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Indexes:

Code sections:

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Resolution - Approval of Contract Extension with Success Factors - W Burns

Submitted By: Wes Burns

Department: Human Resources

Financial Impact and Cost/Benefit Considerations: PEC anticipates the yearly contract amount to not exceed \$310,000 for the next three years. Amounts are currently and will be budgeted accordingly.

PEC Utilizes Success Factors as it Human Resources Information System (HRIS) to manage and maintain all personnel documentation, including compensation, performance evaluation, learning plans, and organizational charts. Success Factors provides maintenance and support for its system and integrates into PEC’s enterprise resource applications. The current Success Factors contract was competitively bid in March, 2014 and expires in May, 2022. A provision within the agreement provides PEC the option to opt-out of the software every three years. The Board is requested to consider renewing, amending and extending the existing contract for a final three-year term at a rate not to exceed \$1M.

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE COOPERATIVE, that the contract for Success Factors be amended to extend for an additional 3 year term; and

BE IT FURTHER RESOLVED that the Chief Executive Officer, or designee, is authorized to take such actions as needed to implement this resolution.