



**Contra
Costa
County**

To: Board of Supervisors
From: Ed Woo, Chief Information Officer
Date: December 8, 2015

Subject: Contract Amendment with CherryRoad Technologies, Inc.

RECOMMENDATION(S):

APPROVE and AUTHORIZE the Chief Information Officer, or designee, to execute (1) a contract amendment with CherryRoad Technologies Inc, effective December 8, 2015, to increase the payment limit by \$467,360 to a new payment limit of \$6,152,310 for the purchase of 10,250 Oracle cloud service seat licenses and Taleo Recruiting and Transitions Onboarding licenses, and for additional services to implement the County's Taleo Recruiting and Transitions Onboarding solution, and (2) a Cloud Services Ordering Document, dated January 4, 2016, with Oracle America, Inc., for the Oracle cloud service and Taleo Application licenses.

FISCAL IMPACT:

The \$6,152,310 is budgeted under Org #1695 FY 2014-2015, FY 2015-2016, and FY 2016-2017, supported through countywide interdepartmental charges to all departments.

BACKGROUND:

The PeopleSoft Human Capital Management (HCM) system is currently used to process the county's payroll, in addition to maintaining Human Resources and Employee Benefits records. The original contract with CherryRoad Technologies, Inc., provided for the

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **12/08/2015** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: December 8, 2015

David Twa, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Ed Woo
925-383-2688

cc:

contractor to perform a fit/gap analysis, infrastructure assessment and initial upgrade tasks to upgrade PeopleSoft HCM version 8.8 to version 9.2, at a cost up to \$1,200,000.

The County and contractor first amended the contract in September 2015 to provide that the Contractor would host nine application test environments, at a cost of up to \$150,000.

BACKGROUND: (CONT'D)

The County and contractor amended the contract a second time in November 2015 to begin the upgrade tasks to upgrade Peoplesoft HCM version 8.8 to version 9.2 at a cost of up to \$4,334,950.

The proposed third amendment is for Contractor to purchase 10,250 Oracle cloud service seat licenses and Taleo Recruiting and Transitions Onboarding licenses on behalf of County, and perform services to implement the Taleo Recruitment and Onboarding application, which will be hosted by Oracle on its servers. The Taleo Recruiting and Transitions Onboarding application will interface with the PeopleSoft HCM system.

The purposes of acquiring and implementing the Taleo Recruiting and Transitions Onboarding application is so the County can: (1) replace the County's current recruiting and applicant tracking software; (2) reduce paperwork by creating, storing and managing all forms electronically; (3) reduce the redundancy of manually inputting critical new employee information by pre-populating form fields; (4) provide electronic new hire benefit packets to employees; (5) automatically route pertinent documents to payroll, IT, retirement and other applicable areas such as scheduling mandatory trainings through our Target Solutions platform; (6) provide a seamless process for a candidate from the recruitment phase through the hiring/onboarding process.

Oracle will host the Taleo Recruiting and Transitions Onboarding application through its hosted cloud services solution. The County previously entered into a Public Sector Agreement for Oracle Cloud Services, dated March 17, 2015, with Oracle America, Inc., which sets forth Oracle's obligations with respect to hosting its applications through its cloud services solution. The County's Department of Child Support and Services uses the Oracle Cloud Solution to access the Oracle Performance Management application. Execution of a Cloud Services Ordering Document will increase the number of cloud seat licenses available to County and provide access to the Taleo Recruiting and Transitions Onboarding application.

The contract amendment includes a special condition limiting the contractor's liability to County for the PeopleSoft application upgrade services to the amount the contractor is to be paid for those services (\$5,684,950), and for the Taleo onboarding and recruiting application implementation services to the amount the contractor is to be paid for those services (\$467,000). The limitation on liability does not apply to Contractor's indemnity obligations under the contract.

CONSEQUENCE OF NEGATIVE ACTION:

Failure to approve the contract amendment will result in the continued use of the current antiquated and paper-based system, which negatively impacts the County's ability to timely and efficiently recruit candidates and onboard new hires.