

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



**ITEM: 3.36
(ID # 19713)**

MEETING DATE:
Tuesday, August 30, 2022

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Approve Amendment No. 12 to the Professional Service Agreement with Aon Consulting, Inc. for continued Software Support for Sheriff's Online Recruiting Platform without seeking competitive bids extending the term for one year; All Districts. [\$100,740, 100% Sheriff's Department Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve Amendment No. 12 to the Professional Service Agreement with Aon Consulting, Inc. for continued Software Support for Sheriff's Online Recruiting Platform without seeking competitive bids to increase the annual Agreement amount by \$9,164 from \$91,576 to \$100,740 and extend the period of performance an additional year through June 30, 2023; and
2. Authorize the Chair of the Board to sign three (3) copies of the Amendment, and the Clerk to retain one and return two to Human Resources for distribution.

ACTION:


Michael Bowers, Assistant HR Director 8/8/2022

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: August 30, 2022
xc: HR

Kecia R. Harper
Clerk of the Board

By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 100,740	\$ 0	\$ 100,740	\$
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$
SOURCE OF FUNDS: 100% Sheriff's Department Budget			Budget Adjustment: No	
			For Fiscal Year: 2022/2023	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Prev. Agn. Ref.: 06/30/20 3.25

Since 2008, Aon Consulting, Inc has provided the Human Resources Department software and consulting services for an online recruiting system that is customized for the recruiting and selection process of the Deputy Sheriff Trainee and Correctional Deputy classifications. This process is a lengthy and complex one requiring candidates to complete multiple specialized tests both online and in-person. Aon's recruiting system seamlessly facilitates these processes by providing the following (not currently available through the County's existing recruitment platform NEOGOV):

- Fully automated, reliable, and sophisticated psychometric test design—based on market leading research data and analytics
- Aon's assessments are easy to scale, easy to configure end-to-end solutions, multilingual, and can be enhanced with third party technologies
- Instant screening of candidates based on answers to the background history questionnaire
- Self-scheduler for screened candidates to schedule the in-person proctored exam and physical agility tests

Because the system is fully automated, continuously screens candidates in real-time, and requires minimal intervention by staff to effectively process the large volume of applicants (more than 22,000 each year) for these critical public safety positions, cycle times and candidate drop-off rates are minimized. The Sheriff's Department continues to require certain capabilities not currently available in the NEOGOV system, including a self-scheduler for proctored exams and physical agility tests.

Approval of Amendment No. 12 to the Professional Services Agreement with Aon will allow for continued use of the customized online recruiting system using Aon's Global Assessment and Talent Engine (G.A.T.E.) online platform which provides a user-friendly interface for both staff and candidates.

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Human Resources is currently in the process of making changes to the NEOGOV Human Capital Management System. Human Resources is collaborating with RCIT and the Sheriff's Department to determine the requirements of the Sheriff's recruitment process going forward. Human Resources and the Sheriff's Department have determined that moving to an alternate recruiting system provided by another vendor is not practical at this time. Because Aon's system is proprietary, moving to a new system in the interim would prevent the seamless conversion of existing candidate data once changes are made to the NEOGOV system.

Impact on Residents and Businesses

There is no direct impact on residents or businesses.

Additional Fiscal Information

Human Resources contracts with Aon Consulting, Inc for this service and pays all invoices. HR is reimbursed in full by the Sheriff's Department for actual costs paid by HR for this service. The \$100,740 annually is based on monthly pricing of \$8,395 which includes 10 hours of maintenance per month and all program management and license fees. Additional support would be at the rate of \$200 per hour, but no additional support will be utilized.

Contract History and Price Reasonableness

The Board approved the Professional Services Agreement with Aon (HRARC-91832-002-011-08/09) in July 2008 for a two-year period. Subsequently, the Board approved the following amendments to continue services at the costs provided below. Amendment No. 10 also amended the Contract ID to HRARC-91832-005-06/20.

<u>Fiscal Year</u>	<u>Cost</u>	<u>Board Approval Date</u>	<u>Amendment No.</u>
FY08/09	\$540,000	July, 1, 2008 Item #3.63 (for two years)	
FY09/10	\$160,000		
FY10/11	\$160,000	July 27, 2010 Item #3.55	Amendment No. 1
FY11/12	\$72,000	June 14, 2011 Item #3.34	Amendment No. 2
FY12/13	\$72,000	August 28, 2012 Item #3.70	Amendment No. 3
FY13/14	\$78,000	July 30, 2013 Item #3.34	Amendment No. 4
FY14/15	\$70,200	July 1, 2014 Item #3.21	Amendment No. 5
FY15/16	\$89,500	June 30, 2015 Item #3.29 (for three years)	Amendment No. 6
FY16/17	\$81,500		
FY17/18	\$81,500		
FY18/19	\$87,216	July 17, 2018 Item #3.27	Amendment No. 7
FY19/20	\$87,216	June 18, 2019 Item #3.16	Amendment No. 8
FY20/21	\$91,576	June 30, 2020 Item #3.25	Amendment No. 9
FY21/22	\$91,576	*	Amendments 10 & 11
FY22/23	\$100,740	Currently proposed	Amendment No. 12

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*Amendments 10 & 11 were only for six months and within Purchasing's authority. With Amendment No. 12 Aon is increasing the rate by roughly 10% after keeping the rate steady since 2020. This is a reasonable cost as compared to potential implementation and maintenance costs of a new system, and it is in the county's best interest to maintain the current system until the capabilities of the G.A.T.E. platform can be fully implemented in NEOGOV.

Review/Approval

RCIT last approved the use of this software on May 7, 2020 H-11 Review Process No. PR2020-10268, and because this is not new software or maintenance support and was previously approved by the Board it does not require further technology approval. County Counsel approved Amendment No. 12 to this Agreement as to legal form, and since this was not initially awarded from a competitive bid, the sole source justification approved by Purchasing is attached.

ATTACHMENT A Aon GATE Amendment No 12

ATTACHMENT B Aon GATE Sole Source Justification


Suzanna Hockley, Assistant Director of Purchasing and Fleet Service

8/8/2022


Meghan Hahn, Senior Management Analyst

8/18/2022


Cynthia M. Guarel, Chief Deputy County Counsel

8/8/2022

COUNTY OF RIVERSIDE
AMENDMENT NO. 12 TO THE AGREEMENT
WITH
AON CONSULTING, INC.

Original Contract Term:	July 1, 2008 through June 30, 2009
Previous Contract Term:	July 1, 2008 through June 30, 2022
Amended Contract Term:	July 1, 2022 through June 30, 2023
Original Annual Maximum Contract Amount:	\$700,000
Previous Annual Maximum Contract Amount:	\$91,576
Amended Annual Maximum Contract Amount:	\$100,740 (\$8,395 monthly; ~10% incr.)
Original Contract ID:	HRARC-91832-002-011-08/09
Amended Contract ID:	HRARC-91832-005-06/20

This Amendment No. 12 to the Professional Service Agreement for Human Resource Management Consulting Services is entered into by and between the County of Riverside, a political subdivision of the State of California, on behalf of its Human Resources Department (“COUNTY”) and Aon Consulting, Inc., a New Jersey corporation (“CONTRACTOR”), effective July 1, 2022. COUNTY and CONTRACTOR are collectively referred to herein as the “Parties”, and individually as the “Party”.

RECITALS

WHEREAS, COUNTY and CONTRACTOR entered into that certain Professional Service Agreement (Contract ID HRARC-91832-002-011-08/09) for Human Resource Management Consulting Services (the “Agreement”) for a contract term of July 1, 2008 through June 30, 2009, with the option to renew for one (1) additional year renewable in one year increments by written amendment, unless terminated earlier; and

WHEREAS, the Parties subsequently entered into a total of eleven (11) amendments to extend the term of the Agreement as follows:

- a. **Amendment No. 1** effective on July 1, 2010, extended the period of performance through June 30, 2011, and adjusted the compensation provision not to exceed \$160,000 annually; and
- b. **Amendment No. 2** effective on July 1, 2011, extended the period of performance through June 30, 2012, and adjusted the compensation provision not to exceed \$72,000 annually; and
- c. **Amendment No. 3** effective on July 1, 2012, extended the period of performance through June 30, 2013; and
- d. **Amendment No. 4** effective on July 1, 2013, extended the period of performance through June 30, 2014, and adjusted the compensation provision not to exceed \$78,000 annually; and
- e. **Amendment No. 5** effective on July 1, 2014, extended the period of performance through June 30, 2015, and adjusted the compensation provision not to exceed \$70,200 annually; and
- f. **Amendment No. 6** effective on July 1, 2015, extended the period of performance through June 30, 2018, included licenses for the new Global Assessment and Talent Engine (G.A.T.E.) platform, and adjusted the compensation provision not to exceed \$89,500 annually for year 1 and \$81,500 annually for years 2 & 3; and

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- g. **Amendment No. 7** effective on July 1, 2018, extended the period of performance through June 30, 2019, added terms for maintenance of G.A.T.E. platform, and adjusted the compensation provision not to exceed \$87,216 annually (\$7,268 monthly license fee); and
- h. **Amendment No. 8** effective on July 1, 2019, extended the period of performance through June 30, 2020; and
- i. **Amendment No. 9** effective on July 1, 2020, extended the period of performance through June 30, 2021, and adjusted the compensation provision (a 5% increase) not to exceed \$91,576 annually (\$7,631 monthly license fee); and
- j. **Amendment No. 10** effective on July 1, 2021, extended the period of performance through December 31, 2021 and amended the Contract ID to HRARC-91832-005-06/20; and
- k. **Amendment No. 11** effective on January 1, 2022, extended the period of performance through June 30, 2022; and

WHEREAS, the Parties now desire to amend the Agreement to adjust the payment provisions and extend the period of performance through June 30, 2023.

NOW THEREFORE, for good and valuable consideration, the receipt and adequacy of which is hereby acknowledged, the Parties agree as follows:

- 1. The above recitals are true and correct and are incorporated herein by reference.
- 2. Section 2.1 of the Agreement is amended with the following: "The term of this Agreement shall be extended through June 30, 2023."
- 3. Exhibit B (Payment Provisions) of the agreement is deleted in its entirety and replaced with the attached Exhibit B-2.
- 4. All other terms and conditions of the Agreement not modified herein shall remain unchanged.
- 5. The "Effective Date" of this Amendment No. 12 shall be July 1, 2022.
- 6. This Amendment No. 12, Amendment Nos. 1 through 11 listed above, and the Agreement taken together with the amendments contain the entire understanding of the Parties. There are no other oral or written representations, understandings, ancillary covenants, undertakings, or agreements that are not contained or expressly referred to within this Amendment No. 12.
- 7. The Parties agree to execute such other documents and to take such other actions as may be necessary to further the purpose of this Amendment No. 12 and the Agreement.
- 8. **USE OF ELECTRONIC SIGNATURES:** This Amendment may be executed in any number of counterparts, each of which will be an original, but all of which together will constitute one instrument. Each party of this Amendment agrees to the use of electronic


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or digital signatures that meet the requirements of the California Uniform Electronic Transactions Act ("the Act") Cal. Civ. Code §§ 1633.1-1633.17), for executing this Amendment. The parties further agree that the electronic or digital signatures of the parties included in this Amendment are intended to authenticate this writing and to have the same force and effect as manual signatures. The Act authorizes use of an electronic signature for transactions and contracts among parties in California, including governmental agencies. For purposes of this section, a digital signature is a type of "electronic signature" as defined in subdivision (i) of Section 1633.2 of the Civil Code.

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

COUNTY OF RIVERSIDE, a political subdivision of the State of California

AON CONSULTING, INC., a New Jersey corporation

By: 
Jeff Hewitt, Chair
Board of Supervisors

By: Rebecca Bodek Feldman
Rebecca Feldman,
Sr. Vice President – Health Solutions Risk Mgr.

Dated: AUG 30 2022

Dated: Aug 5, 2022

ATTEST:
Kecia R. Harper
Clerk of the Board

[Proof of Delegated Authority Received]

By: 
Deputy

APPROVED AS TO FORM:
County Counsel

By: Synthia M. Gunzel
Synthia M. Gunzel,
Chief Deputy County Counsel

CORPORATE SIGNERS: Pursuant to California Corporations Code Section 313, please provide signature of chairperson of the board, president, or any vice president, and the secretary, any assistant secretary, the chief financial officer, or any assistant treasurer. If providing only one signature, please also provide a resolution or other proof of delegated authority that shows signer can legally bind the corporation.

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**EXHIBIT B-2
PAYMENT PROVISIONS**

Monthly Pricing

- Monthly pricing for the term July 1, 2022 through June 30, 2023:

Description	Amount
G.A.T.E.® Monthly License Fee (Includes Monthly Program Management Fee)	\$8,395

- Monthly Program Management Fee includes 10 hours of maintenance per month. Additional support hours can be provided at \$200 per hour based on request and pending mutual approval.
- Any services not listed within the Scope of Services will be priced individually based on request and pending mutual approval prior to implementation. This includes IT changes and any customized reporting through the G.A.T.E.® platform.

Billing

- Invoicing will be monthly.
- Fees are due within 35 days of invoice date.
- 30 business day notification is required for termination.