PROJECT PHOENIX
Enterprise Resource Planning

ERP

Project Updates

June 3, 2025

Snohomish County

PHOENIX
an ERP modernization project

ERP

- Finance
- Human Resources
- Operations
- Payroll
- Purchasing

✓ **Project remains on track, on schedule, on budget**

✓ **Vendor selections and E2E deployment strategy completing this summer**

✓ **Building strong momentum and engagement across the County**

2024	2025	2026	2027	2028	2029
Building the Foundation		Implementation: New Software, New Capabilities		New Platform for Success	

- Analysis & Design
- Vendor Selections
- County-Wide Engagement
- Phase-One: HR
- Phase-Two: Finance + Payroll

✓ Improved Efficiency

✓ Consolidated Processes

✓ Simplified Reporting

✓ Reduced Costs

Software Vendor: *Oracle Fusion*

- ✓ **Recognized global leader in ERP systems and software**

- ✓ **385+ public sector and government customers**

- ✓ **RFP conducted March – September 2024**

- ✓ **Contract signed February 2025**

Implementation Vendor: In Process

- ✓ **Progressing to contract negotiation in the competitive purchase process with *Highstreet IT* (based on RFP high-score)**

- ✓ **Oracle-certified and Oracle-only practice**

- ✓ **90+% focused on government and public sector clients**

- ✓ **Contract negotiations beginning in June, target completion second-half of 2025**

County ERP Engagement Progress

- ✓ **ERP Communities:** Supporting every department, office, and court through the change with a People-First approach.

- ✓ **Phase 1: HR Focus:** We're prioritizing HR processes and workloads, with the implementation kickoff planned for Q4.

- ✓ **Stakeholder Input:** Over 150 interviews have been conducted with HR specialists and staff with more planned.

- ✓ **Widespread Awareness:** Our "Can You Beat IT?" ERP game has sparked strong interest, with 350+ participants in just four weeks.

- ✓ **Kickoff:** March's ERP Town Hall with Oracle drew over 340 attendees.

- ✓ **What's Next:** A strategic leadership summit is scheduled for this summer to align priorities and ensure readiness.

Vendor Contracts	Project FTE Plan	Project Budget
Upcoming contract approval and signatures for implementation services, target Q3	Project FTE were defined in the planning stages. Now that we are nearing implementation we may adjust and re-align some of the project FTE needs. This will be more clear as we finalize Systems Implementation vendor (Q3)	Current budget on track No changes or risks to report at this time Building a buffer in our budget if possible to accommodate things we do not know that will surface

QUESTIONS ?

APPENDIX

ERP Project | Getting Ready for Implementation

READINESS REQUIREMENT	STATUS	TARGET DATE	Primary Workstreams	Current Activities
Vendors are Ready	*On Track*	*8/31/25*	✓ Vendor Selection and Contracts ✓ Vendor Onboarding	✓ Implementation vendor selection ✓ Oracle "Customer Success Assurance" sessions
Project Team is Ready	*On Track*	*8/31/25*	✓ Project FTE Resourcing Plan ✓ Project Team Onboarding Plan	✓ Building out team structure and R&R model ✓ Project FTE Recruiting in-progress
Departments are Ready	*On Track*	*8/31/25*	✓ Change Management Plan ✓ Communications Plan	✓ Building mini-ERP teams within each dept. ✓ Structured monthly activities through 2025
Requirements are Ready	*On Track*	*8/31/25*	✓ Business Analysis Plan ✓ County Engagement Plan	✓ Central HR process mapping ✓ Department HR-community interviews
Leadership is Ready	*On Track*	*8/31/25*	✓ Steering Committee & Governance ✓ Implementation Strategy	✓ Leadership engagement ✓ Building the deployment strategy

May 31, 2025

Links

ERP project page: PHOENIX - an ERP modernization project

Submit a question to the project team: Click HERE

Contacts

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