fusion

Fusion 2.0: Building on the Foundation
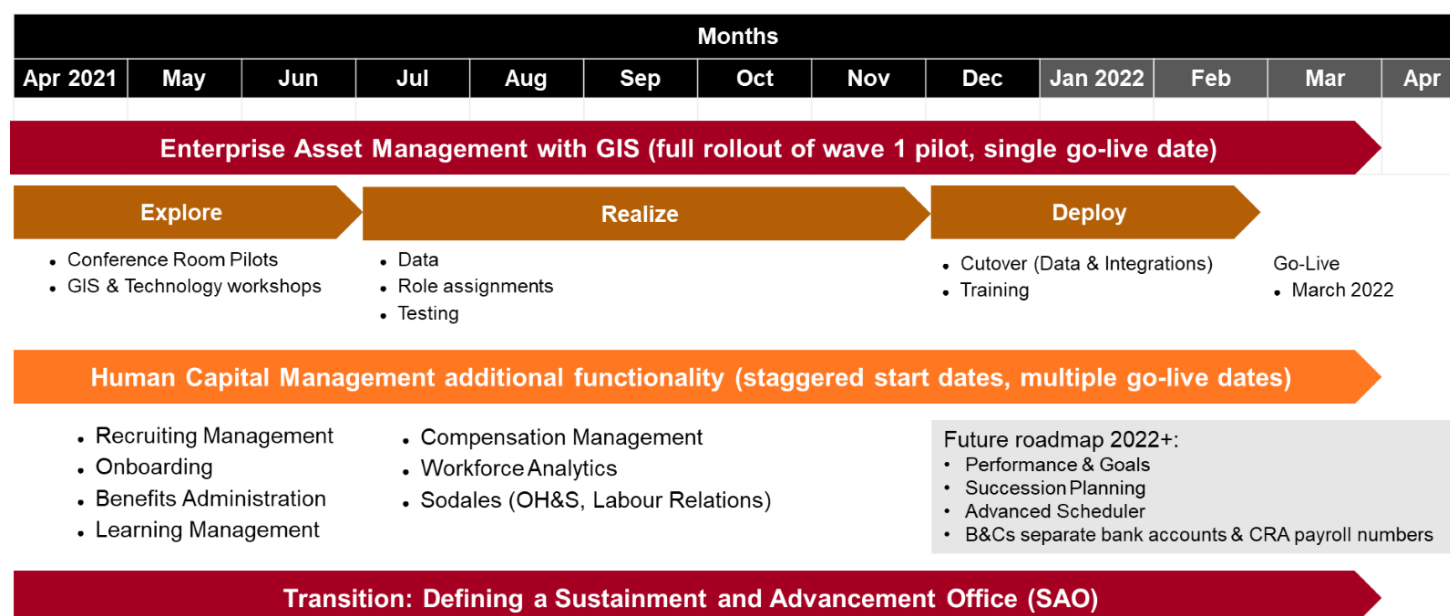**Updated March 25, 2021**

Overview

On January 4, 2021, the City of Saskatoon (City) , boards and corporations went live with Fusion, launching new processes and a new SAP system for the following areas: Enterprise Asset Management (EAM, Saskatoon Water only), Finance, Human Capital Management (HCM) and Supply Chain Management (SCM). Fusion is a transformational project to build one master database for information and adopt industry best practices in how we do our work, enabling the City to deliver services more efficiently and effectively to Saskatoon residents.

Fusion 2.0: Building on the foundation is the next stage of the project scheduled for April 2021 to April 2022 and is slated to deliver additional components in HCM and roll-out EAM functionality across the City.

Key long-term benefits:
- One master data source for information
- Accurate and timely data to support data-informed decisions
- Standard processes across the City
- Enhanced controls and compliance
- Significant reduction in manual, paper-based and duplicate processes

Scope and Timelines

Months												
Apr 2021	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan 2022	Feb	Mar	Apr

Enterprise Asset Management with GIS (full rollout of wave 1 pilot, single go-live date)

Explore
- Conference Room Pilots
- GIS & Technology workshops

Realize
- Data
- Role assignments
- Testing

Deploy
- Cutover (Data & Integrations)
- Training

Go-Live
- March 2022

Human Capital Management additional functionality (staggered start dates, multiple go-live dates)

- Recruiting Management
- Onboarding
- Benefits Administration
- Learning Management

- Compensation Management
- Workforce Analytics
- Sodales (OH&S, Labour Relations)

Future roadmap 2022+:
- Performance & Goals
- Succession Planning
- Advanced Scheduler
- B&Cs separate bank accounts & CRA payroll numbers

Transition: Defining a Sustainment and Advancement Office (SAO)

Enterprise Asset Management (EAM)

Fusion 2.0 will expand the Wave 1 Saskatoon Water pilot to all areas of the City and include location mapping integration. EAM functionality will allow for improved planning, scheduling and execution of maintenance operations, and will provide integrated and streamlined processes with Finance, HCM and SCM. Key features include maintenance execution, asset operations and planning, and maintenance scheduling. Key benefits include operations visibility, centralized asset database, and analytics to support improved decision-making and operational excellence in asset management.

City of **Saskatoon**

For more information, visit **fusion.saskatoon.ca** or MyCity

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Human Capital Management (HCM)

In Fusion 2.0, HCM is enhancing the ability of Human Resources to deliver services to employees and provide additional tools to support our people managers. In Fusion 2.0, HCM is adding a slate of powerful tools in SuccessFactors for talent management and benefits administration, and in Sodales for safety and labour relations. WorkForce Analytics is also being added to track and report time and attendance data to better understand and respond to labour needs, costs and trends. This work builds on a single data source to view and access employee information, standard and automated workflows for employee transactions, and increased self-service features for employees and managers to engage with their information.

Overview of HCM functionality

Module	Explanation of functionality
SuccessFactors Recruitment Management	Supports the recruitment experience with improved collaboration, standard processes and automated workflows; key features include automated approval processes, offer letter templates, application status tracking, and interview scheduling
SuccessFactors Onboarding	Supports the new employee experience with better collaboration between employee, manager and HR; provides standard processes across all departments and automated workflows to collect required information; key features include custom forms (direct deposit, tax), electronic signatures, and task management (e.g., submitting forms, training, reading, meetings)
SuccessFactors Global Benefits	Comprehensive and streamlined benefits management including enrollment, communications and administration; key feature is employee self-service to access, enroll and manage their own benefits
SuccessFactors Compensation	Single, unified solution to support enterprise-wide compensation strategies, budget, and reporting
SuccessFactors Learning Management System (LMS)	Centralized portal to manage all aspects of learning and training; key features include ability to develop relevant learning paths, administer and track certifications
Sodales OH&S	Investigation management, root cause analysis, standard and automated workflows
Sodales Environmental & Site Audit	End-to-end support for site inspections, action plan implementation, audit management and safety inspections, standard forms and automated workflows
Sodales Disability Management	Reactivate employees from long-term disability (LTD) and assign an accommodated position according to skillset and career levels
Sodales Labour Relations	Grievance management, arbitration, maintenance of CBA rules and reporting, seniority rules application, discipline tracking
WorkForce Analytics	Provides ability to collect, analyze and report on our time and attendance data from WorkForce, helping to better understand and respond to labour needs, costs and trends