

**ITEM REQUIRING BOCC APPROVAL
(3 ITEMS)**

**1. SAP RECRUITING AND ONBOARDING -- HUMAN RESOURCES AND ENTERPRISE RESOURCE PLANNING (ERP)
FUNDING -- ENTERPRISE RESOURCE PLANNING**

(Single Source)

#18-2049 Contract

	HR Focal Point, LLC		
Subscription (annual)			
	Quantity of Licenses	Unit Price	Extended Price
Period 1 from 09/01/2018 to 08/31/2019	3,000	\$42.00	\$126,000.00
Period 2 from 09/01/2019 to 08/31/2020	3,000	\$42.00	\$126,000.00
Period 3 from 09/01/2020 to 08/31/2021	3,000	\$42.00	\$126,000.00
Period 4 from 09/01/2021 to 08/31/2022	3,000	\$42.00	\$126,000.00
Period 5 from 09/01/2022 to 08/31/2023	3,000	\$42.00	\$126,000.00
Total			\$630,000.00

On the recommendation of Paul Regehr, on behalf of Human Resources and ERP, Richard Powell moved to **accept the quote from HR Focal Point, LLC (HRFP) for the costs listed above and establish contract pricing for five (5) years.** Scott Hadley seconded the motion. The motion passed unanimously.

This project is the implementation and on-going support, management and annual subscription costs of the SAP Success Factors Recruiting and Onboarding modules.

The county has an existing contract in place with HR Focal Point for the hourly rate associated with the implementation. The licensing is being done through HR Focal Point to take advantage of the current contract with them for support and management of the applications. This is a single source purchase because Sedgwick County is currently an SAP customer and wishes to continue to use SAP products.

Several departments in our organization are struggling to fill position vacancies with qualified candidates. Different departments are using different strategies, and all are somewhat “stuck” with our current position vacancy website (HRePartners). The Success Factors Recruiting and Onboarding solutions will provide us an updated site (it will replace HRePartners) that interacts with major job websites (Google, LLC, LinkedIn Corporation, Monster Worldwide, Inc., Indeed, Inc., etc.), as well as providing much needed additional functionality to assist with attracting, engaging, and communicating with potential employees. SAP provided a 90 minute demonstration of these solutions on July 17, 2018 (the Sheriff’s Office, Human Resources, and Information Technology & Support Services attended), then an internal meeting was held on July 20, 2018 with several other department stakeholders. On July 25, 2018 the ERP Steering Team approved the acquisition and implementation of these solutions.

The recruiting and onboarding modules are part of SAP’s enterprise solution for human capital management called Success Factors. Functionalities include:

A new website listing our vacancies will be part of the project. It will (eventually) replace the county's use of HRePartners.

Departments will be able to create their own “child” websites to post vacancies only in their department or program.

The website or these child websites can then be accessed by scanning a QR code.

Vacancies posted will be “broadcast” to other major job sites (LinkedIn Corporation, Monster Worldwide, Inc., Indeed, Inc., etc.) so that applicants searching these sites will find Sedgwick County vacancies.

The website will be browser agnostic, fully functional with all internet browsers (Internet Explorer, Chrome, Firefox, etc.) and mobile platforms (Apple or Android).

Applicants will register for announcements or will be contacted (email or text) when positions become available.

Applicants will receive reminders when upcoming interviews, tests, or other scheduled processes occur.

Letters of acceptance, release waivers and other required documentation will be dispersed and collected electronically, including required paperwork after an applicant accepts a position.

Common internal onboarding requests such as computer and phone equipment, ID badges, etc. will be automated.

Questions and Answers

Richard Powell: I have a comment on behalf of the Sheriff's Office. We've had the opportunity to view demonstrations of this particular product at several different levels over the last month and a half or so facilitated by our ITS people. Everyone knows with the significant number of openings we have had in the Sheriff's Office and the difficulty in identifying and processing appropriately qualified applicants. In seeing what this package has to offer with regards to the recruiting efforts and the post recruiting and tracking capabilities, it is leaps and bounds far more appropriate for current technology usage in how our perspective applicant base view the internet than what HRe is. Not that HRe hasn't been a good product and served the county well, it simply is antiquated and does not allow the flexibility nor the local control at the individual entity level and the availability of customization that the product described here does. From the Sheriff's Office, we are quite impressed with the capabilities of the system and would support the purchase of such a product. We think it's going to be a great tool.

Scott Hadley: Are other entities using this and what are their comments on this product as far as success factors, other governmental entities, cost wise? I know we're probably paying something for HRePartners today and what's the cost difference?

Mike Elpers: We have not really taken the time to speak with other success factors recruiting and onboarding module customers. I know of a couple, just from use by reference, during the course of discussions we've had with SAP and HR focal point but we really haven't sought those out. The solutions seemed to be a really good fit for what we need it to do as well as where we are going in the future with our core HR and HR payroll systems. As far as costs, HRePartners is something that was developed in-house so there's not a licensing cost per say associated with that. There is obviously IT development, resources, staff time, and maintenance to keep that application updated.

Scott Hadley: So this is a new cost?

Mike Elpers: Yes.

Tom Stolz: How does this component fit into the greater migration we are going to be going to in the next few years with SAP?

Mike Elpers: Right before the bullet list in the description that Jack read, it talks about how the recruiting and onboarding modules are part of SAP's enterprise solution for human capital management called success factors. We actually plan to move to that success factor's platform in 2020 going live in 2021. That's the core human capital management for managing benefits, employee records, and personnel profiles. At that time, these two solutions since they are part of that overall success factor solution, that data will feed right into that solution seamlessly. Those interfaces are already maintained and delivered with the system, which is why we wanted to go the single source route here and stay with our chosen SAP/ERP solution.

Tom Stolz: As we migrate towards this, there are dollars set aside for that migration, which we could roll this cost into that greater project?

Lindsay Poe Rousseau: Yes, we have already contemplated these costs in the forecast. This does accelerate some of that cost a bit but as I understand it ERP Steering Team and County Manager had already authorized this, and moving forward with it wouldn't cause unnecessary harm to our financial situation.

Scott Hadley: From my brief exposure to it, I believe especially on the HR side, FML will automate some of that process so it will help the person generating those forms to employees to get that process handled if I recall.

Mike Elpers: A lot of the onboarding we anticipate will really speed up the time in which we are able to identify applicants and get them started as employees.

BOARD OF BIDS AND CONTRACTS SEPTEMBER 13, 2018

**2. BRIDGE IMPROVEMENTS -- PUBLIC WORKS
FUNDING -- B478 PAWNEE & 127TH**

(Request sent to 46 vendors)

RFB #18-0054 S/C# 8000134007

Engineer's Estimate: \$ 1,388,493.75	King Construction Company, Inc.	
Bridge on Pawnee between 127th & 143rd Street (B478); Bridge on Pawnee between 143rd & 159th Streets East (B479)	\$1,228,012.05	
Bid Bond	Yes	
No Bid	APAC-Kansas, Inc.	Bridges Inc.
	Dondlinger Construction Co., Inc.	Reece Construction., Inc.
	Mies Construction Co.	Pearson Construction, LLC
	Cillessen & Sons, Inc.	Cornejo & Sons, LLC
	Fremar Corporation	L&M Contractors, Inc

On the recommendation of Kristen McGovern, on behalf of Public Works, Jennifer Dombaugh moved to recommend to **accept the bid from King Construction, Inc. in the amount of \$1,228,012.05**. Scott Hadley seconded the motion. The motion passed unanimously.

This project includes construction of two (2) bridges, grading, asphalt surfacing, seeding, guardrail and pavement marking. Both bridges are located on Pawnee between 143rd and 159th Streets East and also between 127th and 143rd.

Note: All vendors who downloaded the plans were contacted and asked why they did not submit a bid. The common responses were that the timing for this project and having available crews were not going to work for this project.

Questions and Answers

Tom Stolz: One bid Jim and it's within the estimate. Is there any reason why we only had one bid? Or is that getting typical?

Jim Weber: No. We would typically have multiple bids. We think in this case, as Kristen has mentioned, there are two bridges. They are on Pawnee and straddle 143rd Street. We have programmed these two together because once we close Pawnee we want to keep it moving. We're thinking it's a scheduling issue. The way it's set up there is a lag from when the contractor starts the first bridge to when they start the second one and we set it up to where they can keep moving back and forth. In reality, it appears they think they need to go out with two crews so we think it's a scheduling problem with the contractors. The contractor who did submit the bid, when we were talking with them, clearly thought they were bidding against other people. We are very comfortable with the pricing. It is well below the estimate and is at the range we would expect it to be at. We have no reason to think there's a problem other than just didn't fit in their schedules very well.

BOARD OF BIDS AND CONTRACTS SEPTEMBER 13, 2018

**3. RE-ROOFING PROPERTY AND EVIDENCE BUILDING -- PROJECT SERVICES
FUNDING -- REPLACE ROOFS-16+**

(Request sent to 69 vendors)

RFB #18-0058 S/C# 8000133921

	AP Roofing & Specialty Coatings	TR Management Inc., dba JB Turner and Sons Roofing and Sheetmetal	Buckley Roofing Co., Inc.
Base Bid	\$78,987.11	\$68,752.00	\$74,500.00
Days to Substantial Completion	90	45	75
Days to Final Completion	90	15	30
Total Calendar Days	90	60	105
Unit Price	\$375.00	\$190.00	\$750.00
Bid Bond	Yes	Yes	Yes
Acknowledge Addenda	Yes	Yes	Yes
	Diamond Roofing	Mahaney Roofing Company	Midwest Roofing Services, Inc.
Base Bid	\$81,000.00	\$80,000.00	\$79,980.00
Days to Substantial Completion	30	30	90
Days to Final Completion	5	60	90
Total Calendar Days	35	60	90
Unit Price	\$0.00	\$250.00	\$200.00
Bid Bond	Yes	Yes	Yes
Acknowledge Addenda	Yes	Yes	Yes
No Bid	Claco Supply Inc.	Eaton Roofing & Exteriors	Horizon Roofing Systems

On the recommendation of Kristen McGovern, on behalf of Project Services, Scott Hadley moved to **accept the low bid from TR Management Inc., dba JB Turner and Sons Roofing and Sheetmetal in the amount of \$68,752.00.** Jennifer Dombaugh seconded the motion. The motion passed unanimously.

This project is to re-roof the Property and Evidence building located at 815 Stillwell.

Questions and Answers

Richard Powell: I honestly didn't know we were looking at this. The P & E building is clearly a building we use but it's also a co-occupied building, a facility we utilize for property and evidence storage but it's also used for inventory control and the other end is used by another county department. Is the leakage on one end or the other? Or does the entire roof leak?

Rob Lawrence: This is actually the vehicle storage building.

Richard Powell: OK, that one I'm very familiar with.