

**BUDGET & FINANCE**

**MOTION**

In 2017, the City began the process of replacing the current 20-year-old payroll system, PaySR, with a modern comprehensive human resources and payroll (HRP) application. The HRP system being implemented, Workday, will be the City's first centralized system with robust functionality. The Workday system will provide significant opportunities for new efficiencies, cybersecurity, greater transparency, and consistency in human resource practices across the City. The implementation of such a system, however, has been a lengthy and complicated effort that involves introducing City staff to new concepts and numerous procedural changes.

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The City has made progress in implementing the new HRP system, including the implementation of the Phase 1 Human Capital Management system in May 2022 which included position control, employee data, hires, and job changes. The City's HRP Project Sponsor Team, however, recently requested the delay of Phase 2 of the system until June 2024.

As noted in the Information Technology Agency's (ITA) November 3, 2023 report, the PaySR platform is in imminent need of replacement and requires a great deal of customization and fixes to ensure it meets current City needs. The City's technical teams are tasked with providing support, maintenance, and synchronization across the Workday and PaySR systems. Extending the full implementation of Workday for an additional six months increases security and technical risks.

As the City has completed contract negotiations with our public safety employee groups and moves through the negotiation process with the City Coalition of Unions, it is imperative that all of our City employees are paid accurately and on time without any further discrepancies to their paychecks.

**I THEREFORE MOVE** that the Council instruct the Information Technology Agency and the City Administrative Officer, and request the City Controller, to report in 30 days on the ongoing operation of the City's existing PaySr payroll system and any current issues or challenges with remitting accurate and complete base, special, or retroactive pay for City employees.

PRESENTED BY:



TIM McOSKER  
Councilmember, 15<sup>th</sup> District

SECONDED BY:



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