



City of Austin

Recommendation for Action

File #: 24-6504, **Agenda Item #:** 29.

1/30/2025

Posting Language

Authorize an amendment to a contract for continued software implementation and maintenance services for the Human Capital Management cloud platform system for the Financial Services Department with Accenture LLP, to increase the amount by \$4,000,000 for a revised total contract amount not to exceed \$19,000,000. Funding: \$4,000,000 is available in the Financial Services Department's Capital Budget.

Lead Department

Financial Services Department.

Client Department(s)

Financial Services Department.

Fiscal Note

Funding in the amount of \$4,000,000 is available in the Capital Budget of the Financial Services Department.

Purchasing Language:

Contract Amendment.

MBE/WBE:

This contract was reviewed for subcontracting opportunities in accordance with City Code Chapter 2-9B Minority Owned and Women Owned Business Enterprise Procurement Program. For the goods and services required for this contract, there were insufficient or no subcontracting opportunities; therefore, no subcontracting goals were established.

Prior Council Action:

December 8, 2022 - Council approved a contract for Human Capital Management cloud platform system software implementation and maintenance services with Accenture LLP.

For More Information:

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

Additional Backup Information:

This contract amendment is for additional software implementation and maintenance services for the Human Capital Management (HCM) cloud platform system. During testing, it became evident that the City needed to extend the go-live date by six months and include additional post-production support. To ensure the smooth functioning of the HCM software, additional requirements were also identified for employee overtime calculations for payroll.

The State of Texas Department of Information Resources is a cooperative purchasing association recognized under Texas procurement statutes. Cooperative associations, themselves or using a lead government,

competitively solicit and award contracts that are eligible for use by other qualified state and local governments. Due to their substantial volumes, larger than any one government could achieve independently, cooperative contracts routinely include superior terms, conditions, and pricing. Use of cooperative contracts also results in lower administrative costs and time savings

If the proposed amendment is not approved, the City will be unable to complete the implementation of the new HCM system. The City will continue using Banner for payroll and will not have a unified solution for HR functions. Austin Energy will continue maintaining their Workday tenant, resulting to continued double entry of employee data in both the City's system of record and Austin Energy's tenant.