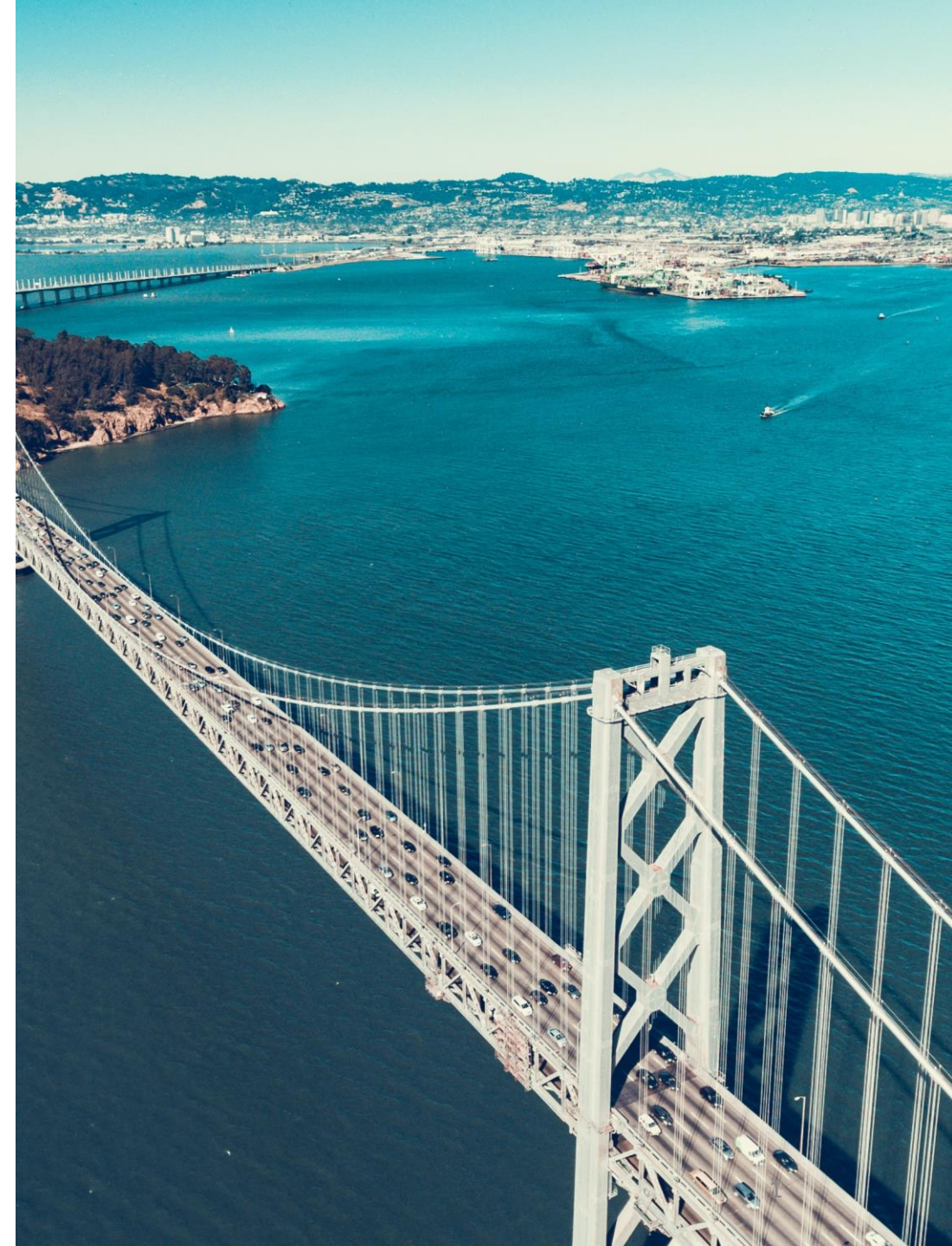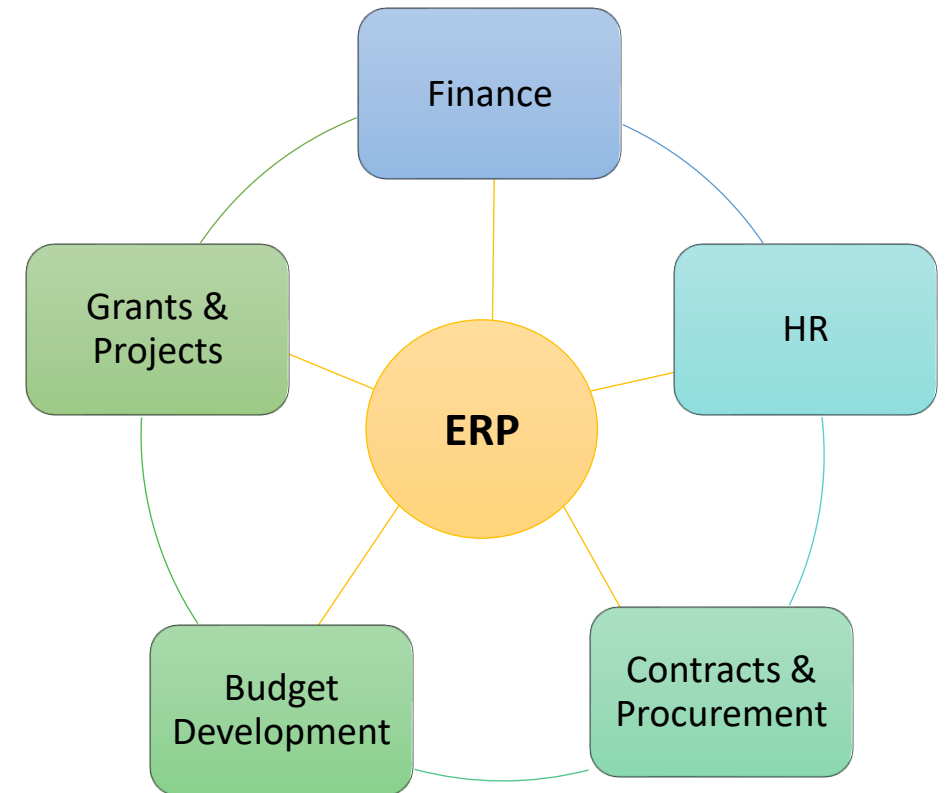# ERP Program Update

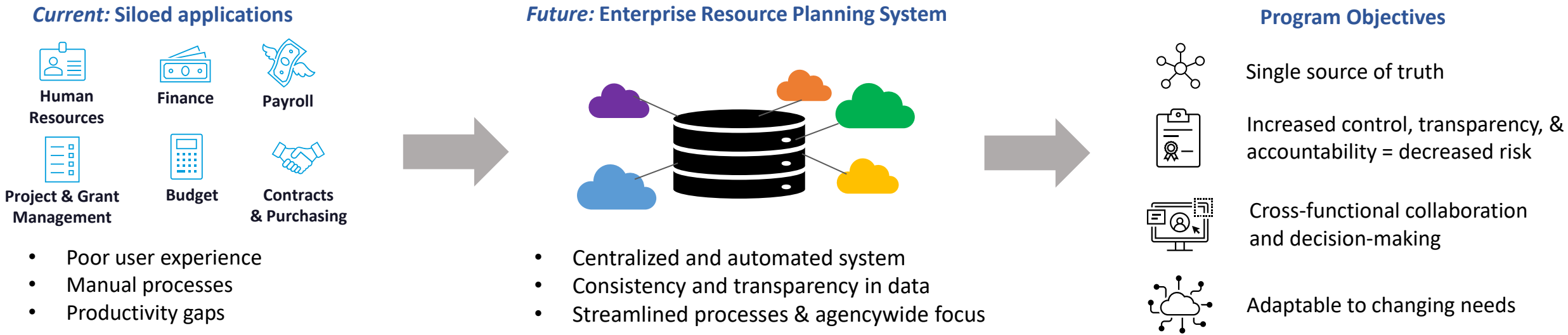Metropolitan Transportation Commission
May 14, 2025

What is an ERP?

- Enterprise Resource Planning (ERP) System: a software platform that integrates various business functions (such as finance, HR, contracts, projects, grants) into one complete system

- Central feature is a **shared database**
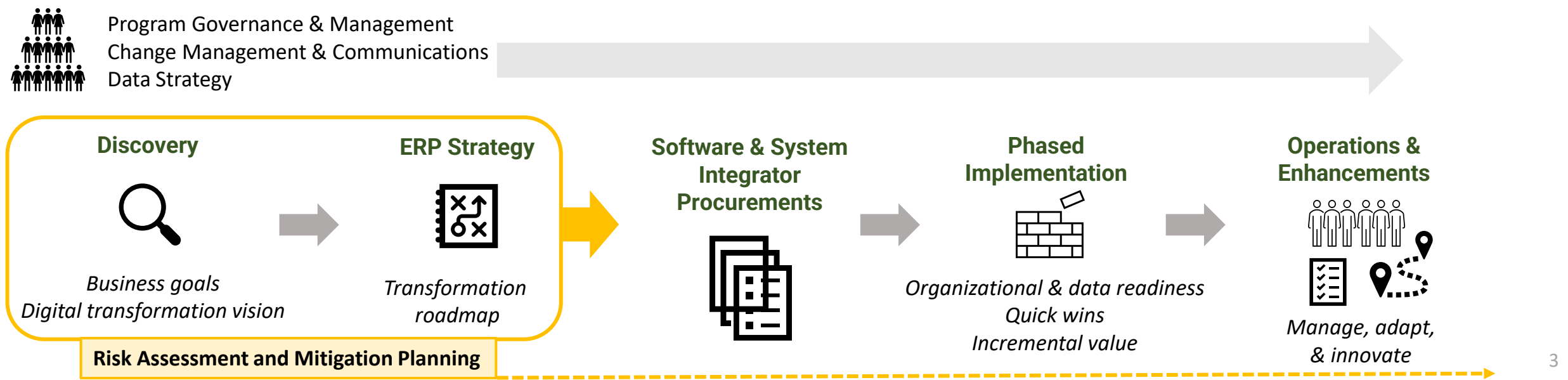 - Employees in different sections can rely on the same information

ERP Implementation: Approach

Where we're going

Current: Siloed applications

Human Resources **Finance** **Payroll**

Project & Grant Management **Budget** **Contracts & Purchasing**

- Poor user experience
- Manual processes
- Productivity gaps

Future: Enterprise Resource Planning System

- Centralized and automated system
- Consistency and transparency in data
- Streamlined processes & agencywide focus

Program Objectives

- Single source of truth
- Increased control, transparency, & accountability = decreased risk
- Cross-functional collaboration and decision-making
- Adaptable to changing needs

How we get there

Program Governance & Management
Change Management & Communications
Data Strategy

Discovery

Business goals
Digital transformation vision

ERP Strategy

Transformation roadmap

Software & System Integrator Procurements

Phased Implementation

Organizational & data readiness
Quick wins
Incremental value

Operations & Enhancements

Manage, adapt, & innovate

Risk Assessment and Mitigation Planning

3

Key Accomplishments Since June 2024

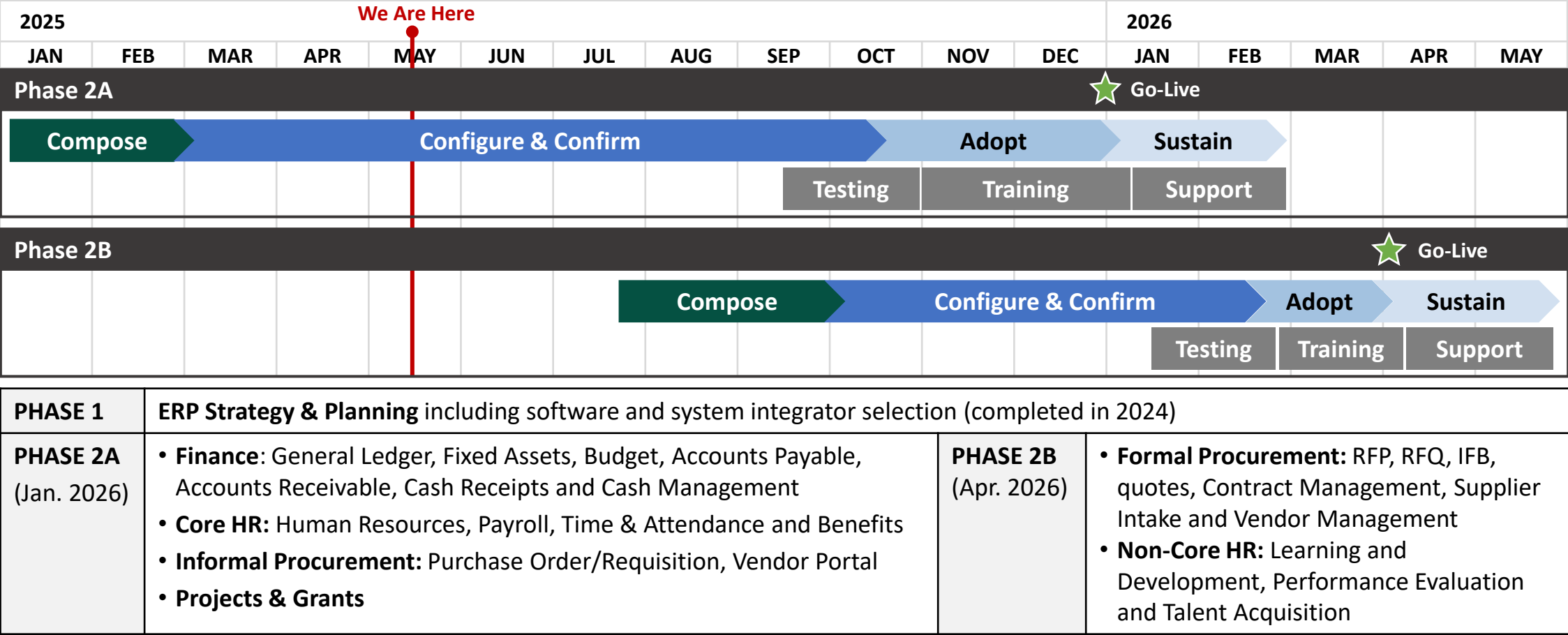| ERP Strategy & Planning Stage	
July - Sept 2024	• System Integrator Contract Executed

Compose Stage	
Sept 2024 – Feb 2025	• Oracle Implementation Kick-off with Mythics, System Integrator • 147 Discovery & Design sessions with 80+ Subject Matter Experts (SMEs) from MTC
	• 123 Business Process Maps for current state by Slalom, Strategic Advisor • Communication with MTC Staff (Presentations, email, video, SharePoint site)

Configure Stage	
Feb – May 2025	• Data Migration Strategy & Plan • Preliminary Training Strategy • MTC Requirements and Key Design Decisions validated • Organizational Change Management Plan
	• Oracle Demonstrations using MTC configuration and subset of MTC data • Change Champion Network Established • Continued Communication with MTC Staff • Change Impact Assessment

ERP Implementation Roadmap

	2025											2026				
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY

We Are Here

Phase 2A ⭐ Go-Live

Compose → Configure & Confirm → Adopt → Sustain

Testing | Training | Support

Phase 2B ⭐ Go-Live

Compose → Configure & Confirm → Adopt → Sustain

Testing | Training | Support

PHASE 1	ERP Strategy & Planning including software and system integrator selection (completed in 2024)		
PHASE 2A (Jan. 2026)	• **Finance**: General Ledger, Fixed Assets, Budget, Accounts Payable, Accounts Receivable, Cash Receipts and Cash Management • **Core HR:** Human Resources, Payroll, Time & Attendance and Benefits • **Informal Procurement:** Purchase Order/Requisition, Vendor Portal • **Projects & Grants**	**PHASE 2B** (Apr. 2026)	• **Formal Procurement:** RFP, RFQ, IFB, quotes, Contract Management, Supplier Intake and Vendor Management • **Non-Core HR:** Learning and Development, Performance Evaluation and Talent Acquisition

ERP CAPITAL BUDGET
FY 2023-24 through FY 2025-26
(in thousands)

Description	Approved Budget FY 23-24 - FY 25-26	Amount Spent to Date (as of May 5, 2025)
Capital Costs		
Strategy and Change Management Consulting	$7,132	$3,971
ERP Software and System Integrator	$9,002	$2,110
MTC Staff	$9,703	$3,937
Total Capital Costs	**$25,837**	**$10,018**