



**Auditor-Controller
ERP Project Presentation
February 24, 2026**



Topics

- ✓ **Where we started**
 - ✓ **Areas of Opportunity**
- ✓ **The Process**
- ✓ **The Plan**
 - ✓ **Vendors**
- ✓ **General Information**



Where We Started

- In January 2023, we began discussions for plan to address outdated finance system.
- Board agreed the project should take on countywide fiscal challenges and opportunities.
- Prepared an RFP for a vendor to assist with a formal Needs Assessment



Where We Started

- February 2024, signed contract with Averro.
- Auditor/Averro team met with each county department.
- Analysis of Needs Assessment drove the RFQ process to obtain a new ERP.



Areas of Opportunity Identified

- Contracts
- Grants
- Assets
- Cash/Check processing
- DSS/Health/BH Fiscal Reporting
- CAMS
- Budget (current and forecasting)
- Payroll
- HR
- Benefits



Areas of opportunity identified cont.

- We identified manual processes throughout all county departments, with data being separately entered 3-10 times before a transaction was complete.
- Inaccuracies as a direct result of the lack of systematic oversight.



Selection

- Wrote RFQ for an ERP Vendor
 - All Department Heads were invited to review submissions and submit scoring.
- Final scoring submitted to Averro. Scores were based on Lake County's specific software needs.
- The final selection, based on satisfying all Fin/HR needs, the ability to assist with AS400 data conversion, and customer service, was Workday.



Workstreams

Phase 1 Scope:

- HCM
- Payroll
- Absence
- Time Tracking
- Banking & Settlements
- Financial Accounting
- Procurement
- Expenses
- Projects
- Budgets
- Grants
- Business Assets
- Sourcing Essentials

A close-up photograph of a silver pen and a keyboard. The pen is positioned diagonally across the upper right portion of the image. To the left, a portion of a keyboard is visible, featuring a grey percentage key (%). The background is a light, neutral color.

Next...

- Now that we knew who we were going to partner with, the real work began.
- A plan with short, medium, and long term goals came together.
- These goals could not be achieved with the current county staffing.



Vendors

- Avero
 - Perform Needs Assessment
 - Assist with RFQ to ensure needs are addressed
 - Assist with contract adherence
 - Assist with system implementation
- CLA
 - Assist with Chart of Account Review
 - Monitor payroll conversion
 - Monitor cash balances throughout conversion
 - Monitor work for GASB/GAAP compliance



Vendors

- GG Consulting
 - Build coding, specific to Workday, that will allow Lake County to prepare the ACFR and more easily pull the Financial Transaction Report detail for the State Controller.
- Staff
 - In a few departments, staff, has taken on roles in the project, in addition to their regular duties.



Challenges

- Resources for implementation, change management, and training are extraordinarily limited.
- County IT Department limited bandwidth for projects beyond regular day to day duties.
- Contract delays for project vendors, despite the expenses being approved during the budget process.



Benefits

- Increased data accuracy and improved reporting capabilities.
- More efficient and streamlined processes.
- Fiscal information will be available (almost) in real time.
- Increased oversight and visibility for contracts and other transactions.



Next Steps

- Complete testing
- Address bandwidth concerns
- Move forward with basic aspects of the project
 - Countywide rollout
- Prepare for Phase 2



Questions?

Thank you!

