

COUNTY OF MILWAUKEE

INTEROFFICE COMMUNICATION

Date : August 8, 2022

To : Marcelia Nicholson, County Board of Supervisors, Chairperson

From : Scott B. Manske, Comptroller and Member of Executive Steering Committee on Financial/Human Resource System Software

Subject: Informational Report Regarding Enterprise Platform Modernization Platform and Intent to Cancel Human Resource Contract with Infor

ISSUE

Milwaukee County currently uses Ceridian Dayforce for its Human Resource and Payroll System. This system was installed in January 2021 due to the previous software version going out of compliance. The County was notified in 2019 that the human resource and payroll system that the County was using would no longer be supported by the vendor and would not be able to process our payroll. The County had planned on going to the Infor Human Resource and Payroll system but due to the County's uncertainty of meeting a January 1, 2021 deadline, made a decision to upgrade our software with Ceridian and remain compliant for payroll and human resources. Milwaukee County negotiated a three-year contract with Ceridian to remain compliant.

Infor provided the County an option of going to the Infor Human Resource and Payroll system in three years or 2023. The Enterprise Resource Planning Steering Committee (ESC), intends to not take that option and cancel the Human Resources portion of the contract with Infor. As a result, the County will renegotiate a contract extension with Ceridian software for its human resources & payroll system in 2023.

Cancelling of the following Human Resources modules will reduce Infor's annual subscription bill from \$904,131 to \$669,500 for the period January 2, 2023 – January 1, 2024. Written notice of our intention to cancel the Human Resource system of Infor must be provided prior to October 2, 2022, per terms of the Order Form Amendment dated December 18, 2020. The following items will be cancelled with Infor:

Part #	Subscription Software
HRM-SCSHCMPYUSA-	Infor CloudSuite HCM Payroll USA
TAM-SCSHCMMENT	Infor CloudSuite HCM Core Subscription
HRS-S-LTC	Total Rewards Subscription
HRM-S-BSIF	BSI TF US Subscription
WFM-S-CSHCMWFM	Infor CloudSuite HCM Workforce

BACKGROUND

At its March 2020 meeting, the County Board approved a request from the ESC allowing 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. In which included implementation of and payment for subscription and maintenance services through 2023 for the Human Resources, Payroll, Workforce Management, and Talent Management Dayforce modules.

In March 2021, the ESC received approval from the County Board to expand the Ceridian platform to include performance and compensation management modules. The ESC team is happy with the performance of the Ceridian system and does not have a viable business case to undergo the cost of switching software providers.

The cost savings from the reduction of the Infor maintenance contract will be used to fill other County budgetary challenges.

RECOMMENDATION

No action is necessary, this report may be received and placed on file.

Scott B. Manske

Scott B. Manske
Milwaukee County Comptroller

cc: Joseph Lamers
Lynn Fyhrlund
Lacey Oldenburg
Genaro Baez
Mary Jo Meyers
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