

from the Compensation Philosophy developed by elected officials. The use of enterprise systems to track, monitor and manage organizational and employee performance is a growing trend exemplified by the many organizations deciding to purchase these types of systems.

After conducting significant internal and external research into customer needs and performance management systems, the HR Department issued a Request for Proposals (RFP) in September of 2010. It has been determined that the preferred solution for the City of Minneapolis will be one that is externally hosted and available to our workforce at any time. The RFP was written to assure the selected vendor will match our performance management model.

The HR Department has also initiated pilot implementation projects in three departments. It is expected that a contract with a vendor will be finalized in late 2010 or early 2011. The pilot projects are expected to last into late 2011. The utilization of the automated tool will be a requirement for the pilot projects.

This request is preserve the available resources such that the most appropriate decision is made.

Performance Management System Funding Plan

Funding Source	Amount
Rollover of Funds from 2010 Budget	\$175,000*

***Estimate**

The funds obtained from the Enterprise Performance Management System Funding Plan as outlined above will be transferred from the HR Department into the 6400 Fund when approved by the HR Director and the Finance Officer.