



## Item #16-4-2 Information

### Innovation Task Force

April 14, 2016

#### Shared Services – Human Resources Pooled Purchasing

**Issue:** Update Shared Services – Joint Human Resources Procurement

**Discussion:** In February of 2016 SACOG released the request for proposals for the Joint Procurement of Human Resource Services including Complete and Individual Classification and Compensation Surveys, Classification Audits, On-Call HR Services and an Online Compensation Database.

SACOG received eleven proposals in total with vendor submittals ranging from a single service to all five of the listed Human Resource services. The proposals displayed a diversity of local and national vendors with proven experience in the Human Resource services listed.

In order to review and score the submitted proposals, staff met with the working group made up of five Human Resource managers representing several jurisdictions around the region. An effective discussion left the group with two conclusions; Complete and Individual Compensation Studies and Classification Audits would be awarded to a single vendor. Additionally, it was determined that it was necessary to distribute vendor follow-up questions to a final list of vendors in each category due to the complexity of service based proposals, particularly in regards to cost and scope of services.

Following the working group proposal review, staff collected all scores and narrowed the field to three vendors for Complete and Individual Classification and Compensation Surveys and Classification Audits; two vendors for On-Call HR Services; and two vendors for an Online Compensation Database. Staff compiled a list of questions for each category that were reviewed by the working group before being sent out the vendor finalists.

For the Online Compensation Database the two vendors presented an already existing database. Both vendors do not have much experience within California but have worked with other regional governances (Mid-America Regional Council, and North Texas Council of Governments). The two vendors have been invited to provide a demonstration to the working group.

Final vendor selection to be discussed at the Innovation Task Force Committee.

Approved by:

Mike McKeever  
Chief Executive Officer

MM:EJ

Key Staff: Rebecca Sloan, Director of External Affairs & Member Services, (916) 340-6224  
Erik Johnson, Manager of Policy & Administration, (916) 340-6247  
Conor Peterson, Shared Services Analyst, (916) 319-5188