

**BOCC APPROVAL APRIL 23, 2025**  
**BOARD OF BIDS AND CONTRACTS APRIL 17, 2025**

**5. TEXT MESSAGE RECRUITING AND SCHEDULING SOLUTION -- VARIOUS DEPARTMENTS**  
**FUNDING -- ENTERPRISE RESOURCE PLANNING (ERP)**  
 (Request sent to 599 vendors)

RFP #24-0066 Contract

	Civic Hire, LLC		
	Unit Price	Quantity	Extended Price
Platform Access	\$791.67	12	\$9,500.04/annually
System Usage Fee	\$83.33	12	\$999.96/annually
The annual fees include two (2) seats for training covering six (6) one (1) hour one-on-one training sessions, Recruiter Academy access, and ongoing client success meetings for six (6)months. Additional training seats may be purchased for \$895.00/seat.	Years 3-5 there is a 4% annual increase		
Text, email, and phone usage rates if exceeding the included \$1,000.00 annual usage fee:	\$2.50/month	per phone number	
	\$0.014	per text segment	
	\$0.016	per minute for compliant, recorded phone calls	
	\$0.0014	per email	
Year 1 Total			\$10,500.00
Six (6) Additional Training Seats	6	\$895.00	\$5,370.00
Year 2 Total			\$10,500.00
Year 3 Total			\$10,920.00
Year 4 Total			\$10,920.00
Year 5 Total			\$10,920.00
Grand Total			\$59,130.00
	Contenda		
	Frequency	Quantity	Price
Software Solution	Annual	1	\$50,000.00
Project Management	One Time	1	\$10,000.00
Data Conversion	One Time	1	\$1,000.00
Training (Additional training requested is \$200.00/day)	One Time	5 days	\$2,000.00
Customer Support	Annual	1	\$6,000.00
Impact Report	Annual	1	Included
Marketing Campaign	One Time	1	Included
Change Management	One Time	1	Included
Year 1 Total			\$69,000.00
Year 2 Total			\$56,000.00
Year 3 Total			\$56,000.00
Year 4 Total			\$56,000.00
Year 5 Total			\$56,000.00
Grand Total			\$293,000.00
	Grayscale Labs, Inc. dba Grayscale*		
	Frequency	Quantity	Price
Grayscale for SuccessFactors Recruiting	Annual	1	\$38,250.00
Grayscale AI Assistant	Annual	1	\$38,250.00
Grayscale Scheduling	Annual	1	\$17,000.00
Grayscale Surveys	Annual	1	\$5,000.00
Annual Total			\$98,500.00
Bundled Discount			<b>-\$12,775.00</b>
Multi-Year Discount			<b>-\$12,775.00</b>
Year 1 Total			\$72,950.00
Year 2			\$72,950.00
Year 2 Custom Discount			<b>-\$29,950.00</b>
Year 2 Total			\$43,000.00
Year 3			\$72,950.00
Year 3 Custom Discount			<b>-\$29,950.00</b>
Year 3 Total			\$43,000.00
Year 4			\$72,950.00
Year 4 Custom Discount			<b>-\$29,950.00</b>
Year 4 Total			\$43,000.00
Year 5 Total			\$72,950.00
Year 5 Custom Discount			<b>-\$29,950.00</b>
Year 5 Total			\$43,000.00
Grand Total			\$244,950.00

No Submission	Alliant Consulting	Ardent Technologies, Inc.	Bradshaw Consulting Services
	Business Imaging Systems, Inc.	Century Business Technologies, Inc.	Change Works, LLC
	Cybertron	Docusign	Fidlar Technologies, Inc.
	Hyland Software, Inc.	Image Quest	Legal Edge Software
	Lipsey Consulting Group, LLC	Mission Critical Partners, LLC	Motorola Solutions, Inc.
	Oxen Technology	P/Strada, LLC	Patagonia Health
	Service Express, LLC	Setworks	Solvitur Systems, LLC
	Sumuri LLC	SWYMED	Tripleview
	Tusa Consulting	Twotrees Technologies,	Vision Computer

On the recommendation of Jaimee O'Laughlin, on behalf of various departments, Philip Davolt moved to **accept the negotiated proposal with Grayscale Labs, Inc. dba Grayscale and establish contract pricing at the rates listed above for a period of two (2) years with three (3) one (1) year options to renew.** Tim Myers seconded the motion. The motion passed unanimously.

A committee comprised of Keah Beaver and Casandra Yager - Enterprise Resource Planning; Amy Murray and David Donovan - Division of Human Resources; Erin Wannow - Sheriff's Office; Jackie Blackwell - 911; Lori McConnaughy - COMCARE; and Jaimee O'Laughlin - Purchasing evaluated the proposal responses based on the criteria set forth in the RFP. The committee unanimously agreed to accept the proposal from Grayscale Labs, Inc. dba Grayscale.

This contract is looking to implement a Text Messaging and Scheduling solution to increase recruiting power. The solution that the county is seeking for text messaging and scheduling are to help provide two-way text communication with candidates, automated scheduling functionality, and to help in the efforts in finding a greater number of eligible and qualified candidates.

The county believes that the recruitment climate has changed and is seeking ways to be more proactive and flexible with the types of communication that are used in recruiting candidates. Sedgwick County implemented SAP SuccessFactors Recruiting and Marketing in 2019 and currently has the ability to send emails and text messages to candidates, letting them know where they are at during the different steps in the application process. Additionally, the county is able to email and text applicants letting them know that an interview has been requested, as well as provide dates and times available for those interviews. The system does not have the ability to carry on a conversation with applicants through those same emails and text messages, or track the messages within the recruiting system. The current SAP Recruiting system does have scheduling options available, however, those options are unable to be customized with the security features needed and required for separation by departments.

The county needs to be able to track communication, as well as have the ability to schedule interviews across different platforms with different groups of employees within the county to organize a successful interview team.

Notes:

\*Negotiated proposal

This is a proposal not a bid. Proposals are scored based on criteria set forth in the RFP. There are five (5) components to this RFP.

Component	Points
A. Vendor Qualifications and Experience	40
B. Scope of Work Responses	25
C. SAP Standard Integration	10
D. Record of Performance on Similar Implementation Projects Including Feedback from References	15
E. Pricing	10
Total Points	100

## Questions and Answers

Russell Leeds: I'm curious in general terms as to the significant price difference between Civic Hire and then the other two (2), who are significantly higher. Did they meet the criteria? Obviously we're selecting the best value selection with that price difference. I'm curious how the one we selected met the criteria and the other ones didn't measure up.

Jaimee O'Laughlin: Obviously Grayscale scored the highest in all the criteria overall but specifically.....I have the department on the line. Sheena Schmutz is here to talk about some of their strong points.

Sheena Schmutz: I will point out that I was not on the committee for review but it's my understanding that Grayscale is a company that is used to working with organizations our size whereas the other companies would have to really create some modules to make it fit for our organization. Overall, I think Grayscale is the reason why because they had that experience coming in with that.

Jaimee O'Laughlin: Keah or Gina, are you on the line to add to that?

Gina Gillespie: One of the features was the standard integration with SAP. A standard integration is sort of a prebuild that leverages what we already have, an SAP platform. So that content is really seamless and you really can't tell you are in something else. Any updates that come with SAP that we already have is supported by SAP. There's not going to be any concerns when SAP pushes out any of their updates or their release notes, that anything will fail with that integration. Those two (2) things are really important to us when it's standard integration and really seamless to the user they can't tell they are inside something different. It looks just like the system they are already in. Everything is completely seamless. The other is when there any type of updates, it's already tested out with SAP that we know when we push it out, we don't have to be concerned that anything will fail.

Keah Beaver: I want to make one (1) more point, you had mentioned the difference between Civic Hire and Grayscale. We had a minimum qualification of five (5) years' experience and Civic Hire does not have that. They have not been in business for that long. So that is really important, the experience level for us, with a seamless transition into the system.

Russell Leeds: Did Civic Hire have a standard integration or prebuilt with SAP? Do you recall?

Keah Beaver: None of the others did.

Russell Leeds: Grayscale is the only one who had that capability?

Keah Beaver: Right.