



Building the Future: Technology, Innovation, and Core Human Resources System Replacement

Legislative/Human Resources Committee
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HR Strategic Plan Overview

The HR Strategic Plan is a five-year plan intended to address current and future workforce needs. The plan identified four priorities:

- Recruitment and Classification Modernization
- Technology, Innovation, and Core HR System Replacement
- Employee and Retiree Benefits Strategy
- Employee Relations Realignment and Process Improvement

HR = Human Resources

Background on HR Technology Systems

Core HR

- Employee records: personal data, job history, compensation, benefits
- Personnel actions: hires, transfers, promotions, terminations

Payroll System

- Salary, wages, deductions, compliance with tax and labor laws
- May be integrated with Core HR system or be a standalone system

Timesheet

- Tracks hours worked, scheduling leave and absences
- Integrates with payroll system

Retirement Benefits

- Deferred Compensation (DC) Plans – manages tax-deferred plans (e.g., 401(k), 457(b))
- Pension administration – benefits payment for retirees

Background on HR Technology Systems

Benefits Administration

- Manages health, retirement plans, and other employee benefits
- Includes enrollment, eligibility, and integration with insurance providers

Talent Management System

- Supports learning and development
- May be integrated with Core HR System or be a standalone system

Applicant Tracking System

- Manage the recruitment workflow from posting jobs, collecting applications, reviewing applications, and tracking candidates through the hiring stages

Why is Modernization and Innovating HR Systems Important?

- Automates manual processes
- Supports evolving workforce needs and improves employee experience
- Enhances recruitment and retention
- Unlocks insights and analytics
- Enhances data accuracy and reporting
- Improves integration and efficiency
- Agility to changes in policy, benefits, laws
- Mitigates security, operational, and strategic risks

Existing District HR Technology Systems

HR Function	Current System	Start Year	State
Core HR	PeopleSoft (v8.8) <i>(Last patch 2003)</i>	2000	To be replaced; Active Project
Payroll	PeopleSoft (v8.8) <i>(Last patch 2003)</i>	2000	To be replaced
Time Tracking	Electronic Timesheet System (ETS) <i>(Custom built)</i>	2000	To be replaced
Retirement Administration	PeopleSoft (v8.8) <i>(Custom Tables)</i>	2001	To be replaced; Pension Gold (est. 2026)
Retiree Health Benefits	Telus Health	2015	Under consideration for phase 2
Retirement – DC Plans	Fidelity	2000	No change at this time
Benefits Administration	Telus Health	2015	Under consideration for phase 2
Talent Management	Cornerstone (EBMUD Learn)	2021	
Applicant Tracking	NeoGov	2009	Under Consideration
New Hire Onboarding	NeoGov	2018	Under Consideration
Electronic Employee and Retiree Files	OnBase	2003	Continue with improvements

Major HR Technology Projects In Progress



Retirement Benefits

- Started in June 2020
- Estimated launch in 2026



Core HR

- Started in July 2019
- Issue request for proposal (RFP) by May 2026
- Estimated launch 18 months after a signed contract

The Core HR System Replacement Project

What is a Core HR System?

A Core HR System manages essential HR data and streamlines HR processes. Common components are:

- **Employee Records Management:** Centralized employee records, organizational structures, and job profiles.
- **Personnel Actions:** Hiring, transfers, promotions, terminations, and job changes, with automated workflows and approvals.
- **Automated Payroll Management:** Streamlined payroll calculations and compliance with tax regulations.
- **Benefits Administration:** Simplified benefits management for employees.
- **Compliance Management and Reporting:** Ensures compliance with HR-related regulations and provides reporting capabilities for workforce analytics and insights.

Current State of District's Core HR

HR services are delivered through a combination of applications comprised of:

- Non-supported, highly-customized Core HR System (PeopleSoft)
- Home-grown systems
- Other external third-party software
- Electronic documents and paper-based systems



Roadmap to Core HR System Replacement

Core HR System Product Selection

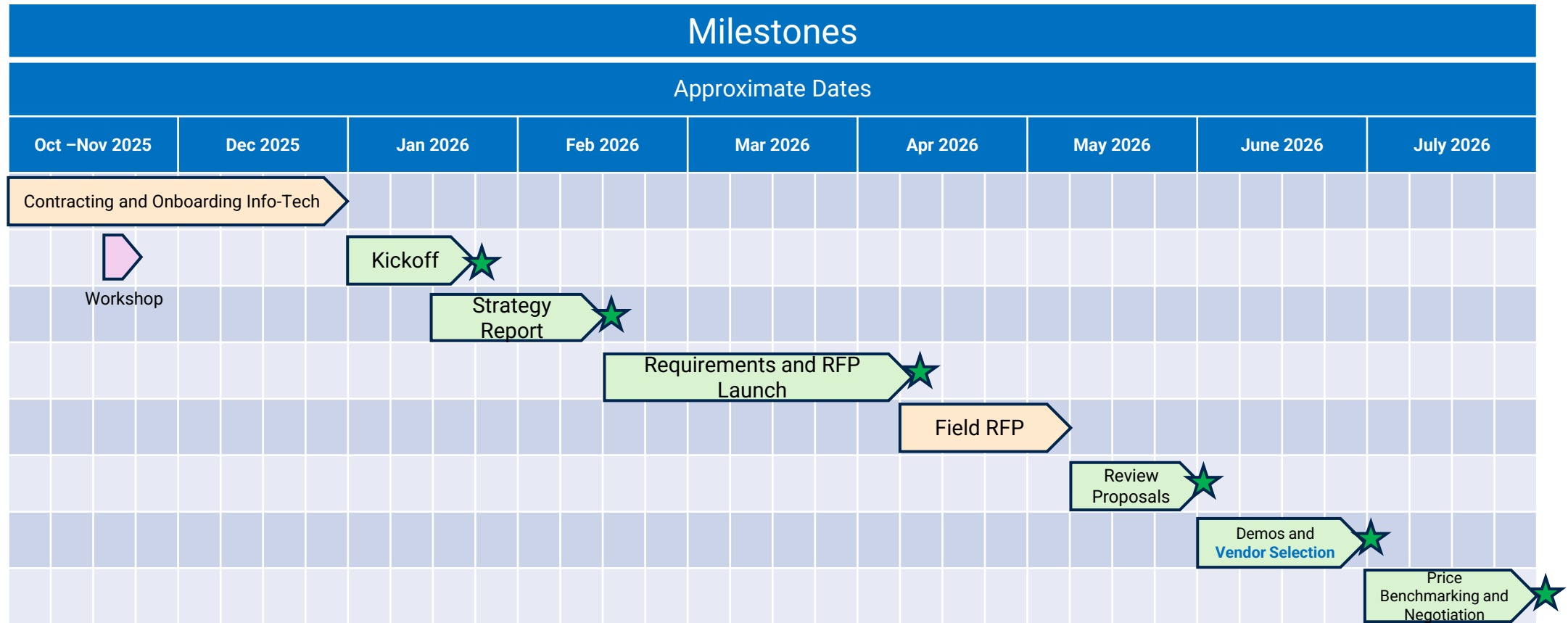
Info-Tech Research Group selected to support the Core HR System Replacement RFP.

3-day Digital Strategy Workshop

Align District on a strategy that streamlines cross-functional processes, improves data integration, and enhances user experience.

- Objectives:
 - **Identify shared pain points** and redundancies in current digital workflows.
 - **Map out current vs. ideal state** for core business processes across departments.
 - **Define priorities** for system modernization.
 - **Establish guiding principles** for cross-functional technology investments.
 - **Develop a shared roadmap** for short- and long-term digital transformation initiatives.

Core HR Product Selection Timeline



NOTE: Assuming that EBMUD resources' availability will be like our other clients. At Project Initiation, Info-Tech and EBMUD will plan, refine, and identify acceleration opportunities wherever possible

Future Vision for HR Technology

Recruitment

- Talent Management

Employee Experience

- Unified portals
- Mobile first
- Personalization

Analytics and Workforce Planning

- Predictive Analytics: Using HR data (e.g., retention, performance, engagement) to predict turnover, skills gaps, or future staffing needs.
- Data Integration: Using data to provide insights into workforce health and performance.

Future Vision for HR Technology

Learning and Upskilling

- Tools to support skill development, career development

Employee Wellbeing and Engagement

- Supporting mental, physical, and financial health
- Pulse surveys

Employee Self-Service

- Compliance
- Data privacy
- Compliance with laws and regulations

Next Steps

- **Pension Gold:** Complete outstanding tasks needed for launch
- **Core HR:**
 - Develop the RFP with Info-Tech
 - Launch RFP and select Core HR product
 - Finalize Contract
 - Development and implementation

Questions?



Flowing
into the
Future