

# **Human Resources Information System Replacement Project**

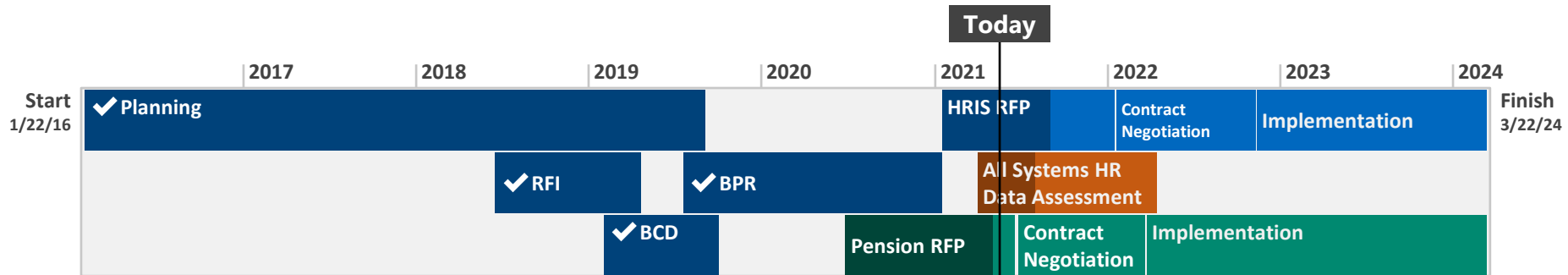
Legislative/Human Resources Committee  
June 8, 2021

# Agenda



- Project Timeline
- Steering Committee and Project Staffing
- Pension System
- Human Resources Information System (HRIS) Replacement
- Data Assessment
- Next Steps

# Project Timeline



- BCD – Business Case Development
- BPR – Business Process Review
- HRIS – Human Resources Information System
- RFI – Request for information
- RFP – Request for proposals

# Steering Committee & Project Team Staffing



## HRIS Replacement Project Steering Committee

- Manager of Human Resources
- Manager of Information Systems
- Director of Finance
- Director of Operations and Maintenance

## Project Team

- Human Resources Department staff (Product Owner)
- Information Systems Department staff
- Accounting staff
- Contractor - Faaz Consulting

# Pension System



- RFP
  - November 2020
  - Four vendors responded in January 2021
- Process
  - Vendor responses evaluated
  - Two vendors were interviewed – April/May 2021
- Selection
  - Vendor selected
  - Steering Committee approved – May 28, 2021
- Next Steps
  - Vendor reference checks
  - Develop the scope of work material
  - Initialize contract process

# Pension System



- Leading provider of pension administration software since 1987
- Working with government clients throughout the U.S.
- Many clients in California and the greater Bay Area

# HRIS Replacement



- Business Process Review - completed December 2020
- Requirements
  - Developed in March 2021
  - Reviewed by Subject Matter Experts (SMEs) in April 2021
- HRIS RFP
  - Revisions from SMEs to be completed in June 2021
  - RFP to be reviewed by the Steering Committee, Risk Management, and Office of General Counsel in late June 2021
- Issue RFP in late July 2021

- HRIS Replacement Project team is documenting all data sources using Human Resources information
  - Quality of the data
  - Assessing the clean-up effort
    - Pension data (PeopleSoft)
    - HRIS data (PeopleSoft)
    - External data (District systems, Morneau Shepell, other party systems)
- Data Governance plan in process
- Conversion strategy in process

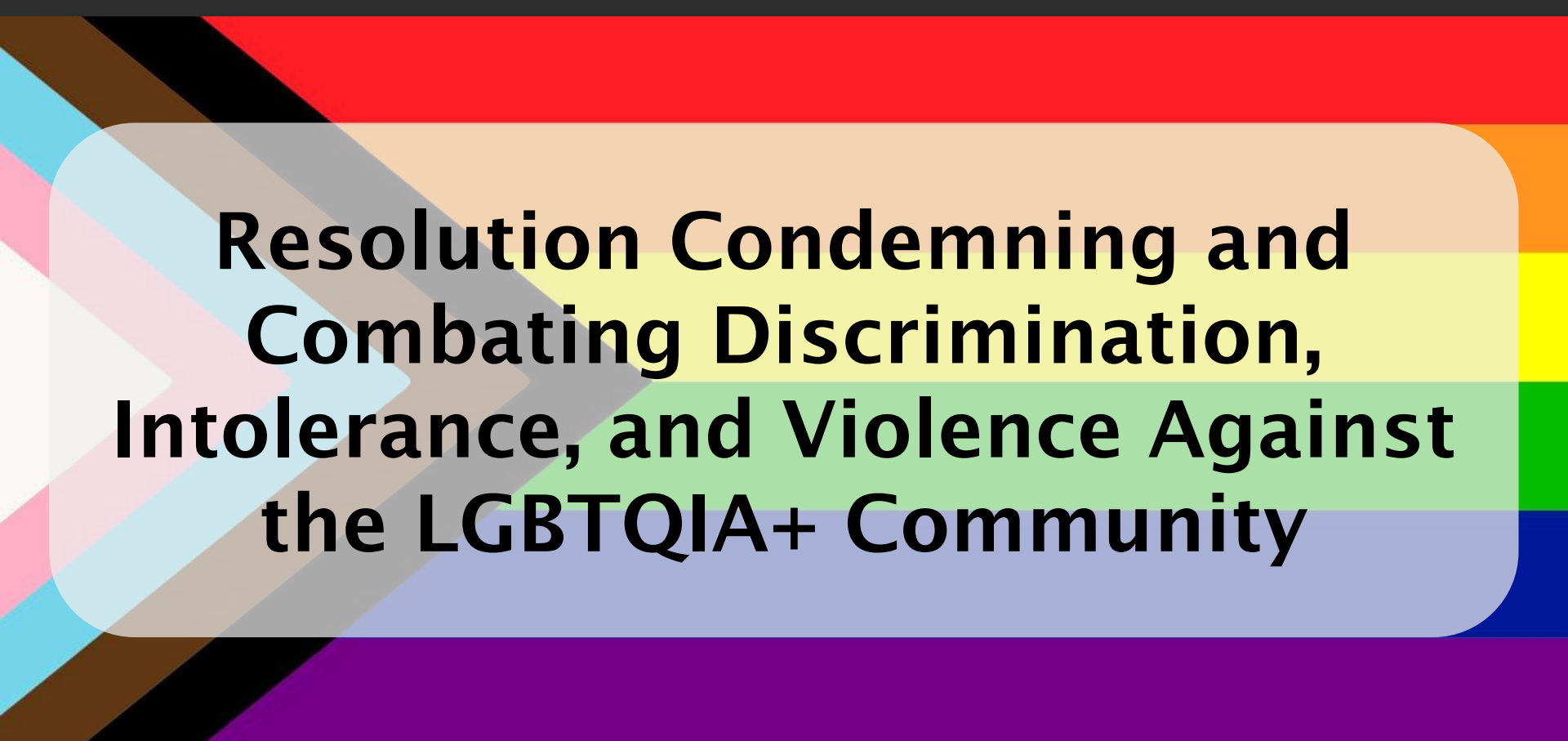


# Next Steps



- Conduct reference checks and develop scope of work for selected Pension System vendor to move project to contract phase.
- Provide HRIS RFP packet to HRIS Replacement Project Steering Committee, Risk Management, and Office of General Counsel for review in late June 2021.
- Issue RFP for HRIS in July 2021.

# Questions?



**Resolution Condemning and  
Combating Discrimination,  
Intolerance, and Violence Against  
the LGBTQIA+ Community**

**Legislative/Human Resources Committee**

**June 8, 2021**

# Terminology



L -- *lesbian*

G -- *gay*

B -- *bisexual*

T -- *transgender*

Q -- *queer (and/or questioning)*

I -- *intersex*

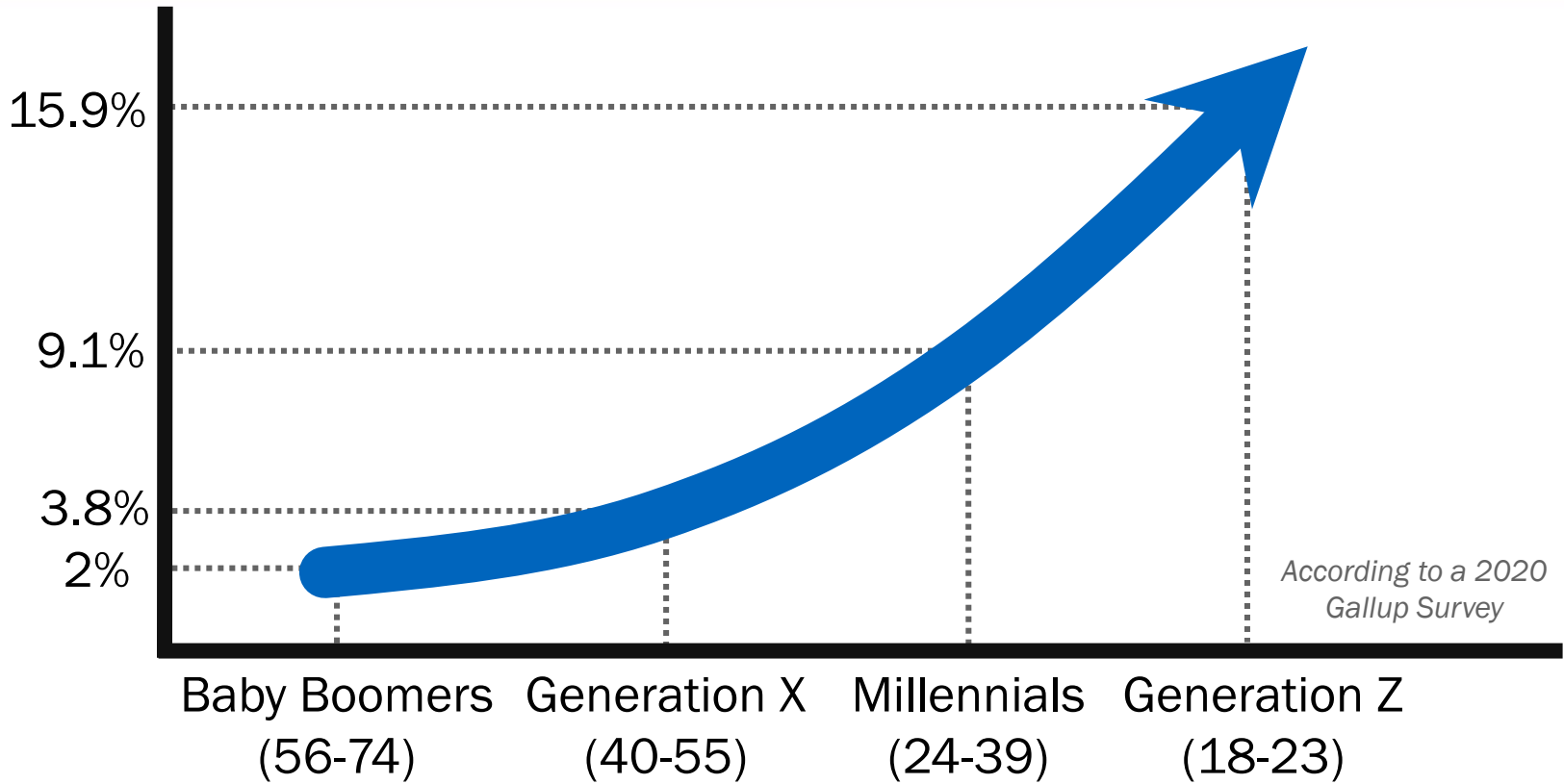
A -- *asexual*

+ -- *other gender &  
sexual identities*

# By the Numbers



United States Population  
Identified as LGBTQIA+



## KEY TAKEAWAY

- 1 The LGBTQIA+ population in the U.S. has grown with every generation.

# EBMUD's LGBTQIA+ Community



## KEY TAKEAWAY

- 2 The Raining Pride affinity group promotes awareness and inclusion of the LGBTQIA+ community.

# Injustices Against the LGBTQIA+ Community



## LOCATIONS OF DISCRIMINATION



Restaurants



Senior Centers



Stores



Entertainment



Healthcare Facilities



Shelters



Government Offices



Youth Service Providers



Transportation



Bathrooms

## FORMS OF DISCRIMINATION



Denial Of Entry



Unequal Treatment



Harassment



Violence



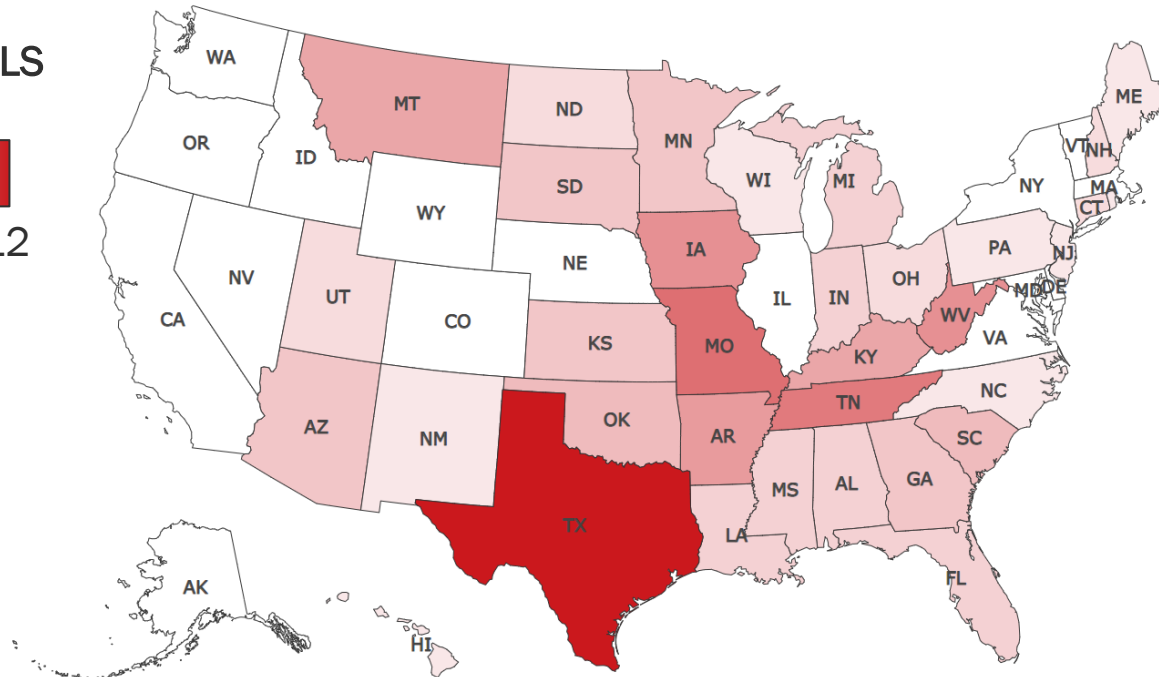
Public Services

## KEY TAKEAWAY

**3** The LGBTQIA+ community is discriminated against in a variety of ways in society and in the workforce.

# Discriminatory Legislation

NUMBER OF BILLS  
INTRODUCED



Source: Free For All Americans Legislative Tracker

## KEY TAKEAWAY

**4** This year has already been a record year for anti-LBGTQIA+ legislation across the U.S. (over 250 bills introduced).

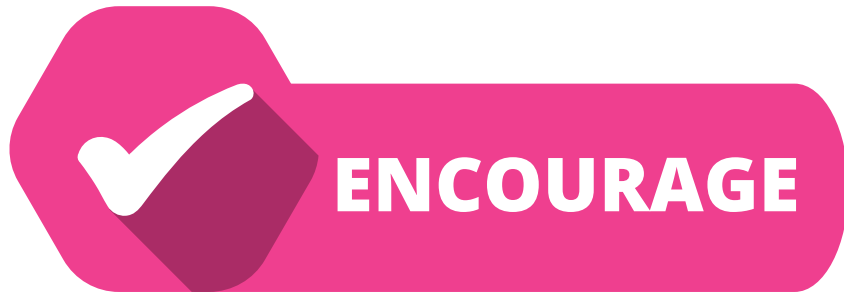


# Resolution



“ *BE IT RESOLVED* that the District condemns all manifestations and expressions of gender and sexual orientation discrimination, intolerance, and violence against LGBTQIA+ people and specifically transgender people. ”

# Resolution



# Next Steps

## DISTRICT ACTIONS

### Adopt Resolution

June 2021						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

### Focus Groups & Training



## RAINING PRIDE INITIATIVES



### Gender-Inclusive Updates to IT Systems





**Thank you!  
Questions?**