

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

958



FROM: Riverside County Information Technology (RCIT) and Human Resources (HR)

SUBMITTAL DATE:
December 10, 2012

SUBJECT: Approve the contract amendment for the Implementation of the Human Resources Talent Acquisition Manager (TAM) project with VIVA USA, Inc.

RECOMMENDED MOTION: That the Board of Supervisors:

- 1) Approve and execute the contract amendment with VIVA USA for \$350,000 annually, which contains an option to renew the agreement for one additional year; and,
- 2) Authorize the Purchasing Agent, in accordance with Ordinance No. 459, to exercise renewal option, based on the availability of fiscal funding, and to sign amendments that do not change the substantive terms of the agreement, including amendments to the compensation provision that do not exceed the annual CPI rates; and,
- 3) Direct the Clerk of the Board to return three (3) original signed amendments to RCIT.

BACKGROUND: In 2007, RCIT (then OASIS) contracted with the Oracle Corporation to license the Talent Acquisition Manager modules of PeopleSoft HCM. On October 7, 2008, the Board approved twenty master agreements with various information technology companies to augment county staff for various programming needs. *(Continued on Page 2)*

Barbara Olivier
Barbara Olivier
Assistant CEO/Human Resource Director

Kevin K Crawford
Kevin K Crawford
Chief Information Officer

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 350,000	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ N/A	Budget Adjustment:	N/A
	Annual Net County Cost:	\$ N/A	For Fiscal Year:	12/13

SOURCE OF FUNDS: RCIT Operating Budget

Positions To Be Deleted Per A-30

APPROVAL Requires 4/5 Vote

C.E.O. RECOMMENDATION:

BY: *Serena Chow*
Serena Chow

County Executive Office Signature

Policy Policy

Consent Consent

Dept's Recomm.:
Per Exec. Ofc.:

Prev. Agn. Ref.: 3.20 4/3/2007; 3.30 10/7/2008

District:

Agenda Number:

3.61

FORM APPROVED COUNTY COUNSEL
BY: *Neal R. Kipnis* DATE

Departmental Concurrence

Bob Howdyshell
Bob Howdyshell
DIR, PURCHASING/FLEET

Form 11: Approve the contract amendment for the Implementation of the Human Resources Talent Acquisition Manager (TAM) project with VIVA USA, Inc.

Date: December 10, 2012

Page 2

BACKGROUND: Continued

In 2010, the Human Resources Department prioritized activating the Talent Acquisition Manager module to replace its aging JobMatch system, which is at the end of its useful life. JobMatch is sustained by Resumix software, which is no longer being developed or supported by the manufacturer. Due to critical requirements which called for specialized expertise not available with current county staff, the expertise is required from an outside source.

The TAM project has been carried out in several phases through the County's Awarded Vendor list. Critical integrations are in progress with Central HR's third party providers for assessment tests. The consultants provide functional expertise on system capabilities and business process planning for integration of third party providers through Integration Broker and Web Services. Current Central HR business processes require assessment exams to be ordered manually and scores input manually. Further integrations with additional third party providers are necessary, including an automated appointment system required by the Sheriff's department and its Deputy Sheriff Trainee hiring process. The Sheriff's department has also requested several functionality customizations to the PeopleSoft system that are yet to be completed. This integration will allow ordering of and collection of scores from pre-employment assessment exams to be automated, thus alleviating a significant administrative and data entry burden.

At the conclusion of this project, Talent Acquisition Manager will allow applicants to apply to County jobs, receive communications, take required assessment exams, be alerted of career opportunities, and refer colleagues for opportunities in a fully automated manner. Hiring managers and recruiters will share access to the applicant tracking system, eliminating the need for redundant databases related to recruitment within departments. Significant administrative process improvements and efficiencies will be realized by the HR department as a result of the TAM deployment. These include: Discontinuation of manual verification of more than 150,000 resumes each year, data entry related to assessment exams, and various other manual processes.

It is critical that RCIT retain consulting support through completion of the in-progress integration and customization projects, during user acceptance testing, and the initial go-live phase of this project.

PRICE REASONABLENESS:

Per specification outlined in the Master Agreements, the contracts are renewable annually for up to 5 years and require Board approval whenever a specific project exceeds \$100,000 in the fiscal year. Because of the budget and project scope, Purchasing released a Request for Quote # OSARC027 in May 2012 and solicitation notifications were sent to the County's 22 Information Technology awarded vendors, and seven vendor responses were received.

The hourly rates ranged from \$59 to \$220 and because of the necessary programming requirements and knowledge of the TAM system, the evaluation team conducted interviews with the programmers recommended by each company. As a result, VIVA USA did provide the most qualified programmers for the TAM project. Therefore, HR, RCIT, and Purchasing recommend that the award be given to VIVA USA, Inc. as the most responsive/responsible vendor, submitting a total project cost that shall not exceed \$350,000. VIVA USA, Inc. offered to provide Consulting Services of other than low bid rate of \$135/hour which was a mid-range rate offered amongst the majority of other bidders.

REVIEW/APPROVAL: Purchasing concurs with this request.

COUNTY OF RIVERSIDE
AMENDMENT TO THE MASTER AGREEMENT
WITH VIVA USA, Inc,

CONTRACTOR: VIVA USA, Inc.
Contract Term: June 1, 2012 through June 30, 2013
Annual Maximum Contract Amount: \$ 350,000.00

The Master Agreement between Riverside County, herein referred to as COUNTY and VIVA USA, Inc., herein referred to as CONTRACTOR, is amended as follows:

1. Amend Exhibit B of the Master Agreement to include programming of the Talent Acquisition Management (TAM) project. Outline of duties are included in Exhibit A to this amendment. Amend Exhibit B of the Master Agreement to include the specialized programming position for the TAM project, not to exceed \$135.00 per hour inclusive of all travel and overhead expenses.
2. All other terms and conditions of the Agreement are to remain unchanged.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment.

County
County of Riverside

Contractor
VIVA USA, Inc.

By: _____
Name: John Tavaglione
Title: Chairman of the Board of Supervisors

By: _____
Name: _____
Title: _____

Dated: _____

FORM APPROVED COUNTY COUNSEL

BY: _____

NEAL R KIPNIS

DATE

EXHIBIT A

1. The CONTRACTOR shall provide functional expertise on system capabilities and business process planning for integration of third party providers through Integration Broker and Web Services.
2. CONTRACTOR shall have expert experience in:
 - ✓ Implementing PeopleSoft TAM/Recruiting Solutions 9.0 in local government applications
 - ✓ XML Publisher
 - ✓ Integration Broker
 - ✓ Web Services
 - ✓ Experience with:
 - ✓ Candidate Gateway
 - ✓ Talent Technology Integration Components including but not limited to: Broadcast, Match, Verify, and other applicable business services
3. CONTRACTOR shall design and evaluate the business processes requirements for the implementation/ augmentation of PeopleSoft TAM/Recruiting Solutions; SME will participate in system testing to ensure that the new module provides the expected results. PeopleSoft/TAM implementation and deployment experience is required.
4. Implementing PeopleSoft TAM/Recruiting Solutions in local government applications
 - ✓ Integration experience including but not limited to: Broadcast, Match, Verify, and other applicable business services
 - ✓ HCM Talent Acquisition Manager
 - ✓ Profile Manager
 - ✓ Candidate Gateway
 - ✓ Performance Manager
 - ✓ Workflow