

	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 year
- Reduced time in providing support for existing HR/payroll systems - approximately 52 to 86 hours saved per year