

Modernizing the City's HR Learning & Performance System

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Why Modernize?

End of Life

- The current platform reaches End of Life this year, creating a firm timeline to transition to a modern, supported solution.

Users Affected

- Currently the TMS system enables training for 23,000 employees

Aging Technology

- The City's current Learning and Performance Management system is reaching the end of its supported lifecycle and must be replaced.

Business Continuity

- Learning, training, performance evaluations, and goal management are critical workforce functions that must continue without disruption during the transition.

Integrated HR Experience

- Modernize Learning and Performance while integrating with the City's existing HR systems and employee data, creating a more connected experience for employees and managers.

Foundation for the Future

- Establish a modern, scalable platform that supports future enhancements, improved reporting, automation, and workforce development.



Phased Delivery Approach

Phase 1

Now → December 31, 2026

Focus: Business Continuity

- Core Learning Management
- Required training and learning history
- Core Performance & Goal Management
- Essential integrations
- Critical data migration
- Employee/manager access
- Reporting required for operations
- Training & organizational readiness

DECEMBER 31, 2026 — PHASE 1 GO-LIVE

Phase 2

Now → June 30, 2027

Focus: Enhance user experience

- Optimize business processes
- Expand reporting & analytics
- Additional automation
- User-experience enhancements
- Additional integrations/capabilities
- Continuous improvement

June 30, 2027 – PHASE 2 GO-LIVE

Transitioning from SABA TMS to HRONE



Benefits of the Modern Learning & Performance Platform

Business Continuity & Risk Reduction

Replaces the aging SABA platform before end of life
Maintains continuity of learning and performance processes
Preserves critical learning and performance history
Moves the City to a modern, supported cloud platform

Seamless HR Integration

SuccessFactors LMS and PMGM integrate with the City's existing SuccessFactors Employee Central environment
Leverages existing employee, organizational and reporting-relationship data
Creates a more connected HR, learning and performance ecosystem
Reduces duplicate data and disconnected processes

Improved Employee & Manager Experience

Simplified access to learning, goals and performance activities
Automated assignments, notifications and reminders
Improved visibility into training, goals and evaluations
Mobile-enabled capabilities and greater employee self-service
Improved reporting and dashboards

Future Ready & AI enabled

Establishes a foundation for AI-enabled learning and talent capabilities
Supports more personalized employee development and learning experiences
Enables future automation and intelligent recommendations
Provides a scalable foundation for continued workforce innovation



Q&A

