

## Appendix B – CPPS Interface Inventory

### State of Colorado Department of Personnel and Administration (DPA) Payroll System Procurement & Selection FINAL

Technology constraints in the current environment have limited the ability to share data. CPPS is a COBOL mainframe application with a VSAM file structure rather than a relational database. As a result modern application programming interfaces (APIs) are not possible. Instead 90% of the “interfaces” today utilize an SFTP process whereby file extracts are deposited on servers with scripted jobs to distribute the records.

Today there are approximately 157 “interfaces” to and from CPPS. 17 are characterized as inbound, 140 are characterized as outbound. There are three broad categories of interfaces:

- Agency extract (estimated 53) - flat file report designed for specific agency need
- System (estimated 44) - file to/from an OIT supported system
- Vendor (estimated count of 60) - file to/from and external vendor-hosted system

The following table describes some of the key interfaces today.

**Table 1:** Sample of Key Interfaces

End Point	Business Description	Tech	Direction	Frequency
Active Directory (OIT service for managing user access to IT systems)	OIT managed identity source for IT system access	Azure	Out	Daily
Bank	State of Colorado's bank for distributing payroll	ACH file	Out	Biweekly and monthly payrolls
Benefits	Statewide Benefit Administration/Service s system interfaces with the State's health insurance vendors	SaaS	Bidirectional	M-F daily
Child Support - Child Support Registry; State Distribution Unit (SDU)	Garnishments for child support, includes ACH file; creates ACH file for Child Support Payments; transmit to bank	Custom, Java, Oracle	Out	Biweekly and monthly payrolls
Child Support - Income Withholding for Support (IWO)	CPPS receives federal wage withholding order;	Custom, Java, Oracle	Bidirectional	Daily

	acknowledgement if wage order was processed or rejected			
CPPS provides employee and supervisor information, reporting structure to systems for tracking employee evaluations; CPPS receives employee performance scores for calculating merit based pay increases.	Human Resource Data Warehouse (HRDW) stores historical data; provides a read-only access for research and analytics.	SQL	Out	Daily
Document Management and Reporting	Reporting repository, includes 300+ reports, output is primarily PDF	OnBase	Out	Daily
Emergency Notification System	Shares employee contact information for the purpose of call and text alerts	WENS (Wireless Emergency Notification System)	Out	Daily
Employee Self Service	Web site provides state employees with their pay/salary info from CPPS and ability for employees to update their personal information, addresses, phone, email, W4. The ESS databases are also used by HRDW to provide 44 of the 74 reports that HRDW provides agencies.	Legacy	Bidirectional	Daily
Employment Verification	Vendor-provided employment verification system. Employees can utilize this when they need to provide evidence of employment for the purpose of obtaining loans, etc.	Vendor	Out	Every payroll
Financial System	Colorado Resource Engine (CORE) is the	Vendor	Bidirectional	Daily

	state financial and accounting system. It is developed and supported by CGI. The system will be upgraded in 2023/2024, and the upgrade will include modernizing the interface capability.			
Labor Allocation - Colorado Labor Allocation System (CLAS)	Module within CPPS used to allocate payroll costs to chart of accounts and transmit to financial system.	Custom	Bidirectional	Daily
Labor Allocation - Payroll Accounting Management (PAM)	Module within CORE used to receive labor allocation data and record in financial system.	Vendor	Bidirectional	Daily
Learning Management (multiple systems across agencies)	Vendor-hosted LMS systems receive employee and supervisor data and track training. Some systems also do employee performance evaluations.	Multiple vendor solutions	Out	Daily
ListServes	Employee email distribution lists e.g, All Agency, All Employees, All Executive Branch, All Supervisors, etc.	Flat file	Out	Weekly/Monthly
Performance Management (multiple systems across agencies)	Employee and supervisor information, reporting structure, shared with systems for tracking employee evaluations	Multiple vendor and custom solutions	Bidirectional	Daily
Position Control (multiple systems across agencies)	Position management is decentralized as each agency has authority for their own positions and budgets. Agencies	Multiple vendor and custom solutions	Out	Daily

	track positions in a variety of systems including spreadsheets.			
Reporting - Agency Specific	An estimated 70+ "interfaces" are unique reports/outputs for agency purposes. This is separate and in addition to the reporting accessed in HRDW and OnBase. Some example of scheduled reports include: - Affordable Care Act - Employee Counts for IT billing - Monthly Parking Deductions - US Bureau of Labor Statistics - Multiple Worksite Report (MWR) - Workforce Planning	FTP	Out	Daily
Retirement - Retirement Benefit System	Public Employees Retirement Association (PERA) manages retirement and other benefits. Payroll contributions are made to 401(k), 457 retirement plans.	Vendor	Bidirectional	Every payroll
Social Security Administration	Employee Social Security Number verification	Custom	Bidirectional	On request
State Telephone Directory	Employee contact information to display in directory	Custom	Out	Weekly
State Unemployment Insurance	Quarterly employer reporting, Bureau of Labor Statistics	Vendor	Out	Quarterly
Time Keeping (multiple systems across agencies)	Many agencies use Kronos Workforce Central or Dimensions	Multiple solutions including UKG,	Bidirectional	Daily

	to track time and leave and send data to the payroll system.	custom, paper/Excel		
Union/Partnership Agreement	Reporting to CO WINS union based on Partnership Agreement.	Flat file	Out	Every payroll
Workers Compensation System	Employee data for workers comp	Vendor	Out	Daily