



Capital Budget Request - EQUIPMENT

Project Name **RMWB HRIS (Human Resources Information System)** \$ **500,000**

Order Code _____ Project Location Muni Wide

Project Category Machinery & Equipment Ward 5 - Muni-Wide

Type of Project New Asset - Acquisition and/or Instal Municipal Function 12 - Gen Administration

Project Description and Scope

The intent of this request is to seek approval for one all inclusive HRIS (Human Resources Information System) that would manage the seamless and full scope of the employee lifecycle including recruitment and onboarding, personnel administration, org management and payroll, talent/learning management and succession planning. Our current system, SAP, focuses solely on Human Capital Management which includes Personnel Admin, Org Management and Payroll only. There is no integration with the other modules which are all stand alone or non-existent.

A full service HRIS system is a required foundation for the effective, efficient and measureable delivery of Human Resources services and programs.

Although SAP does offer a full-suite HRIS system (Success Factors) the associated cost of system makes it an unsuitable option for our organization.

Project Cash Flows

Year	Total Annual Cost	Federal Grant	Provincial Grant	Reserve	Other
2019 & Prior	-				
2020	500,000				
2021	-				
2022	-				
2023	-				
2024	-				
2025	-				
Thereafter	-				
Total Budget	500,000	-	-	-	-

Additional Funding Details

Business Case created by Tammy Stevenson (for K. Westhaver)

Project Sponsor Branch Human Resources

Project Sponsor Department Human Resources

Project Delivery Branch Information Technology

Project Delivery Department Finance