

System upgrades are required for continuing support from the vendor, PeopleSoft/Oracle. Upgrades provide the City with software updates; Federal and State tax updates and assist the City to comply with a variety of regulations including a variety of labor regulations. If the HRIS upgrade is not completed, the City risks losing vendor support and regular software updates for our HR, Benefits and Payroll modules. In addition to compliance, an upgrade often also provides expanded or new functionality that is beneficial to the City and the independent Boards and Agencies that also rely on HRIS.

A preliminary estimate for the upgrade is \$1,400,000. Funds will be used to hire consultants and to pay for any needed hardware or disk space upgrades. The Human Resources Department is requesting that the City Council provide the ability and authority to rollover budget funds each year in anticipation of regular upgrades and periodic implementations of new functionality that enables the City to realize efficiencies and meet future customer needs.

HRIS Upgrade Funding Plan

Funding Source	Amount
Rollover of Funds from 2008 Budget	\$331,500
Rollover of Funds from 2009 and 2012 Budgets	TBD
Estimated CLIC Funding – Upgrade	Up to \$1,068,500
Other Potential Funding Sources (e.g. Grants)	TBD

The funds obtained from the HRIS Replacement Funding Plan as outlined above will be transferred from the Human Resources Department into the 6400 Fund when approved by the Human Resources Director and the Finance Officer.