

Supplement D  
Department of Information Technology  
ACTION AGENDA  
October 17, 2018



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**2-IT-OPT. DEPARTMENT OF BUDGET AND MANAGEMENT**  
***Office of Personnel Services and Benefits***

**Contract ID:** Statewide Personnel System  
Human Capital Management Solution/Software as a Service  
ADPICS BPO No.: 060B3490012, 060B9400040

**Contract Approved:** DoIT Item 7-IT (12/18/2013)

**Contractor:** Oakland Consulting Group, Inc., Lanham, MD

**Contract Description:** Integrated Statewide Personnel System using a multi-tenant, cloud, subscription-based, human capital management software-as-a-service (SaaS) solution.

**Option Description:** Exercise first 5-year option

**Original Contract Term:** 12/18/2013 – 12/17/2018 (w/two 5-year renewal options)

**Option Term:** 12/18/2018 – 12/17/2023

**Original Contract Amount:** \$43,891,000 (base)

**Option Amount:** \$29,455,000 (first 5-year option)

**Revised Total Contract Amount:** \$73,346,000

**Original Procurement Method:** Competitive Sealed Proposals

**MBE Participation:** 100% (Contractor is a certified MBE)

**Remarks:** The new integrated Statewide Personnel Management System (SPMS) is a multi-tenant, cloud, subscription-based human capital management SaaS that the State is using to replace multiple existing systems: the current Statewide Personnel Management System, the Benefits Application System, various timekeeping systems, and numerous peripheral systems.

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**2-IT-OPT. DEPARTMENT OF BUDGET AND MANAGEMENT (cont'd)**  
*Office of Personnel Services and Benefits*

During the base term:

- NOV 2014 *Statewide*: HR/Compensation go live
- MAR 2016 *DBM/DoIT*: Time Tracking/Absence/Gross Payroll go live
- MAY 2016 *Statewide (except DPSCS)*: Time Tracking/Absence/Gross Payroll go live
- OCT 2016 *DCPSCS*: Time Tracking/Absence/Gross Payroll go live
- DEC 2016 Benefits implementation begins
- SEPT 2017 *DBM/DoIT*: Benefits go live

Today, SPMS is an integrated system processing HR/Compensation/Time Tracking/Absence/Benefits transactions online. Data is available in real-time for reporting purposes as soon as transaction processing is completed. Through the system, State employees directly access their own information using internet or mobile applications. Overall, the system is planned to support 50,000 SPMS employees who will use HR/Compensation/Time Tracking/Absence/Benefits and approximately 50,000 retirees and approximately 65,000 employees at Universities (13 institutions), MDOT, the Judiciary, and the General Assembly using Benefits.

DBM seeks to exercise the contract option to continue using the contractor's human capital management SaaS solution. Currently, parallel testing continues. Scheduled to go live in January 2019 are the Universities, the Judiciary, MDOT, and MLGCA.

**Fund Source:** Reimbursable

**Approp. Code:** F50B0406

**Resident Business:** Yes

**MD Tax Clearance:** 18-2520-1111

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**BOARD OF PUBLIC WORKS ACTION – THIS ITEM WAS:**

**APPROVED**

**DISAPPROVED**

**DEFERRED**

**WITHDRAWN**

**WITH DISCUSSION**

**WITHOUT DISCUSSION**