



Fulton County Board of Commissioners  
**Agenda Item Summary**

**# 18-0997**

**BOC Meeting Date**  
 12/19/2018

**Requesting Agency**  
 Personnel

**Commission Districts Affected**  
 All Districts

**Requested Action** *(Identify appropriate Action or Motion, purpose, cost, timeframe, etc.)*

Request approval to extend existing contract - Department of Human Resources Management - RFP No. 17RFP109201B-JD – Performance Management Technology Solution, at no additional cost with Ernst & Young LLP (EY US) (Atlanta GA) to provide comprehensive, web-enabled performance management software services for employees of Fulton County for an additional 60 day period. Effective Dates: January 1, 2019 through March 1, 2019.

**Requirement for Board Action** *(Cite specific Board policy, statute or code requirement)*

In accordance with Purchasing Code Section 102-420, contract modifications within the scope of the contract & necessary for contract completion of the contract, in the specifications, services, time of performance or terms and conditions of the contract shall be forwarded to the Board of Commissioners for approval.

**Is this Item related to a Strategic Priority Area?** *(If yes, note strategic priority area below)*

Yes All People trust government is efficient, effective, and fiscally sound

**Is this a purchasing item?**

Yes

**Summary & Background**

*(First sentence includes Agency recommendation. Provide an executive summary of the action that gives an overview of the relevant details for the item.)*

Scope of Work: The Department of Human Resources Management requests approval to extend the existing contract for the Performance Management Technology Solution that supports the alignment of organizational, departmental and individual goals and objectives with the Strategic Priorities of the County and facilitates a collaborative approach toward goal attainment. The solution provides a methodology for the objective assessment of performance, accommodates outcome based metrics, fosters employee engagement and provides the capability to address employee development/improvement needs. The solution addresses employee development and improvement needs relative to knowledge, skills and competencies including training options, coaching and feedback, and mentoring. The solution also provides a basis for subsequent succession planning. It is customizable, configurable, versatile and easy to use. The solution supports an agile performance management process that includes but is not limited to:

Providing real-time and frequent feedback among individuals, teams, managers and leadership

Encouraging meaningful performance conversations between managers and employees

Enhancing the ability of teams to communicate remotely and instantaneously on the progress of projects and goals

Agency Director Approval		County Manager's Approval
<b>Typed Name and Title</b> Felicia Strong-Whitaker, Director	<b>Phone</b> (404) 612 - 5800	
<b>Signature</b>	<b>Date</b>	

Revised 03/12/09 (Previous versions are obsolete)

Creating a positive link between performance and employee learning and development

Promoting improved employee engagement

Community Impact: There is no community impact.

Department Recommendation: The Department recommends approval.

Project Implications: There are no project implications.

Community Issues/Concerns: There are no community issues or concerns.

Department Issues/Concern: There are no departmental issues or concerns.

History of BOC Agenda: Yes

<b>CURRENT CONTRACT HISTORY</b>	<b>BOC ITEM</b>	<b>DATE</b>	<b>DOLLAR AMOUNT</b>
Original Award Amount	18-0280	4/18/ 2018	\$267,245.00
<b>Extension No. 1</b>			\$0.00
Total Revised Amount			<b>\$267,245.00</b>

**Contract & Compliance Information** *(Provide Contractor and Subcontractor details.)*

**Contract Value:** **\$Extension – No Cost**

**Prime Vendor:** **Ernst & Young, LLP (EY US)**

**Prime Status:** **Non-Minority**

**Location:** Atlanta, GA

**County:** Fulton County

**Prime Value:** **\$Extension – No Cost**

**Total Contract Value:** **\$Extension – No Cost**

**Total M/FBE Value:** **\$0**

<b>Solicitation Information</b>	<b>NON-MFBE</b>	<b>MBE</b>	<b>FBE</b>	<b>TOTAL</b>
No. Bid Notices Sent:				
No. Bids Received:				
<b>Total Contract Value</b>	<b>Extension – No Cost</b>			
<b>Total M/FBE Values</b>	<b>Extension – No Cost</b>			
<b>Total Prime Value</b>	<b>Extension – No Cost</b>			
<b>Fiscal Impact / Funding Source</b>	<i>(Include projected cost, approved budget amount and account number, source of funds, and any future funding requirements.)</i>			
No impact				
<b>Exhibits Attached</b>	<i>(Provide copies of originals, number exhibits consecutively, and label all exhibits in the upper right corner.)</i>			
Exhibit 1: Extension Agreement No. 1 to Form of Contract				
Exhibit 2: Contractor Performance Report				
<b>Source of Additional Information</b>	<i>(Type Name, Title, Agency and Phone)</i>			
Kenneth L. Hermon, Jr., Chief Human Resources Officer (404) 613-0923				

<b>Agency Director Approval</b>		<b>County Manager's Approval</b>
<b>Typed Name and Title</b> Felicia Strong-Whitaker, Director	<b>Phone</b> (404) 612 - 5800	
<b>Signature</b>	<b>Date</b>	

Revised 03/12/09 (Previous versions are obsolete)

**Procurement**

<b>Contract Attached:</b> Yes	<b>Previous Contracts:</b> Yes		
<b>Solicitation Number:</b> 17RFP109201B-JD	<b>Submitting Agency:</b> Human Resources Management	<b>Staff Contact:</b> Alberta Nero	<b>Contact Phone:</b> 404-612-9472

**Description:** To provide performance management technology solutions for County employees.

**FINANCIAL SUMMARY**

<b>Total Contract Value:</b>		<b>MBE/FBE Participation:</b>	
Original Approved Amount:	\$267,245.00	Amount: .	%. .
Previous Adjustments:	.	Amount: .	%. .
This Request:	\$0.00	Amount: .	%. .
<b>TOTAL:</b>	<b>\$267,245.00</b>	Amount: .	%. .

**Grant Information Summary:**

Amount Requested: .	<input type="checkbox"/>	Cash
Match Required: .	<input type="checkbox"/>	In-Kind
Start Date: .	<input type="checkbox"/>	Approval to Award
End Date: .	<input type="checkbox"/>	Apply & Accept
Match Account \$: .		

<b>Funding Line 1:</b> 500-220-2200-1410	<b>Funding Line 2:</b> .	<b>Funding Line 3:</b> .	<b>Funding Line 4:</b> .
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**KEY CONTRACT TERMS**

<b>Start Date:</b> 1/1/2019	<b>End Date:</b> 3/1/2019
<b>Cost Adjustment:</b> .	<b>Renewal/Extension Terms:</b> .

**ROUTING & APPROVALS**

(Do not edit below this line)

X	Originating Department:	Hermon, Kenneth	Date: 11/29/2018
X	County Attorney:	Ringer, Cheryl	Date: 12/7/2018
X	Purchasing/Contract Compliance:	Strong-Whitaker, Felicia	Date: 12/7/2018
X	Finance/Budget Analyst/Grants Admin:	Jones, Monica	Date: 11/29/2018
.	Grants Management:	.	Date: .
X	County Manager:	Anderson, Dick	Date: 12/10/2018



## INTEROFFICE MEMORANDUM

Department of Human Resources Management

Phone: (404) 612-5900

**TO:** Felicia Strong-Whittaker, Director  
Purchasing and Contract Compliance

**FROM:** Alberta G. Nero, HR Performance Manager

**DATE:** October 26, 2018

**SUBJECT:** Contractor's Performance Report – Professional Services

The Contractor listed below, to our knowledge, has never provided any professional goods or services to Fulton County's Department of Human Resources Management:

**PROJECT:** Performance Management Technology Solution

**PROJECT NO.:** #17RFPITB072518K-EC

**CONTRACTOR:** Ernst & Young LLP (EY US)  
55 Ivan Allen Jr., Boulevard, Suite 1000  
Atlanta, GA 30308

**POC:** Mr. Christopher L. Ward, Principal  
**PHONE:** (404) 874-8300 (Office)

If you have any questions, please contact Mr. Kenneth L. Hermon Jr. at 404-613-0923.

**EXTENSION NO. 1 TO FORM OF CONTRACT**

Consultant: Ernst & Young, LLP (EY US)

Contract No. 17RFP109201B-JD

Address: 55 Ivan Allen Jr. Boulevard, Suite 1000  
City, State Atlanta, Georgia 30308

Telephone: 404-874-8300

E-mail: Chris.ward@ey.com

Contact: Mr. Christopher L. Ward  
Principal

**WITNESSETH**

WHEREAS, Fulton County (“County”) entered into a Contract with Ernst & Young, LLP (EY US) to provide comprehensive, web-enabled performance management software services for employees, dated October 10, 2018, on behalf of the Department of Human Resources Management; and

WHEREAS, the County wishes to extend the subject contract, with all terms and conditions unchanged, for an additional four month period, January 1, 2018 through April 30, 2019 in order to complete the implementation of the new system; and

WHEREAS, the County desires to retain the Consultant to continue to perform comprehensive web-enabled performance management services for employees; and

WHEREAS, the Consultant has performed satisfactorily over the period of the contract; and

WHEREAS, this Extension was approved by the Fulton County Board of Commissioners on [Insert Board of Commissioners approval date and item number].

**NOW, THEREFORE**, the County and the Consultant agree as follows:

This Extension No. 1 to Form of Contract is effective as of the \_\_\_\_ day of \_\_\_\_\_, 2018, between the County and Ernst & Young, LLP (EY US), who agree that all Services specified will be performed by in accordance with this Extension No. 1 to Form of Contract and the Contract Documents for an additional ninety (90) day period, with the contract ending as of the 30th day of April, 2019.

1. **COMPENSATION:** The services herein shall be performed by Consultant for at no additional cost. This contract modification is for an extension of time only.

3. **LIABILITY OF COUNTY:** This Extension No. 1 to Form of Contract shall not become binding on the County and the County shall incur no liability upon same until such agreement has been executed by the Chair to the Commission, attested to by the Clerk to the Commission and delivered to Consultant.
  
4. **EFFECT OF EXTENSION NO. 1 TO FORM OF CONTRACT:** Except as modified by this Extension No. 1 to Form of Contract, the Contract, and all Contract Documents, remain in full force and effect.

**[INTENTIONALLY LEFT BLANK]**

**IN WITNESS THEREOF**, the Parties hereto have caused this Contract to be executed by their duly authorized representatives as attested and witnessed and their corporate seals to be hereunto affixed as of the day and year date first above written.

OWNER:

**FULTON COUNTY, GEORGIA**

CONSULTANT:

**ERNST & YOUNG LLP (EY US)**

\_\_\_\_\_  
Robert L. Pitts  
Chairman

\_\_\_\_\_  
Christopher L. Ward  
Principal

ATTEST:

ATTEST:

\_\_\_\_\_  
Jesse A. Harris  
Clerk to the Commission

\_\_\_\_\_  
Secretary/  
Assistant Secretary

(Affix County Seal)

(Affix Corporate Seal)

APPROVED AS TO FORM:

ATTEST:

\_\_\_\_\_  
Office of the County Attorney

\_\_\_\_\_  
Notary Public

APPROVED AS TO CONTENT:

County: \_\_\_\_\_

\_\_\_\_\_  
Kenneth L. Hermon  
Chief Human Resources Officer  
Department of Human Resources  
Management

Commission Expires: \_\_\_\_\_

(Affix Notary Seal)

ITEM#: _____ RCS: _____ <b>RECESS MEETING</b>	ITEM#: _____ RM: _____ <b>REGULAR MEETING</b>
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