# FY 2023-2024 BUDGET QUESTION
## *Response to Request for Information*

DEPARTMENT(S): Communications and Technology Management, Financial Services Department, Human Resources Department

CBQ NO.: 213

REQUESTED BY: Alter (D10)

DATE REQUESTED: 08/04/2023

DATE POSTED: 08/08/2023

REQUEST:  Page 125 of the proposed budget refers to the Human Capital Management system investments: please provide the plan and timeline for the implementation of the Human Capital Management system.

RESPONSE:

In 2022, the City identified Workday as the Human Capital Management (HCM) solution to automate and streamline the City's Human Resources business processes. The HCM solution will also replace the current payroll system. This new, secure system will house Core Human Resources Management, Compensation, Absence, Benefits, Payroll, Recruiting, Talent & Performance, and Learning to improve the employee experience and modernize the City's data and records.

The vision for this project is to provide a simple, accessible, and secure HR and Payroll system that will streamline your employee experience throughout their career with the City, allowing our employees to focus on what they do best: serve the community.

The goals of the project are:

1. Modern Day Human Capital Management (HCM) System that fully integrates with Payroll
2. Standardized Business Processes
3. Elimination of Manual and Paper Processes
4. Utilization of Technology to Report on Data in the System (quickly and efficiently)
5. Improvement of the Employee Experience (Smooth Onboarding Process, Employee, and Manager Self-Service)

The City has completed the business process alignment phase and is currently working on system architecture and configuration. Testing of the new system will begin in early 2024, with a plan to deploy later that year.