA Services
- IT Services
- IV&V Services

Refer to Section F. Supplemental Information for cost and service description details.

C. Departmentwide and Statewide Considerations

The Project intends to replace the current Uniform State Payroll System (USPS), comprised of multiple 1970s-era legacy systems. Through the CDT PAL process, the project has developed a comprehensive approach to satisfy all stakeholders' needs and meet the best interests of the state to acquire a solution that aligns with SCO and CalHR's strategic goals. Over the past five years, the project has documented the solution requirements that capture the desires and needs of the impacted stakeholders. A modern Human Capital Management (HCM) System will allow SCO and CalHR to meet strategic objectives; provide excellent customer service; deliver core services more effectively through innovative business processes and technology solutions, invest in its employees to create a skilled, motivated, and diverse workforce; enhance communications and information sharing; and enable SCO to promote financial integrity and accountability. This project will result in considerable change in business processes impacting over 165 departments and 300,000+ end users.

D. Outcomes and Accountability

SCO funding requested in this request will allow the project to adhere to the schedule, as outlined and ensures all related activities are resourced adequately, leading to project success. Accountability for project resources will be achieved through various management processes, with updates provided to stakeholders on a regular basis according to the CSPS Governance Management Plan, CSPS Stakeholder Management Plan and through ongoing partnership with the CDT Project Approval and Oversight (PAO) and CDT Statewide Technology Procurement (STP).

E. Implementation Plan

See Attachment III for the current Project Timeline.

F. Supplemental Information (If Applicable)

SCO requests funding for costs related to Consulting and Professional Services and Information Technology.

SCO Consulting and Professional Services (Interdepartmental and External)

See Attachment IV, Consultant Timeline and Costs for a breakdown of contract timelines, costs, and funding.

External Contracts - \$3,150,000 in 2024-25

Business Analysis Services - \$1,885,000 in 2024-25 to provide resources for the functional project team to carry out project execution phase activities (design, build, test and implement). These resources would serve as the business analysts on the functional team performing the work required to implement the future state CSPA solution.

IT Services - \$1,085,000 in 2024-25 to provide resources for the technical project team to carry out project execution phase activities (design, build, test and implement). These resources would serve as the technical analysts on the technical team performing the work required to implement the future state CSPA solution.

IV&V Services (Project Phases) - \$180,000 in 2024-25 for continuation of IV&V services after completion of the planning phase, to continue through the project phases. IV&V services are required for the full project lifecycle.

Information Technology – \$41,625,000 in 2024-25

IT (Future Solution) Costs - Request to reappropriate \$41,625,000 future solution costs included in the 2023 Budget Act.

BCP Fiscal Detail Sheet

BCP Title: California State Payroll System (CSPS) Project

BR Name: 0840-030-BCP-2024-MR

Budget Request Summary

Operating Expenses and Equipment

Operating Expenses and Equipment	FY24 Current Year	FY24 Budget Year	FY24 BY+1	FY24 BY+2	FY24 BY+3	FY24 BY+4
5340 - Consulting and Professional Services - External	0	3,150	0	0	0	0
Total Operating Expenses and Equipment	\$0	\$3,150	\$0	\$0	\$0	\$0

Total Budget Request

Total Budget Request	FY24 Current Year	FY24 Budget Year	FY24 BY+1	FY24 BY+2	FY24 BY+3	FY24 BY+4
Total Budget Request	\$0	\$3,150	\$0	\$0	\$0	\$0

Fund Summary

Fund Source

Fund Source	FY24 Current Year	FY24 Budget Year	FY24 BY+1	FY24 BY+2	FY24 BY+3	FY24 BY+4
State Operations - 0001 - General Fund	0	1,985	0	0	0	0
State Operations - 9740 - Central Service Cost Recovery Fund	0	1,165	0	0	0	0
Total State Operations Expenditures	\$0	\$3,150	\$0	\$0	\$0	\$0
Total All Funds	\$0	\$3,150	\$0	\$0	\$0	\$0

Program Summary

Program Funding

Program Funding	FY24 Current Year	FY24 Budget Year	FY24 BY+1	FY24 BY+2	FY24 BY+3	FY24 BY+4
0500300 - Personnel/Payroll Services	0	3,150	0	0	0	0
Total All Programs	\$0	\$3,150	\$0	\$0	\$0	\$0

BCP Fiscal Detail Sheet

BCP Title: California State Payroll System (CSPS) Project-Reappropriation of Future Solution Costs

BR Name: 0840-031-BCP-2024-MR

Budget Request Summary

Operating Expenses and Equipment

Operating Expenses and Equipment	FY24 Current Year	FY24 Budget Year	FY24 BY+1	FY24 BY+2	FY24 BY+3	FY24 BY+4
5346 - Information Technology	0	41,625	0	0	0	0
Total Operating Expenses and Equipment	\$0	\$41,625	\$0	\$0	\$0	\$0

Total Budget Request

Total Budget Request	FY24 Current Year	FY24 Budget Year	FY24 BY+1	FY24 BY+2	FY24 BY+3	FY24 BY+4
Total Budget Request	\$0	\$41,625	\$0	\$0	\$0	\$0

Fund Summary

Fund Source

Fund Source	FY24 Current Year	FY24 Budget Year	FY24 BY+1	FY24 BY+2	FY24 BY+3	FY24 BY+4
State Operations - 0001 - General Fund	0	41,625	0	0	0	0
Total State Operations Expenditures	\$0	\$41,625	\$0	\$0	\$0	\$0
Total Expenditures	\$0	\$0	\$0	\$0	\$0	\$0
Total All Funds	\$0	\$41,625	\$0	\$0	\$0	\$0

Program Summary

Program Funding

Program Funding	FY24 Current Year	FY24 Budget Year	FY24 BY+1	FY24 BY+2	FY24 BY+3	FY24 BY+4
0500300 - Personnel/Payroll Services	0	41,625	0	0	0	0
Total All Programs	\$0	\$41,625	\$0	\$0	\$0	\$0

STATE CONTROLLER'S OFFICE

California State Payroll System (CSPS) Project

Attachment I: SCO Resources by Fiscal Year and Workload

2016-17 LT Positions Workload	PPSD	CSPS	ISD	SARD	ADD	Total
Core Team ¹	-	7.0	-	-	1.0	8.0
Documentation/Development	-	-	-	-	-	-
ESS Portal (Cal Employee Connect)	-	-	-	-	-	-
Subtotal		7.0	1.0	-	1.0	8.0
2016-17 Perm Positions Workload						
Core Team	-	-	-	-	-	-
Documentation/Development	-	-	-	-	-	-
ESS Portal (Cal Employee Connect)	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-
2016-17 Total Positions						
Core Team ¹	-	7.0	-	-	1.0	8.0
Documentation/Development	-	-	-	-	-	-
ESS Portal (Cal Employee Connect)	-	-	-	-	-	-
Total		7.0	1.0	-	1.0	8.0

¹ LT positions are 2-year LT, expiring 06/30/2018.

2017-18 LT Positions Workload	PPSD	CSPS	ISD	SARD	ADD	Total
Core Team ¹	-	7.0	-	-	1.0	8.0
Documentation/Development ²	8.0	-	2.0	1.0	-	11.0
ESS Portal (Cal Employee Connect)	-	-	-	-	-	-
Subtotal	8.0	7.0	2.0	1.0	1.0	19.0
2017-18 Perm Positions Workload						
Core Team	-	-	-	-	-	-
Documentation/Development	-	-	-	-	-	-
ESS Portal (Cal Employee Connect)	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-
2017-18 Total Positions						
Core Team ¹	-	7.0	-	-	1.0	8.0
Documentation/Development ²	8.0	-	2.0	1.0	-	11.0
ESS Portal (Cal Employee Connect)	-	-	-	-	-	-
Total	8.0	7.0	2.0	1.0	1.0	19.0

¹ LT positions are 2-year LT, expiring 06/30/2018.

² LT positions are 1-year LT, expiring 06/30/2018.

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California State Payroll System (CSPS) Project

Attachment I: SCO Resources by Fiscal Year and Workload

2018-19 LT Positions Workload	PPSD	CSPS	ISD	SARD	ADD	Total
Core Team	-	-	-	-	-	-
Documentation/Development ³	5.0	-	2.0	1.0	-	8.0
ESS Portal (Cal Employee Connect) ⁴	2.0	-	3.0	-	-	5.0
Subtotal	7.0	-	5.0	1.0	-	13.0
2018-19 Perm Positions Workload						
Core Team	-	10.0	-	-	1.0	11.0
Documentation/Development	-	-	-	-	-	-
ESS Portal (Cal Employee Connect)	-	-	-	-	-	-
Subtotal	-	10.0	-	-	1.0	11.0
2018-19 Total Positions						
Core Team	-	10.0	-	-	1.0	11.0
Documentation/Development ³	5.0	-	2.0	1.0	-	8.0
ESS Portal (Cal Employee Connect) ⁴	2.0	-	3.0	-	-	5.0
Total	7.0	10.0	5.0	1.0	1.0	24.0

³ LT positions are 1-year LT, expiring 06/30/2019.

⁴ LT positions are 2-year LT, expiring 06/30/2020.

2019-20 LT Positions Workload	PPSD	CSPS	ISD	SARD	ADD	Total
Core Team	-	1.0	-	-	-	1.0
Documentation/Development	-	-	-	-	-	-
Change Control Management	-	-	-	-	-	-
ESS Portal (Cal Employee Connect) ⁴	2.0	-	3.0	-	-	5.0
Subtotal	2.0	1.0	3.0	-	-	6.0
2019-20 Perm Positions Workload						
Core Team	-	11.0	-	-	1.0	12.0
Documentation/Development	-	-	1.0	1.0	-	2.0
Change Control Management	3.0	-	-	-	-	3.0
ESS Portal (Cal Employee Connect)	-	-	-	-	-	-
Subtotal	3.0	11.0	1.0	1.0	1.0	17.0
2019-20 Total Positions						
Core Team	-	12.0	-	-	1.0	13.0
Documentation/Development	-	-	1.0	1.0	-	2.0
Change Control Management	3.0	-	-	-	-	3.0
ESS Portal (Cal Employee Connect) ⁴	2.0	-	3.0	-	-	5.0
Total	5.0	12.0	4.0	1.0	1.0	23.0

⁴ LT positions are 2-year LT, expiring 06/30/2020.

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California State Payroll System (CSPS) Project

Attachment I: SCO Resources by Fiscal Year and Workload

2020-21 LT Positions Workload	PPSD	CSPS	ISD	SARD	ADD	Total
Core Team ⁵	-	1.0	-	-	-	1.0
Documentation/Development	-	-	-	-	-	-
Change Control Management	-	-	-	-	-	-
Subtotal	-	1.0	-	-	-	1.0
2020-21 Perm Positions Workload						
Core Team	-	12.0	-	-	1.0	13.0
Documentation/Development	-	-	4.0	1.0	-	5.0
Change Control Management	5.0	-	1.0	-	-	6.0
Subtotal	5.0	12.0	5.0	1.0	1.0	24.0
2020-21 Total Positions						
Core Team	-	13.0	-	-	1.0	14.0
Documentation/Development	-	-	4.0	1.0	-	5.0
Change Control Management	5.0	-	1.0	-	-	6.0
Total	5.0	13.0	5.0	1.0	1.0	25.0

⁵ LT positions (two 0.5 Retired Annuitant positions) are 1-year LT, expiring 06/30/2021.

2021-22 LT Positions Workload	PPSD	CSPS	ISD	SARD	ADD	Total
Core Team ⁶	-	1.0	-	-	-	1.0
Documentation/Development	-	-	-	-	-	-
Change Control Management	-	-	-	-	-	-
CalATERS Replacement Project	-	10.5	-	2.0	-	12.5
Subtotal ⁷	-	11.5	-	2.0	-	13.5
2021-22 Perm Positions Workload						
Core Team	-	16.0	-	-	2.0	18.0
Documentation/Development	-	-	5.0	1.0	-	6.0
Change Control Management	5.0	-	1.0	-	-	6.0
CalATERS Replacement Project ⁷	-	-	1.0	-	-	1.0
Subtotal	5.0	17.0	6.0	1.0	2.0	31.0
2021-22 Total Positions						
Core Team	-	17.0	-	-	2.0	19.0
Documentation/Development	-	-	5.0	1.0	-	6.0
Change Control Management	5.0	-	1.0	-	-	6.0
CalATERS Replacement Project ⁷	-	10.5	1.0	2.0	-	13.5
Total	5.0	27.5	7.0	3.0	2.0	44.5

⁶ LT positions (two 0.5 Retired Annuitant positions) are 1-year LT, expiring 06/30/2022.

⁷ CalATERS Replacement Project positions were transitioned to CSPS, as Travel and Expense Management functionality was added to the project scope. Of the 13.5 CRP positions, 1.0 permanent position will continue in ISD; CSPS requests to retain 7.0 positions and will allow 5.5 to expire on 06/30/2023.

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California State Payroll System (CSPS) Project

Attachment I: SCO Resources by Fiscal Year and Workload

2022-23 LT Positions Workload	PPSD	CSPS	ISD	SARD	ADD	Exec	Total
Core Team ⁸	-	1.0	-	-	1.0	1.0	3.0
Documentation/Development	-	-	-	-	-	-	-
Change Control Management	-	-	-	-	-	-	-
CalATERS Replacement Project ⁹	-	9.5	1.0	2.0	-	-	12.5
Subtotal	-	10.5	1.0	2.0	1.0	1.0	15.5
2022-23 Perm Positions Workload							
Core Team	-	50.0	-	-	3.0	-	53.0
Documentation/Development	-	-	3.0	1.0	-	-	4.0
Change Control Management	4.0	-	1.0	-	-	-	5.0
CalATERS Replacement Project	-	1.0	-	-	-	-	1.0
Subtotal	4.0	51.0	4.0	1.0	3.0	-	63.0
2022-23 Total Positions							
Core Team	-	51.0	-	-	4.0	1.0	56.0
Documentation/Development	-	-	3.0	1.0	-	-	4.0
Change Control Management	4.0	-	1.0	-	-	-	5.0
CalATERS Replacement Project	-	10.5	1.0	2.0	-	-	13.5
Total	4.0	61.5	5.0	3.0	4.0	1.0	78.5

⁸ LT positions (two 0.5 Retired Annuitant positions) are 2-year LT, set to expire 06/30/2024 (reference footnote 6). ADD and Exec LT positions are 4-year LT, set to expire 06/30/2026.

⁹ SCO received 13.5 positions from CRP in 21-22 (1.0 permanent position and 12.5 limited term positions). Of the 12.5 CRP LT positions set to expire 06/30/2023 we received permanent funding for 7.0 positions in the 22-23 BCP, the remaining 5.5 positions were set to expire. SCO is requesting permanent funding for 1.0 additional CRP position.

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California State Payroll System (CSPS) Project

Attachment I: SCO Resources by Fiscal Year and Workload

2023-24 LT Positions Workload	PPSD	CSPS	ISD	ISO	SARD	ADD	Exec	Total
Core Team ¹⁰	-	1.0	-	-	-	1.0	1.0	3.0
Documentation/Development	-	-	-	-	-	-	-	-
Change Control Management	-	-	-	-	-	-	-	-
Subtotal	-	1.0	-	-	-	1.0	1.0	3.0
2023-24 Perm Positions Workload								
Core Team ¹¹	-	60.5	1.0	1.0	-	3.0	-	65.5
Documentation/Development	-	-	4.0	-	2.0	-	-	6.0
Change Control Management	4.0	-	1.0	-	-	-	-	5.0
Subtotal	4.0	60.5	6.0	1.0	2.0	3.0	-	76.5
2023-24 Total Positions								
Core Team	-	61.5	1.0	1.0	-	4.0	1.0	68.5
Documentation/Development	-	-	4.0	-	2.0	-	-	6.0
Change Control Management	4.0	-	1.0	-	-	-	-	5.0
Total	4.0	61.5	6.0	1.0	2.0	4.0	1.0	79.5

¹⁰ LT positions (two 0.5 Retired Annuitant positions are 2-year LT, set to expire 06/30/2024 and 2.0 LT positions received in 22-23 SFL set to expire 06/30/2026).

¹¹ SCO received 13.5 positions from CRP in 21-22 (1.0 permanent position and 12.5 limited term positions). Of the 12.5 CRP LT positions set to expire 06/30/2023 we received permanent funding for 7.0 positions in the 22-23 BCP, the remaining 5.5 positions were set to expire. SCO received permanent funding for 1.0 additional CRP position. Total BCP requested positions by type and program (5.5 new permanent positions and permanent funding received for 1.0 LT position set to expire 06/30/2023).

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California State Payroll System (CSPS) Project
Attachment I: SCO Resources by Fiscal Year and Workload

2024-25 through 2030-31 LT Positions Workload	PPSD	CSPS	ISD	ISO	SARD	ADD	Exec	Total
Core Team	-	-	-	-	-	1.0	1.0	2.0
Documentation/Development	-	-	-	-	-	-	-	-
Change Control Management	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	1.0	1.0	2.0
2024-25 through 2030-31 Perm Positions Workload								
Core Team	-	62.0	1.0	1.0	-	3.0	-	67.0
Documentation/Development	-	-	4.0	-	2.0	-	-	6.0
Change Control Management	-	4.0	1.0	-	-	-	-	5.0
Subtotal	-	66.0	6.0	1.0	2.0	3.0	-	78.0
2024-25 through 2030-31 Total Positions								
Core Team	-	62.0	1.0	1.0	-	4.0	1.0	69.0
Documentation/Development	-	-	4.0	-	2.0	-	-	6.0
Change Control Management	-	4.0	1.0	-	-	-	-	5.0
Total by Program	-	66.0	6.0	1.0	2.0	4.0	1.0	80.0
Existing Authorized Perm Positions¹²	-	66.0	6.0	1.0	2.0	3.0	-	78.0
Existing LT Positions¹³	-	-	-	-	-	1.0	1.0	2.0
New Requested Perm Positions	-	-	-	-	-	-	-	-
Total by Program	-	66.0	6.0	1.0	2.0	4.0	1.0	80.0

¹² SCO received 6.5 permanent positions in 2023-24. 5.0 positions began 7/1/2023 and 3.0 positions began 1/1/2024. In 2024-25 and ongoing all 8.0 permanent positions will be for the full fiscal year.

¹³ 2.0 LT positions received in 22-23 SFL set to expire 06/30/2026. Future BCP request anticipated to extend or make positions permanent.

STATE CONTROLLER'S OFFICE
California State Payroll System (CSPS) Project
Attachment II: Provisional Language

Add Item 0840-490 as follows:

0840-490—Reappropriation, Controller. The balances of the appropriations provided in the following citations are reappropriated for the purposes provided for in those appropriations and shall be available for encumbrance or expenditure until June 30, 2025.

0001—General Fund

(1) Provision 17 of Item 0840-001-0001, Budget Act of 2022 (Chs. 43, 45, and 249, Statutes of 2022), as reappropriated by Item 0840-490, Budget Act of 2023 (Chs. 12, 38, and 189, Statutes of 2023).

Provision:

1. Up to \$41,625,000 of the amount in this item for the System Integrator contract and related costs shall be allocated upon order of the Department of Finance following the project's successful completion of Stage 4 of the Project Approval Lifecycle Process. Allocation of these funds shall be made no earlier than 45 days after notification in writing to the chairpersons of the budget committees in both houses of the Legislature, the Joint Legislative Budget Committee, and the appropriate subcommittees in both houses of the Legislature.

STATE CONTROLLER'S OFFICE
California State Payroll System (CSPS) Project
Attachment III: Project Timeline

Activity	Start Date¹	End Date¹
Stage 4 Project Readiness and Approval		
Phase 0 Bidder's Survey	07/02/2021	08/06/2021
Phase 1 Solicitation Release	04/01/2022	08/16/2022
Phase 2 Proof of Concept	08/17/2022	02/14/2023
Phase 3 Contract Negotiations (no contract awarded)	04/06/2023	09/08/2023
Round 2 Phase 1 Solicitation Release	03/07/2024	05/06/2024
Addendum 5	10/02/2023	03/07/2024
Addendum 6	03/22/2024	04/15/2024
Addendum 7	04/19/2024	04/19/2024
Round 2 Phase 2 Demos and Software SOW	04/02/2024	09/23/2024
Stage 2 Phase 3 Negotiations and Selection	09/24/2024	12/11/2024
Stage 4 Submission and Approval	12/12/2024	01/31/2025
JLBC Notification Period	01/27/2025	03/18/2025
Solicitation Award	04/09/2025	04/09/2025
Project Phase 0 - Planning	05/02/2025	01/08/2026
Project Execution		
• Phase 1	05/02/2025	01/23/2029
• Phase 2	07/01/2026	07/09/2030
• Phase 3	12/29/2027	01/10/2031
Project Close Out	03/18/2030	04/09/2031
Transition to Maintenance and Operations	01/13/2031	05/07/2031

¹Dates beyond April 30, 2024 are estimated.

STATE CONTROLLER'S OFFICE
California State Payroll System (CSPS) Project
Attachment IV: Consultant Timeline and Costs
(Dollars in 000's)

**Actual and
Estimated
Contract Costs¹**

Vendor/Service	Planning							Project							Totals	
	(Actuals)							(Estimated) ²								
	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30		2030-31
CalHR	-	\$269	\$321	\$343	\$297	-	-	-	-	-	-	-	-	-	-	\$1,230
DART Team Resources	-	-	-	-	-	-	-	-	-	\$28,500	\$28,500	\$28,500	\$28,500	\$28,500	\$14,250	\$156,750
Interdepartmental Contract - Total	-	\$269	\$321	\$343	\$297	\$0	\$0	\$0	\$0	\$28,500	\$28,500	\$28,500	\$28,500	\$28,500	\$14,250	\$157,980
Business Process Documentation/R eengineering	\$448	\$47	-	-	-	-	-	-	-	-	-	-	-	-	-	\$495
Procurement & POC Support – Crowe	-	\$1,657	\$704	\$704	\$1,935	\$823	-	-	-	-	-	-	-	-	-	\$5,823
Data Analysis & Planning – Providence Technology	-	-	-	\$496	\$650	-	-	-	-	-	-	-	-	-	-	\$1,146
Organizational Change Management – Crowe	-	-	-	\$867	\$798	\$389	-	-	-	-	-	-	-	-	-	\$2,054
Project Management Services – Providence Technology	-	-	-	\$800	-	\$571	-	-	-	-	-	-	-	-	-	\$1,371
Project Management Services – Oak Technical	-	-	-	-	-	\$229	-	-	-	-	-	-	-	-	-	\$229
IV&V – Public Consulting Group	-	-	-	\$310	\$660	\$659	-	\$400	-	-	-	-	-	-	-	\$2,029
Project Advisor – Gartner	-	-	-	-	-	\$1,397	\$650	\$900	-	\$33	\$745	\$745	\$745	-	-	\$5,215
Organizational Change	-	-	-	-	-	-	\$1,000	\$5,520	-	\$103	\$2,400	\$2,400	\$2,400	\$2,400	\$1,200	\$17,423

STATE CONTROLLER'S OFFICE
California State Payroll System (CSPS) Project
Attachment IV: Consultant Timeline and Costs
(Dollars in 000's)

**Actual and
Estimated
Contract Costs¹**

Vendor/Service	Planning							Project								Totals
	(Actuals)							(Estimated) ²								
	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	
Management (Project Phase) – Crowe																
Project Management Services (Project Phase) – Crowe	-	-	-	-	-	-	\$1,500	\$4,300	-	\$160	\$2,124	\$2,124	\$2,124	\$2,124	\$1,062	\$15,518
Business Analysis and IT Services - Deloitte	-	-	-	-	-	-	\$464	-	-	-	-	-	-	-	-	\$464
Data Migration and Validation - SupportFocus	-	-	-	-	-	-	\$712	\$1,000	-	\$92	\$605	\$605	\$605	\$605	\$302	\$4,526
Business Analysis Services – TBD	-	-	-	-	-	-	-	-	\$1,885	\$6,190	\$6,190	\$6,190	\$6,190	\$6,190	\$3,095	\$35,930
Information Technology Services – TBD	-	-	-	-	-	-	-	-	\$1,085	\$2,167	\$2,167	\$2,167	\$2,167	\$2,167	\$1,085	\$13,005
IV&V – TBD for Project Phase	-	-	-	-	-	-	-	-	\$180	\$360	\$360	\$360	\$360	\$360	\$180	\$2,160
Proof-of-Concept (POC)	-	-	-	-	-	-	\$200	-	-	-	-	-	-	-	-	\$200
External Contract - Total	\$448	\$1,704	\$704	\$3,177	\$4,043	\$4,068	\$4,526	\$12,120	\$3,150	\$9,105	\$14,591	\$14,591	\$14,591	\$13,846	\$6,924	\$107,588
CDT PAL Oversight	-	-	\$20	\$54	\$202	\$115	\$91	-	-	-	-	-	-	-	-	\$482
CDT Project Oversight	-	-	-	-	-	-	\$26	\$522	\$522	\$522	\$522	\$522	\$522	\$522	\$522	\$4,202
CDT STP	-	\$18	\$10	\$26	\$163	\$408	\$288	\$336	\$336	\$336	\$336	\$336	\$336	\$336	\$336	\$3,601
CDT (MVS, Data Storage, Misc, Peripheral)	-	\$7	\$5	\$19	\$86	\$135	\$81	\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$397

STATE CONTROLLER'S OFFICE
California State Payroll System (CSPS) Project
Attachment IV: Consultant Timeline and Costs
(Dollars in 000's)

**Actual and
Estimated
Contract Costs¹**

Vendor/Service	Planning							Project								Totals
	(Actuals)							(Estimated) ²								
	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	
Consolidated Data Center - Total	-	\$25	\$35	\$99	\$451	\$658	\$486	\$866	\$866	\$866	\$866	\$866	\$866	\$866	\$866	\$8,682
System Integrator (Future Solution Cost)	-	-	-	-	-	-	-	-	\$30,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$30,000	\$360,000
System Subscription (Future Solution Cost)	-	-	-	-	-	-	-	-	\$8,125	\$11,376	\$11,375	\$11,375	\$11,375	\$11,375	\$8,125	\$73,126
Hosting Services (Future Solution Cost)	-	-	-	-	-	-	-	-	\$3,500	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$3,500	\$42,000
Information Technology - Total	-	-	-	-	-	-	-	-	\$41,625	\$78,376	\$78,375	\$78,375	\$78,375	\$78,375	\$41,625	\$475,126
Grand Total	\$448	\$1,998	\$1,060	\$3,619	\$4,791	\$4,726	\$5,012	\$12,986	\$45,641	\$116,847	\$122,332	\$122,332	\$122,332	\$121,587	\$63,665	\$749,376

¹ Costs and durations are estimated based on rates, functions, and project expectations as of April 30, 2024. As the project progresses, future costs will be revised as necessary. Amounts displayed in 2023-24 and beyond are estimated and may not always align with BCP approvals.

² 2024-25 Information Technology costs reflect the requested reappropriation of \$41,625,000 from 2022-23 approved BCP.

STATE CONTROLLER'S OFFICE
California State Payroll System (CSPS) Project
Attachment IV: Consultant Timeline and Costs
(Dollars in 000's)

**Approved Funding by
Fiscal Year**

Vendor/Service	Planning ¹								Project							Totals
	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	
CalHR	-	\$269	\$317	\$343	\$343	\$343	-	-	-	-	-	-	-	-	-	\$1,615
DART Liaisons	-	-	-	-	-	-	-	\$28,500	-	-	-	-	-	-	-	\$28,500
Interdepartmental Contract - Total	\$0	\$269	\$317	\$343	\$343	\$343	-	\$28,500	-	-	-	-	-	-	-	\$30,115
Organizational Change Management	-	-	-	\$867	\$867	\$867	\$1,000	\$2,000	-	-	-	-	-	-	-	\$5,601
Business Process Documentation/Reengineering	\$448	\$672	-	-	-	-	-	-	-	-	-	-	-	-	-	\$1,120
Project Advisors	\$1,004	-	-	-	-	\$500	\$1,000	\$1,000	-	-	-	-	-	-	-	\$3,504
Project Management Services	-	\$591	-	\$800	\$800	\$800	\$1,500	\$3,000	-	-	-	-	-	-	-	\$7,491
Procurement	-	\$457	\$704	\$704	\$1,570	-	-	-	-	-	-	-	-	-	-	\$3,435
Data Conversion	-	-	-	\$496	\$496	\$496	\$200	\$400	-	-	-	-	-	-	-	\$2,088
IV&V	-	-	-	\$310	\$310	\$310	\$225	\$290	-	-	-	-	-	-	-	\$1,445
Business Analysis and IT Services	-	-	-	-	-	-	\$4,200	\$8,400	-	-	-	-	-	-	-	\$12,600
Proof-of-Concept (POC)	-	-	-	-	-	\$2,500	-	-	-	-	-	-	-	-	-	\$2,500
Procurement – POC	-	-	-	-	-	\$1,000	-	-	-	-	-	-	-	-	-	\$1,000
External Contract - Total	\$1,452	\$1,720	\$704	\$3,177	\$4,043	\$6,473	\$8,125	\$15,090	-	-	-	-	-	-	-	\$40,784
CDT PAL Oversight	\$54	\$54	\$54	\$54	\$342	\$342	-	-	-	-	-	-	-	-	-	\$900
CDT Project Oversight	\$302	\$302	-	-	-	-	\$113	\$522	\$522	\$522	\$522	\$522	\$522	\$522	\$522	\$4,893
CDT STP	-	-	-	\$91	\$293	\$293	\$91	\$336	\$336	\$336	\$336	\$336	\$336	\$336	\$336	\$3,456
CDT (MVS, Data Storage, Misc, Peripheral)								\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$64
Consolidated Data Center - Total	\$356	\$356	\$54	\$145	\$635	\$635	\$204	\$866	\$866	\$866	\$866	\$866	\$866	\$866	\$866	\$9,313
System Integrator (Future Solution Cost)	-	-	-	-	-	-	\$60,000	-	-	-	-	-	-	-	-	\$60,000

STATE CONTROLLER'S OFFICE
California State Payroll System (CSPS) Project
 Attachment IV: Consultant Timeline and Costs
 (Dollars in 000's)

**Approved Funding by
 Fiscal Year**

Vendor/Service	Planning ¹								Project							Totals
	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	
System Subscription (Future Solution Cost)	-	-	-	-	-	-	\$16,250	-	-	-	-	-	-	-	-	\$16,250
Hosting Services (Future Solution Cost)	-	-	-	-	-	-	\$7,000	-	-	-	-	-	-	-	-	\$7,000
Information Technology - Total	-	-	-	-	-	-	\$83,250	-	-	-	-	-	-	-	-	\$83,250
Grand Total	\$1,808	\$2,345	\$1,075	\$3,665	\$5,021	\$7,451	\$91,579	\$44,456	\$866	\$866	\$866	\$866	\$866	\$866	\$866	\$163,462

¹Costs reflect SCO expenditures and encumbrances, per Budget Act provisional language and approved BCPs.