

# **Post-Solicitation Briefing for System Integration Services for SAP Success Factors**



## **Audit Committee**

Date: June 11, 2024

Presented by: Craig Hopkins, Chief Information Officer  
Information Technology Services Department

# SAP Program Upgrade Outcomes

COSA needs to migrate the current SAP/ERP platform to a modern, integrated ERP solution to include hybrid cloud capabilities, innovative business solutions and re-engineered operational business processes. This allows the creation of a next generation, fully integrated ERP system, that drives additional business value to COSA employees and our residents.

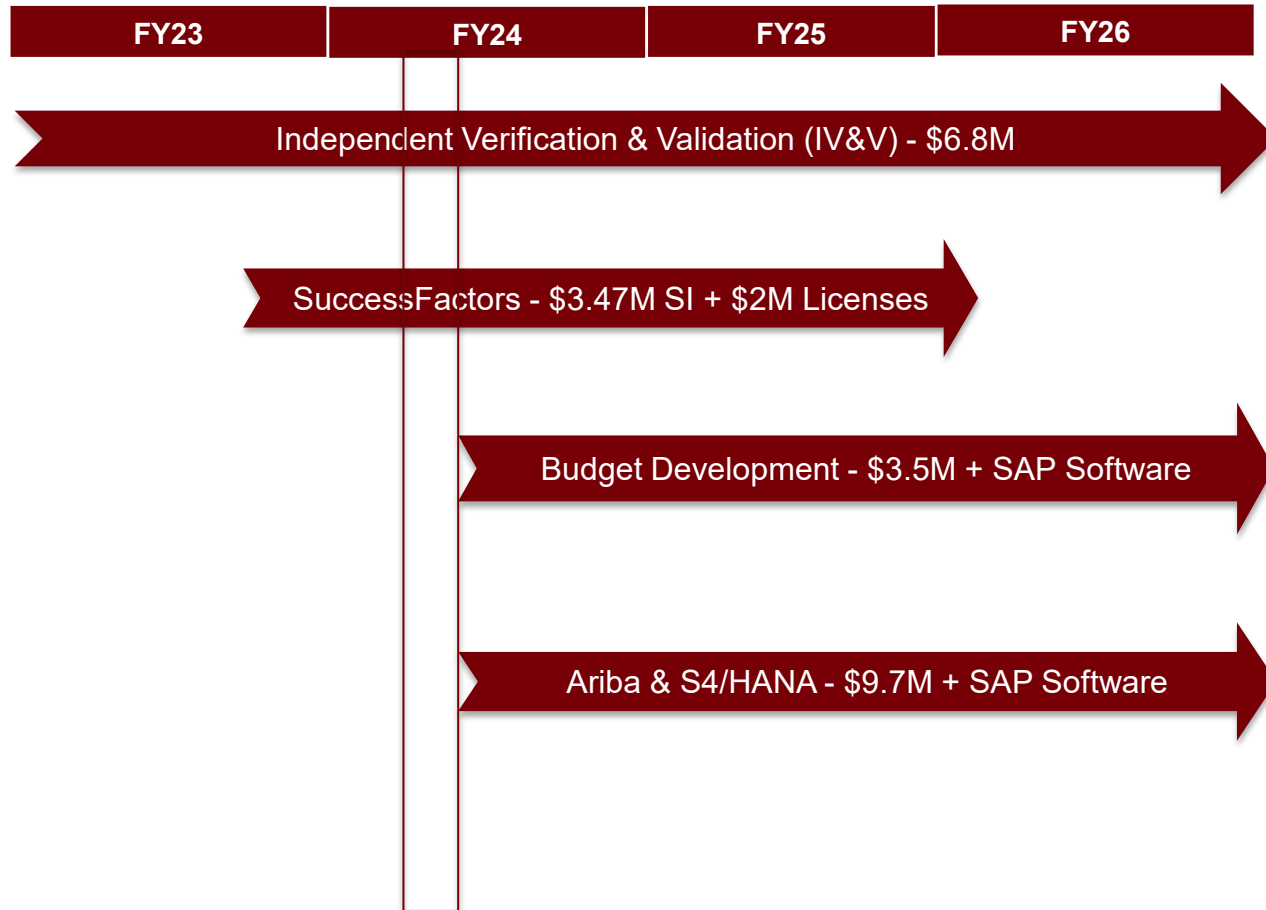
## ***Why we can't stay on what we have:***

- End of Life; Premium support ends in 2027
- Increase Efficiency; Eliminate manual processes
- Improve Performance; Simplify data model
- Improve User Experience; Modern user interface
- Create Scale; Security, data model, hybrid cloud

## ***Scope/Responsibility: (6 workstreams)***

- Budget to Report- B2R (OMB/Finance)
- Hire to Retire- H2R (HR)
- Source to Pay- S2P (Finance/Procure)
- Order to Cash- O2C (Finance)
- Acquire to Retain- A2R (Finance)
- Manage IT- MIT (ITSD)

# Program Procurement Timeline



| Pre-Solicitations                               | Estimated Contract Value |
|---|--------------------------|
| Independent Verification and Validation Partner | \$6.8M                   |
| SuccessFactors System Integrator                | \$3.47M                  |
| Budget Development System Integrator            | \$3.5M                   |
| Ariba & S4/HANA System Integrator               | \$9.7M                   |

Estimated Total Program Cost: \$55M

# Solicitation Overview



ITSD solicited proposals for an experienced SAP Success Factors System Integrator to oversee the implementation of SAP Success Factors. The services required would involve coordinating the Project Schedule, Development, Testing, Execution, and Delivery. Additionally, the integrator would be expected to guide the City in adopting best practices to enhance HR business processes and enable data-driven decision-making in HR-related functions such as:

- Employee Management,
- Employee Benefits Management,
- Employee Self Service,
- Manager Self Service, and
- Organizational Management.

## Solicitation Type

- Request for Proposals (RFP)

## Proposed Term

- Two years with two, one-year renewals from go-live date

## Estimated Value

- \$3.47 Million

## Funding Source

- Capital Projects

## Current Contract Status

- New Contract

# Recommended Award



| RFP for System Integration for SAP<br>Success Factors<br>(23-136; 6100017340)<br><br>Score Summary<br>*FINAL EVALUATION<br>April 10, 2024 | Maximum Points | VENDOR A | VENDOR B |
|---|----------------|----------|----------|
| A - Experience, Background and Qualifications   | 45             | 40.00    | 23.00    |
| B - Proposed Plan   | 20             | 16.67    | 10.00    |
| A - B Sub-Total   | 65             | 56.67    | 33.00    |
| C - Price   | 10             | 8.88     | 10.00    |
| D - SBEDA - ESBE Prime Contract Program   | 5              | 0.00     | 0.00     |
| D - SBEDA - M/WBE Prime Contract Program  | 5              | 0.00     | 0.00     |
| E - Local Preference Program  | 10             | 5.00     | 0.00     |
| F - Veteran-Owned Small Business Preference Program   | 5              | 0.00     | 0.00     |
| TOTAL SCORE   | 100            | 70.55    | 43.00    |
| <b>RANK BASED ON TOTAL SCORE</b>  |                | <b>1</b> | <b>2</b> |

\*One evaluation meeting held and no interviews conducted.

SBEDA Subcontracting Requirements – M/WBE 5%; AABE 2%

# Due Diligence



## Finance and Auditor Departments – Due Diligence Results

Number of vendors notified:

1,011

Number of vendors at pre-submittal conference:

12

Number of responses received:

2

Results of Minimum Requirements Review

No Material Findings

Results of Due Diligence Review

No Material Findings



# Thank You

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# Platform Approach - Upgrade

- Conducted 18 months of planning and 14 detailed discovery capability sessions with Finance, Procurement, HR, OMB, ITSD and other stakeholders.
- Decision is to upgrade our current SAP suite and platform to the latest business modules and capabilities across Finance, Procurement, HR, Budget and IT.
- Upgrade decision gives us the greatest opportunity to re-engineer operational business processes and create a next generation, fully integrated ERP system that:
  - Drives additional business value to COSA employees and our residents,
  - At the lowest implementation and operational costs,
  - With the shortest time to value,
  - While minimizing the risk to our employees and current business operations.