Human Capital Management (HCM)

- Vendor Selection & Software Implementation

Agenda

HCM Project Overview

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Solution Benefits

Enterprise Resource Planning Environment

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HCM Project Overview

- Tulare County has used its current human resource management and payroll solution since 1987.

- It's limited configurability and integration options have resulted in a complex environment of time intensive manual processes and the addition of more than a dozen systems to meet evolving needs.

- In 2020-21, the County began examining its aged system with the goal of improving efficiency.

- It was determined that an upgrade of the current solution would not meet the County's requirements and the best course of action was to go out to RFP for a solution.

RFP Effort

- We enlisted the help of a software selection vendor to ensure a thorough and fair evaluation process.

- The Human Capital Management (HCM) RFP was published on May 23, 2022.

- It contained more than 200 unique County requirements and included replacing or integrating the dozen related systems.

- We received 13 responses from nine different vendors.

Vendor Selection

- All proposals were reviewed, and the top three vendors were advanced to the evaluation phase.

- These vendors were invited onsite to demonstrate to staff how their system met the requirements.

- The top two front runners were then elevated to a second round of demonstrations focused on the County's most complicated processes including scheduling, timekeeping, benefit amount rules, and MOU's.

- Oracle was the only vendor to demonstrate that its solution could be configured to handle all the complex rules and examples provided and was unanimously selected as the winner.

- Further due diligence was completed by performing reference checks for both Oracle and their implementation vendor, Graviton, to confirm this decision.

Oracle and Graviton

- Oracle has over 28 county customers in the US, 3 in California. They have over 18,000 employees in Cloud Services and Licenses. Nearest office is in Santa Monica, CA.

- Graviton has over 62 employees and experience implementing Oracle solutions for over 14 counties in the US, including the 3 California counties listed. Nearest office is in Sacramento, Ca.

Current Environment

- **Disparate Systems**– limitations require the use of more than a dozen systems that have been developed or purchased over time to meet evolving needs.
  - Reporting, Timekeeping, Scheduling, Learning Management, etc…

- **Specialized Skills** – highly specialized IT skills are needed to develop and customize integrations, reports, and make minor configuration changes.

- **Time Commitment** – large amounts of time are spent developing applications to manage timekeeping and tracking solutions for individualized needs of departments.

- **Manual Processes** – People & Paper Heavy

- **Limited Opportunities for Growth** –
  - Lacks compatibility with modern platforms
  - Lacks self service options
  - On-premise solution

Solution Benefits

- **Software Updates** – as a Cloud-based solution, we will receive the latest software version with new features and updates offered on a quarterly basis.

- **Optimization** – it is a mobile-friendly solution that offers self-service capabilities and an integrated environment, providing the seamless transfer of data between users and applications improving data quality.

- **Standardization** – workflow functionality will standardize and guide users through end-to-end processes and allow personalization based on user groups.

- **Reporting and Analytics** – the solution provides real-time access to data analytics to produce robust on-demand reports and user-friendly dashboards to make data-driven decisions.

- **Opportunities for Growth** – the Oracle platform offers many optional add-on modules as well as an online marketplace of partner applications for future needs.

Modules Included

#	Module Name	Description	Included in proposal
1	Oracle Fusion Human Capital Management Base	Core HR, Absence Mgmt, Positions, Connections (employee directory)	Yes
2	Oracle Fusion Human Resource Help Desk Cloud	HR Knowledge Base, case management	Yes
3	Oracle Fusion Talent Management Cloud Service	Talent, Skills & Certifications, Performance, Succession Planning	Yes
4	Oracle Fusion Workforce Compensation Cloud	Compensation planning & tracking	Yes
5	Oracle Fusion Payroll Cloud Service for United States	Payroll	Yes
6	Oracle Fusion Time and Labor Cloud Service	Time entry, web clock, time validation	Yes
7	Oracle Additional Test Environment for Oracle Fusion	Additional test environment beyond the Production & Test environment already included in base subscription	Yes
8	Oracle Intelligent Advisor Cloud Service	Wizard driven process and case management	Yes
9	Oracle Cloud Priority Support for SaaS: Base Fee	Support Service Request prioritization and named Technical Acccount Manager	Yes
10	Oracle Cloud Priority Support for SaaS	Support Service Request prioritization and named Technical Acccount Manager	Yes

Enterprise Environment

- Meets County goal of improving organizational efficiency through infrastructure investments.

- Leverages existing investments through integration with the County financial and budget systems to streamline processes.

- Realizes the full potential of an interconnected financial planning landscape by connecting people, processes, and applications.

Costs

Fiscal Year	Graviton	Mythics	Total
2022/23	$83,423	$0	$83,423
2023/24	$1,111,477	$634,363	$1,745,840
2024/25	$243,920	$634,363	$878,283
2025/26	$0	$634,363	$634,363
2026/27	$0	$634,363	$634,363
2027/28	$0	$634,363	$634,363
Total(s)	$1,438,820	$3,171,815	$4,610,635

Thank you

QUESTIONS?