



Contra
Costa
County

To: Board of Supervisors
From: Ed Woo, Chief Information Officer
Date: March 21, 2017

Subject: CherryRoad Technologies Inc., Contract Amendment No. 8 to Provide Change Management Resource.

RECOMMENDATION(S):

APPROVE and AUTHORIZE the Chief Information Officer, or designee, to execute a contract amendment, effective March 21, 2017, with CherryRoad Technologies, Inc., to increase the payment limit by \$2,084,750 to a new payment limit of \$10,858,130 to provide additional Contractor assistance to upgrade the County's PeopleSoft software system, and to extend the hosted test environments through September 2017.

FISCAL IMPACT:

The \$10,858,130 is budgeted under Org #1695 FY 2014-2015, FY 2015-2016, FY 2016-2017 and FY 2017-2018, supported through countywide inter-departmental 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 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.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **03/21/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: Candace Andersen, District II
Supervisor

Diane Burgis, District III
Supervisor

Federal D. Glover, District V
Supervisor

ABSENT: John Gioia, District I
Supervisor

Karen Mitchoff, District IV
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: March 21, 2017

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

By: Rolanda Hartfield, Deputy

Contact: Ed Woo 925-383-2688

cc:

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 County and contractor amended the contract a third time in December 2015 to purchase licenses and implement the Taleo Recruitment and Onboarding application, which will be hosted by Oracle on its servers and interface with the PeopleSoft HCM system at a cost of up to \$467,360.

The County and contractor amended the contract a fourth time February 2016 to provide that the Contractor acquire an additional resource to assist HR backfill the vacant HR Systems Analyst position at a cost of up to \$307,420.

The County and contractor amended the contract a fifth time April 2016 to provide that the Contractor acquire an additional resource to lead the organizational change management at a cost of up to \$161,120.

The County and contractor amended the contract a sixth time June 2016 to extend the Contractor Benefit Administration Analyst resource that supports the Peoplesoft Upgrade project and to extend the hosted test environments at a cost of up to \$302,640.

The County and contractor amended the contract a seventh time September 2016 to extend the Contractor's resource support for the Peoplesoft Upgrade project, to extend the Contractor's hosted test environments, and to implement the Contractor's Civil Service module at a cost of up to \$1,849,890.

The proposed eighth amendment to the Contract will (1) increase the Contract payment limit by \$2,084,750, (2) amend the service plan to extend the Contractor's resource support for the Peoplesoft Upgrade project through September 2017, acquire an additional Contractor's resource support to assist the HR Systems Analyst through August 2017, and extend the Contractor's hosted test environments through September 2017, and (3) provide funds for the renewal of the annual subscription of Oracle Cloud Services for the hosted Taleo Recruitment and Onboarding application through January 2018.

CONSEQUENCE OF NEGATIVE ACTION:

Failure to approve the contract amendment will decrease the success of the PeopleSoft 9.2 Upgrade project and 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.