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From the Executive Steering Committee on Enterprise Platform Modernization Project, requesting authorization to enter into an Agreement with Ceridian Corporation for the Upgrade of HPW to Dayforce for Human Resource Management, Payroll Processing, Learning Management and Recruiting Services; to enter into a Three-Year Agreement with Ceridian Corporation for Dayforce Subscription and Maintenance Services; to continue using Ceridian Corporation’s services on a month-to-month basis through December 31, 2020; to transfer funds from Capital Project WO546 – Enterprise Platform Modernization Phase 2; and to authorize and fund other necessary expenditures including with Morneau Shepell Limited and Cornerstone OnDemand, Inc., by recommending adoption of the following:

AN ENGROSSED RESOLUTION

WHEREAS, Milwaukee County (the County) is currently implementing a new enterprise resource planning platform (ERP) provided by Infor Public Sector, Inc., that will centralize under one platform many of the standalone products the County currently uses including:

- o Marketplace Central provided by Jaggaer (formerly known as SciQuest, Inc.) (purchasing)
- o CGI Advantage (finance, accounts payable)
- o Budget Reporting and Analysis Support System or BRASS (budget)
- o Morneau Shepell Limited (benefits administration)
- o Cornerstone OnDemand, Inc., (recruiting/learning management system)
- o Ceridian Corporation (payroll/time and attendance/human resources)

; and

WHEREAS, the finance portion of the ERP project was originally set to go live in September of 2019, but has since been delayed to October of 2020; and

WHEREAS, the human resource portion of the project is set to go live shortly after implementation of the finance portion, and thus has been delayed to December of 2020; and

WHEREAS, the County’s current human resource and payroll platform provider, Ceridian Corporation (Ceridian), has told the County it will no longer support the County’s current platform, Human Resources and Payroll Web (HPW), after 2020; and

WHEREAS, the County has an interest in consolidating its learning management and recruiting platform under the same human resource and payroll platform; and

WHEREAS, should the ERP project be delayed any further, the County would not have the ability to pay its employees; and

47 WHEREAS, it is of the utmost importance that the County pay its employees on
48 time; and

49
50 WHEREAS, the Executive Steering Committee on Enterprise Platform
51 Modernization Project (ESC) has determined that the risk of not having a payroll system
52 in place as of January 1, 2021, is too great; and

53
54 WHEREAS, given current time constraints, it is not possible to conduct a
55 Request for Proposals for human resource, payroll, learning management, and
56 recruitment services, and have a new vendor fully operational by January 1, 2021; and

57
58 WHEREAS, Ceridian will require the remainder of 2020 to upgrade its current
59 software and hardware products to the new Dayforce product, and will require a three-
60 year subscription thereafter and is currently the best option available to the County
61 given the current time constraints and is therefore recommended as a sole-sourced
62 contract; and

63
64 WHEREAS, the ESC also recommends moving the recruiting and learning
65 management platform currently provided by Cornerstone OnDemand, Inc., to the
66 Ceridian platform as part of the three-year contract, anticipating that Ceridian will
67 provide recruiting and learning management starting January 1, 2021, at the earliest, or
68 once the system is able to accommodate the platform; and

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70 WHEREAS, in addition to funding the Ceridian upgrade, other platforms require
71 additional budget appropriations to maintain services throughout the full-year since most
72 were only partially funded due to an expected ERP go live date in 2020; and

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74 WHEREAS, those platforms requiring additional appropriations include the
75 mainframe operation of:

- 76 ○ CGI Advantage (financial system)
- 77 ○ the current Ceridian product, Human Resources and Payroll Web (HPW)
- 78 ○ Morneau Shepell Limited (benefits administration)
- 79 ○ Cornerstone OnDemand, Inc. (learning management/recruiting)

80
81 ; and

82
83 WHEREAS, Capital Project WO546 – Enterprise Platform Modernization Phase 2
84 has cash funding that will not be required during 2020 due to the delay in the
85 implementation of ERP and can fund the necessary appropriations for maintaining the
86 current platforms and the upgrade to Ceridian; and

87
88 WHEREAS, the Committee on Finance and Audit, at its meeting of March 18,
89 2020, recommended adoption of File No. 20-286 (vote 5-0); now, therefore,

90

91 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)
92 hereby approves the request to enter into contracts with Ceridian Corporation
93 (Ceridian), and Comcentia or DCH Advisors as Disadvantaged or Targeted Business
94 Enterprise partners, for the software and hardware upgrades necessary to convert
95 Ceridian Human Resources and Payroll Web (HPW) to Ceridian Dayforce for human
96 resource and payroll services in an amount not-to-exceed \$950,000 for upgrade
97 services; and

98
99 BE IT FURTHER RESOLVED, the County Board hereby approves the request to
100 enter into a three-year subscription and maintenance agreement with Ceridian for the
101 period beginning January 1, 2021, and ending December 31, 2023, for human resource,
102 payroll, recruiting, and learning management in an amount not-to-exceed \$5,000,000;
103 and

104
105 BE IT FURTHER RESOLVED, the County Board hereby approves the request to
106 continue using Ceridian's services on a month-to-month basis through December 31,
107 2020; and

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109 BE IT FURTHER RESOLVED, the County Board hereby approves the request to
110 enter into a four-year agreement with Morneau Shepell Limited from January 1, 2020, to
111 December 31, 2023, for benefits administration in an amount not-to-exceed \$1,500,000,
112 rather than the previously approved term from January 1, 2020, to June 30, 2020; and

113
114 BE IT FURTHER RESOLVED, the County Board hereby approves funding
115 learning management and recruitment services from Cornerstone OnDemand, Inc.,
116 through early 2021; and

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118 BE IT FURTHER RESOLVED, the County Board hereby authorizes the
119 Comptroller and the Fiscal Affairs Division, Department of Administrative Services
120 (DAS), to transfer funds of \$1,730,000 from Capital Project WO546 – Enterprise
121 Platform Modernization Phase 2 to Org. Unit 1945 - Appropriation for Contingencies;
122 and

123
124 BE IT FURTHER RESOLVED, the County Board hereby authorizes the
125 Comptroller and the Fiscal Affairs Division, DAS, to transfer \$1,120,000 from Org. Unit
126 1945 - Appropriation for Contingencies to Org. Unit 1172 - Information Management
127 Services Division – Mainframe, DAS, for mainframe services, and \$610,000 from Org.
128 Unit 1945 - Appropriation for Contingencies to Org. Unit 1921 - Human Resource and
129 Payroll Systems, to provide funding for an entire year of services on the current
130 platforms with Ceridian, Morneau Shepell Limited, and Cornerstone OnDemand, Inc. ;
131 **and**

132 **BE IT FURTHER RESOLVED, the County Board supports and encourages**
133 **the Milwaukee County Transit System to execute a sole source contract with**
134 **Ceridian with similar terms and conditions to promote uniformity in the systems**
135 **and leverage County purchasing power to help reduce administrative operating**
136 **costs.**

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