


COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: February 18, 2021

TO: Marcelia Nicholson, Chairwoman, County Board of Supervisors

FROM: Scott B. Manske, Comptroller 

SUBJECT: Request to Amend the Agreement with Ceridian to Include Installation of Dayforce Performance Management and Dayforce Compensation Management and to Include Subscription and Maintenance Services for Those Modules through 2023

Issue

At its March 2020 meeting, the County Board approved a request from the Enterprise Resource Platform Executive Steering Committee (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, which included implementation of and payment for subscription and maintenance services through 2023 for the following Dayforce modules:

- Human Resources (Phase 1)
- Payroll (Phase 1)
- Workforce Management (Phase 1)
- Talent Management (Phase 2)

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

After further review of the other available Dayforce modules, the Comptroller and Human Resources Director are further recommending that the Dayforce modules for Performance Management and Compensation Management also be implemented. Approval of this request will allow for the installation of these two modules upon the completion of Phase 2 and allow for subscription and maintenance services for these services to run concurrently with the previously authorized Ceridian contract through 2023. Authorization of the 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. Utilization of the Compensation Management module will allow the Department of Human Resources to better evaluate the County's overall compensation structure.

Fiscal and Budgetary Impact

There is a one-time implementation cost of \$14,500 to install the Dayforce Performance Management and Compensation Management modules. The monthly subscription fee, which includes both modules, would be \$3.75 per employee per month for an estimated monthly cost of \$18,750 and annual cost of \$225,000. The Comptroller estimates that sufficient funds are available within Org. 1921 to cover the implementation cost and six months of subscription and maintenance fees, so no additional funds would be required in 2021. An additional \$225,000 would be required in both 2022 and 2023.

Recommendation

The Comptroller respectfully requests the County Board approve the request to amend the current agreement with Ceridian HCM, Inc., to implement the Dayforce modules for Performance Management and Compensation Management and to include subscription and maintenance services for both modules. Sufficient funding is currently available for implementation and subscription and maintenance services in Org. 1921 - Human Resources and Payroll Systems.