



**Committee of the Whole**  
**Additional Management Agenda**

February 17, 2026  
Anoka County Government Center

8:15 AM

Conference Room 772  
2100 3<sup>rd</sup> Ave, Anoka, MN 55303

**Human Resources**

1. Consider recommending renewing the Workday Human Resources Management System (HRMS) module under Master Services Agreement# SCON26-00000205 through March 22, 2033. **See attached** worksheet.



# ANOKA COUNTY BOARD ACTION ITEM

February 17, 2026

Human Resources

ACTION REQUESTED	<p>Recommend Anoka County renew the software contract with Workday for the Human Resources Management System (HRMS) under Master Services Agreement #SCON26-00000205. The renewal term will be aligned with the Workday Finance contract ending March 22, 2033, ensuring consistency across both platforms.</p> <p><b>Negotiated Amount:</b> \$4,355,294.00 over seven years (Annual adjustments CPI: 2.6% &amp; Innovation fee: 3%)</p>
BACKGROUND	<p>In 2021, Anoka County entered a contract with Workday for HRMS services to centralize workforce/employee lifecycle management to securely manage county employee data. The software provides automation and comprehensive processes that include Recruiting, Benefits, Compensation, Absence, Time Tracking, Performance Management, Learning Management and Payroll.</p> <p>In 2023, the County expanded Workday capabilities by adding Financial Management under a separate contract #C0009659.</p> <p>Workday HRMS and Financial Management together provides the county operational efficiencies and a single source of truth for countywide Human Resources, Payroll, and Financial data.</p>
SOLUTIONS	<p>One Master Services Contract aligns HRMS and Finance contract terms and simplifies vendor management and budgeting. It also supports countywide strategic planning and operational efficiency efforts.</p>
FUNDING SOURCE (Levy dollars, IT fund, building fund, asset preservation, carryover dollars, etc.)	<p>Levy dollars</p>
CONCLUSION	<p>The agreement will include annual subscription payments and extend through March 22, 2033, at which time a new renewal will be negotiated.</p>
RECOMMENDATIONS	<p>Renew the Workday Human Resources Management System (HRMS) module under Master Services Agreement# SCON26-00000205 through March 22, 2033.</p>