



Legislation Text

File #: 23-3065, Version: 1

STRATEGIC PRIORITY: Government Performance & Financial Management
AGENDA DATE: December 13, 2023
COUNCIL DISTRICT(S): N/A
DEPARTMENT: Office of Procurement Services
EXECUTIVE: Jack Ireland

SUBJECT

Authorize Supplemental Agreement No. 13 to increase the service contract with Workday, Inc. for continued licensing, configuration, hosting, maintenance, and technical support for the City's existing human resource and payroll system and to extend the contract from March 8, 2024 to March 7, 2025 - Not to exceed \$4,952,024.05, from \$19,970,488.21 to \$24,922,512.26 - Financing: Data Services Fund

BACKGROUND

This action does not encumber funds; the purpose of a service contract is to establish firm pricing for services, for a specific term, which are ordered on an as needed basis.

This Supplemental Agreement will provide for continued licensing, configuration, hosting, maintenance, and technical support for the City's existing human resource and payroll system. An estimated 13,000 salaried and hourly employees use Workday to manage their city relationship, including but not limited to demographic information, time, benefits, performance, career, and pay management. Workday, Inc is administered by the Department of Human Resources and the Department of Information and Technology Services subject matter experts who use the Human Capital Management program to provide services to meet the needs of current employees and retirees.

On November 10, 2015, the City Council authorized a living wage policy that requires contractors to pay their employees a "living wage" rate as established annually by the Massachusetts Institute of Technology Living Wage Calculator for Dallas County by Resolution No. 15-2141. This contract renewal option includes the living wage of \$18.24.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

On February 28, 2018, the City Council authorized a six-year subscription contract for the licensing, configuration, hosting, maintenance, and technical support for the replacement of a citywide Human Capital Management application with Workday, Inc. by Resolution No. 18-0372.

On January 22, 2020, the City Council authorized Supplemental Agreement No. 6 to the subscription contract with Workday, Inc. to amend the scope of services and decrease the contract amount by Resolution No. 20-0216.

[The City Council was briefed by memorandum regarding this matter on December 8, 2023. <https://dallascityhall.com/government/citymanager/Documents/FY23-24%20Memos/12.13.23%20UAI%2023-3065%20for%20Supplemental%20Agreement%20with%20Workday.pdf>](https://dallascityhall.com/government/citymanager/Documents/FY23-24%20Memos/12.13.23%20UAI%2023-3065%20for%20Supplemental%20Agreement%20with%20Workday.pdf)

FISCAL INFORMATION

Fund	FY 2024	FY 2025	Future Years
Data Services Fund	\$4,952,024.05	\$0.00	\$0.00

M/WBE INFORMATION

In accordance with the City’s Business Inclusion and Development Policy adopted on September 23, 2020, by Resolution No. 20-1430, as amended, the M/WBE participation on this contract is as follows:

Contract Amount	Procurement Category	M/WBE Goal
\$4,952,024.05	Other Services	23.80%*
M/WBE Subcontracting %	M/WBE Overall %	M/WBE Overall Participation \$
0.00%	0.00%	\$0.00
• * This item reflects previous Business Inclusion and Development Policy M/WBE goal.		
• This contract does not meet the M/WBE goal.		
• Workday, Inc.- Non-local; Workforce - 0.00% Local		

OWNER

Workday, Inc.

6110 Stoneridge Mall Road
Pleasanton, CA 94588

Aneel Bhusri, Co-Chief Executive Officer
Carl Eschenbach, Co- Chief Executive Officer