Project Elevate

Enterprise Resource Planning (ERP) System Update

May 27, 2026 Finance Committee Meeting

City of San Leandro

PROJECT STATUS

We are on schedule to go-live July 1, 2026

- Up to 5/18: Thousands of cases tested
- 5/18 - 6/12: Final build of system
- 6/17: Go or No Go Decision
- 6/21: Move to production
- 6/21 - 6/30: Final clean-up and prep
- 7/1: Go live

RISKS AND CHALLENGES

Up to 5/18: Thousands of cases tested	5/18 - 6/12: Final build of system	6/17: Go or No Go Decision	6/21: Move to production	6/21 - 6/30: Final clean-up and prep	7/1: Go live
• Wrong pay calculations • Integrated systems fail • Processes are wrong	• Scope creep • System bugs • Bad data • Testing was deficient	• System bugs • Bad data • Staff turnover in payroll	• System bugs • Bad data	• Wrong pay calculations • Integration or data failures • Security vulnerability	• Technical and performance stress • User acceptance • Operational slowdowns

POST GO LIVE SUPPORT

- Foci
  - Support transition to Workday
  - Migrate historical data from legacy system (Eden) to Workday

- $300,000 contract amendment with integrator (Cognizant) needed
  - Continuous Value Services to assist with troubleshooting, integrations, reporting, and evaluation and design activities for historical data migration from Eden

- No new funding needed - use existing appropriation balance for ERP project

BUDGET & COSTS

	FY 24	FY 26 (Through 5/15/26)	FY 25
Staffing Expenditures	$0.7 M	$1.1 M	$1.1 M

	Budget	Expenditures	Remaining
Software, Services, Consulting, Training, and Equipment (through May 15, 2026)	$5.4 M	$4.8 M	$0.7 M

NEXT STEPS

- Staff will continue to work with Workday and Cognizant to:
  - Stay on schedule
  - Prepare for 7/1 go live: more testing, validation, & begin user training
- Council item for contract authority with already budgeted funds for post go live support
- Workday will go live on 7/1
  - Continue user training
  - Complete punch list items
  - Continue addressing change items

Questions?

City of San Leandro