



San Leandro City Council | February 2, 2026

PROJECT ELEVATE:

*Citywide
Modernization with
Workday*



AGENDA

- Project Elevate goals
- Why the City is investing in modernization
- What the community can expect
- Project team and partners
- Project progress and current status
- Change Management and Training
- Budget and consultant amendment



PROJECT ELEVATE GOALS

- **MODERNIZE**
Modernizing the City's core administrative systems
- **IMPROVE**
Improving efficiency, accuracy, and transparency
- **STRENGTHEN**
Building a strong foundation for supporting the community and achieving operational sustainability



WHY THIS INVESTMENT IS NEEDED

- Core internal systems are more than two decades old
- Vendor support is limited
- Manual workarounds increase staff effort and operational risk
- Limited integration constrains reporting and adaptability



WHY THE CITY IS INVESTING IN?

- A modern, integrated ERP platform
- Standardized processes aligned with best practices
- Improved reporting and data consistency
- A scalable foundation for future needs









WHAT THE COMMUNITY & CITY STAFF EXPECT

- Faster internal turnaround supporting resident services
- Better reporting and transparency for decisions
- More staff capacity focused on community needs
- Enabled by modern, mobile-friendly staff workflows



CITY PROJECT TEAM

-  Dedicated Project Leadership and Decision Makers
-  Assistant City Manager Michael Yuen – Project Sponsor
-  Director Emily Hung and Human Resource Leads
-  Director Nicole Gonzales and Finance Leads
-  Chief Technology Officer Michael Sinor and Project Manager Regi John
-  Change Management & Training Leads



PARTNER PROJECT TEAM

Workday: Software provider

Cognizant: Implementation Consultant

BerryDunn: Project Oversight & Change Management

Robert Half: Staffing support

Kognitiv: Payroll Consultant

Can/Am: Cashiering Integration



ROADMAP: HOW WE GOT HERE



ROADMAP: WHERE WE ARE HEADED

Implementation, Transition, & Optimization Timeline



CURRENT STATUS

➤ Completed or Near Completion

- Employee data foundation
- Benefits
- Compensation
- Talent Management

➤ In Progress

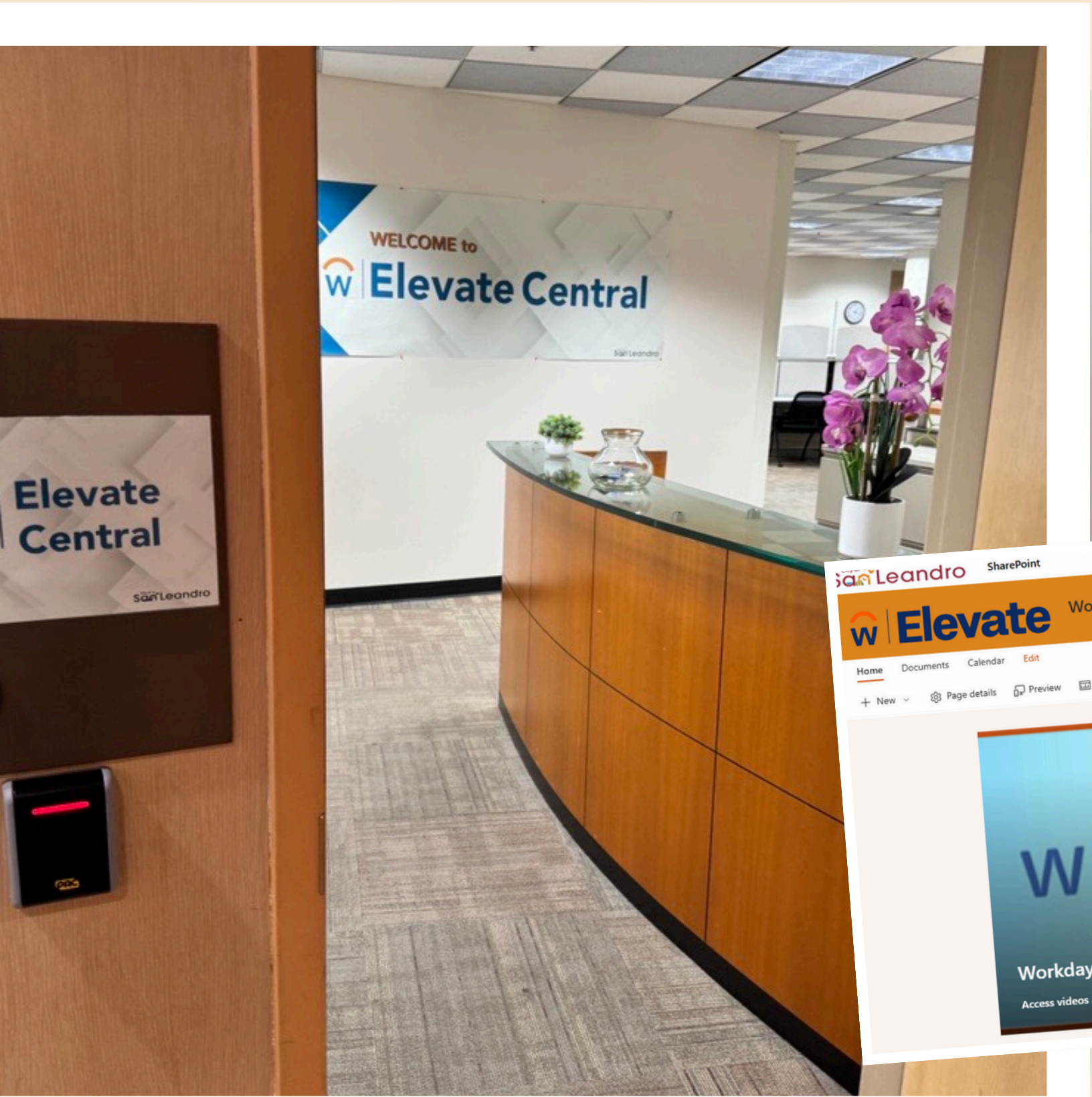
- Payroll Testing
- Finance Configuration and Design
- Training and change readiness

➤ Up Next

- Finance (Budget, Accounting, Procurement) Testing
- Expanded Training

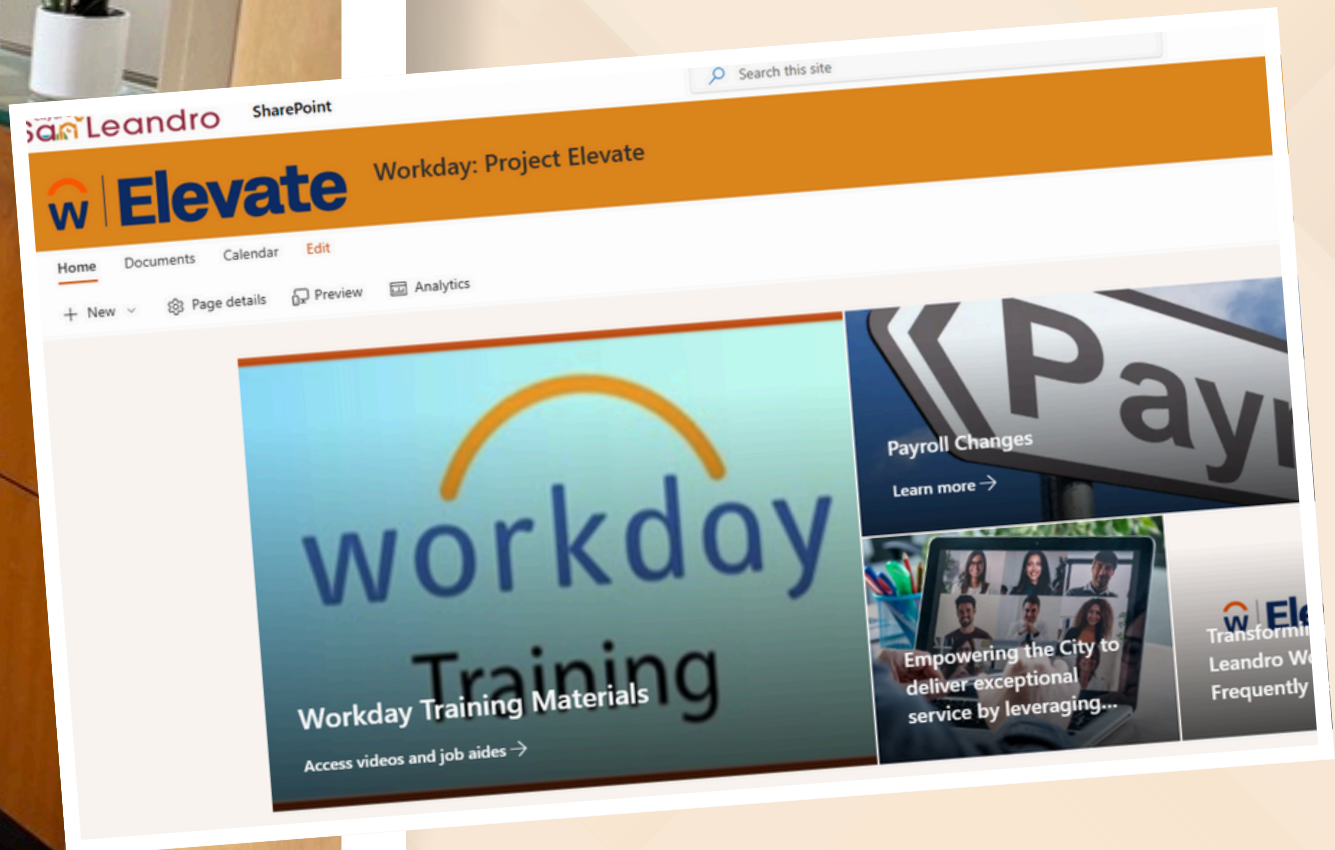


CHANGE MANAGEMENT & TRAINING



◀ Elevate Central
Opened August
2025

Department Champions
User Experience Training
December 2025 ▶



◀ Project Elevate
SharePoint Site
Launched December 2025

CHANGE MANAGEMENT & UPCOMING TRAINING

- In-person and Teams training
- Training videos and job aids
- Elevate Central Customer Service
July 2026



PROJECT BUDGET

	Budget	Expenditures	Remaining
Software, Services, Consulting, Training and Equipment (Until end of FY27)	\$6.7 M	\$3.4 M	\$3.3 M

	FY24	FY25	FY26 (TO DATE)
Staffing Costs	\$713 K	\$1.07 M	\$615 K



BUDGET CONTINUITY

- The program remains within the previously approved multi-year budget
- \$3.3 M remains to carry the project through go-live and stabilization
- This includes continued independent advisory support (BerryDunn)

NEXT STEPS

- Approve Amendment No. 1
- Extends services through December 31, 2026
- Funded from previously appropriated ERP funds
- No additional appropriation required

BerryDunn - Role and Continuity of Support

- ERP advisory partner to the City since 2021
- Supported ERP planning, RFP development, vendor selection, and contract negotiations
- Currently providing independent oversight, testing support, training coordination, and change management guidance
- Provides objective third-party perspective on governance, risk, and readiness