



## Recommendation for Action

**File #: 22-3684, Agenda Item #: 34.**

**12/8/2022**

### **Posting Language**

Authorize negotiation and execution of a cooperative contract with Accenture LLP for human capital management cloud platform system software implementation and maintenance services, for a term of five years in an amount not to exceed \$15,000,000.

[Note: This procurement was reviewed for subcontracting opportunities in accordance with City Code Chapter 2-9C (Minority Owned and Women Owned Business Enterprise Procurement Program.) For the goods and services required for this procurement, there were no subcontracting opportunities; therefore, no subcontracting goals were established].

### **Lead Department**

Financial Services Department.

### **Client Department(s)**

All City Departments.

### **Fiscal Note**

Funding is available in the Capital Budget of the Financial Services Department.

### **Purchasing Language:**

Multiple contractors within this cooperative purchasing program were reviewed for these services. The Financial Services Department has determined this contractor best meets the needs of the departments to provide the services required at the best value for the City.

### **For More Information:**

Inquiries should be directed to Brett Hardy, at 512-978-1525 or [Brett.Hardy@austintexas.gov](mailto:Brett.Hardy@austintexas.gov) [<mailto:Brett.Hardy@austintexas.gov>](mailto:Brett.Hardy@austintexas.gov).

### **Additional Backup Information:**

The contract is to engage professional services to implement a human capital management (HCM) cloud platform system software implementation for the City. The implementation partner will provide project management, requirements analysis and design, configuration and development, data conversion, integration, testing, training, organizational change management support services, and deployment services to fully implement the product.

The City currently has a disparate system framework that poses critical challenges. A single HCM system will provide an end-to-end cohesive system to support core human resources functions and significantly improve human resources operations: Personnel Administration, Benefits and Compensation, Recruitment, Performance Management and Development, Case Management, Payroll Management, Time and Attendance, Labor Scheduling and Leave Management.

The State of Texas Department of Information Resources cooperative establishes competitively bid contracts

---

that can be utilized by the State and other government agencies through a cooperative agreement. Cooperative agreements save taxpayer dollars by leveraging the State's volume-buying power to drive down costs on hundreds of contracts through a streamlined cooperative purchasing program.

**Strategic Outcome(s):**

Government that Works for All.