Enterprise Resource Planning (ERP)

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Enterprise Resource Planning (ERP) System

SCOPE

The ERP Project will replace the financial and human resources systems that apply current technology and best business practices to improve the City's financial management operations.

No Tax Increase Bond Project Status: ERP

ERP Vision & Project Guiding Principles

- Support business agility
- Utilize ERP best practices
- Automate
- Focus on scope around core business capabilities
- Strive for "One Source of Truth"

✓ **SCOPE**

The ERP Project will replace the financial & human resource systems with current technology & best business practices to improve the City's financial, HR & information technology management operations. The goal is to facilitate the flow of information across business units & allow for seamless integration of systems.

No Tax Increase Bond Project Status: ERP

RFP & Selection Process

1
Cross-departmental collaboration of subject matter experts developed requirements.

2
The ERP request for proposal resulted in 12 vendor responses.

3
Evaluating requirements, experience, project approach & implementation, technical requirements & costs were used to evaluate each RFP.

6
Final selection Avaap, Workday & Can/Am Technologies.

5
Two selected &reference checks performed.

4
Demos provided by finalists.

Partners Selected

01.

Workday

ERP enterprise cloud platform for financial management, human capital management, and analytics.

02.

Avaap

Workday Implementation Professional Services Provider.

03.

Can/Am Technologies

Teller is a point-of-sale and cashiering software. Automates receiving payments against Workday Invoices.

ERP Workday

Workday has one solution to address customer Core Financial and HCM needs. All Enterprise Cloud customers are on the same version.

SKUs (Modules)

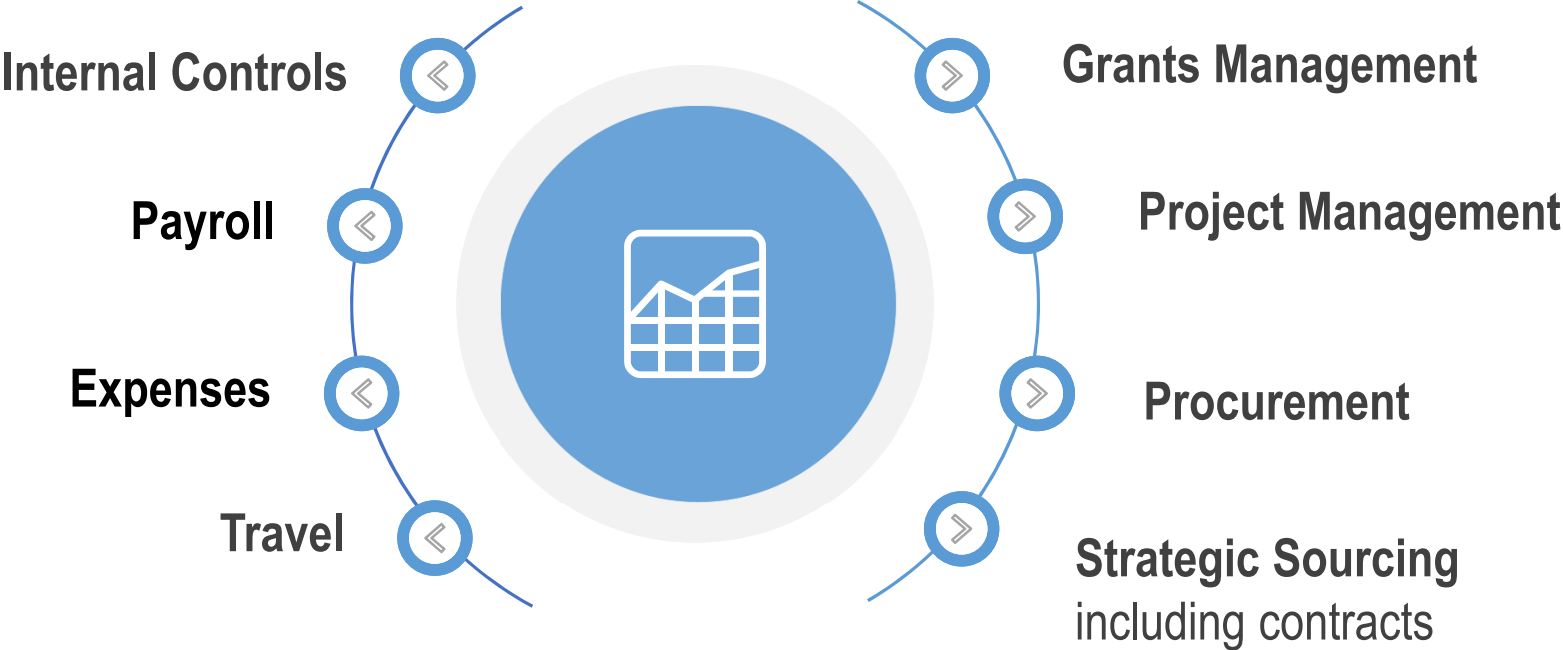| Core HCM	Core Financials	Prism Analytics	Peakon
▪ Talent Optimization ▪ Cloud Connect for benefits ▪ Payroll ▪ Learning ▪ Media Cloud ▪ Recruiting ▪ Time Tracking ▪ Scheduling	▪ Grants Management ▪ Financial Planning (budgeting) ▪ Projects ▪ Strategic Sourcing Essentials ▪ Expenses	▪ Enables data administrators & data analysts to create datasets for blending Workday & non-Workday data.	▪ An intelligent & automated employee engagement platform. ▪ Application automates various aspects of the process (feedback collection, analysis & delivery).

Finance Applications - Enhancements
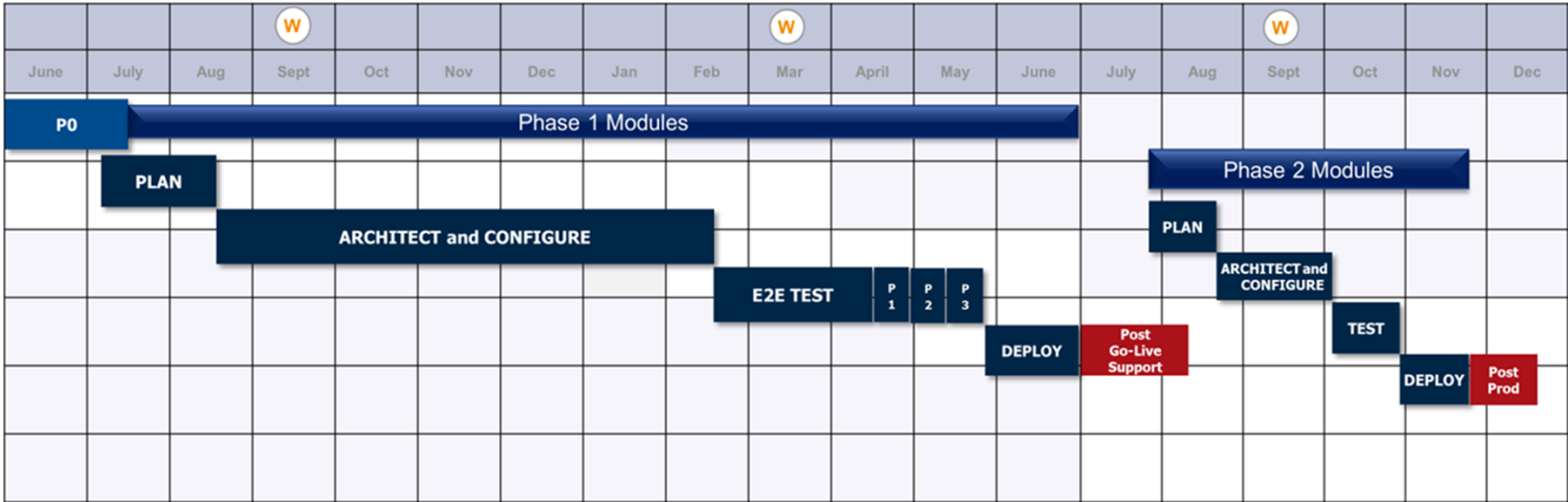Enhanced Processes and/or Automation

Internal Controls

Payroll

Expenses

Travel

Grants Management

Project Management

Procurement

Strategic Sourcing
including contracts

HR Applications Replacement or Enhancements
Enhanced Processes and/or Automation

Employee Onboarding
(ability to start after candidate has accepted).

Compensation

Employee Self-Service
Employee profiles, training, benefits and payroll information.

Scheduling
Ability to manage a variety of schedules including public safety challenging schedules.

Timeline

Project Timeline – Big Bang Implementation

June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec

- **P0** — Phase 1 Modules
- **PLAN**
- **ARCHITECT and CONFIGURE**
- **E2E TEST** — P1 | P2 | P3
- **DEPLOY**
- **Post Go-Live Support**
- **Phase 2 Modules**
- **PLAN**
- **ARCHITECT and CONFIGURE**
- **TEST**
- **DEPLOY**
- **Post Prod**

W = Workday Feature Release

Stage Activities

0 Phase 0:
A. Leadership Alignment
B. Project Governance
C. Pre-Discovery
D. Client Workday Training

1 Plan Stage Activities:
A. Kickoff
B. Project Plan
C. FDM
D. FND Build

2 Architect/Configure Stage Activities:
A. Worksets
B. Configuration Updates
C. Unit & Lifecycle Testing
D. Integration & Reports
E. E2E Build

3 Test Stage Activities:
A. End to End Test
B. Payroll Parallel Test
C. UAT

4 Deploy Stage Activities:
A. Gold Build
B. Go live Cutover

avaap
innovation | solutions | outcome

W Workday Feature Release

Project Costs

Contract Party	Avaap	Workday	Can/Am	Annual Total Costs
Year 1	$ 3,231,565	$ 548,870	$ 235,889	$ 4,016,324
Year 2	$ 93,600	$ 408,422	$ 67,642	$ 569,664
Year 3	$ 96,000	$ 627,107	$ 70,347	$ 793,454
Year 4	$ 98,400	$ 639,459	$ 73,161	$ 811,020
Year 5		$ 652,058	$ 76,088	$ 728,146
Year 6		$ 664,909	$ 79,131	$ 744,040
Year 7		$ 678,017	$ 82,296	$ 760,313
Year 8		$ 691,385	$ 85,588	$ 776,973
Year 9		$ 705,022	$ 89,012	$ 794,034
Year 10		$ 718,932	$ 92,572	$ 811,504
Grand Total	$ 3,519,565	$ 6,334,181	$ 951,726	$ 10,805,472

Cost Offset After Replacement

Finance
- On-Premise ERP (Infor-Lawson)
- Cashiering
- Budgeting
- Forms Management

HR
- Time Tracking
- Recruiting

Funding Status

Estimated Project Costs

Allocated Funds
- NTI Bond $7.463 million over five years.
- Enterprise funds for training $650,000

Additional Funding
- Term of contract 10 years

Project Funding vs Costs

	NTI Bond Funds	FY25 Expansion	Cost Offset	Total Funds	Total Costs
Grand Total	$ 7,463,000	$ 650,000	$ 2,958,939	$11,071,939	$ 10,805,472