



Engineering, Operations & Technology Committee

PeopleSoft Upgrade for Payroll, Time & Labor and Absence Management

Item 7-7

January 9, 2023

Current Action

Authorize an agreement with SpearMC Management Consulting Inc. in an amount not-to-exceed \$1.30 million for the implementation of two new PeopleSoft Oracle Cloud Human Capital Management (HCM) Modules;

- Time & Labor
- Absence Management

And implement:

- Payroll Improvements
- Maximo interface

Background

- Metropolitan uses Oracle EBS, PeopleSoft, Maximo, and Worktech for managing the payroll, time and labor
- Current Payroll system has few issues with Time Reporting Codes (TRC) that calls for manual intervention for correcting them
- These computational errors must be eliminated, and any correction process need to be automated, saving Staff's intensive manual labor
- There is also a need for an interface that connects new Time & Labor to Maximo Application

Scope of Work

- Metropolitan is seeking services to implement the new improved PeopleSoft HCM modules replacing the current Timekeeping system with a package that better integrates with the payroll system, providing a friendly interface for end users
- To add the Absence Management (AM); another new module, automating the calculations of employee time off balance

Scope of Work

- Interface to Payroll, Time & Labor, Maximo and Absence Management Modules, providing a robust data integration
- Verify and Validate that the new PeopleSoft implementation has resolved all the identified issues, adding value to Metropolitan's Business
- Post deployment Hyper care support for 12 weeks

Procurement

- Aug 10, 2022 - RFP 1325 with Business Requirements issued
- Sep 20, 2022 - Three Vendors responded with proposals
- Nov 07, 2022 – Evaluation & Scoring completed. The Panel consisted of five scorers, one from each stakeholder group, and two SMEs
- Nov-Dec 07, 2022 - Follow up Q&A conducted by Procurements & Contracts for all Vendors
- Dec 15, 2022 – a Request To Award a Memo (RTAM) was approved

Vendor Selection

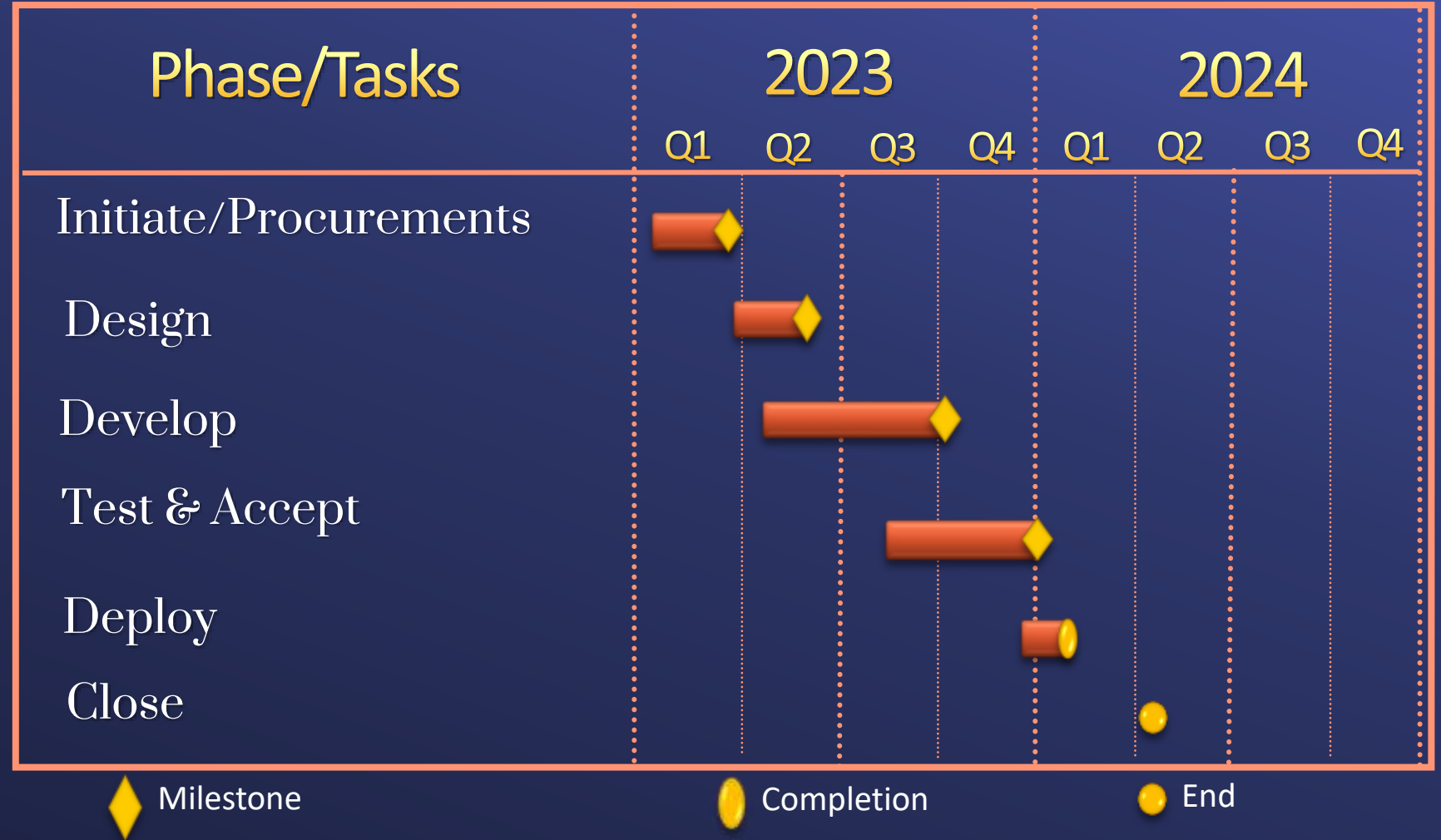
- Vendor selection was based on final scores derived from the evaluation criteria defined in the RFP
- The SBE/RBE/DVBE participation goal designated for this solicitation was twenty-five percent (25%)
- Dec 07, 2022, SpearMC Management Consulting Inc. was selected as the winning bidder

Budget Cost Breakdown

Description	FY 2022-23	FY 2023-24	Total
PeopleSoft Improvements			
Labor	\$ 350,000	\$ 177,000	\$ 527,000
Materials	\$ 10,000		\$ 10,000
Professional & Technical Services	\$ 800,000	\$ 500,000	\$ 1,300,000
Contingency	\$ 133,000		\$ 133,000
Total Project Budget	\$ 1,293,000	\$ 677,000	\$ 1,970,000

Project Plan Milestones

Timeline



Board Options

- Option #1
 - Authorize an agreement with SpearMC Management Consulting Inc. in an amount not to exceed \$1,300,000 for the implementation of the following PeopleSoft Modules from Oracle Cloud Human Capital Management Software Application Suite: Time & Labor and Absence Management for Payroll and Timekeeping System Improvements, including Maximo interface
- Option #2
 - Take no action and continue using the current system with no improvements.

Option #1

Staff Recommendations

