RESOLUTION NO. _____

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF KEY WEST, FLORIDA AUTHORIZING THE PURCHASE AND IMPLEMENTATION OF THE WORKDAY ENTERPRISE RESOURCE PLANNING (ERP) SYSTEM, INCLUDING SOFTWARE SUBSCRIPTIONS, TRAINING, AND RELATED IMPLEMENTATION SERVICES, UNDER A TEN-YEAR AGREEMENT WITH IRON BRICK ASSOCIATES, LLC, IN AN AMOUNT NOT TO EXCEED $5,323,775.24, PURSUANT TO OMNIA PARTNERS CONTRACT NO. 159124 (REGION 14 ESC-TX) AND SECTION 2-797(3) CODE OF ORDINANCES OF THE CITY OF KEY WEST, FLORIDA; AUTHORIZING THE CITY MANAGER TO NEGOTIATE AND EXECUTE THE PRIME CONTRACT AGREEMENT AND ANY NECESSARY RELATED DOCUMENTS, BUDGET TRANSFERS, AND/OR ADJUSTMENTS, UPON CONSENT OF THE CITY ATTORNEY; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City currently relies on numerous independent systems and administrative processes, including OneSolution, Telestaff, Oracle Human Capital Management, FREVVO, spreadsheets, shared drives, paper forms, email based approvals, and department specific applications, which perform individual functions but do not operate as a fully integrated enterprise platform; and

WHEREAS, as a result, employee, vendor, payroll, purchasing, budget, and accounting information must frequently be entered, transferred, reviewed, and reconciled across multiple systems, creating duplicate work, inconsistent records, limited real-time reporting, fragmented approval

processes, additional technology support requirements, and increased risk of errors or incomplete audit trails; and

WHEREAS, City staff recommends the purchase and implementation of the Workday Enterprise Resource Planning system to provide the City with a unified, cloud-based platform for Human Resources, payroll, finance, timekeeping, scheduling, recruiting, procurement, contract management, financial planning, expense management, training, absence management, and employee self-service; and

WHEREAS, Phase 1 of the implementation includes core Human Capital Management, payroll, time tracking, scheduling, absence management, recruiting, accounting, accounts payable and receivable, cash and asset management, expenses, procurement, and revenue management, with financial planning, learning, talent management, and contract lifecycle management proposed for a subsequent phase; and

WHEREAS, the proposed agreement includes a ten-year Workday subscription and training commitment and fixed fee implementation and support services, consisting of $4,248,484.24 for the Workday subscription, $98,710.00 for training, and $976,581.00 for implementation and support services; and

WHEREAS, funding for the implementation costs is available in account 101-1303-513-6400, and the recurring

subscription and support costs following implementation will be funded from account 001-1303-513-5400; and

WHEREAS, the City proposes to purchase the Workday subscription, training, implementation, and support services through Iron Brick Associates, LLC, utilizing OMNIA Partners Contract No. 159124, for a ten-year subscription term from November 1, 2026, through October 31, 2036; and

WHEREAS, the City currently spends approximately $245,445 annually on identified legacy systems, some of which may be eliminated after Workday is implemented and the City confirms that the replacement functionality meets operational requirements; and

WHEREAS, the financial justification for the project is based not only on avoided legacy software costs, but also on anticipated labor efficiencies, faster processing, improved financial controls, enhanced reporting, reduced audit risk, stronger cybersecurity, and the value of expanded enterprise capabilities; and

WHEREAS, the City Manager's Office recommends that the City Commission approve the purchase and implementation of the Workday Enterprise Resource Planning system through Iron Brick Associates, LLC, utilizing OMNIA Partners Contract No. 159124, in an amount not to exceed $5,323,775.24, exclusive of authorized reimbursable expenses, subject to

reconciliation of the inconsistent contract not-to-exceed amount and approval by the City Attorney, to consolidate core administrative and financial functions and provide measurable efficiencies throughout the organization.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF KEY WEST, FLORIDA AS FOLLOWS:

Section 1: That the Commission hereby approves the purchase and implementation of the Workday Enterprise Resource Planning system through Iron Brick Associates, LLC, utilizing OMNIA Partners Contract No. 159124, in an amount not to exceed $5,323,775.24, exclusive of authorized reimbursable expenses, for a ten-year subscription term from November 1, 2026, through October 31, 2036, subject to reconciliation of the inconsistent contract not-to-exceed amount and approval by the City Attorney. The implementation costs shall be funded from account 101-1303-513-6400; and that the recurring subscription and support costs following implementation shall be funded from account 001-1303-513-5400.

Section 2: The City manager is hereby authorized to execute any necessary documents and make any necessary budget transfers or amendments related to this agreement, upon advice and consent of the City Attorney.

Section 3: That this Resolution shall go into effect immediately upon its passage and adoption and authentication

by the signature of the Presiding Officer and the Clerk of the Commission.

Passed and adopted by the City Commission at a meeting held this _____day of _____, 2026.

Authenticated by the Presiding Officer and Clerk of the Commission on _____day of _____, 2026.

Filed with the Clerk on _____, 2026.

Mayor Sam Kaufman	_____
Vice Mayor Donald “Donie” Lee	_____
Commissioner Lissette Carey	_____
Commissioner Aaron Castillo	_____
Commissioner Monica Haskell	_____
Commissioner Christopher Massicotte	_____
Commissioner Mark Rossi	_____

_____
SAM KAUFMAN, MAYOR

ATTEST:

_____
KERI O’BRIEN, CITY CLERK