

1 [Department of Human Resources contract for implementation services.]

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3 **Resolution approving the award and execution of a \$13,563,250 29-month contract by**
4 **the City and County of San Francisco, through its Department of Human Resources, to**
5 **CIBER, Inc., for implementation services to integrate the City's human resources and**
6 **payroll functions.**

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8 WHEREAS, In March 2007, the City and County of San Francisco, Department of
9 Human Resources published RFP# DHR2007-1 for Human Resources and Payroll Software
10 and Implementation Services; and,

11 WHEREAS, The goal of this project is to achieve operational efficiencies across all
12 business processes and systems with the acquisition, configuration and deployment of a
13 dynamic and comprehensive human resource management system that enhances and
14 improves workforce management and ensures the highest quality of public services; and,

15 WHEREAS, CIBER, Inc. (CIBER), was the top-ranked bidder in the competitive
16 process, and the Department of Human Resources completed negotiations and reached
17 agreement with CIBER, on the terms and conditions of the proposed contract ("the
18 Agreement"), in the not-to-exceed amount of \$13,563,250, with a term of 29 months from
19 Board of Supervisors approval, which contract is on file with the Clerk of the Board of
20 Supervisors in File No. ⁰⁸⁰³⁷¹ and is hereby declared to be part of this resolution as if set forth
21 fully herein; and,

22 WHEREAS, On February 26, 2008, the Department of Human Resources issued a
23 letter of intent to award contract to CIBER; and,

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CITY AND COUNTY OF SAN FRANCISCO
DEPARTMENT OF HUMAN RESOURCES
BOARD OF SUPERVISORS

1 WHEREAS, To ensure that the system is fully operational at scheduled go-live dates
2 specified in the Statement of Work ("SOW"), the City shall withhold ten percent of the total
3 payments for each phase of the work until final acceptance of such phase; and,

4 WHEREAS, To ensure timely progress the City shall make payments upon City's
5 acceptance of vendor's deliverables; and,

6 WHEREAS, To guarantee satisfactory completion of the project the Agreement
7 requires CIBER to maintain in force a Faithful Performance Surety Bond equal to fifty percent
8 of each phase of work specified in the SOW; and,

9 WHEREAS, To help avoid breakdowns and be fully supported during important go-live
10 dates, the Agreement requires an extended warranty period of one year and an additional six
11 month warranty for year-end functions; and,

12 WHEREAS, To ensure a timely response during the warranty period, the Agreement
13 requires service credits (ranging from \$500 - \$5,000 a day) to be paid to the City in the event
14 the vendor is not able to resolve a defect within the time period specified in the warranty
15 commitments; and,

16 WHEREAS, To help minimize the damage from a breach the Agreement requires a
17 warranty remedy equal to the full amount paid by the City for unusable work if a problem
18 cannot be repaired or replaced; and,

19 WHEREAS, The Agreement limits CIBER's damages for negligent acts, consistent with
20 the industry practice and in light of insurance and bond requirements, the Agreement will not
21 create undue risk of damages to the City; therefore, be it

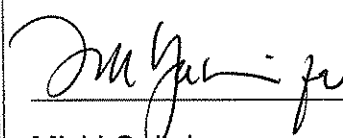
22 RESOLVED, That the Board of Supervisors hereby approves a contract with CIBER,
23 Inc. for implementation services to integrate the City's human resources and payroll functions
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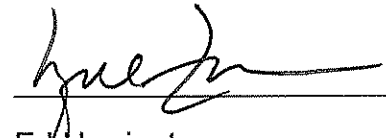
on the terms and conditions of the Agreement on file with the Clerk of the Board of
Supervisors in File No. ⁰⁸⁰³⁷¹____; and, be it

FURTHER RESOLVED, That the Board authorizes the Department of Human
Resources to execute, on behalf of the City, the Agreement and enter into any modification of
the Agreement that the Director determines, in consultation with the City Attorney, are in the
best interest of the City, do not increase the cost of the contract, are necessary and advisable
to effectuate the purpose of the contract or this Resolution, and are in compliance with all
applicable laws, including the City's Charter and applicable City Ordinances.

RECOMMENDED:



Micki Callahan
Human Resources Director



Ed Harrington
Controller



City and County of San Francisco

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Tails

Resolution

File Number: 080371

Date Passed:

Resolution approving the award and execution of a \$13,563,250 29-month contract by the City and County of San Francisco, through its Department of Human Resources, to CIBER, Inc., for implementation services to integrate the City's human resources and payroll functions.

April 8, 2008 Board of Supervisors — ADOPTED

Ayes: 9 - Alioto-Pier, Ammiano, Chu, Dufty, Elsbernd, Maxwell, McGoldrick, Peskin, Sandoval

Noes: 2 - Daly, Mirkarimi

File No. 080371

I hereby certify that the foregoing Resolution was ADOPTED on April 8, 2008 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

4.14.08

Date Approved

Mayor Gavin Newsom