

CITY OF VAUGHAN

EXTRACT FROM COUNCIL MEETING MINUTES OF SEPTEMBER 17, 2013

Item 1, Report No. 9, of the Finance and Administration Committee, which was adopted without amendment by the Council of the City of Vaughan on September 17, 2013.

1

RE-PURPOSING OF FUNDS FOR CAPITAL PROJECT, HR-2516-12 JDEWARDS POSITION CONTROL

The Finance and Administration Committee recommends approval of the recommendation contained in the following report of the Commissioner of Strategic & Corporate Services, dated September 9, 2013:

Recommendation

The Commissioner of Strategic & Corporate Services in consultation with the Director of Human Resources recommends:

- 1) That the \$70,000 available in Capital Project, HR-2516-12 JDEwards Position Control Module be re-purposed to:
 - a) Complete the data integration project with our Benefit Provider (Great West Life); and
 - b) Perform an initial analysis to obtain an E-Recruit tool.

Contribution to Sustainability

This project will allow the City of Vaughan to become more technologically based and less paper based thereby enhancing environmental sustainability.

Economic Impact

As the funding for this work is sourced from an existing approved budget, no further economic impact is anticipated. If the re-purposing of these funds is not approved for 2013, the request will be submitted for a new 2014 capital budget project.

Communications Plan

All key stakeholders have been made aware of this proposed change.

Purpose

The purpose of this report is to request Council's approval to re-purpose the funds allocated as part of the HR Capital Budget, HR-2516-12 JDEwards Position Control so that staff can utilize the funds with other emerging capital projects that will be of higher value to the Corporation as a means of strengthening our talent / skills management, retention and acquisition to ensure the Corporation is in the best position for success as it continues to grow, evolve and change.

Background - Analysis and Options

The funds for the JDE Position Control Module were initially requested to assist the Corporation in tracking positions that are approved for budgeting periods by defining the budget cost for each position.

While this is an important project, it has not moved forward due to a number of other emerging priorities. As a result, the JDE Position Control would not be scheduled to begin until the first quarter of 2014 at the earliest.

CITY OF VAUGHAN

EXTRACT FROM COUNCIL MEETING MINUTES OF SEPTEMBER 17, 2013

Item 1, Finance Report No. 9 – Page 2

In addition, the Director of Human Resources has re-evaluated the prioritization of capital projects and in consultation with his staff, determined that E-Recruit and benefits data integration are of more immediate value than Position Control.

Staff recommends that this re-purposing of funds be approved immediately so the funds can be utilized as follows:

- a. Staff can proceed with the Integration of JDEdwards and our Benefit Provider (GreatWest Life) which will allow all benefits data to be entered and managed in JDEdwards thus allowing file transfer submission to take place electronically on a pre-determined schedule. It will also eliminate the duplication of data entry and result in a more efficient and accurate process. This efficiency will result in staff reallocating time to other core business functions.
- b. The remaining funds would be utilized for an initial analysis of an E-Recruit tool to automate our recruiting and hiring processes. The analysis would include options for us to obtain a system that would strengthen employer brand and attract top talent using the most cost effective sources at the click of a button. It would enable the Corporation to quickly identify and recruit the best candidates ahead of our competitors. It would reduce the time required to review resumes by conducting an initial pre-screening. This is a big efficiency for HR staff and our clients. It will assist in increasing the volume of direct hires and reduce agency and advertising spending through proactive recruitment of quality candidates from our Talent Database. Finally, it would enable the Corporation to easily identify and eradicate process inefficiencies to attain best practice recruitment methods and demonstrate compliance with current legislation.

The risk of foregoing the implementation of the JDE Position Control module is low as the Corporation is currently tracking all vacancies and while JDE Position Control is an important component of our JDE system our objective is to defer implementation of this solution until 2017. Staff will submit a new Capital Budget request for Position Control in 2016 for 2017.

Relationship to Vaughan Vision 2020/Strategic Plan

This report supports the Vaughan Vision 2020 initiative of enhancing productivity, cost effectiveness and innovation and is consistent with the priorities previously set by Council. The necessary resources have been allocated and approved.

Regional Implications

There are no regional implications as a result of this report.

Conclusion

Staff has determined that the \$70,000 available in the Capital Project HR-2516-12 JDEdwards Position Control can provide more value to the Corporation by being re-purposed to complete the Integration of JDEdwards with our Benefit Provider (GreatWest Life) and to perform an initial analysis to obtain an E-Recruit tool.

Attachments

Attachment 1 HR/GWL Integration Analysis

Report prepared by:

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(A copy of the attachments referred to in the foregoing have been forwarded to each Member of Council and a copy thereof is also on file in the office of the City Clerk.)