BOARD OF COMMISSIONERS
SARPY COUNTY, NEBRASKA

RESOLUTION REJECTING BIDS FOR HUMAN RESOURCES INFORMATION SYSTEMS SOFTWARE AND REQUESTING PERMISSION TO RESOLICIT BIDS TO INCORPORATE A PAYROLL AND TIME AND ATTENDANCE PACKAGES

WHEREAS, pursuant to Neb. Rev. Stat. §23-104(6)(Reissue 2012), the County has the power to do all acts in relation to the concerns of the County necessary to the exercise of its corporate powers; and,

WHEREAS, pursuant to Neb. Rev. Stat,§23-103 (Reissue 2012), the powers of the County as a body are exercised by the County Board; and,

WHEREAS, bids for Human Resources Information System Software have been solicited, made, opened and reviewed pursuant to applicable Nebraska State Statutes; and,

WHEREAS, based on those proceedings, and after a public hearing, this Board has duly deliberated and considered the bid received; and,

WHEREAS, permission to re-solicit bids has been requested to include the Human Resources Information Systems Software and Payroll and Time and Attendance Packages; and,

NOW, THEREFORE, BE IT RESOLVED pursuant to Neb. Rev. Stat. §23-108, *et seq.,* (Reissue 2012) or Neb. Rev. Stat. §39-810 (Reissue 2008) that the Sarpy County Board of Commissioners hereby finds and determines that the bids for the purpose set forth above be and hereby are, rejected with permission being granted to rebid the project with the addition of a payroll and time and attendance packages. The Clerk of the County is hereby directed to notify the bidders of this Board's action, to return the bid bonds posted herein, if necessary, and to take such other steps as may be necessary to effectuate the rejection of the offered bids.

The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with applicable law on the 25th day of March, 2014.

Sarpy County Board Chairman

Attest:

SEAL

DEBRA J. HOUGHTALING, COUNTY CLERK
SEAL
SARPY COUNTY, NEBRASKA

County Clerk

Sarpy County Purchasing Department

SARPY COUNTY COURTHOUSE
1210 GOLDEN GATE DRIVE SUITE 1220
PAPILLION, NE 68046

Brian Hanson, Purchasing Agent
(402) 593-2349
Debby Peoples, Asst. Purchasing Agent
(402) 593-4164
Beth Garber, Senior Buyer/Contract Administrator
(402) 593-4476
Lois Spethman, Supply Clerk/Purchaser
(402) 593-2102

MEMO

To: Sarpy County Board of Commissioners

From: Beth Garber

Re: Reject Bids for HRIS Software

On August 15, 2013, five (5) bids were received for Human Resources Information System (HRIS) Software. After reviewing the bids the County invited Kronos and ADP for onsite vendor demonstrations of their software. During the demonstrations it became apparent to the evaluation committee that for a HRIS software package to run seamlessly and efficiently the module needs to be on the same platform as the payroll and time and attendance modules. The three modules will then manage information Countywide creating a seamless database.

While the County has an effective payroll system we believe it may be in our best interest to bid an entire software system to see if there are any price advantages to packaging rather than purchasing single modules. At this time we are not terminating our current payroll system. However, we are requesting the bids for the HRIS software be rejected with permission to re-solicit bids be granted with the addition of the payroll and time and attendance modules.

Please feel free to contact me with any questions at bgarber@sarpy.com.

March 17, 2014

Beth Garber

cc: Deb Houghtaling
Mark Wayne
Scott Bovick
Brian Hanson
Karen Buche
Mark Walters

SARPY COUNTY HUMAN RESOURCES

MEMORANDUM

To: Beth Garber, Purchaser Contract Specialist
Brian Hanson, Fiscal Administrator/Purchasing Agent

From: Karen Buche, Human Resources Director

Date: March 17, 2014

Subject: HRIS RFP Proposals

After discussion with the County Clerk's Office and the Purchasing Department, I am requesting to reject the bids solicited for the Human Resource Information Systems (HRIS) software. My rationale is based upon the premise that the HRIS system and Payroll systems should be evaluated jointly for the following reasons:

- The two systems are inter-related and I have concerns regarding the integration of two separate systems,
- Both systems will be used by Human Resource's staff as well as Payroll/Clerk's Office staff,
- It is ideal to utilize the same software provider for both HR and Payroll functions,
- Increased savings may be garnered through a joint RFP process, and
- Greater efficiencies may be identified and achieved for both functions through a joint process.

The Clerk's Office is in support of proceeding with a joint RFP process, which will evaluate HRIS, Payroll, and time and attendance systems. I request that the vendors participating in the joint RFP price each module separately, so we can ascertain the specific financial impact to the County.

Thank you for all of your assistance and support through this process. It has been extremely beneficial.

Human Resources Information System Software

2:00 p.m., Thursday
August 15, 2013

Bid Tab

		Sage	Tyler Technologies	ADP	Kronos Inc.	HRMS Solutions
One Time Fees						
	Implementation Fee	$45,274.00	$63,905.00	$8,700.00	$45,500.00	35,000-70,000
	Training Fee	$33,100.00	$30,025.00	$0.00	$11,747.00	
Total 1 Time Fees		**$78,374.00**	**$93,930.00**	**$8,700.00**	**$57,247.00**	**35,000-70,000**
Monthly Fees						
	Benefit Administration Module			$3,847.80		$5,200.00
	Compensation Administration Module			Est. based on 605 emp		
	Performance Administration Module					
	Development & Training Module	$21,250.00				
	FMLA Tracking Module	$15,937.50				
Total Monthly Fees		**$37,187.50**	**$0.00**	**$3,847.80**	**$2,372.50**	**$5,200.00**
				$46,173.60	$28,470.00	$62,400.00
Optional Modules - Monthly Fees						
	Option 1 - Reconciliation					
	Option 2 - COBRA			$0.96		
	Option 3 - FSA			$4.46		
Optional Maintenance Fees						
	Year 2 Maintenance	$6,018.00	$5,386.00	$8,700.00	$0.00	$0.00
	Year 3 Maintenance	$6,018.00	$5,655.00	$8,700.00	$0.00	$0.00
	Year 4 Maintenance	$6,018.00	$5,938.00	$8,700.00	$0.00	$0.00
	Year 5 Maintenance	$6,018.00	$6,235.00	$8,700.00	$0.00	$0.00
Total Maintenance Fees		**$24,072.00**	**$23,214.00**	**$34,800.00**	**$0.00**	**$0.00**
Total Bid		**$139,633.50**	**$117,144.00**	**$89,673.60**	**$85,717.00**	**$97,400-$132,400**
		*Shipping $15.95		*# benefits for opt 2 & 3		
				Total bids based on monthly fee x 12 with total one time fee and		
				maintenance		