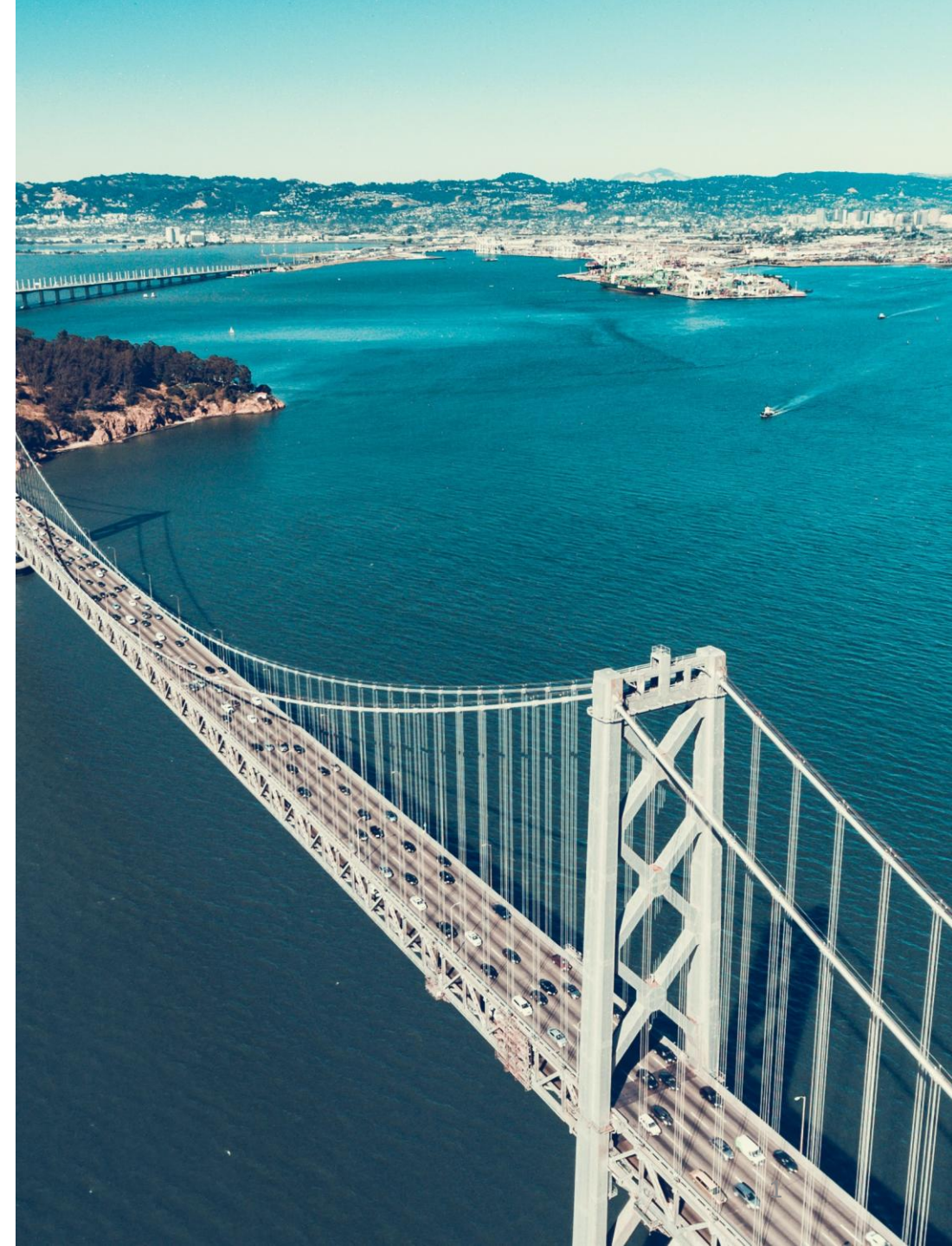


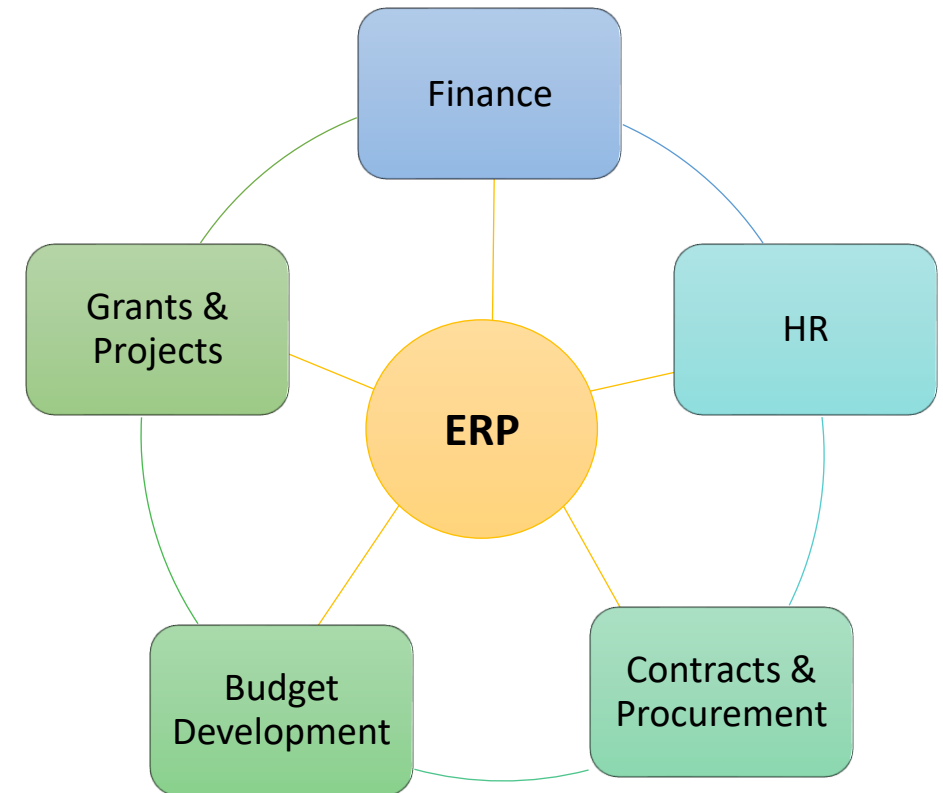
ERP Program Update

Metropolitan Transportation Commission
Administration Committee
November 12, 2025



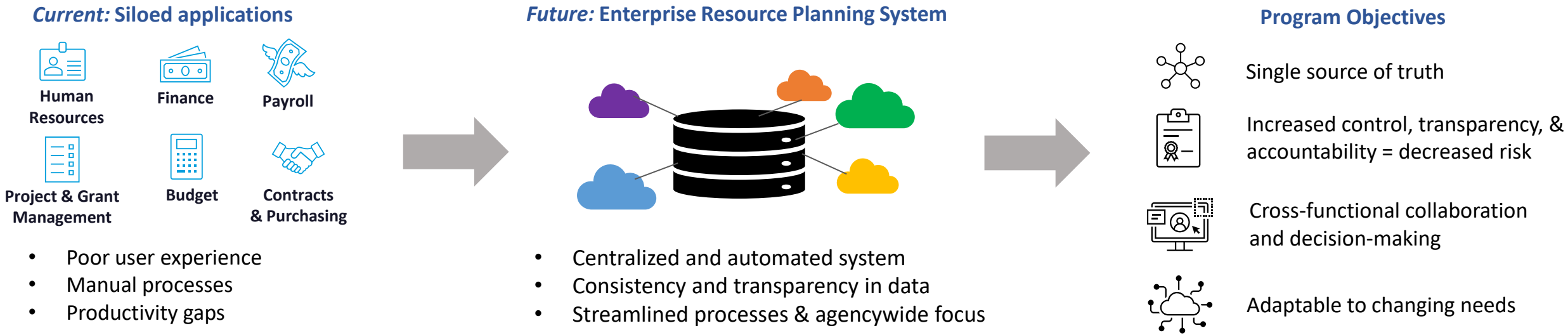
What is an ERP?

- 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

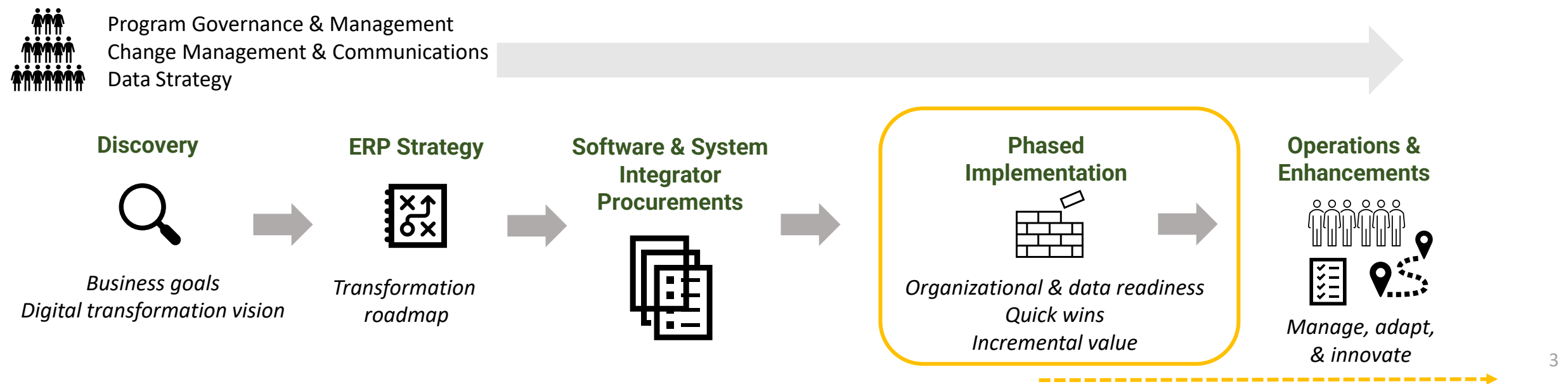


ERP Implementation: Approach

Where we're going



How we get there



ERP Program Key Accomplishments Since May 2025

Phase 2A Configure & Confirm Stage

- Extracted, transformed, and migrated HR, Finance, and Purchasing data into Oracle to support testing and data validation.
- Developed a training strategy and plan to prepare staff for adopting new processes and Oracle.
- Clarified future operations with process maps that streamline Finance, Procurement, HR, and Project & Grant management.
- Confirmed Oracle configurations align with MTC's business needs, reducing risk of rework and delays.
- Strengthened change readiness by engaging leaders, mobilizing 27 change champions, and keeping staff informed.
- Adjusted the program schedule after Gate 1 review, ensuring program progresses toward a realistic go live date.
- Launched system testing with a clear strategy, accelerating progress toward user acceptance and adoption.

Phase 2B Compose

- Non-core HR Oracle implementation launched and is on schedule.
- Engaged staff as subject matter experts (SMEs) to collect business requirements.
- Prepared current-state process maps to highlight improvement opportunities.

Budget Planning (EPM)

- Finalized scope and schedule to provide clarity and alignment.
- Loaded budgets and actuals into Oracle to enable accurate financial management.
- Configured planning budgets in Oracle to improve forecasting and resource allocation.

KEY ♦ **Tech Gate Reviews** ★ **Go Live**
SIT = System Integration Testing
UAT = User Acceptance Testing
EUT = End User Training

PHASE 1	ERP Strategy & Planning: System and system integrator selection (completed in 2024)		
EPM	Budget Preparation Nov 2025 BFPA Soft Launch; Nov 2026 other sections		
PHASE 2A (12/20/2025)	• Core HR: Human Resources, Payroll, Time & Attendance, Benefits • Risk Management: HR		
PHASE 2B (Apr. 2026)	• Core Finance: General Ledger, Fixed Assets, Budget, Accounts Payable, Accounts Receivable, Cash Receipts and Cash Mgmt. • Informal Procurement: Purchase Order/Requisition, Supplier (aka Vendor) Portal, Supplier Intake (manual) and Management • Projects & Grants Risk Management: ERP • Non-Core HR: Learning and Development, Performance Evaluation and Talent Acquisition HR Help Desk	PHASE 2C (July 2026)	• Formal Procurement: RFP, RFQ, IFB, Contract Management, Supplier Intake Process • Expense Management • ERP Analytics

System Implementation Cost Increase

(in thousands)

	Why	Contracts	Cost
Project Scope	- Additional Functionality Needed: Risk Management, Expense Management, HR HelpDesk, and ERP Analytics modules - System integrations required additional technical staff	Mythics System Integrator	\$1,166
	- Strategic Advisory Services and Integration Support - Document Management System	Slalom, Koa Hills, Known2U, TBD	\$1,332
Schedule	Effort required for MTC's complex implementation, including MTC/ABAG data, exceeded expectation	Mythics System Integrator	\$1,580

DRAFT ERP CAPITAL BUDGET
FY 2023-24 to FY 2026-27
(in thousands)

Description	Approved Budget FY 23-24 to FY 25-26	Amount Spent to Date (as of 9/30/2025)	Additional <u>Anticipated</u> Capital Budget FY 25-26 to FY 26-27	Total <u>Anticipated</u> Capital Budget FY 23-24 to FY 26-27
<i>Capital Costs</i>				
Strategy and Change Management Consulting*	\$7,132	\$5,343	\$700	\$7,832
ERP Software and System Integrator**	\$9,002	\$5,613	\$3,378	\$12,380
MTC Staff	\$9,703	\$6,354	\$0	\$9,703
Total Capital Costs	\$25,837	\$17,310	\$4,078	\$29,915

*Slalom (\$700)

**Mythics System Integrator (\$2,746), Koa Hills (\$400), Known2U (\$2), Document Management System – TBD (\$230)

Contract Actions

- Contract Amendment - System Integration of Oracle ERP Software: Mythics, LLC. (\$2,745,859); and
- Purchase Order Amendment - Enterprise Resource Planning (ERP) Strategic Advisory Services and Implementation Support: Slalom, Inc (\$700,000).

Questions?

