

6. Approval to proceed with scheduling one contract for City Council consideration to provide the Information Technology Services Department with System Integration Services for SAP Success Factors in support of HR for an estimated total value of \$3,470,000 for a two-year term with two, one-year renewal options from go-live date. [Ben Gorzell Jr., Chief Financial Officer; Craig Hopkins, Chief Information Officer, Information Technology Services Department]

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.

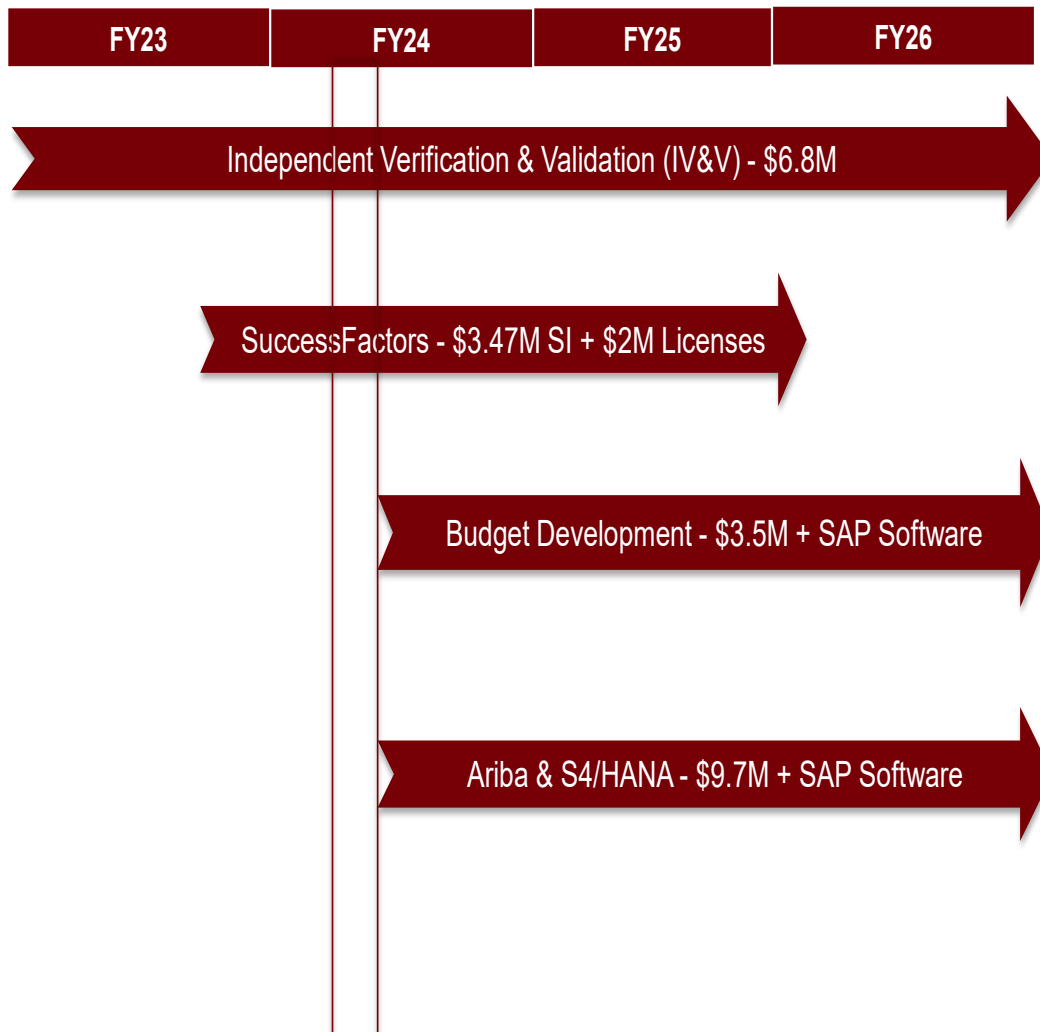
Why we can't stay on what we have:

- 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 Success Factors (23-136; 6100017340) Score Summary *FINAL EVALUATION 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
RANK BASED ON TOTAL SCORE		1	2

*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

Date: June 11, 2024

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

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.