



City of Kansas City, Missouri

Docket Memo

Ordinance/Resolution #: 251030

Submitted Department/Preparer: Finance

Revised 6/10/24

Docket memos are required on all ordinances initiated by a Department Director. More information can be found in [Administrative Regulation \(AR\) 4-1](#).

Executive Summary

Authorizing the Manager of Procurement Services to execute a ten-year contract (EV3002) with Iron Brick Associates, LLC to provide the Workday SaaS enterprise resource planning (ERP) system; authorizing the Manager of Procurement Services to amend the contract and execute up to two five-year optional contract renewal terms subject to appropriation of funds; and designating requisitioning authority.

Discussion

The City's current enterprise resource planning (ERP) system, PeopleSoft, was implemented in 2004, and despite multiple upgrades over the last two decades, the system relies on outdated technology that is difficult and expensive to support, and limits the City's ability to manage its HR and finance functions. City Council approved the 2025-2029 Citywide Business Plan last year and included under the Finance and Governance goal the objective to modernize the City's ERP system. An RFP was issued over the summer of 2025, and from three proposals, Workday, Inc. was the system chosen by the RFP evaluation team based on extensive demonstrations and evaluations of the candidate software platforms.

Fiscal Impact

1. Is this legislation included in the adopted budget? Yes No
2. What is the funding source?
1000-127053-619080-12WRKDYIBC; General Fund
3. How does the legislation affect the current fiscal year?
Authorizes expenditure of previously appropriated funds

4. Does the legislation have a fiscal impact in future fiscal years? Please note the difference between one-time and recurring costs.

The ordinance does allow for renewal of the contract in future years without additional Council authorization, but those renewals are subject to funding through annual appropriation by Council.

5. Does the legislation generate revenue, leverage outside funding, or deliver a return on investment?

No

Office of Management and Budget Review

(OMB Staff will complete this section.)

1. This legislation is supported by the general fund.	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
2. This fund has a structural imbalance.	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
3. Account string has been verified/confirmed.	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Additional Discussion (if needed)

This ordinance authorized expenditure of previously appropriated funds through the 2026 Adopted Budget. There will be continued annual funding associated with this agreement.

Citywide Business Plan (CWBP) Impact

1. View the [Adopted 2025-2029 Citywide Business Plan](#)

2. Which CWBP goal is most impacted by this legislation?

Finance and Governance (Press tab after selecting.)

3. Which objectives are impacted by this legislation (select all that apply):

- Ensure the resiliency of a responsive, representative, engaged, and transparent City government.
- Engage in workforce planning including employee recruitment, development, retention, and engagement.
- Foster a solutions-oriented, welcoming culture for employees and City Partners.
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Prior Legislation

Funding appropriated in the Fiscal year 2025-2026 annual budget ordinance, number 250175.

Service Level Impacts

Implementation of the Workday ERP system will significantly improve the City's financial and HR processes, facilitating a better employee experience across all departments and roles, ensuring stronger internal financial controls, and improving financial and personnel reporting capabilities.

Other Impacts

1. What will be the potential health impacts to any affected groups?
No
2. How have those groups been engaged and involved in the development of this ordinance?
N/A
3. How does this legislation contribute to a sustainable Kansas City?
N/A
4. Does this legislation create or preserve new housing units?
No (Press tab after selecting)

Click or tap here to enter text.

Click or tap here to enter text.

5. Department staff certifies the submission of any application Affirmative Action Plans or Certificates of Compliance, Contractor Utilization Plans (CUPs), and Letters of Intent to Subcontract (LOIs) to CREO prior to, or simultaneously with, the legislation entry request in Legistar.

No - CREO's review is not applicable (Press tab after selecting)

Please provide reasoning why not:

Contract is for software licensing and use

6. Does this legislation seek to approve a contract resulting from an Invitation for Bid?

No(Press tab after selecting)

Click or tap here to enter text.

7. Does this legislation seek to approve a contract resulting from a Request for Proposal/Qualification (RFP/Q)?

Yes(Press tab after selecting)

In an effort to prevent disclosure of confidential information, a separate communication will be provided to City Council members to reflect the top three proposers for the RFP/Q.