

TO: General Government Committee
FROM: Troy Niemeyer, Finance Director
DATE: August 9, 2023
SUBJECT: Enterprise Resource Planning System Update

1) Recommended Action:

Provide feedback on staff proposal. Next month, take proposal to the full Council.

2) Background:

The City began implementation of a new Enterprise Resource Planning (ERP) system in December 2021. The first two modules (Financials and Productivity) went live on April 3, 2023. The project is on time and under budget. However, we are finding that the amount of work involved, and the pace of the implementation, is too much, too fast. Staff are working on multiple modules at a time, while trying to keep up with daily duties and deadlines. It is causing stress, burnout, and turnover. Staff recommend slowing the pace to one module at a time to take better care of, and retain, our people.

3) Policy Support:

People. "As we pursue our goals and the long-term sustainability of the City organization, we value the contributions and diversity of our staff, support their continued personal and professional growth, and act to retain their expertise for the good of the community."

4) Alternatives:

☐ Instruct staff to evaluate additional alternatives.

5) Fiscal Notes:

The project is currently \$20,000 under budget. We will transfer the savings from the first phase to the next. The proposed amendment would add up to two years of time, and \$7,800. The increased contract price may be absorbed by the current savings.

6) Attachments:

None.