



**Name:** Migrate Police Department Human Resources Management System to ERP

**Completed:** Fiscal Year 2024/2025

**Goal Alignment:**

**RESILIENT - Deliver viable IT solutions that are dynamic, scalable, and maintainable.**

**Summary:**

This project modernized the Police Department's essential HR system by replacing the unsupported legacy ABRA platform with the eCAPS ERP module, reaching go-live on July 28, 2025. ABRA previously served as the department's main system for tracking personnel data integrated with CAD and RMS systems but posed increasing security risks and no longer met the City's technical or functional needs due to lack of vendor support.

The project successfully migrated historical data and developed customized features within eCAPS to support essential Police HR functions, including workers' compensation management, incident and injury tracking, job history, organizational reporting, and contact info management. By combining personnel processes into a single, supported platform, the solution reduces duplicate data entry, enhances data accuracy, and enables automated workflows such as updating employee records after PAR approvals.

Aligned with the City's Resilient goal, the new system improves operational reliability, enhances data security, and offers scalable features for future upgrades. The Police Personnel Team now benefits from real-time updates, better reporting tools, and streamlined HR processes that boost efficiency, cut administrative workload, and support better decision-making.

**Benefits:**

- Centralized police personnel data within a supported ERP system.
- Eliminated duplicate data entry and minimized manual processes.
- Enhanced data accuracy and reduced reporting inconsistencies.
- Automated employee data updates after PAR approval.
- Expanded standard and ad-hoc reporting capabilities.
- Strengthened security and ensured long-term vendor support.
- Provided real-time updates through employee self-service features.
- Streamlined workers' compensation and duty status tracking.
- Improved tracking of job history, seniority, and organizational changes.
- Lowered administrative workload and operational costs.
- Enabled faster access to reliable HR data for analysis and decision-making.
- Supported scalability for future enhancements and integrations.