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From the Milwaukee County Comptroller, Office of the Comptroller, requesting authorization to amend the Agreement with Ceridian HCM, Inc., to include installation of Dayforce Performance Management and Compensation Management and to include subscription and maintenance services for those modules through 2023, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, in Adopted File No. 20-286 at its March 2020 meeting, the Milwaukee County Board of Supervisors approved a request from the Enterprise Resource Platform Executive Steering Committee allowing Milwaukee County (the County) to upgrade its Ceridian human resource and payroll processing platform (HR/Payroll Web or HPW) and the learning management and recruitment services (Cornerstone onDemand) to Ceridian’s Dayforce platform; and

WHEREAS, Phase 1 of this project, which included Ceridian Dayforce modules for Payroll, Human Resources, and Workforce Management was implemented effective December 27, 2020; and

WHEREAS, Phase 2 of this project, which includes the Ceridian Dayforce module for Talent Management (recruiting, onboarding, and Learning Management System) will go live in March of 2021; and

WHEREAS, after further review of the other available Dayforce modules, the Milwaukee County Comptroller and Chief Human Resources Officer, Department of Human Resources (DHR), are further recommending implementing the Dayforce modules for Performance Management and Compensation Management; and

WHEREAS, these additional modules will allow the County to manage employee performance completely within the Dayforce system, automating much of the manual work that is now required, and the Compensation Management module will allow DHR to better evaluate the County’s overall compensation structure; and

WHEREAS, there is a one-time implementation cost of \$14,500 to install the Dayforce Performance Management and Compensation Management modules, and a monthly subscription fee including both modules of \$3.75 per employee per month, for an estimated monthly cost of \$18,750 resulting in an annual cost of \$225,000; and

WHEREAS, sufficient funds are available within Org. Unit 1921-Human Resources and Payroll System to cover the implementation cost and six months of subscription and maintenance fees for 2021, while additional funds will need to be budgeted in 2022 and 2023; and

46           WHEREAS, the Committee on Finance, at its meeting of March 18, 2021,  
47 recommended adoption of File No. 21-290 (vote 6-0); now, therefore,  
48

49           BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby  
50 authorizes Milwaukee County to amend the Agreement with Ceridian HCM, Inc., to  
51 implement Dayforce Performance Management and Compensation Management  
52 modules and enter into subscription and maintenance services through December 31,  
53 2023.

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03/18/2021

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