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What is an ERP?

- An Enterprise Resource Planning System (ERP) is a software suite, that allows organizations to manage operational activities.
- Pima County relies on these software systems for every aspect of our business.



PIMA



Enterprise: at the organizational level, the entire organization **Resource:** track and manage resources: People, Finances & Assets **Planning:** the process of thinking regarding activities to achieve a goal

Implementation Timeline: Pima1 -Current













Using Workday – Financials: 7/15 – 8/12

- Pima Staff using Workday Financials
 - 2,038 total unique employee logins
 - 1,212 employees (multiple logins)
- July Pcard statements completed, and paid
- Procure to Pay Statistics
 - 1920 requisitions created, 1,803 successfully completed
 - 3,469 Supplier Invoices created, 2,613 in approved status (3-way match)
 - \$44.7M in payments made:

PIMA COUNTY

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Grand Total	\$44,728,491.91	PIMA 1
Supplier Payment	\$44,013,642.31	
Procurement Card Payment	\$603,913.58	
Expense Payment	\$13,850.07	
Cash Advance Payment	\$2,174.00	
Ad Hoc Payment	\$94,911.95	
	Ad Hoc Payment	Ad Hoc Payment \$94,911,95

Phase 2: HCM – Human Capital Management

- Payroll / Time & Absence
- Core Compensation
- Benefits / Wellness
- Talent & Recruiting
- Onboarding
- Performance Management
- Career Development
- Learning Management
- Succession Planning



Phase 2: HCM – Human Capital Management

- End to End Testing Underway
- Change Management
 - Change Champions meeting monthly
 - Pima1 Roadshow
 - Phase 1 Lessons Learned
 - Phase 2 Initial Outreach
- Training:
 - Train the Trainer (1.5 months ahead)
 - User Training (1 month ahead)
 - Early login confirmation



Employee-Focused Project Goals

Implement a Countywide user-friendly Software as a Service (SaaS) solution Improve Transparency, Reporting, and Access to Data Improve Integrations between Best of Class software systems to meet business needs





