

REPORT TO THE BOARD OF MAYOR & ALDERMEN

DATE: September 22, 2025

FROM: Gary Vanderheyden, Chief Technology Officer

SUBJECT: Purchase of ERP Cloud Solution using Workday, SpryPoint, and OpenGov Software and Implementation Services through System Integrator, Iron Brick Associates, LLC

INTRODUCTION:

The purpose of this agenda item is to request approval for the purchase of a comprehensive Enterprise Resource Planning (ERP) solution. Iron Brick Associates, LLC will serve as the system integrator for this project, which includes cloud-based software from providers Workday, SpryPoint, and OpenGov to modernize the Town's core administrative systems

BACKGROUND:

The Town of Collierville currently relies on multiple on-premise software systems to manage Finance and Accounting, Procurement, Payroll, Utility Billing and Human Resources plus several paper-based processes. These systems and processes are fragmented, outdated, and inefficient. Transitioning to a cloud-based ERP solution will support the Town's growth, improve operational efficiency, enable data-driven decision-making and eliminate the need for supporting paper-based processes.

DISCUSSION:

The implementation of a new Enterprise Resource Planning (ERP) solution, leveraging software from Workday, SpryPoint, and OpenGov, offers significant benefits for the Town of Collierville by consolidating and modernizing core administrative functions:

- **Modernizing Financial Management:** The Finance and Accounting module will provide real-time financial visibility, improve budget control, and automate routine tasks such as accounts payable and general ledger management.
- **Streamlined and Transparent Procurement:** The Procurement module will automate the entire purchasing lifecycle, from requisition to approval and vendor payment. This increases transparency, ensures compliance with procurement policies, and reduces the time and effort required for purchasing goods and services.
- **Improved Utility Billing and Citizen Services:** The Utility Billing module will enhance operational efficiency and improve customer experience. This includes automating billing cycles, providing accurate and timely invoices, and enabling citizens to manage their accounts and make payments through a modern, user-friendly interface.
- **Human Capital Management (HCM) - A Foundational "Greenfield" Implementation:** As a greenfield project, the HCM solution will be built from the ground up to perfectly fit the municipality's needs, as the HR department is not currently leveraging any internal software solutions. This is a unique opportunity to establish a modern, integrated system for all aspects of employee management—from recruitment and onboarding to payroll and benefits—without the limitations of a legacy system.
- **Elimination of Paper Processes:** One of the most significant benefits is the move away from

manual, paper-based workflows. The ERP solution will digitize processes across all departments, reducing reliance on physical documents, minimizing data entry errors, and freeing up staff to focus on more strategic, high-value tasks.

- **Enhanced Reporting and Data Integrity:** By integrating Finance, Procurement, Utility Billing, and HCM into a single platform, the solution will provide a single source of truth. This centralized data allows for comprehensive, cross-departmental reporting.

Year 1 Financial Overview (FY 2026):

<u>Item</u>	<u>Cost</u>
Workday Training	\$240,167
Workday Implementation	\$85,508
OpenGov Budget Book Subscription	\$1,795,500
OpenGov Tax & Revenue Subscription	\$47,099
OpenGov Budget Book Implementation	\$47,351
OpenGov Tax & Revenue Implementation	\$38,586
SpryPoint Subscription	\$73,440
SpryPoint Implementation	\$100,800
Estimated Travel & Expenses	\$462,546

- Total FY 2026 Cost: \$3,021,796.13

Subsequent software subscription annual costs allocated through the budgeting adoption process are:

- 2026–2027 \$1,080,678.83
 - \$506,100.00 from CIP.
 - \$20,515.00 for continued Workday Training
- 2027–2028 \$570,953.38
- 2028–2029 \$588,506.64
- 2029–2030 \$606,741.93

BUDGET IMPACT:

Fund	Dept.	Obj. Code	Description	Approved Line Item Budget	Previous Expenses	Proposed Expense⁽¹⁾	Balance	Budget Impact
321	41640	948-202401	Enterprise Resource Planning (ERP)	\$4,000,000.00	\$285,952.63	\$3,527,896.13	\$186,151.24	Increases in FYs 2027-2030

(1) If approved, the operating budget for FYs 2027-2030 will need to include appropriations for software subscriptions and training.

ATTACHMENTS:

[Prime Agreement Iron Brick - Partially Executed.pdf](#)

[Exhibit A - Workday Partially Executed.pdf](#)

[Exhibit B - Workday Subscription and Training Order Forms - Final Partially Executed 9.10.2025.pdf](#)

[Workday Technical Services Standards Program Terms.pdf](#)

[Workday Financial Management Product Terms.pdf](#)

[Workday Human Capital Management Product Terms.pdf](#)

[Workday Payroll Product Terms.pdf](#)
[Workday Talent Management Product Terms.pdf](#)
[Workday Training Terms.pdf](#)
[Workday Universal Security Exhibit.pdf](#)
[Workday Universal Data Processing Exhibit.pdf](#)
[Workday Acceptable Use Policy.pdf](#)
[Exhibit C - SpryPoint Partially Executed.pdf](#)
[Exhibit D - Opengov Partially Executed.pdf](#)
[ERP Eval Committee Report.pdf](#)

PROPOSED MOTION:

To approve a prime contract with system integrator Iron Brick Associates, LLC and subcontracts with three vendors for the purchase of Workday ERP, SpryPoint Utility Billing, and OpenGov Tax and Revenue systems in the amount of \$5,868,676.91.

Board Action: Motion By _____ Seconded By _____

Vote Total	Hall	Jordan	Robbins	Marshall	Stamps	Fraser
Yes						
No						
Abstain						