

LARIMER COUNTY PROPOSAL  
#P16-19, RE-SOLICITATION - PAYROLL SYSTEM REPLACEMENT  
HUMAN RESOURCES DEPARTMENT  
NOVEMBER 1ST, 2016 2:00 P.M.

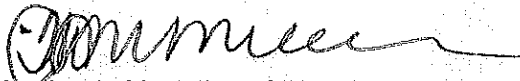
Proposals to consider replacing the County's current human capital management (HCM) software solution for the Larimer County Human Resources Department were accepted on Tuesday, November 1, 2016 at 2:00 p.m. in the Purchasing Department. Proposals were accepted by Heather MacMillan, Purchasing Director, and recorded by Whitney Wilson, Department Specialist. The following proposals were received:

Ultimate Software  
Cherry Road Technologies  
Ceridian HCM  
ADP  
Aspire HR Inc.  
Tyler Technologies  
Sierra-Cedar Inc.

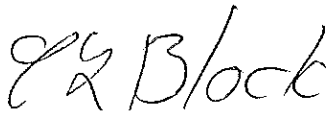
No decision of award was made pending review and recommendation by the Larimer County Human Resources Department.

The Larimer County Human Resources Department reviewed the proposals and recommends accepting the proposal from Ultimate Software as per the attached departmental recommendation.

The Larimer County Purchasing Department concurs with the above recommendations.



Heather L. MacMillan, CPPB, M.Ed.  
Purchasing Director



Carol L. Block, Financial Services Director  
For the Board of Larimer County Commissioners



**PURCHASING DEPARTMENT**

200 W. Oak Street, Suite 4000  
Fort Collins, Colorado 80521  
(970) 498-5955  
Fax (970) 498-5959

**TO:** Bridget Paris, Human Services Director  
Linda Illum, Payroll & Business Manager

**FROM:** Les Brown, Purchasing Agent

**DATE:** 11/1/16

**SUBJECT:** P16-19, RE-SOLICITATION - Payroll System Replacement

Transmitted for your review and recommendation, are the proposals received to consider replacing the County's current human capital management (HCM) software solution. Please fill in this form and return it to me via interoffice mail or fax.

The following criteria must be used to evaluate the proposals:

- Cost
- Breadth of Functions
- Implementation & Customization
- Ease of Use
- Integration
- Experience & References

This document will be considered a public record and open to inspection. The individual committee score sheets, comment sheets and other evaluation notes are DELIBERATIVE PROCESS records and not public records. Please keep these documents in your files.

Explain why you want to award the work to a particular vendor:\_\_\_\_\_

Seven (7) proposals were accepted in response to Request for Proposal P16-19, referenced above. Adhering to the County's process, each member of the Evaluation Committee individually and independently evaluated and scored each proposal. After reviewing the Scoring Matrix (attached) the Evaluation Committee decided to interview the three highest-scoring vendors: Ultimate Software, Ceridian HCM and Sierra-Cedar Inc. After interviews were complete, the Evaluation Committee unanimously selected the highest-scored vendor, Ultimate Software (pending negotiations), as they felt their solution was the best fit for the County.

**THIS RECOMMENDATION MUST BE SIGNED BY THE DEPARTMENT HEAD**

  
DEPARTMENT HEAD SIGNATURE

Human Resources  
DEPARTMENT

12-15-16  
DATE

Thank you.

**P16-19 RE-SOLICITATION - Payroll System Replacement**

<b>COMPANY:</b>	<b>Ultimate Software</b>	<b>Ceridian HCM</b>	<b>Sierra-Cedar Inc.</b>	<b>ADP</b>	<b>Cherry Road Technologies</b>	<b>Tyler Technologies</b>	<b>Aspire HR Inc.</b>
<b>EVALUATORS</b>							
<b>#1</b>	4.25	3.90	3.00	3.15	1.95	1.95	1.75
<b>#2</b>	3.31	3.33	3.50	2.68	2.93	2.90	2.13
<b>#3</b>	4.00	3.73	3.25	3.30	2.25	1.65	1.55
<b>#4</b>	3.85	3.80	3.40	3.30	2.65	3.33	2.45
<b>#5</b>	3.61	3.58	3.31	2.80	2.88	2.88	2.33
<b>#6</b>	3.45	3.60	2.65	3.00	2.40	2.00	2.00
<b>#7</b>	4.30	3.98	3.23	2.80	2.95	1.00	1.00
<b>TOTALS</b>	<b>26.77</b>	<b>25.92</b>	<b>22.34</b>	<b>21.03</b>	<b>18.01</b>	<b>15.71</b>	<b>13.21</b>