2021 Complement Adjustments

Service Area	Type of Position	Adjustment Revision	Adjustment Justification
Communications	Application Developer	1	Digital Modernization capital project is coming to an end in 2021 and resources are required to sustain the updated City website.
Information Technology	Application Developer	1	11 Contract FTEs were approved by Council through a report titled "SAP S4 HANA Upgrade" dated June 7, 2019 for the implementation of the SAP Roadmap initiatives. The first phase of this project has been successfully completed with the implementation of the upgrade. Additional modules will be implemented in ensuing years. In view of the ongoing nature of this major project, it is appropriate to covert the contract positions into permanent status to ensure staff retention.
Information Technology	Financial System Support Specialist	1	
Information Technology	HCM Project Leader	1	
Information Technology	HCM System Support Specialist	2	
Information Technology	Payroll Project Leader	1	
Information Technology	Payroll System Support Specialist	2	
Information Technology	Finance Project Leader	1	
Information Technology	SAP Security Administrator	1	
Information Technology	SAP Technical Architect	1	
Human Resources	Human Resources Systems Specialist	3	Success Factors has successfully been implemented. These three positions are needed to provide ongoing support, troubleshooting and periodic updates to the software.
Total		**15**	