| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Total |
|---|---|---|---|---|---|---|
| **Initial Costs** | | | | | | |
| Implementation Fees | $ 82,650 | $ - | $ - | $ - | $ - | $ 82,650 |
| Carrier Feeds | 9,000 | - | - | - | - | 9,000 |
| Conversion Costs | 7,142 | - | - | - | - | 7,142 |
| **Total per Year** | **$ 98,792** | **$ -** | **$ -** | **$ -** | **$ -** | **$ 98,792** |
| | | | | | | |
| **Projected Annual Costs** | | | | | | |
| Full Time & Part Time Employees with Benefits | $ 113,214 | $ 118,098 | $ 118,098 | $ 118,098 | $ 118,098 | $ 585,606 |
| Part Time Employees without Benefits | 77,266 | 80,760 | 80,760 | 80,760 | 80,760 | 400,306 |
| Seasonal Employees | 24,458 | 25,640 | 25,640 | 25,640 | 25,640 | 127,018 |
| Police Pension Retirees | 2,381 | 2,381 | 2,381 | 2,381 | 2,381 | 11,905 |
| Terminated Employees | 2,640 | 2,640 | 2,640 | 2,640 | 2,640 | 13,200 |
| **Total per Year** | **$ 219,959** | **$ 229,519** | **$ 229,519** | **$ 229,519** | **$ 229,519** | **$ 1,138,035** |
| | | | | | | |
| **Total Initial and Projected Annual Costs** | **$ 318,751** | **$ 229,519** | **$ 229,519** | **$ 229,519** | **$ 229,519** | **$ 1,236,827** |
| | | | | | | |
| **Direct Cost Savings** | | | | | | |
| Elimination of annual costs for Innoprise Maintenance | $ 10,546 | $ 10,546 | $ 10,546 | $ 10,546 | $ 10,546 | $ 52,730 |
| Elimination of annual costs for ATS Print Freedom | 6,700 | 6,700 | 6,700 | 6,700 | 6,700 | 33,500 |
| Elimination of annual costs for Recruiting/Onboarding | - | 33,000 | 33,000 | 33,000 | 33,000 | 132,000 |
| Elimination of costs from printing benefits enrollment | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 5,000 |
| Elimination of scheduling software at CPAC | 496 | 506 | 516 | 526 | 537 | 2,581 |
| Reclassify FT Payroll Administrator to PT | 35,885 | 73,923 | 75,401 | 75,401 | 75,401 | 336,012 |
| | | | | | | |
| **Total Direct Cost Savings** | **$ 54,627** | **$ 125,675** | **$ 127,163** | **$ 127,174** | **$ 127,184** | **$ 561,824** |
| | | | | | | |
| **Net Cost Increase** | **$ 264,124** | **$ 103,844** | **$ 102,356** | **$ 102,345** | **$ 102,335** | **$ 675,003** |
| | | | | | **NPV** | **$ 642,447** |

**The net cash flow is equivalent to 1.2 FTEs annually. Additional efficiencies to be realized with the HCM are listed below.**

-Reduced time spent and errors from manually entering data from HR to payroll and vice versa - approximately 518 to 864 hours saved per year
-Reduced time responding to employee/manager HR questions - approximately 315 to 525 hours saved per year
-Improved employee management and administration through manager/employee self service - approximately 7 to 12 hours saved per manager and 3 to 6 hours saved per employee per year
-Decreased time in the benefit enrollment process - approximately 150 to 250 hours saved per year
-Decreased time spent manually entering and sending benefits information to benefits providers - approximately 52 to 86 hours saved per year
-Reduced time on compensation planning process - approximately 27 to 45 hours saved per year
-Reduced time in managing the current in-house systems and managing the database maintenance and interfaces - approximately 65 to 108 hours saved per
-Reduced time in providing support for existing HR/payroll systems - approximately 52 to 86 hours saved per year