

# Memorandum



CITY OF DALLAS

DATE February 21, 2025

TO Honorable Members of the Government Performance and Financial Management Committee: Chad West (Chair), Paula Blackmon (Vice Chair), Cara Mendelsohn, Jesse Moreno, Jaime Resendez

SUBJECT **Upcoming Agenda Item #25-586A for February 26, 2024: Authorize the Service Contract for Workday Human Capital Management (HCM) and Payroll system**

On February 26, 2025, City Council will consider an item to authorize a service contract with Workday, Inc. for a term of one-year, with two one-year renewal options, for continuation of subscription licenses, configuration, hosting, maintenance and technical support for the City's workforce management and payroll system in the amount of \$4,353,943.00. This system is used by all managers across the City to oversee personnel and manage staff-related functions.

The city implemented the Workday Human Capital Management (HCM) and Payroll Management application in June 2020. This system offers a full-scale HCM, payroll, talent, performance, and benefit management, analytics and reporting, integrations, system upgrades, and support.

During the term of this service contract, the city will expand use of additional Workday modules. The Learning Management module will enable the development, delivery, and administration of learning content and training across the enterprise. The Advanced Compensation module provides advanced compensation analytics and compensation package development to help with talent recruitment and retention. Both modules are scheduled for a Spring 2025 deployment.

Please let us know if you need any additional information.

Donzell Gipson  
Assistant City Manager

Jack Ireland  
Chief Financial Officer

c: Kimberly Bizzor Tolbert, City Manager  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Dominique Artis, Chief of Public Safety

Dev Rastogi, Assistant City Manager  
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager  
Alina Ciocan, Assistant City Manager  
Robin Bentley, Assistant City Manager  
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)  
Directors and Assistant Directors