



Payroll and Human Resources System Replacement

February 2019

➤ Existing Systems :

- Pay at Work,
- People at Work,
- Easy Labour,
- Payscale,
- iKrut,
- 7Shifts
- ADP

➤ Current Challenges:

- No true source of employee information in place
- Multiple manual data entries of same information, current systems are not integrated
- Performance management, onboarding and recruitment are manual processes
- Confusion over payroll workflows
- Current ADP systems cannot be upgraded further

What we are looking for..



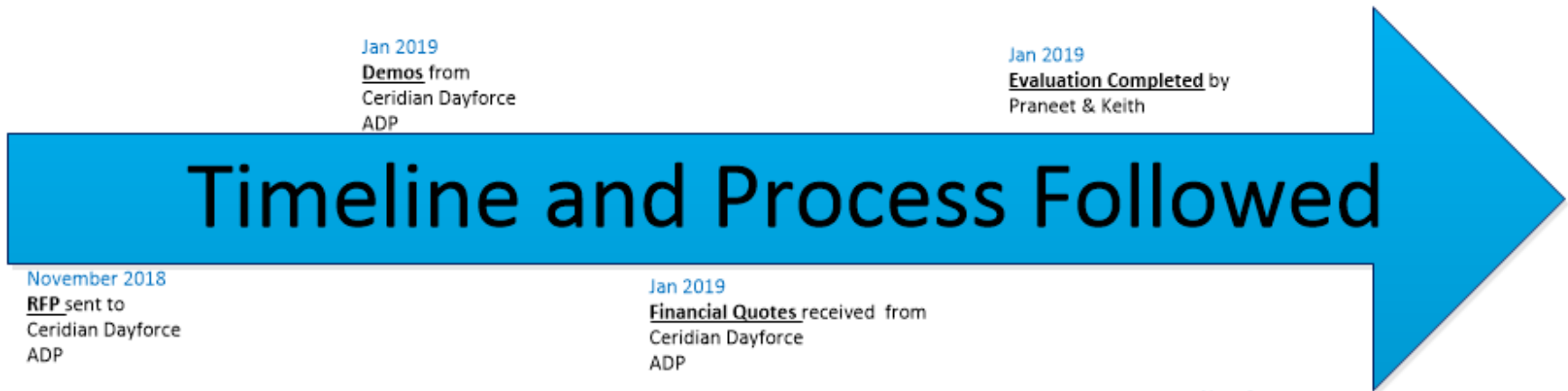
- One stop shop for HR and payroll needs
- Reliability
- Real time information
- Accuracy of employee data
- Conduct vital HR activities electronically
- Speed of service
- User friendly
- 24/7 technical support

Options Considered



- ADP
- Ceridian Dayforce
- WorkDay

The top Two/Process Timeline



Jan 2019
Demos from
Ceridian Dayforce
ADP

Jan 2019
Evaluation Completed by
Praneet & Keith

November 2018
RFP sent to
Ceridian Dayforce
ADP

Jan 2019
Financial Quotes received from
Ceridian Dayforce
ADP

Next Steps

- Presentation to Exec Committee
- Presentation to the Council
- Prepare a project plan
- Implement the project

Note * Workday vendor was also contacted but their licensing starts from 700 employees

Evaluation Criteria

Criteria	Ceridian	ADP
Functional	Meets	Partially meets
Technical	Meets	Not one system
Cost		
Annual Cost (based on 550 Employees)	\$79,029.50	\$139, 671.00
Implementation Cost	\$67,635.50	\$7,860.00
Timeline to completion	8-12 Weeks	8-14 Weeks

- Contingency- we need to add 10-15 % to the implementation cost
- Total annual cost for the current systems is approx.\$76,000.00 based on 450 employees

Top 1



- Our top pick is Ceridian Dayforce which has been our main focus and hits everything we are looking for in one system.
- Ceridian licence cost per user is \$11.92 whereas ADP licence cost comes to \$20.43.
- No extra cost for temporary employees with Ceridian Dayforce.

Why Ceridian?



1. Applicant Tracking System + Onboarding
2. Payroll and Tax
3. Performance Management and goals tracking
4. Benefits Management
5. Compensation Management
6. Learning Management
7. Time and Attendance + scheduling
8. Labour Planning
9. Consolidated Reporting
10. Annual Employee Surveys + Exit Surveys
11. Able to transfer the existing data over to the new system

Ceridian Dayforce



Organically grown technology vs. other models

There is a difference between a “Single System” and a “Unified System”

Dayforce = **Dayforce**
A CERIDIAN SOLUTION

ADP = EMPLOYEASE, workscape, the way you work, ADP VirtualEdge, THE RIGHT THING, An ADP Company, KRONOS, cornerstone

Ultimate SOFTWARE = NOVAtime, FEEL THE POWER, kanjoya, ADP, MasterTax, schoolX, workbrain, COGNOS, CERIDIAN, Ves(tric)s

workday = cloudpay, CELERGO, CERIDIAN, ADP, NGA Human Resources, SafeGuard World International, activpayroll, more than payroll, WorkForce SOFTWARE

KRONOS = ADP, MasterTax, Humintology, santeon, SABA, PayScale

Rating and Reference Checks....



- Ceridian Dayforce's rating on Featured Customers is of 4.6/5.
<https://www.featuredcustomers.com/vendor/ceridian>
- Ceridian Dayforce's rating on Software Advice is 4.31/5.
<https://www.softwareadvice.com/ca/hr/dayforce-hcm-profile/>
- Conducted references with University Saint- Boniface and Silver Hills- Very supportive of the system.

Source of Funds



- Initial cost of approx. \$67,635.50 dollars +taxes would come from Capital Projects Fund, (current balance of fund is \$2,153,922.50).
- Ongoing maintenance & support will be from the operating budget.

WHO HOW WHAT
WHEN WHERE WHY