



Recommendation for Action

File #: 21-1185, **Agenda Item #:** 51.

3/4/2021

Posting Language

Authorize an amendment to an existing contract with SuccessFactors, Inc., to provide a continued subscription for talent, performance, and learning management software, for an increase in the amount of \$315,000 and to extend the term by one year, for a revised total contract amount not to exceed \$2,921,702.

(Note: This contract was awarded as a sole source and is exempt from City Code Chapter 2-9C Minority Owned and Woman Owned Business Enterprise Procurement program).

Lead Department

Purchasing Office.

Client Department(s)

Austin Energy; Public Works.

Fiscal Note

Funding in the amount of \$161,306 is available in the Fiscal Year 2020-2021 Operating Budget of Austin Energy. Funding in the amount of \$48,183 is available in the Fiscal Year 2020-2021 Operating Budget of Public Works. Funding for the remaining contract term is contingent upon available funding in future budgets.

Purchasing Language:

Contract Amendment.

Prior Council Action:

November 3, 2011 - Council approved the original contract, item 28, on a 7-0 vote.

January 26, 2017 - Council approved an amendment, item 33, on a 11-0 vote.

For More Information:

Inquiries should be directed to the City Manager's Agenda Office, at 512-974-2991 or AgendaOffice@austintexas.gov <<mailto:AgendaOffice@austintexas.gov>> or to Paula Barriffe, at 512-322-6118 or Paula.Barriffe@austintexas.gov <<mailto:Paula.Barriffe@austintexas.gov>>.

Council Committee, Boards and Commission Action:

February 8, 2021 - Recommended by the Electric Utility Commission on an 8-0 vote, with Commissioners Ferchill, Funkhouser, and Wray absent.

Additional Backup Information:

The proposed amendment is for the continuation of a subscription to talent, performance, and learning management software for Austin Energy and Public Works. The software is used for automated Success Strategy Performance Reviews for over 2,100 employees, goal planning aligned to strategic objectives,

tracking and ensuring training to comply with regulatory requirements, and career/development planning using 360 degree feedback. The software is necessary to help Austin Energy and Public Works enhance employee engagement and plan for current talent development and future leadership needs. A one-year extension is being requested to maintain service of the existing software while Austin Energy transitions to a new provider and for Public Works to evaluate continued use of SuccessFactors.

Austin Energy began using this software in 2007 as a result of a competitive solicitation. SuccessFactors’s software has been used for the past 13 years by Austin Energy and permits the efficient use of a known system with enhancements including dashboard metrics for performance completion status and rating distribution in real time. This ensures that appropriate documentation is available in support of Municipal Civil Service rules. Additionally, the software provides the ability to conduct talent searches based on employee profiles to offer career development opportunities to employees through job rotations or special project assignments. The software usage expanded in 2015 to include Public Works. By virtue of its continued use over the last 13 years, the system now has an extensive repository and is integrated into City processes. The software is proprietary to SuccessFactors, an SAP Company.

Contract Detail:

<u>Contract Term</u>	<u>Length of Term</u>	<u>Current Contract Authorization</u>	<u>Requested Additional Authorization</u>	<u>Revised Total Authorization</u>
Initial Term	3 yrs.	\$778,593		\$778,593
Extension Option 1	1 yr.	\$259,531		\$259,531
Extension Option 2	1 yr.	\$259,531		\$259,531
Contract Amendment	2 yrs.	\$610,158		\$610,158
Extension Option 3	1 yr.	\$314,231		\$314,231
Extension Option 4	1 yr.	\$384,658		\$323,658
Proposed Amendment	1 yr.		\$315,000	\$315,000
TOTALS	10 yrs.	\$2,606,702	\$315,000	\$2,921,702

Note: Contract Authorization amounts are based on the City’s estimated annual usage.

Strategic Outcome(s):

Government That Works for All.