



Metropolitan Water Reclamation District of Greater Chicago

100 East Erie Street
Chicago, IL 60611

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Title: Issue a purchase order and enter into an agreement for Contract 19-RFP-15, eLearning and Talent Management Software with Cornerstone OnDemand, Inc. in an amount not to exceed \$452,433.11, Account 101-27000-634820, 612820, Requisition 1517740

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Date	Ver.	Action By	Action	Result
11/7/2019	1	Board of Commissioners	Approved	Pass

TRANSMITTAL LETTER FOR BOARD MEETING OF NOVEMBER 7, 2019

COMMITTEE ON PROCUREMENT

Mr. Brian A. Perkovich, Executive Director

Issue a purchase order and enter into an agreement for Contract 19-RFP-15, eLearning and Talent Management Software with Cornerstone OnDemand, Inc. in an amount not to exceed \$452,433.11, Account 101-27000-634820, 612820, Requisition 1517740

Dear Sir:

Authorization is requested to issue a purchase order and enter into an agreement with Cornerstone OnDemand, Inc. (Cornerstone) to provide Learning and Talent management platform software; courses in business, desktop, and information technology topics; and a platform to link to RedVector maintenance and operations and laboratory classes for the period January 1, 2020 through December 31, 2024.

On April 10, 2019, Request for Proposal 19-RFP-15, eLearning and Talent Management Software was publicly advertised. Six hundred and twelve (612) firms were notified and fifty-eight (58) requested proposal documents. On May 31, 2019, the District received seven (7) responsive proposals from the following vendors: AspireHR, Cornerstone, IT Resonance, Inc., Government Jobs.com, Inc. D/B/A NEOGOV, Next Generation, Inc., SABA Software, Inc. and SUMTOTAL Systems, LLC.

The proposals were evaluated by staff from the Human Resources, Information Technology, and Procurement and Materials Management departments. The criteria for these evaluations were outlined in Request for Proposal 19-RFP-15 and included: understanding of the project; approach to work; technical competence; financial stability; and cost of services. Following the preliminary evaluation of proposals, all seven (7) proposers were deemed to be finalists and were interviewed from August 6 - 12, 2019. A solicitation was sent to each of the finalists on August 21, 2019 for an unqualified "best and final" offer. The "best and final" offers were returned to the Director of Procurement and Materials Management on August 28, 2019.

Based upon the evaluation of the proposals using the criteria described above and the pricing provided in the “best and final” offers, it is recommended that a contract to provide Learning and Talent management platform software and online classes be awarded to Cornerstone. Cornerstone is a leader in the talent management field. In their proposal, they met each of the District’s criteria, offered additional administrative functionality with the standard package, and demonstrated a software platform that appears easy for end users to utilize. Additionally, the best and final cost offer from Cornerstone was the lowest competitive pricing. The evaluation team selected Cornerstone as they offered the highest degree of professional skill with the best overall offering of software tools and the best competitive offer.

The Diversity Section reviewed the request for proposal and concluded that Affirmative Action goals for Appendix A and Appendix V are not applicable to this contract because the requested services for subscription licenses and maintenance do not provide practical or cost-effective opportunities for subcontracting.

For the foregoing reasons, it is recommended that the Director of Procurement and Materials Management be authorized to issue a purchase order and enter into an agreement per Section 11.4 of the Purchasing Act, in an amount not to exceed \$452,433.11.

Funds for the 2020 expenditure in the amount of \$85,025.00 will be available in Account 101-27000-634820 contingent upon approval of the budget for that year. Remaining funds in the amount of \$367,408.11 for budget years 2021, 2022, 2023, and 2024 will be available in Account 101-27000-612820 and are contingent upon the Board of Commissioners’ approval of the District’s budget for those years. The amount to be expended each year will not exceed \$87,331.50 in year 2021, \$90,260.97 in year 2022, \$93,314.98 in year 2023 and \$96,500.66 in year 2024.

Requested, Beverly K. Sanders, Director of Human Resources
Recommended, Darlene A. LoCascio, Director of Procurement and Materials Management,
Respectfully Submitted, Barbara J. McGowan, Chairman Committee on Procurement
Disposition of this agenda item will be documented in the official Regular Board Meeting Minutes of the Board of Commissioners for November 7, 2019

Attachment