



Recommendation for Action

File #: 22-1305, Agenda Item #: 11.

3/3/2022

Posting Language

Authorize an amendment to the contract with SAP America Inc. to provide a continued subscription for talent, performance, and learning management software, in an amount of \$198,000 and to extend the term by one year, for a total contract amount not to exceed \$3,146,933.

(Note: Sole source contracts are exempt from the City Code Chapter 2-9C Minority Owned and Women Owned Business Enterprise Procurement Program; therefore, no subcontracting goals were established).

Lead Department

Financial Services Department.

Client Department(s)

Austin Energy.

Fiscal Note

Funding in the amount of \$198,000 is available in the Fiscal Year 2021-2022 Operating Budget of Austin Energy. 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 vote of 7-0.

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

March 4, 2021 - Council approved an amendment, item 51, on a vote of 11-0.

For More Information:

Inquiries should be directed to Melita Harden, at 512-322-6149 or melita.harden@austintexas.gov [<mailto:melita.harden@austintexas.gov>](mailto:melita.harden@austintexas.gov).

Council Committee, Boards and Commission Action:

February 14, 2022 - Recommended by the Electric Utility Commission on an 8-0 vote with Vice Chair Tuttle and Commissioner Ferchill absent and one vacancy.

Additional Backup Information:

The proposed amendment is for the continuation of a subscription service for SuccessFactor, a talent, performance, and learning management software. The software is used by Austin Energy for automated performance reviews for employees, goal-planning aligned to strategic objectives, and to track training necessary to comply with regulatory requirements. SuccessFactor also provides dashboard metrics for

performance completion status and ratings in real time. Up to one additional year is needed on this contract while Austin Energy transitions to another platform, which is scheduled to go live later this year.

SAP America Inc. is the sole provider of this software.

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.	\$693,327		\$ 693,327
Extension Option 1	1 yr.	\$371,678		\$ 371,678
Extension Option 2	1 yr.	\$231,109		\$ 231,109
Extension Option 3	2 yrs.	\$610,158		\$ 610,158
Extension Option 4	1 yr.	\$314,231		\$ 314,231
Extension Option 5	1 yr.	\$386,200		\$ 386,200
Contract Amendment	1 yr.	\$342,230		\$ 342,230
Proposed Amendment	1 yr.		\$198,000	\$ 198,000
TOTAL	11 yrs.	\$2,948,933	\$198,000	\$3,146,933

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

Strategic Outcome(s):

Government that Works for All.