



# Enterprise Resource Planning (ERP) Software

July 09, 2025

# Background

- **Current financial system over 15 years old**
- **Vendor to sunset product in 2027**
- **Disparate HR and payroll system**
- **Opportunity to replace or integrate existing system into one complete platform**

# Request for Proposal

- **In January 2024, City partnered with Plante Moran, experienced ERP consultant**
- **Released a detailed RFP for Financials, Payroll, HR, Community Development**
- **82 Companies downloaded, 8 submitted responses, 7 responses related to the ERP software**
- **Selection Committee formed to review proposals**

# Selection Process

Implementation Partner	Software Vendor	Finance	HR	IT	Totals
Tyler Technologies	EERP	77.33	53.5	66.67	65.83
Strada LLC	Workday	75	79	60.33	71.44
Cognizant	Workday	71	75	63	69.67
Workday	Workday	68.33	71	60.33	66.56

- Selection Committee formed made up Finance, Human Resources, and Information Technology

# Proposals

Implementation Partner	Software	Costs	Ongoing Costs	Notes
Strada and Can/Am	Workday	\$3,407,045	\$512,392	Best and Final Offer
Denovo	Oracle Fusion	\$3,665,800	\$1,094,300	
Workday and Can/Am	Workday	\$3,185,655	\$648,250	
Cognizant and Can/Am	Workday	\$3,220,280	\$752,710	
Tyler Technologies	EERP	\$2,049,990	\$312,572	Best and Final Offer



# 10-Year Projection

Vendor	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Totals
Workday Software	\$ 297,250	\$ 454,547	\$ 461,664	\$ 370,118	\$ 377,521	\$ 385,074	\$ 392,773	\$ 400,628	\$ 408,639	\$ 416,817	\$ 3,965,031
Workday Training	\$ 54,112										
Teller Software	\$ 56,160	\$ 57,845	\$ 59,581	\$ 61,367	\$ 63,208	\$ 65,737	\$ 68,366	\$ 71,101	\$ 73,945	\$ 76,903	\$ 654,213
Strada Implementation	\$ 2,903,085										
Teller Implementation	\$ 150,550										
Subtotal	\$ 3,461,157	\$ 512,392	\$ 521,245	\$ 431,485	\$ 440,729	\$ 450,811	\$ 461,139	\$ 471,729	\$ 482,584	\$ 493,720	\$ 7,726,991
Contingency 15%	\$ 519,174										
Grand total	\$ 3,980,331	\$ 512,392	\$ 521,245	\$ 431,485	\$ 440,729	\$ 450,811	\$ 461,139	\$ 471,729	\$ 482,584	\$ 493,720	\$ 8,246,165

## Additional Costs

Task	Estimated Cost
HR Staffing augmentation (3 additional staff)	\$356,000
Finance Staffing augmentation (4 additional staff)	762,000
Project Management	150,000
Change Management	150,000
Database extraction services	115,000
Third Party Software Integrations	50,000
<b>Total Staffing and Professional Services Cost</b>	<b>\$1,583,000</b>

## Funding Source

- **Implementation costs with additional services - approximately \$6 million.**
- **City allocated \$6 million for implementation. No impact on General Fund**
- **Staff will request funding for subsequent years**



## Recommendation

**Iron Brick is the third-party reseller of the Workday and Teller software and partner with Strada, the implementation partner.**

**Staff recommend Council approve 10-year professional services agreement with Iron Brick for implementation services and software subscriptions the new Workday software in the amount not to exceed \$8,246,165.**

# Questions

Enterprise Resource Planning (ERP) Software  
July 09, 2025

