Enterprise Resource Planning System
Platform and Consulting Services

Motion No. M2026-46 and Resolution No. R2026-27

Rider Experience and Operations Committee
11/5/2026

SOUNDTRANSIT

Why we are here

Motion No. M2026-46

Authorizes contracts and contingency in an amount not to exceed $35.35 million for Enterprise Resource Planning (ERP) systems implementation.

Requesting Committee final action

Resolution No. R2026-27

Increases total authorized ERP/EAM Transformation budget: $6 million and approves a budget phase transfer: $11.3 million

Requesting Committee recommendation to the full Board

Asset Management (EAM) & ERP Systems

EAM - a clearer picture of assets helps teams act sooner

Better decisions for the assets our riders depend on.

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ERP - connects the business behind transit service

Better visibility into budgets and spending helps teams plan and use resources.

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A holistic platform to support Sound Transit growth and modernize systems

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What is an Enterprise Resource Planning System?

An Enterprise Resource Planning (ERP) System is a **single, integrated platform** that runs on one shared set of data.



- FINANCIAL CONTROL & ACCURACY
- FASTER BUYING & PAYING
- RELIABLE PAY & EMPLOYEE SUPPORT
- BETTER-INFORMED DECISIONS
- COMPLIANCE & ACCOUNTABILITY

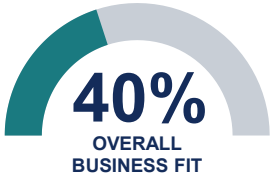
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Why A New System is Needed

Our current Finance, HR, Property Management and Procurement platforms no longer fully support Sound Transit's current business needs

SYSTEMS TO BE REPLACED

Current State



- JD Edwards E1
- Prophix
- CCMS
- UKG

The real issue is not whether the current systems work.
The issue is whether they can support Sound Transit's future operating model and long-term growth.

Our future ERP platforms are conservatively estimated to support 90% of Sound Transit's business needs

FUNCTIONALITY DELIVERED

Future State



- Oracle Fusion Applications
- SymPro Treasury Solutions
- ADP tax filing
- Maximo Real Estate and Facilities

Proposed ERP Project Authorizations

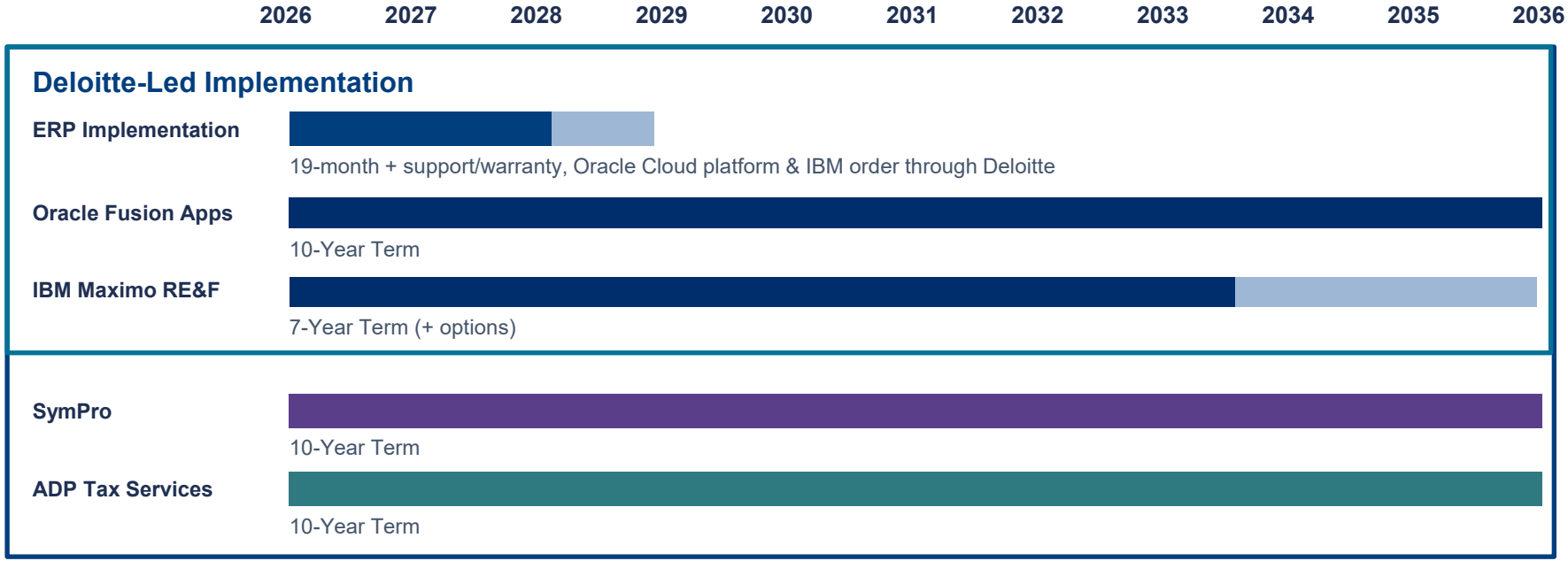
Contract Award Amount: $31.8 million before tax

- Deloitte Consulting LLP for system implementation and integrations
  - Oracle Fusion Applications software
  - IBM Maximo Real Estate and Facilities
- SymPro, Inc.
- Automatic Data Processing, Inc.

Project Contingency: $3.5 million

- Elective Services that may require amended agreements
  - Application Managed Services
  - Additional training, system interfaces

ERP Contract Commitments



Key Takeaway: Four software agreements for long-term operational platforms and services with cost incurred over 10-years, and Deloitte's contract delivers the system design, implementation, and warranty support service in the first three years.

What to Expect at Completion

Key Functionality

- Modern, integrated ERP platform that supports ST's future growth
- Enhanced payroll and employee self-service capabilities
- Faster, more transparent, and automated financial reporting
- Stronger grants, project, and long-range financial controls

Operational Improvements

- Greater transparency through trusted, agency-wide data
- More efficient operations enabled by automation and self-service
- Standardized business processes aligned with industry best practices
- Scalable financial, procurement, and payroll operations that support ST's continued growth

Next Steps

Enterprise Resource Planning System contract execution

- Notice to proceed planned for December 1, 2026
- Finalize system software agreements

Project delivery of EAM and ERP systems

- Discovery workshops and business process reviews
- Co-locate interdisciplinary team of staff and implementing consultants
- Design, including interfaces with other Sound Transit systems
- Refine schedules and establish project management cadence

Thank you.

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