



Functional Capabilities Assessment

April 2024

Functional Capabilities Assessment Objectives



Compare your current functional capabilities **against the customers** of best-in-class cloud enterprise applications provider



Identify functional gaps to target specific areas of opportunity



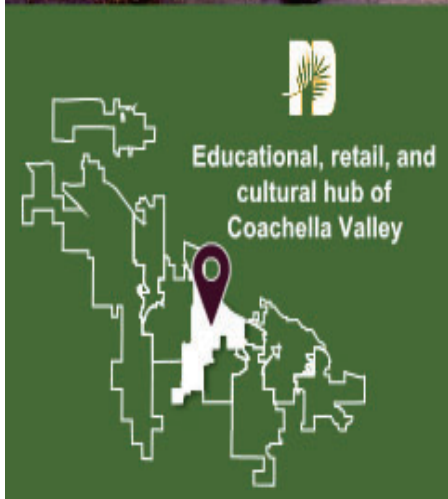
Assess the benefits associated with modernization



Mission:

Provide exemplary and sustainable services, amenities, and programs for the benefit of the community.

“We strive to be a model for good government and to make the City a better place to live and work.”



Core Values:

- Integrity
- **Stewardship**
- Service
- Community
- **Innovation**
- **Teamwork**

What would Palm Desert invest to deliver **innovation that improves service delivery, drives fiscal stewardship, and optimizes its workforce** to support its strategic objectives?

How HR & Finance Should Support the City of Palm Desert’s Strategic Objectives



Attract, Develop, and Retain Employees

Allow employees to grow and flourish, provide growth opportunities for staff. Empower people leaders and HR with insight into talent to support employees. Increase visibility of performance and career data, as well as succession planning activities for key roles



Promote Financial Stewardship and Transparency

Ensure fiscal stewardship by implementing financial management best practices, conducting thorough analysis and forecasting, enforcing rigorous budgetary controls, and ensuring transparency and accountability in the allocation and utilization of public funds.



Improve Service Delivery and Operational Efficiency

Enhance the quality and efficiency of services by allocating resources efficiently, implementing robust financial controls, and providing data-driven insights to guide decision-making and optimize operational processes.



Diversity and inclusion

Create a more inclusive organization by improving the visibility of demographic information, career paths to improve accountability and strengthen employee engagement, and achievement of supplier diversity goals

...But The Current HR & Finance Technology Foundation Impedes Innovation and Strategic Execution

Innovation Standstill	Legacy, fragmented systems landscape limits HR & Finance's ability to change and meet evolving business needs
Operational Inefficiencies	Limited application capabilities including workflow, reporting, learning, talent management, and self-service increase manual work across Finance & HR teams
Reduced Engagement	Confusing user experience and limited self-service reduces engagement and management team's abilities to make data-informed decisions without heavy involvement from Finance
Siloed Data / Increased Risk	Data resides in numerous systems and data is transferred across the organization in non-secure spreadsheets creating risk, data integrity issues and limiting reporting / analytics

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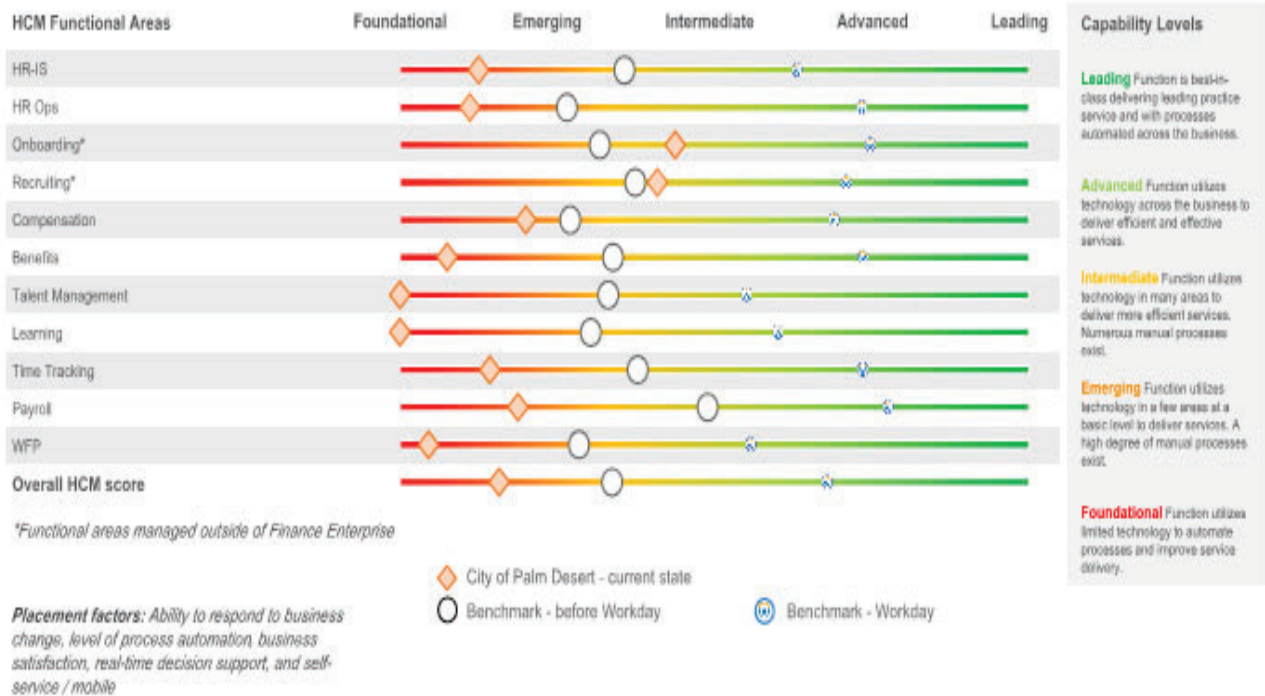
Current State of HR & Finance Systems



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Source: FCA Questionnaire Response Comments

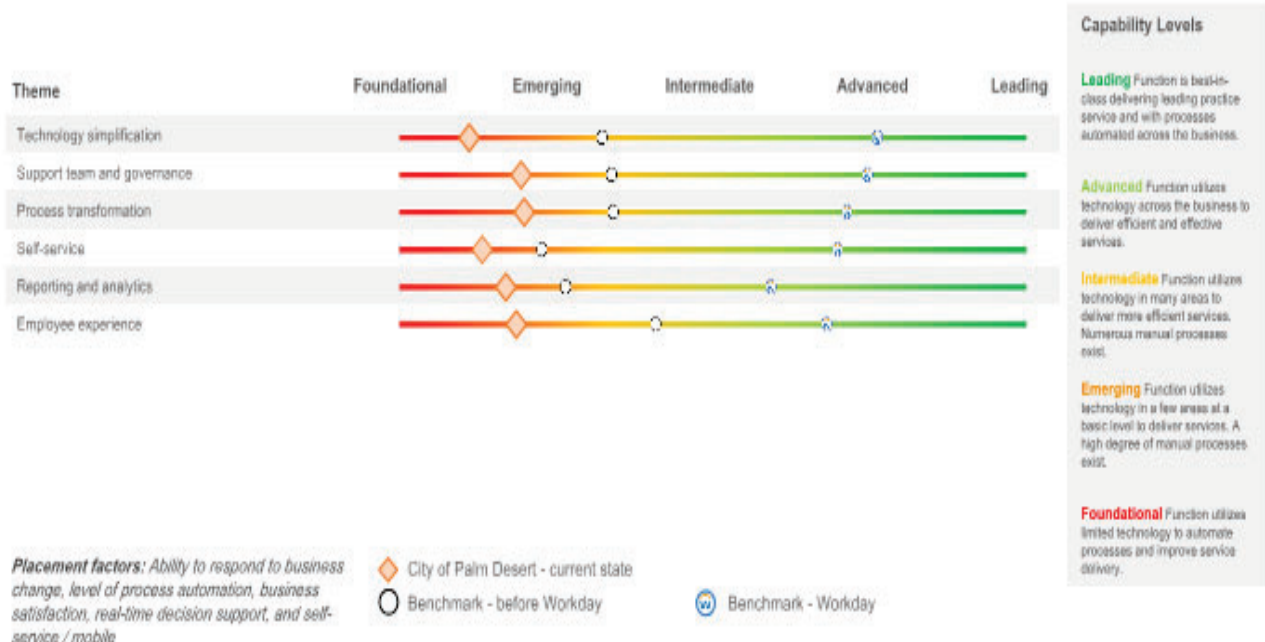
Modernizing can Significantly Improve HR Functional Capabilities across the City of Palm Desert



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Source: Company self-assessment based on Workday's capability survey, Workday customer capability self-assessment benchmark

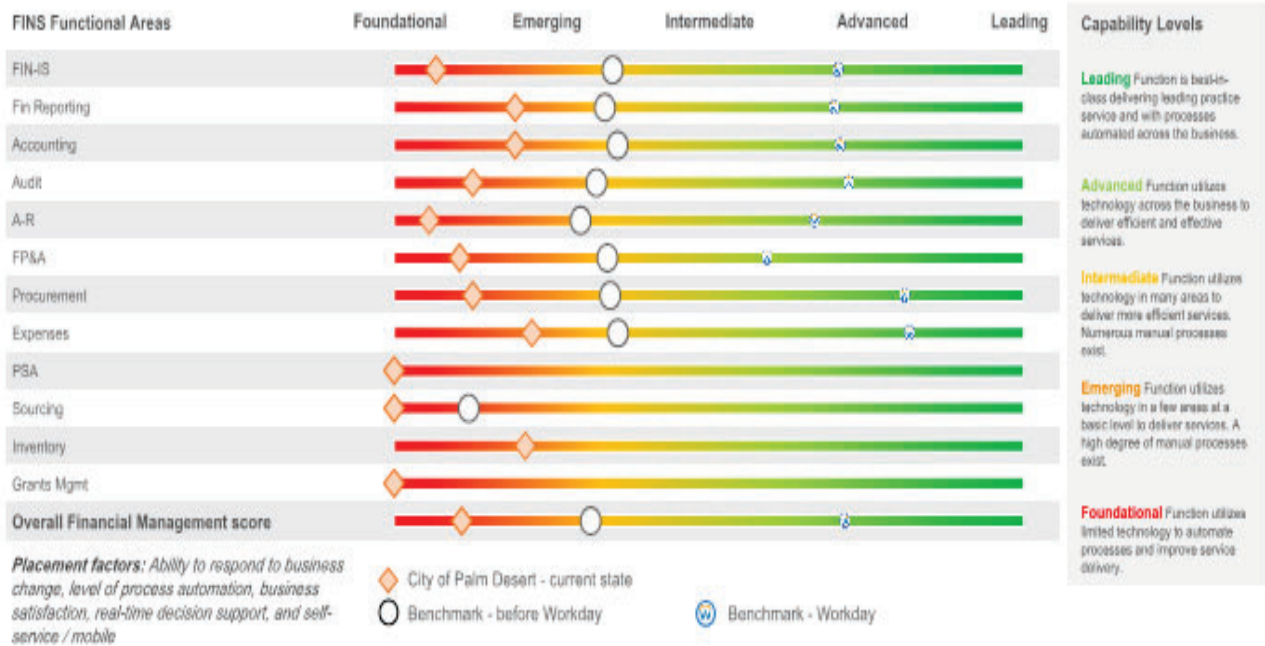
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Modernizing can Significantly Improve Finance Functional Capabilities across the City of Palm Desert



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Modernizing Capabilities Significantly Improves Key Operating Metrics across the City of Palm Desert

Financials



60% reduction in annual budgeting cycle time



90% reduction in the size of the Chart of Accounts



15% reduction in out of policy spend



53% reduction in requisition to PO cycle time



33% reduction in time to complete annual grant audits

HCM/Payroll



83% decrease in time to fill open positions



81% reduction in time to onboard new employees



50% decrease in open enrollment processing times



79% reduction in payroll processing times



85% reduction in payroll overpayments



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Source: Workday Value Realization Studies with our Government Customers

How will Workday Enable the City of Palm Desert?



Legacy, Fragmented Technology



Limited Data and Insights



Increased Risk



Limited Talent Capabilities & Poor User Experience



- One unified system for all finance and people data
- Self-service and automation of business processes
- Configurable, flexible architecture
- Real-time analytics reside on top of transactions in the same system
- Drillable analyses across dimensions of Finance and HR data
- Automation of error-prone manual processes
- Single security model, compliance, and always-on-audit
- Single, consumer grade user experience designed for engagement on desktop and mobile
- Extensive capabilities across Finance, HR, Reporting, and Analytics

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The Value of Workday for the City of Palm Desert



Improved Outcomes



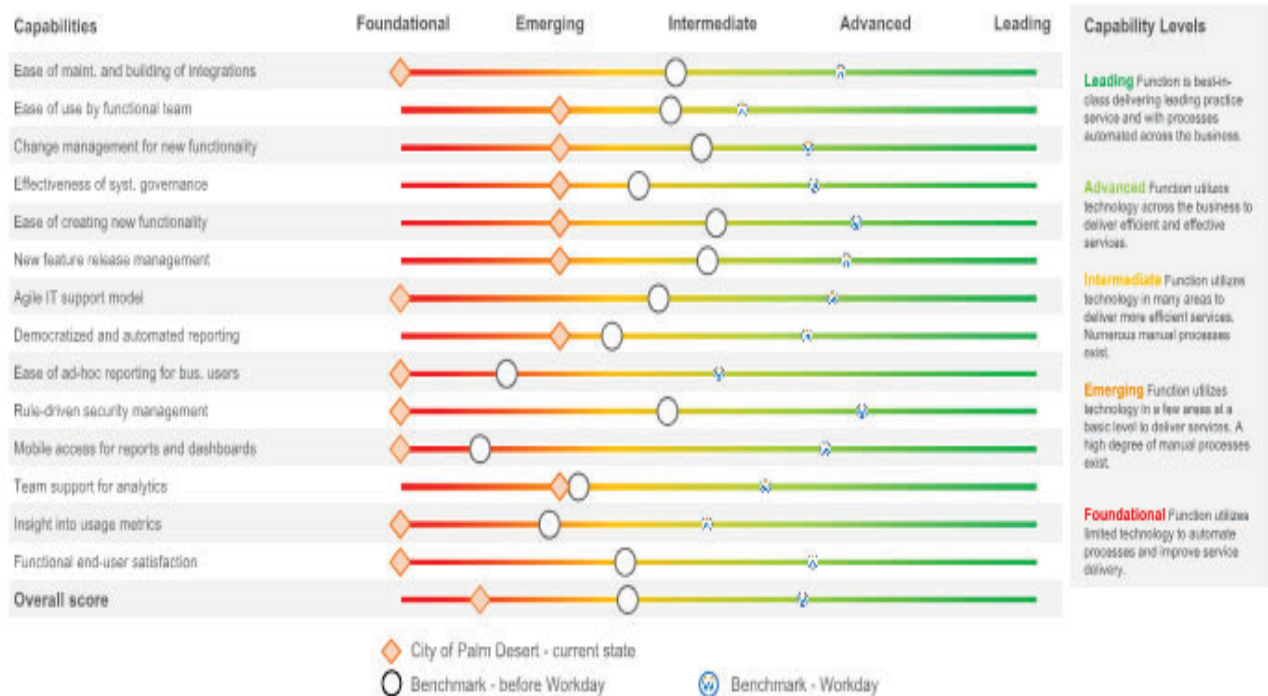
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Appendix

Detailed Functional Assessment for HCM

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HR IS/IT Functional Capability Assessment



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Source: Company self-assessment based on Workday's capability survey, Workday customer capability self-assessment benchmark

HR Operations & Data Management Functional Capability Assessment



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Onboarding Functional Capability Assessment



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Recruiting Functional Capability Assessment



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Compensation Functional Capability Assessment



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Benefits Functional Capability Assessment



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Talent Management Functional Capability Assessment



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Learning Functional Capability Assessment



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Time Tracking Functional Capability Assessment



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Source: Company self-assessment based on Workday's capability survey, Workday customer capability self-assessment benchmark.

Payroll Functional Capability Assessment



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Workforce Planning Functional Capability Assessment



Capability Levels

Leading Function is best-in-class delivering leading practice service and with processes automated across the business.

Advanced Function utilizes technology across the business to deliver efficient and effective services.

Intermediate Function utilizes technology in many areas to deliver more efficient services. Numerous manual processes exist.

Emerging Function utilizes technology in a few areas at a basic level to deliver services. A high degree of manual processes exist.

Foundational Function utilizes limited technology to automate processes and improve service delivery.

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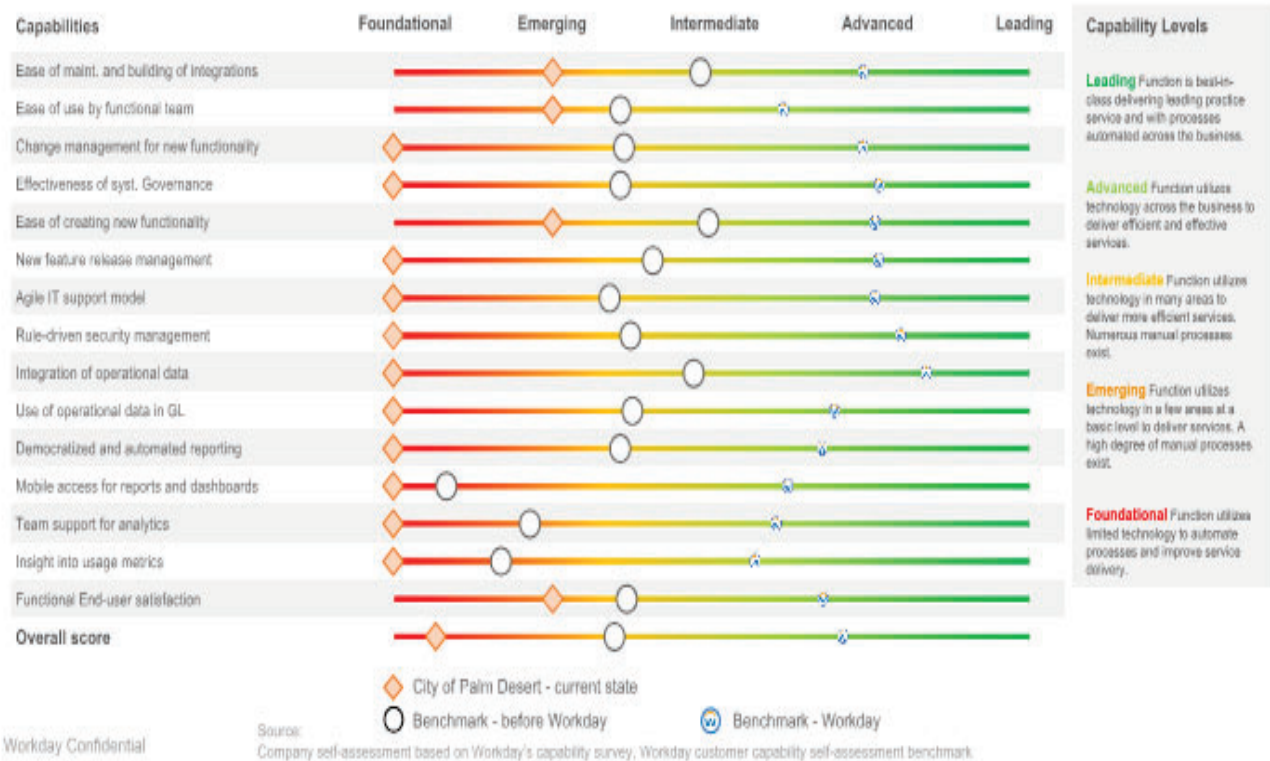
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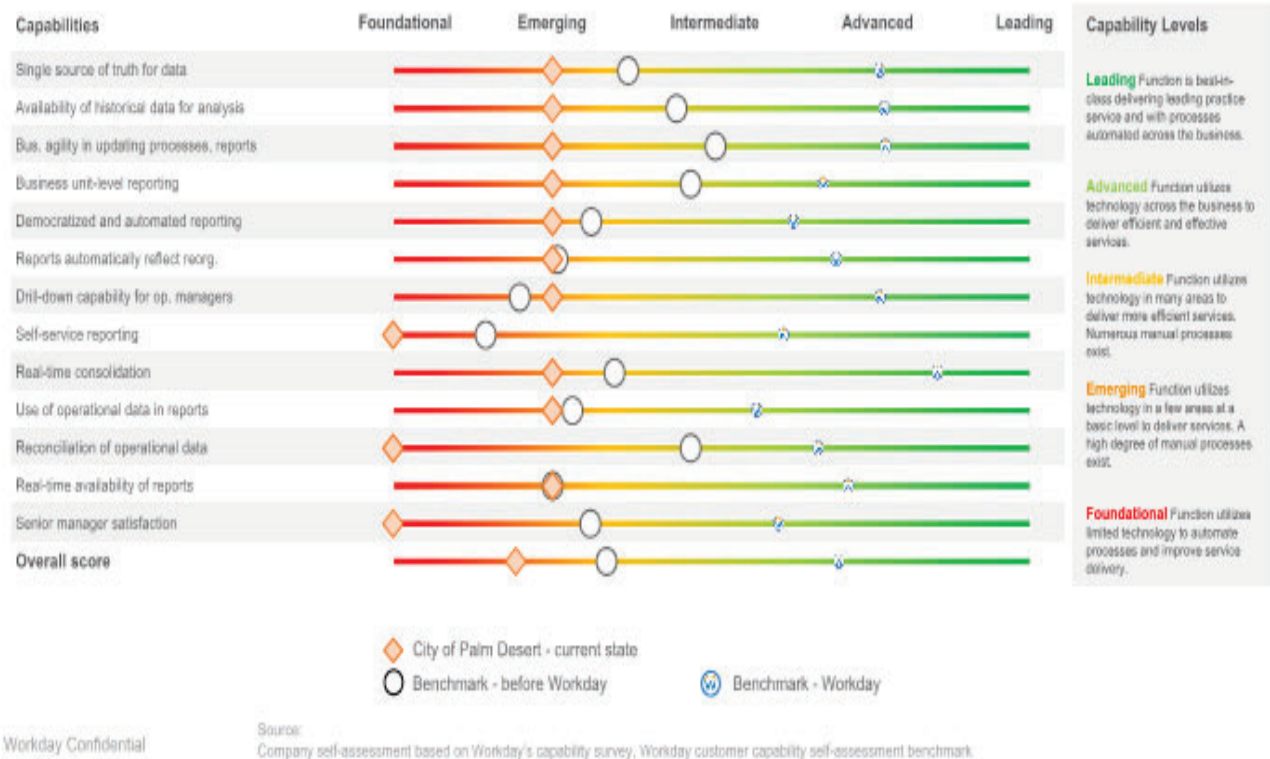
Detailed Functional Assessment for Financial Management

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FIN-IS Functional Capability Assessment



Financial Reporting Functional Capability Assessment



Accounting Functional Capability Assessment



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Audit Functional Capability Assessment



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A/R Functional Capability Assessment



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FP&A Functional Capability Assessment



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Procurement Functional Capability Assessment



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Source: Company self-assessment based on Workday's capability survey, Workday customer capability self-assessment benchmark

Expenses Functional Capability Assessment



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Source: Company self-assessment based on Workday's capability survey, Workday customer capability self-assessment benchmark



PSA Functional Capability Assessment



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Source: Company self-assessment based on Workday's capability survey



Sourcing Functional Capability Assessment



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Source: Company self-assessment based on Workday's capability survey



Inventory Functional Capability Assessment

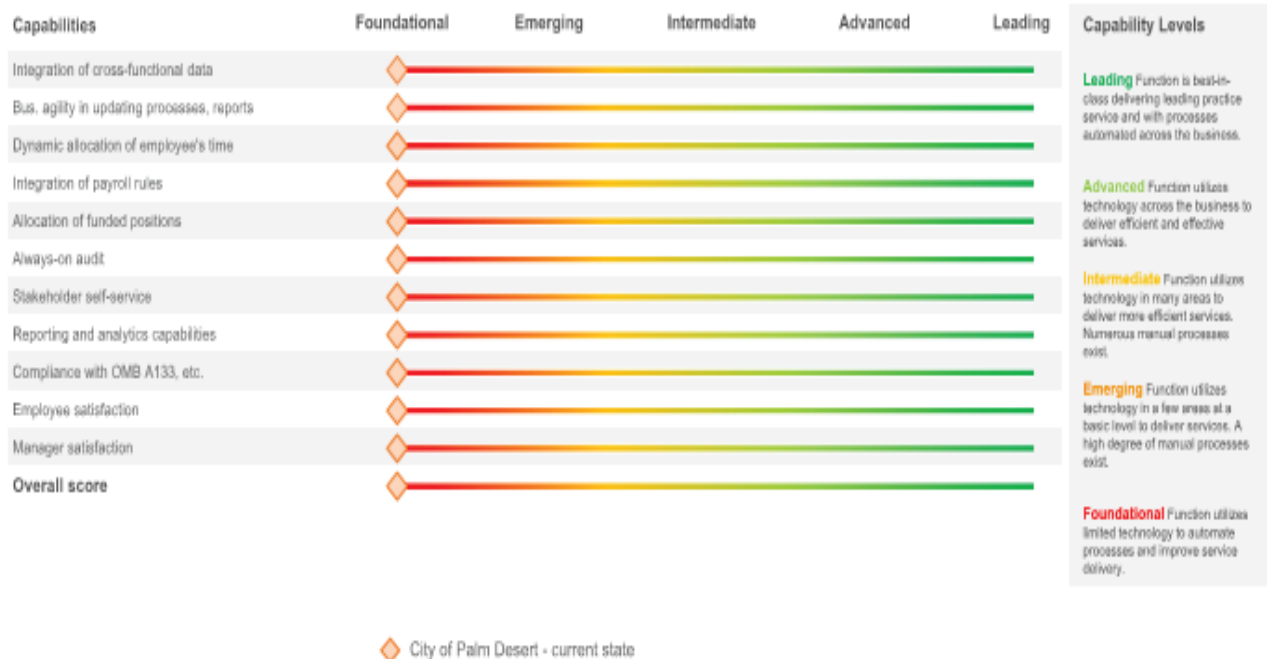


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Source: Company self-assessment based on Workday's capability survey



Grants Management Functional Capability Assessment



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Source: Company self-assessment based on Workday's capability survey



Thank You

