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**COLORADO**

**Department of Personnel  
& Administration**

Joint Technology Committee  
Budget Hearing  
December 16, 2025

# 2025 IT Capital Requests

Request	FY27	FY28	FY29	FY30	FY31
IT CC 01 Statewide HRIS	\$955,500	\$13.34M	\$16.15M	\$18.29M	\$15.89M
IT CC 02 Statewide Procurement System	\$2.30M				
Total	\$3.26M	\$13.34M	\$16.15M	\$18.29M	\$15.89M

# IT CC - 01 Statewide HRIS

- What does the request seek?
  - Statewide HRIS system for employee and position management
  - Total of \$64,631,622 over 5 years (\$956K in FY 2026-27) CCF-IT
- Why is it necessary?
  - Replaces a patchwork of agency HR systems and manual processes
  - Reduce errors and improve employee data
  - Supports DPA's Employer of Choice Wildly Important Goal (WIG) as well as the State's Partnership Agreement with WINS.
- What happens if it's not approved?
  - Disparate applications and manual processes across departments will continue to be used for critical human resource functions



# IT CC - 02 Statewide HRIS



# IT CC - 02 Statewide Procurement System

- What does the request seek?
  - Funds for Phase II of a statewide procurement solution
  - **\$2,299,500** FY 2026-27 from the Supplier Database Cash Fund
- Why is it necessary?
  - Phase I is actively in progress and on schedule
  - Phase II includes:
    - Solicit and contract with system vendors
    - Implement a central system that consistently tracks data and leverages modern e-procurement technologies
- What happens if it's not approved?
  - The State will continue to have inefficiencies and lack meaningful analytics
  - DPA will struggle to support statewide programs specifically equity in procurement/supplier diversity as well as sustainability



# IT CC - 02 Statewide Procurement System

## Accomplishments

- Product/Project team and governance established Summer 2025
- Gartner Group, Inc contracted September 2025
- Formal Project kickoff held October 2025
- Completed 30+ stakeholder interviews across agencies
- Created a Current State Assessment and hosted a debrief with 40 stakeholders
- Drafted Functional Requirements Matrix based on stakeholder and NASPO input
- Drafted Market Analysis Report
- Drafted Performance Statement of Work and the Legacy System Transition and Data Migration Plan
- Published project website and newsletter on 12/11/25 and launched office hours
- We will meet with Colorado Digital Services to leverage their expertise



# IT CC - 02 Statewide Procurement System

## Stakeholder Identified Challenges



### **System Fragmentation**

Agencies operate within a highly fragmented technology landscape.



### **Manual Processes**

The lack of integration forces agencies to rely on manual workarounds.



### **Reporting Challenges**

Staff struggle to aggregate data for legislative and financial reporting.



### **Limited and Unequitable Vendor Self-Service**

Limited VSS functionality forces vendors to contact staff, creating an unnecessary burden.



### **Difficulty Locating Information**

Agencies and vendors lack centralized repositories for procurement templates, samples, documentation, and resources.

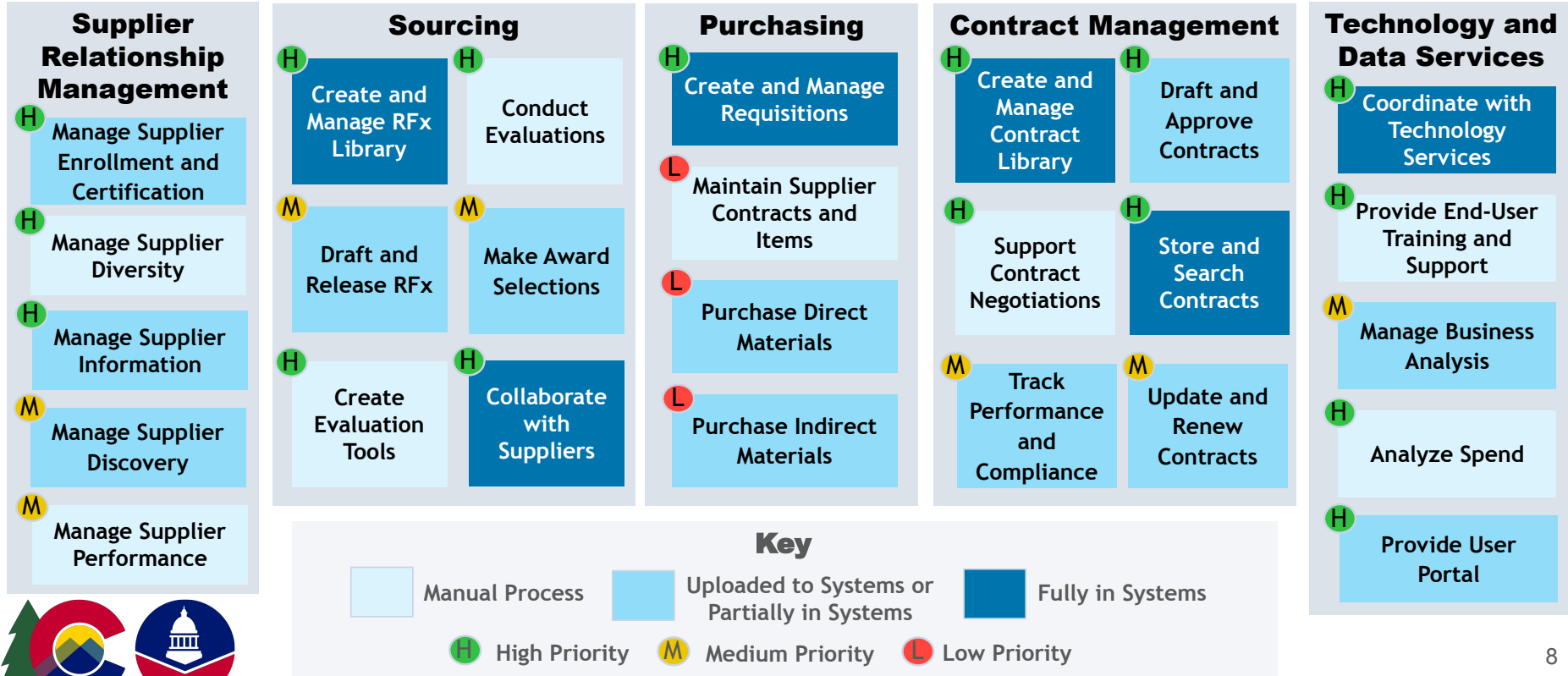


### **Compliance Barriers**

Accessibility mandates and other statutory requirements must be met by all procurement tools, limiting the use of functional tools and complicating workflows.

# IT CC - 02 Statewide Procurement System

## Stakeholder Identified Opportunities





# IT CC - 02 Statewide Procurement System

## System Roadmap



### Unified, Integrated Platform

Implement a unified statewide system that streamlines the full procurement lifecycle and integrates with agency tools.



### Automated Workflows and Collaboration

Automate routing, approvals, reminders, and collaboration to move away from email and spreadsheets.



### Robust Reporting and Compliance

Offer audit-ready, compliant reporting across all transaction types.



### Self-Service for Staff and Vendors

Enable easy search of contracts and solicitations, and provide a vendor self-service portal with tools for updating information, onboarding, and training.



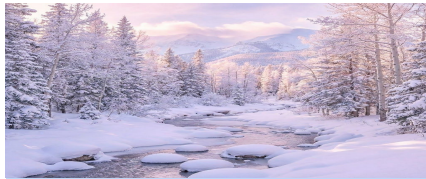
### Tracking, Notifications and Oversight

Incorporate tools for vendor research, drafting, and evaluation, with subcontractor tracking and support for unique agency needs.



# IT CC - 02 Statewide Procurement System

## Next Steps



### **Vendor Demos**

January/February  
2026



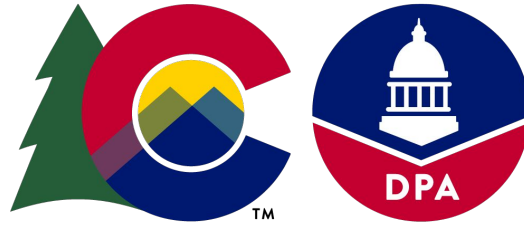
### **Vendor Selection & Contract Award**

Spring 2026



### **Implementation & Development**

Starting Summer  
to Fall 2026



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# **COLORADO**

## **Department of Personnel & Administration**

**Thank You!**