**Nameless Resume Process**
**System Requirements - Costing Analysis**
**(*NOTE: Should we proceed with the implementation of a Nameless Resume Process, a detailed Financial Impact Statement would be required*)**

Resume Parser, Data Masking Implementation, approximately 18 months at $1.2 million + 30-50% contingency = $1.87 million, with ongoing minimum 2 Permanent FTE for $200,000 annual:

- Selection RFP, cloud review, procurement: 6-8 months
- Requirements, Design, Build, Test, Train, Deploy: 10 months (+30-50% contingency)
- Maintenance: Ongoing support
- Minimum City Resources:
    - PM for life of the project - $150/hr
    - PS Recruiting Solutions SME Consultant for life of the project - $200/hr
    - Permanent PeopleSoft Functional resource - WAPSO II: start project kick off, System Development Lifecycle (SDLC), and maintenance
    - Permanent PeopleSoft Development resource - WAPSO III: start project kick off, SDLC, and maintenance
    - May be vendor costs as well
- Hardware - $2000/year
- Software - research shows between $50-$200/month

    Pros:
    - Enables you to process large numbers of resumés quickly.
    - Saves resumés in one format.
    - Enables you to shortlist candidates by searching in certain fields.
    - Streamlines the screening process.
    - Optimizes compliance by searching candidates by gender, etc.
    - Fills out fields in your Applicant Tracking System automatically - job seekers just need to upload their resumés.
    - Ensures qualified candidates are not overlooked.
    - Enables data-backed decisions.
    - Stores applicants' information, so you can encourage them to apply for future positions.
    - Allows applicants to apply with their LinkedIn profile at times.

    Cons:
    - Can cost between $50.00 and $199.00 per month.
    - Parsers may have difficulty understanding context.

| **Cost Summary** | | |
|---|---|---|
| $ | 415,800.00 | Project Manager |
| $ | 554,400.00 | PeopleSoft SME Consultant |
| $ | 95,000.00 | PeopleSoft Functionality |
| $ | 105,000.00 | PeopleSoft Development |
| $ | 2,000.00 | Hardware |
| $ | 75,000.00 | Software cost (approx.) |
| **$** | **1,247,200.00** | Total |
| $ | 623,600.00 | 50% contingency |
| **$** | **1,870,800.00** | Full total |