

Posting Language

Authorize an amendment to a contract for continued performance and employee engagement software licenses, assessments, and training for all City departments with Gallup, Inc., to extend the term by two years and increase the amount by \$1,257,000 for a revised total contract amount not to exceed \$1,351,000.

Funding: \$233,000 is available in the Fiscal Year 2026-2027 Operating Budgets of various City departments. Funding for the remaining contract term is contingent upon available funding in future budgets.

Lead Department

Austin Financial Services.

Client Department(s)

All City Departments.

Fiscal Note

Funding in the amount of \$233,000 is available in the Fiscal Year 2026-2027 Operating Budget of various City departments. Funding for the remaining contract term is contingent upon available funding in future budgets.

Procurement Language:

Contract Amendment.

MBE/WBE:

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

For More Information:

Direct questions regarding this Recommendation for Council Action to Austin Financial Services – Central Procurement at: FSDCentralProcurementRCAs@austintexas.gov or 512-974-2500.

Additional Backup Information:

The contract amendment provides Austin Human Resources with new access, and Austin Capital Delivery Services and Austin Energy with continued access, to the Gallup Access platform that includes assessments, reports, consulting, training, and certifications. Gallup supports Austin Aviation's Leadership Development Academy. Austin Human Resources' survey subscription will allow management of city-wide engagement survey initiatives, interpret survey results, analyze findings, develop targeted action plans, and track action planning progress throughout City departments. Austin Energy and Austin Capital Delivery Services will utilize training for managers and supervisors that provide insights and tools to create an environment in which team members thrive and engagement is high.

The requested increase in authority is to support expanded use by adding Austin Human Resources, Austin Capital Delivery Services, and Austin Energy. The requested increase was determined based on departments' anticipated spending through the contract term plus a five percent contingency. Gallup, Inc. wholly owns and is the sole source provider of the Gallup Access System, including the CliftonStrengths® assessments and program, and retains the exclusive rights to its copyrighted assessments, coaching and learning tools, and resources.

Contract Details:

Contract Term	Length of Term	Contract Authorization	Requested Additional Authorization	Revised Total Authorization
Initial Term	1 year	\$58,000		\$58,000
Proposed Amendment	2 years		\$1,257,000	\$1,257,000
Optional Extension	1 year	\$18,000		\$18,000
Optional Extension	1 year	\$18,000		\$18,000
Total	5 years	\$94,000	\$1,257,000	\$1,351,000

Note: Contract authorization amounts are based on the City's estimated annual usage and may be more or less in the initial term and in each exercised optional extension; however, the total contract amount will not exceed \$1,351,000.