

**KATE BROWN**  
**GOVERNOR**



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**To:** Clyde Saiki, COO  
**From:** Governor Kate Brown

**Subject:** Enterprise HRIS Project

A modern human resource information system (HRIS) is an incredibly valuable tool for any employer to improve human resource practices and support decision making. Oregon's needs are no different and it's no secret that the state's HRIS is old and antiquated. The current system relies on manual, paper-driven business processes and does not address the critical human resource business needs of today. We have all struggled with its limited reporting capabilities, and the fact that basic information that is important to modern personnel management is not readily accessible.

There is strong enterprise-wide support for a new HRIS. An updated, modern HRIS would provide automated workflow and many efficiencies that would free up HR professionals to do more meaningful work. Accurate and timely HR data will give state leadership the tools and information necessary to make informed decisions, facilitate both statewide and agency workforce planning efforts, improve pay equity and much more. Furthermore, a new HRIS could be the building block for future expansion and modernization of other dated legacy systems. I would like to lend my support to DAS' HRIS planning efforts.