



# Work Force Management

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RECRUITMENT TO RETIREMENT

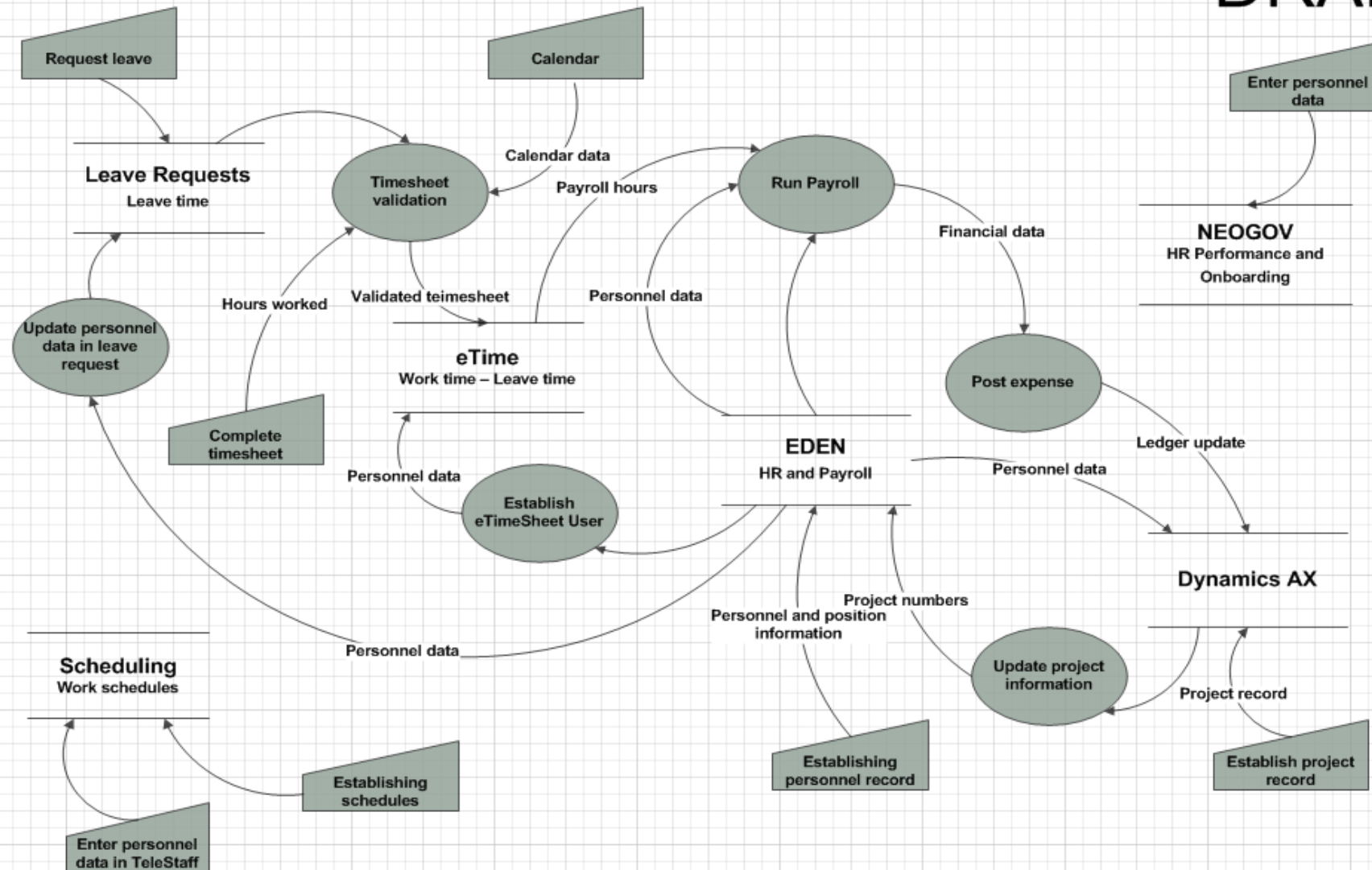
# The Problem:

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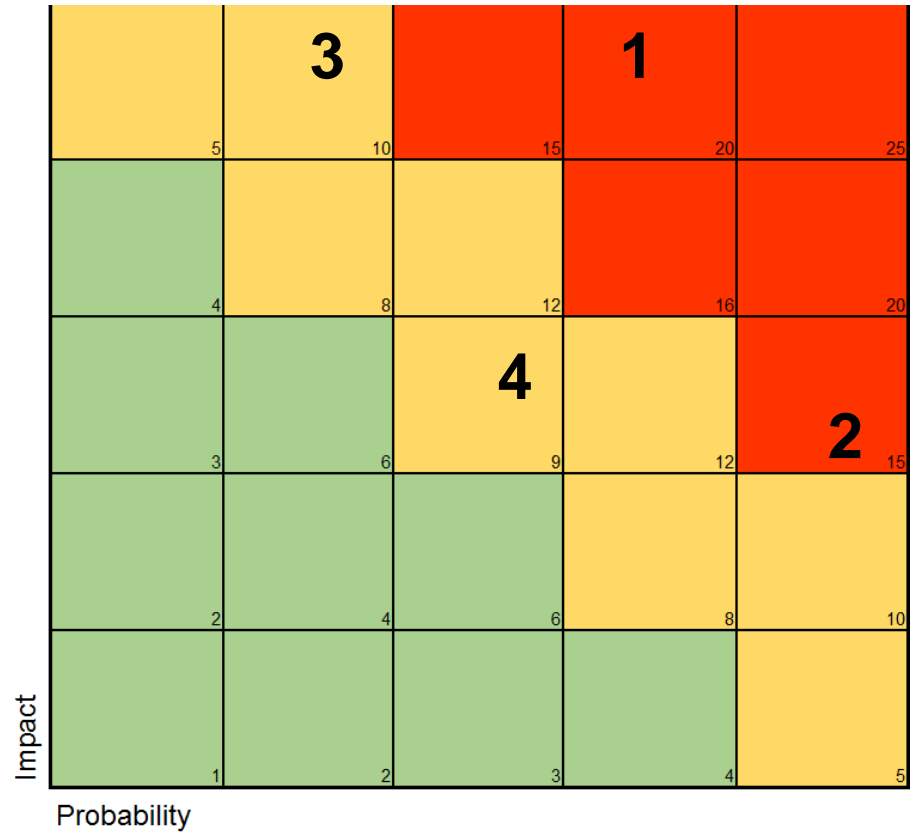
The current Workforce Management Systems are outdated, disparate, inefficient, and at risk of failing. They are difficult to maintain and do not adequately support the City's business needs leaving a substantial amount of the HR processes and associated data in paper form and cumbersome to access.

# Data Flow Diagram - Workforce Management Systems

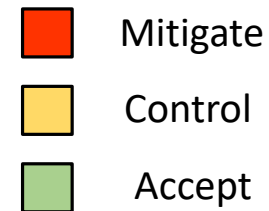
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# Current Work Force Management Systems Risk and Issues



1. Time Keeping System Fails
2. Data Errors Between Systems
3. HR and Payroll Systems (EDEN) Fails
4. Leave Request System Fails



## Scope:

- Replace existing HR, Timekeeping, and Payroll systems
- Deploy new Learning Management solution
- Deploy new Performance Management solution
- Integrate to existing Recruitment and Onboarding systems
- Upgrade and Integrate Public Safety Scheduling system
- Integrate with Dynamics

## Schedule:

- Project Startup --- Nov 5, 2018
- Deploy Learning Management --- May 6, 2019
- Deploy Core Human Resources ---- Oct 1, 2019
- Deploy Performance Management --- Dec 16, 2019

## Budget:

- Total estimate project costs through 2020 --- \$1.2M
  - Implementation costs - \$300,000
  - Three years of SaaS subscriptions - \$900,000

# Short Term Solution Alternatives:

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- Replace Stand Alone Time Keeping System
  - Consider deployment of KRONOS Time Keeping only
  - Consider deployment of EDEN Time Keeping Functionality