



---

City of Plantation  
City Council Chambers

**Subject:**

Agreement No.091-24(a) and 091-24(b), collectively Enterprise Resource Planning System (ERP)

**Summary:**

Requesting authorization and approval of the following:

- Approval of the Selection Committee's scores and rankings identifying Strada U.S. Professional Services, LLC (Software Subscription/Solution Integrator), installing Workday, Inc's Software Solution/Subscription Services as the highest scoring and most advantageous Firm and Software Subscription/Solution to the City, as it pertains to RFSP No. 091-24, Enterprise Resource Planning System.
- Authorization and approval to execute the Agreement(s) providing for final approval from Legal and Administration concerning unsettled agreement terms and conditions between the City of Plantation and:
  - Strada U.S. Professional Services, LLC (Software Subscription/Solution Integrator); and
  - Workday, Inc., (Software Subscription/Solution Provider). The Workday, Inc.'s agreement shall have an initial subscription term of ten (10) years (with fixed pricing). Whereas, upon completion of the initial Subscription Term, upon City's request, Workday, Inc., will provide its then-current prices for renewal of this Agreement and will engage in good faith negotiations regarding Subscription Fees for City's use of the Service for a period of time following completion of the Agreement ("**Renewal Term**").
- Authorization and approval to process payments to Workday, Inc., during the initial subscription term, renewal subscription term and any additional renewals subscription terms that may be approved administratively in accordance with the attached Agreement No. 091-24(b), and contingent upon

budget approval.

- Authorization and approval to add additional modules/platforms/enhance support services as necessary to continue to assist and improve the City's processes in accordance with Agreement No. 091-24(b) and any associated addendums.
- Authorization and approval of a Contingency Allowance of \$700,000.00, that shall be collectively applied to Strada U.S. Professional Services, LLC, and Workday, Inc., agreements during the implementation and onboarding portion(s) of the project only (additional details provided herein).

### **Procurement:**

Pursuant to City Code Sec. 2-220(b) the Procurement Department secured formal competitive proposals for the above-mentioned services. On September 3, 2024, seven (7) competitive proposals were received. This solicitation was advertised/posted on the Demand Star website for 67 calendar days, was broadcasted to 612 vendors and had 97 Planholders. All submittals were thoroughly reviewed by Procurement to ensure all the necessary documents were included, and then the submittals were provided to the Selection Committee for their independent review.

### **Schedule of Events associated with this solicitation:**

- September 3, 2024 - Proposals Received and Opened.
- November 19, 2024 - Selection Committee Discussion and/or Potential Scoring/Shortlisting.
- December 3, 2024 - Selection Committee Discussion and/or Potential Scoring/Shortlisting.
- January 21-23, 2025; January 28-30, 2025; and February 11-13, 2025 - Three-day on-site demonstrations, including the hands-on lab experience, were scheduled with each prospective shortlisted vendor to allow the city stakeholders evaluate the system's functionality and user-friendliness.
- April 1, 2025; April 2, 2025; April 9, 2025 - Interviews (Question and Answer Session) with Shortlisted Firms.
- April 28, 2025 - Selection Committee Discussion and Potential Scoring (Selection Committee identified the highest Scored Firm during this meeting)
- May - November 2025 - (approximately seven (7) months) the City entering into comprehensive negotiations with selected Firm.

### **Scoring Results:**

December 3, 2024, Public Selection Committee Meeting

---

<b>SELECTION COMMITTEE</b>	Konica Minolta Business Solutions U.S.A, Inc	Avaap U.S.A. LLC	Tyler Technologies, Inc	Strada U.S. Professional Services LLC
<b>TOTAL SCORE</b>	<b>154.2 (7)</b>	<b>328.4 (5)</b>	<b>400.7 (1)</b>	<b>360.3 (3)</b>

<b>SELECTION COMMITTEE</b>	Infor Public Sector Inc	SAP Public Services Inc	Collaborative Solutions, LLC
<b>TOTAL SCORE</b>	<b>362.1 (2)</b>	<b>326 (6)</b>	<b>334 (4)</b>

- During the December 3, 2024, Public Selection Committee Meeting, the Selection Committee shortlisted to the top three (3) firms and have opted to conduct Demonstrations/Interviews with the top (3) Firms as permitted in solicitation document. The top three (3) Firms will be contacted directed relating to the Demonstration/interview process.

April 28, 2025, Public Selection Committee Meeting

<b>SELECTION COMMITTEE</b>	Tyler Technologies, Inc	Strada U.S. Professional Services LLC	Infor Public Sector Inc
<b>TOTAL SCORE</b>	245	350	195

<b>FIRM(S)</b>	Tyler Technologies, Inc	Strada U.S. Professional Services LLC	Infor Public Sector Inc
<b>Cumulative Total</b>	645.7	710.3	557.1

- During the April 28, 2025, Public Selection Committee Meeting, the Committee openly discussed the shortlisted Firms, their demonstrations, interviews, site visits and references (other items were also discussed). The Committee also came to a consensus to proceed with final scoring (noted above). Total scores were read publicly into record by the Selection Committee. The scores above reflect what was read into record. All Committee Members agreed with the final scores read into record and elected to pursue negotiations with the Firm that had highest cumulative score (Strada U.S. Professional Services, LLC).

Selection Committee Members:

- Laura Karpaviciute, Administration
- Anna Otiniano, Finance
- John Montefusco, Information Technology
- Daniel Pollio, Utilities
- ~~Denese Edsall, Human Resources~~

Based on the final numerical results, the City entered into agreement negotiations with the highest scored Firm - Strada U.S. Professional Services, LLC (Software Subscription/Solution Integrator), installing Workday, Inc's Software Solution/Subscription Services.

The City entered into negotiations with the above-referenced vendors. Over the course of approximately seven (7) months the City team took great care to negotiate the most comprehensive scope possible and the best price possible ensuring proper due diligence in

efforts to proactively minimize the potential change orders. During the negotiations process the City address the following.

- Contract Term(s)
- Services, Equipment, Modules.
- Original Submitted Pricing vs. Current Day Pricing due to market changes
- Reduced the standard annual increase and innovation fees.
- Etc.

Based on the foregoing information, the Selection Committee, Administration, Utilities, Procurement, Finance, Human Resources and Information Technology Departments, requests authorization and approval of the following:

- Approval of the Selection Committee's scores and rankings identifying Strada U.S. Professional Services, LLC (Software Subscription/Solution Integrator), installing Workday, Inc's Software Solution/Subscription Services as the highest scoring and most advantageous Firm and Software Subscription/Solution to the City, as it pertains to RFSP No. 091-24, Enterprise Resource Planning System.
- Authorization and approval to execute the Agreement(s) providing for final approval from Legal and Administration concerning unsettled agreement terms and conditions between the City of Plantation and:
  - Strada U.S. Professional Services, LLC (Software Subscription/Solution Integrator); and
  - Workday, Inc., (Software Subscription/Solution Provider). The Workday, Inc.'s agreement shall have an initial subscription term of ten (10) years (with fixed pricing). Whereas, upon completion of the initial Subscription Term, upon City's request, Workday, Inc., will provide its then-current prices for renewal of this Agreement and will engage in good faith negotiations regarding Subscription Fees for City's use of the Service for a period of time following completion of the Agreement ("**Renewal Term**").
    - Authorization and approval to process payments to Workday, Inc., during the initial subscription term, renewal subscription term and any additional renewals subscription terms that may be approved administratively in accordance with the attached Agreement No. 091-24(b), and contingent upon budget approval.
    - Authorization and approval to add additional modules/platforms/enhance support services as necessary to continue to assist and improve the City's processes in accordance with Agreement No. 091-24(b) and any associated addendums.
- Authorization and approval of a Contingency Allowance of \$700,000.00, that shall be collectively applied to Strada U.S. Professional Services, LLC, and Workday, Inc., agreements during the implementation and onboarding portion(s) of the project only (additional details provided herein).

## **Background:**

### **Issue**

Replacement of the outdated Enterprise Resource Planning systems (ERP) with a modern ERP system to facilitate operational efficiency and effectiveness.

### **Background**

#### Current situation.

Enterprise Resource Planning system (ERP) is software that integrates and manages the core business processes necessary for City operations, such as financial services, human resources (HR), procurement and utility billing. The current ERP, Microsoft Dynamics GP was originally implemented in FY 2008 and is at the end of life. Tax code updates that are critical for city operations will no longer be supported after December 2029.

The current system has served the city well; however, it is lacking close integration between the financial and HR functions. It also does not offer the level of user-friendliness, access, and collaboration that are standard in many modern ERP systems today. The deficiencies in the current ERP functionality resulted in the need for multiple software applications and the duplication of efforts due to the use paper and manual processes to cover the core operations.

Replacement of the ERP system with a modern, out-of-the-box integrated solution is one of the city's strategic priorities under Strategic Objective "Accessible Government and Processes". The new ERP system will be replacing the following systems: Microsoft Dynamics GP, ADP, Greenshades, Neogov, Bonfire and Hansen (Infor) Utility Billing module.

#### Scope of services

- Workday, Inc. agreement provides for ERP subscription and support services. This provides software subscription to cover financial services, procurement, HR, payroll and budgeting functionality. Please see the Order Form for full details.

- Strada U.S. Professional Services, LLC agreement provides for Workday ERP implementation services. This includes system implementation, configuration, data conversion, third-party system integration, report building and other services outlined in more detail in the Statement of Work document.
- SpryPoint Services, Inc. agreement provides for the Utility Billing system subscription and implementation services.

### Implementation schedule

The implementation process will be completed in phases that are *estimated* as follows (the detailed project plan will be developed and finalized during the Plan stage):

- Financials starting January 12, 2026, go live on May 28, 2027. Strada implementation support ends on September 30, 2027, and the City transitions to the ongoing Workday support.
- HR and Payroll starting July 12, 2027, go live on June 30, 2028. Strada implementation support ends on October 6, 2028, and the City transitions to the ongoing Workday support.
- Financial Planning (Budget preparation) starting on October 30, 2028, go live on February 16, 2029. Strada implementation support ends on May 25, 2029, and the City transitions to the ongoing Workday support.
- SpryPoint utility billing system implementation will begin once Workday implementation is fully complete and is anticipated to take 17 months

### **Fiscal Impact:**

#### Strada U.S. Professional Services, LLC:

\$3,453,990.00, over the course of three (3) years of implementation from January 2026 through May 2029. This final price reflects the negotiated discount of \$261,215.00, vendor concessions valued at \$75,000.00, and vendor's cost containment measures valued at \$375,000.

Additionally, \$150,000.00 is estimated for travel costs to ensure that the city has adequate on-site support during the most critical points of the project. These costs will be billed as incurred and will require the city's advance approval.

#### Workday, Inc.:

The city negotiated more favorable 10- year subscription rates that also allows for a gradual ramp up of subscription fees, this means that the City will not be paying full subscription for the first three years while we are still implementing the system. This brought the initial cost of the contract to \$5,434,856.00 for a 10-year subscription term and the training and learning resources.

Additional negotiations yielded savings of \$796,008.00+/- for the final contract cost of \$4,634,588.00

#### SpryPoint Services, Inc.:

SpryPoint negotiations are ongoing at the time of this memo, and the final pricing is anticipated be presented to the City Council for approval in January 2026.

#### Contingency

\$700,000.00, is requested for Strada U.S. Professional Services, LLC and Workday, Inc. While staff is comfortable that the scope is as comprehensive as it can be before we embark on a full-scale process review that is included within the implementation scope, ERP implementation is a complex multi-year technology project. Once we undertake a detailed business process review, city may discover the need for additional integrations, reports, configurations, templates, on-site support or other items that present opportunities to enhance efficiency and ensure successful implementation. Contingency shall be subject to the City's advance written approval.

This item is now ready for City Council consideration.

#### **Funding:**

#### **Amount:**

Strada U.S. Professional Services, LLC

- \$3,453,990.00

Workday, Inc.

- \$4,638,848.00

Workday, Inc., and Strada U.S. Professional Services, LLC- Contingency Allowance

- \$700,000.00

**Grand Total: \$8,792,838.00**

**Finance Director/Budget Manager Recommendation:**

The Information Technology Department has a total of \$2,890,330 budgeted for the ERP System as follows:

FY2025 Budget - \$1,937,750 (FY2025 Capital Rollover)

FY2026 Budget - \$ 952,580

The additional funding required for the implementation:

FY2027 - \$1,640,804

FY2028 - \$1,422,923

FY2029 - \$ 672,211

shall be budgeted as normal during the normal budget process.

Ongoing subscription costs: \$3,179,510

FY2030 - \$504,034

FY2031 - \$5,14,113

FY2032 - \$524,396

FY2033 - \$534,888

FY2034 - \$545,584

FY2035 - \$556,495

shall also be budgeted during the normal budget process.

**Prepared By:**

Charles Spencer

**ATTACHMENTS:**

[Advertised Solicitation with Addendums.pdf](#)

[Substantially Negotiated Strada Agreement.pdf](#)

[Workday Negotiated Pricing Schedule.pdf](#)

[Workday Agreement.pdf](#)

[Workday Exhibit 1.pdf](#)

[Workday Exhibit 2.pdf](#)

[Workday Exhibit 3.pdf](#)

[Workday Exhibit 4.pdf](#)