



MIAMI BEACH

OFFICE OF THE CITY MANAGER

NO. LTC # 102-2006

LETTER TO COMMISSION

TO: Mayor David Dermer and Members of the City Commission

FROM: Jorge M. Gonzalez, City Manager

DATE: April 11, 2006

SUBJECT: Cyborg Systems, INC., Human Resources/Payroll System

At the March 8, 2006 Commission meeting, Commissioner Garcia requested a full report on the Cyborg System, the history, how it was presented to the City and implemented including the ultimate cost to the citizens.

I have attached LTC No. 40-2000 dated March 1, 2000, which includes a complete chronology of the RFP and selection process for the Finance, Utility Billing and Human Resources/Payroll Systems from 1997 through March 1, 2000.

Additionally, I have also attached LTC No. 172-2001 dated July 23, 2001 which provided two schedules which gave a cost breakdown for the Cyborg - Human Resources/Payroll System. The first schedule provided the actual cost and estimated future costs broken into categories for software, training and annual system maintenance for the period from 1999 – 2006. This schedule reflected the following:

Actual costs through July 23, 2001	\$ 682,593.61
Estimated future costs	<u>1,189,000.00</u>
Total System Cost	\$1,871,593.61

The second schedule reflected the total costs for each category which included both actual to date costs and estimated future costs as follows:

Software	\$1,143,599.19
Training	260,493.24
Annual System Maintenance	<u>467,501.18</u>
Total System Cost	\$1,871,593.61

In response to this request we have updated the schedule of costs through December 31, 2004 when we switched to the Eden Payroll Module. The updated schedule reflects that the Total cost for the Cyborg System was \$1,221,435.01 or **\$650,158.60 less** than the total costs estimated at July 23, 2001. These costs are as follows:

	<u>As of July 23, 2001</u>	<u>Actual Costs</u>	<u>Cost Reduction</u>
Software	\$ 1,143,599.19	\$ 897,460.28	\$ 262,059.89
Training	\$ 260,493.24	\$ 96,854.26	\$ 163,638.98
Maintenance	<u>\$ 393,000.00</u>	<u>\$ 227,120.47</u>	<u>\$ 165,879.53</u>
Total System Cost	\$ 1,871,593.61	\$1,221,435.01	\$ 650,158.60

Please contact me if you have questions or need additional information.

JMG: PDW: rs

Cyborg System, Inc. Human Resources/Payroll System Costs
 Updated Analysis of Costs 1999-2006

Year	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Total
Actual Costs Through 07/23/01									
Software	\$436,816.45	\$61,685.00	\$38,147.74						\$536,649.19
Training	53,890.00	5,774.18	11,779.06						71,443.24
Maintenance		30,242.00	44,259.18						74,501.18
Subtotal Expenses	\$490,706.45	\$97,701.18	\$94,185.98						\$682,593.61
Estimated Future Expenses									
Software			\$140,200.00	\$197,000.00	\$69,500.00	\$102,500.00	\$54,500.00	\$43,250.00	\$606,950.00
Training			22,500.00	65,050.00	29,800.00	26,700.00	22,500.00	22,500.00	189,050.00
Maintenance			28,000.00	73,000.00	73,000.00	73,000.00	73,000.00	73,000.00	393,000.00
Subtotal Expenses			\$190,700.00	\$335,050.00	\$172,300.00	\$202,200.00	\$150,000.00	\$138,750.00	\$1,189,000.00
Combined Real & Future Exp.	\$490,706.45	\$97,701.18	\$284,885.98	\$335,050.00	\$172,300.00	\$202,200.00	\$150,000.00	\$138,750.00	\$1,871,593.61

Year	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	Total
Actual Expenses 1999-2004									
Software	\$436,816.45	\$61,685.00	\$109,609.01	\$148,240.02	\$78,343.70	\$62,766.10			\$897,460.28
Training	53,890.00	5,774.18	11,779.06	19,811.02	5,200.00	400.00			96,854.26
Maintenance		30,242.00	44,259.18	47,565.34	50,799.78	54,254.17			227,120.47
Subtotal Expenses	\$490,706.45	\$97,701.18	\$165,647.25	\$215,616.38	\$134,343.48	\$117,420.27	\$0.00	\$0.00	\$1,221,435.01

Decrease In Actual Costs vs. LTC of 7/23/01	\$0.00	\$0.00	(\$119,238.73)	(\$119,433.62)	(\$37,956.52)	(\$84,779.73)	(\$150,000.00)	(\$138,750.00)	(\$650,158.60)
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(1) The City switched to the Eden Payroll Module effective January 1, 2005.

RECEIVED
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 CITY CLERK'S OFFICE

CITY OF MIAMI BEACH
Office of the City Manager
Letter to Commission No. 172-2001



To: Mayor Neisen O. Kasdin and
City Commissioners

Date: July 23, 2001

From: Jorge M. Gonzalez
City Manager

A handwritten signature in black ink, appearing to read "Jorge", written over the printed name of the City Manager.

Subject: **CYBORG PAYROLL\HUMAN RESOURCES SYSTEM COST BREAKDOWN**

As an additional means of understanding the cost implications of the KPMG, LLB, report on the City's Cyborg Payroll\Human Resources System, two spreadsheets have been prepared for your review. These spreadsheets cover the period 1999 - 2006.

- The first spreadsheet is two pages in length and has been divided into Expenses to Date and Future Expenses for Software, Training, and Maintenance categories. Each of the modules has been given a specific color, i.e., Software Expenses are blue, Training Expenses are red, and Maintenance Expenses are green.
- The second spreadsheet is one page in length, follows the same color coding as the first spreadsheet, and is a summary of the Software Expenses, Training Expenses and Maintenance Expenses with subtotals for both Expenses to Date and Future Expenses.

These statistics will provide a clearer means of assessing the City's continuing financial role in supporting their payroll system.

There will be an on-going annual maintenance commitment beyond the year 2006 for approximately \$75,000.00 plus CPI increases per year.

JMG:PDW:MKR

Handwritten initials in black ink, corresponding to the typed names JMG, PDW, and MKR.

M:\\$cmb\temp\cyborgexpensesltc.doc

CYBORG SYSTEM, INC. PAYROLL/HUMAN RESOURCES SYSTEM EXPENDITURES
JULY 23, 2001

DESCRIPTION	TYPE	1999	2000	2001	2002	2003	2004	2005	2006	ITEM TOTALS
EXPENSES TO DATE										
Cyborg Software	Software	\$165,000.00								\$165,000.00
Westcorp Check-Writing Software	Software	\$20,000.00								\$20,000.00
Cyborg Implementation	Software	\$93,524.00								\$93,524.00
Cyborg Consulting	Software	\$78,726.81								\$78,726.81
ABC Phase I Modifications	Software	\$79,565.64								\$79,565.64
ABC Phase II Modifications	Software		\$61,685.00							\$61,685.00
Additional ABC Modifications	Software			\$38,147.74						\$38,147.74
Subtotal Software Expenses To Date		\$436,816.45	\$61,685.00	\$38,147.74						\$536,649.19
Cyborg User Training	Training	\$36,250.00								\$36,250.00
Cyborg Travel & Expenses	Training	\$17,640.00								\$17,640.00
ABC Cyborg Training	Training		\$5,774.18	\$11,779.06						\$17,553.24
Subtotal Training Expenses To Date		\$53,890.00	\$5,774.18	\$11,779.06						\$71,443.24
Cyborg System Maintenance	Maintenance	\$0.00	\$30,242.00	\$44,259.18						\$74,501.18
Subtotal Maintenance Expenses To Date		\$0.00	\$30,242.00	\$44,259.18						\$74,501.18
SUBTOTAL EXPENSES TO DATE		\$490,706.45	\$97,701.18	\$94,185.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$682,593.61
FUTURE EXPENSES										
Cyborg Upgrade Support for Cyborg Version 4.5	Software			\$19,750.00						\$19,750.00
ABC Phase III Modifications	Software			\$78,450.00						\$78,450.00
ABC Upgrade Support for Cyborg Version 4.5	Software			\$28,000.00						\$28,000.00
ABC Year End Support	Software			\$14,000.00						\$14,000.00
Solution View Reporting	Software			\$9,750.00						\$9,750.00
General Ledger Interface	Software			\$9,750.00						\$9,750.00
Benefits Administration	Software			\$90,000.00						\$90,000.00
Benefits Administration Customizations	Software			\$37,500.00						\$37,500.00
Benefits Administration Consulting Expenses	Software			\$36,000.00						\$36,000.00
Position Management	Software			\$37,500.00						\$37,500.00
Position Management Customizations	Software			\$9,000.00						\$9,000.00
Position Management Consulting Expenses	Software			\$9,000.00						\$9,000.00
Salary Administration	Software			\$37,500.00						\$37,500.00
Salary Administration Customizations	Software			\$33,000.00						\$33,000.00
Salary Administration Consulting Expenses	Software			\$18,000.00						\$18,000.00
Labor Relations	Software							\$9,000.00		\$9,000.00

CYBORG SYSTEM, INC. PAYROLL/HUMAN RESOURCES SYSTEM EXPENDITURES
JULY 23, 2001

DESCRIPTION	TYPE	1999	2000	2001	2002	2003	2004	2005	2006	ITEM TOTALS
Labor Relations Consulting Expenses	Software							\$2,250.00		\$2,250.00
Labor Relations EEO Implementation	Software							\$15,000.00		\$15,000.00
Labor Relations Customizations	Software							\$7,500.00		\$7,500.00
Labor Relations Consulting Expenses	Software							\$6,750.00		\$6,750.00
Enhanced Security Module	Software							\$7,500.00		\$7,500.00
Enhanced Security Consulting Expenses	Software							\$2,250.00		\$2,250.00
Enhanced Security Health & Safety Implementation	Software							\$15,000.00		\$15,000.00
Enhance Security Consulting Expenses	Software							\$4,500.00		\$4,500.00
Subtotal Future Software Expenses				\$140,200.00	\$197,000.00	\$69,500.00	\$102,500.00	\$54,500.00	\$43,250.00	\$606,950.00
ABC Cyborg Technical User Training	Training				\$28,950.00					\$28,950.00
Solution View Reporting User Training	Training				\$6,300.00					\$6,300.00
Cyborg Year End Training	Training			\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$90,000.00
Non-Tech Year End User Training	Training			\$7,500.00	\$7,500.00	\$7,500.00	\$7,500.00	\$7,500.00	\$7,500.00	\$45,000.00
Benefits Administration User Training	Training				\$7,300.00					\$7,300.00
Position Management User Training	Training					\$7,300.00				\$7,300.00
Salary Administration User Training	Training						\$4,200.00			\$4,200.00
Subtotal Future Training Expenses				\$22,500.00	\$65,050.00	\$29,800.00	\$26,700.00	\$22,500.00	\$22,500.00	\$189,050.00
ABC Enhancement Maintenance	Maintenance			\$28,000.00	\$28,000.00	\$28,000.00	\$28,000.00	\$28,000.00	\$28,000.00	\$168,000.00
Cyborg System Maintenance	Maintenance			\$45,000.00	\$45,000.00	\$45,000.00	\$45,000.00	\$45,000.00	\$45,000.00	\$225,000.00
Subtotal Future Maintenance Expenses				\$28,000.00	\$73,000.00	\$73,000.00	\$73,000.00	\$73,000.00	\$73,000.00	\$393,000.00
SUBTOTAL FUTURE EXPENSES		\$0.00	\$0.00	\$190,700.00	\$335,050.00	\$172,300.00	\$202,200.00	\$150,000.00	\$138,750.00	\$1,189,000.00
TOTAL EXPENSES		\$490,706.45	\$97,701.18	\$284,985.98	\$335,050.00	\$172,300.00	\$202,200.00	\$150,000.00	\$138,750.00	\$1,871,593.61

CYBORG SYSTEM INC. PAYROLL HUMAN RESOURCES SYSTEM EXPENDITURES

JULY 23, 2001

(Software / Training / Maintenance)

DESCRIPTION	1999	2000	2001	2002	2003	2004	2005	2006	ITEM TOTALS
Software									
Expenses to Date	436,816.45	\$61,685.00	\$38,147.74						\$536,649.19
Future Expenses			\$140,200.00	\$197,000.00	\$69,500.00	\$102,500.00	\$54,500.00	\$43,250.00	\$606,950.00
Subtotal Software Expenses	\$436,816.45	\$61,685.00	\$178,347.74	\$197,000.00	\$69,500.00	\$102,500.00	\$54,500.00	\$43,250.00	\$1,143,599.19
Training									
Expenses to Date	53,890.00	\$5,774.18	\$11,779.06						\$71,443.24
Future Expenses	\$0.00	\$0.00	\$22,500.00	\$65,050.00	\$29,800.00	\$26,700.00	\$22,500.00	\$22,500.00	\$189,050.00
Subtotal Training Expenses	\$53,890.00	\$5,774.18	\$34,279.06	\$65,050.00	\$29,800.00	\$26,700.00	\$22,500.00	\$22,500.00	\$260,493.24
Maintenance									
Expenses to Date	\$0.00	\$30,242.00	\$44,259.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$74,501.18
Future Expenses	\$0.00	\$0.00	\$28,000.00	\$73,000.00	\$73,000.00	\$73,000.00	\$73,000.00	\$73,000.00	\$393,000.00
Subtotal Maintenance Expenses	\$0.00	\$30,242.00	\$72,259.18	\$73,000.00	\$73,000.00	\$73,000.00	\$73,000.00	\$73,000.00	\$467,501.18
TOTAL EXPENSES	\$490,706.45	\$97,701.18	\$284,885.98	\$335,050.00	\$172,300.00	\$202,200.00	\$150,000.00	\$138,750.00	\$1,871,593.61

CITY OF MIAMI BEACH

CITY HALL 1700 CONVENTION CENTER DRIVE MIAMI BEACH, FLORIDA 33139
<http://ci.miami-beach.fl.us>

L.T.C. No. 40-2000

LETTER TO COMMISSION

March 1, 2000

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

FROM: Lawrence A. Levy 
City Manager

**SUBJECT: CYBORG SYSTEMS, INC. PAYROLL/HUMAN RESOURCES SYSTEM
CHRONOLOGY**

In response to Commissioner Garcia's request for a full investigation of the entire RFP process having to do with the Finance, Utility Billing, and Payroll/Human Resource Systems, the following chronology will detail what transpired from 1997 to the present.

The City issued RFP No. 1-97/98 on October 17, 1997, to solicit proposals from responsible vendors to provide an integrated, Year 2000 compliant, hardware and software solution for Financial Management, Utility Billing and Payroll/Human Resources systems. The RFP specified that a vendor could propose a totally integrated solution (covering all systems) or a single system solution. The proposed system must; however, use a relational database management system (RDBMS) structure. The bid went out in November, 1997, and the responses came back in December, 1997, and were evaluated as to the requirements as specified in the Bid (see Exhibit A)

As per City procurement policy, an evaluation committee was selected by Patricia Walker, Finance Director, and Phyllis Koch, Information Technology Director. The City Manager concurred with the selection and appointed the evaluation committee which was approved by the City Commission in February, 1998.

The committee consisted of the following people:

1. Alexander Baum, Director, Miami Dade County School Board
2. Grace Cespedes, Deputy Finance Director, Miami Dade County Finance Department
3. Georgia Echert, Director of Finance, Broward County Aviation Department
4. Jay Flynn, Acting Director, Miami Dade County Employees Relations Department

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Cyborg Systems, Inc. Payroll/Human Resources System Chronology

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5. Mayra Diaz Buttacavoli, Assistant City Manager, CMB
6. Richard Bender, Executive Assistant to the City Manager/Labor Relations,
7. Judy Ford, Procurement Director, CMB.
8. Phyllis Koch, Information Technology Director, CMB
9. Patricia Walker, Finance Director, CMB

The Evaluation Committee met for the first time on April 9, 1998 (see Exhibit B), and were given copies of the proposals. Committee members reviewed the RFP responses to rank the respondents. While there were numerous items taken into consideration, the following items set forth in the RFP were among the criteria used by the committee to evaluate the responses:

- Responsiveness to the technical requirements of this RFP.
- Proposer's qualifications, experience and professional reputation.
- Cost.
- Project Plan.
- Training Plan.
- Warranty/Maintenance Plan.
- Success of similar/equivalent installations and time frame to install.

The proposals received as a result of RFP were opened and it was determined that:

- o Four vendors proposed integrated systems: Bi-Tech Software, Inc., HTE, Inc., KPMG Peat Marwick, and Systems Consultants, Inc.
- o Two other vendors made partial proposals: Oracle/Aris proposed a solution for Financial Management and Payroll/Human Resources and Harris Computer Systems proposed a solution for a Utility Billing System.
- o Mitchell Humphrey, the City's current FMS vendor, did not submit a proposal for an integrated system solution because they did not have one and the Procurement Department ruled that the City could upgrade the current software without the need to do an RFP.
- o Cyborg Systems, Inc. submitted a proposal for Payroll/Human Resources only, but it was ruled non-responsive because they failed to include their pricing.
- o Custima International Corporation was not considered further as they were a foreign-based company and their system was on a UNIX platform. This did not meet the technical requirements of the RFP. Interaction with them and maintenance of the system would have been very difficult.

The committee agreed that the following vendors would be given further consideration: Bi-Tech Software, Inc., HTE, Inc., and Systems Consultants, Inc. All three vendors proposed an integrated solution, i.e., a solution comprised of Financial Management, Payroll/Human Resources, and Utility Billing combined.

The Evaluation Committee met for the second time on June 19, 1998 (see Exhibit C), and recommended:

1. Rejecting the RFP because none of the proposals provided a comprehensive integrated solution.
2. Recommended the upgrading of the Mitchell Humphrey Financial Management System software to FMS-II because of its features, functionality and excellent price. Additional discussion reflected the following:
 - a. The cost for upgrading the current system was substantially less than acquiring a new system.
 - b. Less training would be necessary for City employees since the system users were already familiar with the software thus resulting in a lower conversion cost and great productivity.
 - c. The vendor was familiar with the structure of the existing data system which would result in a smooth transition and lower implementation costs.
 - d. The upgraded package was a client/server based system. This open-ended technology would allow add-ons, future upgrades and integration with other systems significantly easier and less costly.
 - e. Implementation time was significantly reduced thus enabling the city to meet Year 2000 deadlines with enough testing lead-time to ensure performance prior to the critical date.

- f. FMS-II can be used as a core system with a Utility Billing system, Payroll/Human Resource system and other systems which may arise in the future. The database (Microsoft SQL) used by the FMS-II system, running on a Windows NT server, can become the standard configuration for these other systems.
 - g. The FMS-II allows plug-ins of other available software for expanded capabilities.
3. Recommended finding a State of Florida government agency with existing contracts for Payroll/Human Resources and Utility Billing on which the City of Miami Beach could "piggy-back".

The City began negotiations with Mitchell Humphrey for the upgrade to the FMS and came to an agreement in late June, 1998, for a package cost in the amount of \$104,500.00. The package included training in the FMS-II product (20 days of training at \$1,500.00/day), conversion of data from the HP 3000 to Windows NT Server, FMS-II configuration and account testing, recommended additional software (FMS-Onramp & FMS-EXEC, both with 5 concurrent user licenses).

On July 1, 1998, the City Commission approved Commission Memorandum No. 417-98 (see Exhibit D) to reject all the proposals received in response to RFP No. 1-97/98 and Commission Memorandum No. 418-98 (see Exhibit E) for the upgrading of the current Financial Management System to FMS-II. An additional Commission Memorandum No. 123-99 (see Exhibit F) was approved on February 17, 1999, in the amount of \$72,000.00 for the purchase of a Fixed Assets Module and a Project Accounting Module to continue the upgrade to FMS-II. Subsequently, a Gen Con conversion/interface utility program was purchased for the Fixed Assets Module in the amount of \$4,000.00.

It should be noted that Commission Memorandum No. 417-98 (rejection of all responses to RFP) included cost estimates from the seven (7) responding vendors to the RFP. These quotes were misleading (with the exception of the one from KPMG Peat Marwick) as they did not include certain critical factors which affected the "bottom line". A description of what each vendor's quote included is as follows:

Bi-Tech Software, Inc.
\$708,266.00
Did not include implementation, conversion and modifications

Custima International Corporation

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\$669,473.00
Did not include conversion and modifications

Harris Computer Systems
\$95,000.00
Bid on Utility Billing only

HTE, Inc.
\$1,090,664.00
Some modifications only

Oracle/Aris
\$1,144,481.00
No hardware

KPMG Peat Marwick
\$8,429,000.00
Complete

Systems Consultants, Inc.
\$548,319.00
No modifications

It is also important to consider that these were quotes only and subject to change based on additional modification required from the City.

In regard to a Utility Billing System solution, the Information Technology Department contacted four (4) vendors who could provide possible "piggy-back" options and who had a client base in Florida. These vendors demonstrated their software as follows:

July 16, 1998
Dynasty Software Demo of UTB attended by Eloy Bauleth, Oscar Santiesteban, Jorge Montes, Bob King.

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August 7, 1998
HTE, Inc. Demo of UTB attended by Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Jorge Montes, Bob King and Pola Solomich.

August 26, 1998
Aquilium Software Corporation Demo of UTB attended by Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Georgie Echert, Jorge Montes, Bob King.

August 27, 1998
Sensus Softech Demo of UTB attended by Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Georgie Echert, Jorge Montes, Bob King.

After further analysis by the Information Technology Department and discussions with the Finance Department, the informal staff evaluation committee composed of Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Georgie Echert, Jorge Montes, Bob King and Judy Ford, met and determined by August 31, 1998 the following regarding the UTB vendors:

Sensus Softech - Rejected because it was not fully operational in the State of Florida.

Dynasty Software - Rejected because as it was not acceptable to any of the City's Utility Billing users.

HTE, Inc. - Rejected due to its high cost (\$270,000).

Aquilium Software Corporation - The favorite, deemed the best system, the most user friendly, and the least expensive of all the systems demonstrated. A copy of the contract between Aquilium Software Corporation and the City of New Smyrna Beach, FL, was sent to Procurement for approval to "piggy-back". It was ruled that the City could not "piggy-back" because the New Smyrna Beach, FL contract was not awarded through the bid process.

On October 22, 1998, the informal staff committee met again and recommended that the City purchase Utility Billing software from the Aquilium Software Corporation pending a site visit to New Smyrna Beach, FL.

On November 6, 1998, Aquilium Software Corporation provided a second demonstration of their software that replaced the site visit to New Smyrna Beach, FL.

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On January 6, 1999, in Commission Memorandum No. 10-99 (see Exhibit G), the City Commission waived the bidding process and authorized the acquisition of the Aquilium Software Corporation software for \$151,450.00. The Administration requested waiving the bidding process because of the time constraints to meet the Y2K deadline.

The Information Technology Department contacted Payroll/Human Resources software vendors with State of Florida governmental agency contracts, Cyborg Systems, Inc., HTE, Inc., KPMG Peat Marwick and PeopleSoft and they subsequently demonstrated their software as follows:

July 8, 1998

KPMG Peat Marwick Demo of Payroll/Human Resources attended by Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Irina Povolotskaya, Denise Bynum, Emma Covington, Celia Locke, Margaret Arculeo, T.C. Adderly.

July 15, 1998

Cyborg Systems, Inc. Demo of Payroll attended by Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Emma Covington, Maria Gil, Celia Locke, Margaret Arculeo.

July 23, 1998

PeopleSoft Demo of Payroll/Human Resources attended by Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Denise Bynum, Emma Covington, T.C. Adderly, Linda Gonzalez, Gail Poe-Liu, Maria Gil, Celia Locke, Margaret Arculeo.

August 19, 1998

PeopleSoft Demo of Payroll/Human Resources attended by Georgie Echert.

August 21, 1998

HTE, Inc. Demo of Payroll/Human Resources attended by Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Irina Povolotskaya, Denise Bynum, Emma Covington, Linda Gonzalez, Gail Poe-Liu, Maria Gil, Betty Huntsman.

August 25, 1998

Cyborg Systems, Inc. Demo of Payroll attended by Phyllis Koch, Oscar Santiesteban, Susan Kalver, Georgie Echert, Denise Bynum

February 23, 2000

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On July 30, 1998, two staff members from the Information Technology Department, Oscar Santiesteban and Susan Kalver, went on a site visit to the City of Pembroke Pines to evaluate their self-developed system. After speaking with the Assistant City Manager and the Human Resources staff person, it was determined that the Cobol re-write of their old system would not meet the requirements of the City of Miami Beach.

By August 31, 1998, an informal vendor evaluation committee, consisting of managers and staff of the Information Technology (Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver), Finance (Patricia Walker, Georgie Echert, Denise Bynum, Emma Covington) and Human Resources Departments (T.C. Adderly, Linda Gonzalez, Gail Poe-Liu, Maria Gil), reviewed the information gained from the demonstrations of the various software vendors decided to eliminate three of the vendors from further consideration for the following reasons:

KPMG Peat Marwick - The software had limited functionality which would not meet the City's basic requirements.

PeopleSoft - The software was too high priced at \$854,730.00. In addition, the Information Technology Director Phyllis Koch met with three different implementation partners of PeopleSoft and they all said that the base cost of \$400,000.00 for implementation that was quoted by PeopleSoft was much too low. It probably would be approximately \$800,000.00, as the quote did not include work that they would do for customization, thus making the estimate \$1,254,730.00.

HTE, Inc. - The software cost was \$195,560.00, however; this system requires the acquisition of a new mainframe and operating system. This cost was not included in the proposal. The final determination was that the base software met fewer of the City requirements and would require much more customization than the other software solutions. Also, the Human Resources Director T.C. Adderly felt the system was too labor intensive and would require hiring additional personnel. Therefore, the Committee recommended rejection of the HTE, Inc. proposal.

In the end, Cyborg Systems, Inc. was chosen because it appeared to be almost as complete as People Soft (judged the best software). A copy of the Broward County contract was sent to the City Procurement Department to determine whether the City might "piggy-back" this contract. It was determined that this was not possible as their contract specified a different hardware platform than the one proposed for the City.

On October 23, 1998, the Evaluation Committee met a final time (see Exhibit H) and recommended purchasing the Payroll/Human Resources software from Cyborg Systems, Inc. pending a site visit to the City of Melbourne, Florida. The Assistant City Manager Mayra Diaz-Buttacavoli made the request that Department Directors should participate in the site visit. However, the decision was made by the Directors to send staff who worked directly with Payroll/Human Resources instead.

Prior to the site visit, the City requested that Cyborg Systems, Inc. reply to the RFP. They did and all questions were responded to positively. However, the requirements that they could not meet were answered by a "yes we can, but there will be an additional cost".

On November 13, 1998, members from the Finance (Denise Bynum, Emma Covington), Human Resources (Maria Gil), Risk Management (Betty Huntsman), Management and Budget (Joe Reilly), and Information Technology (Oscar Santiesteban, Susan Kalver) Departments made a site visit to Melbourne, FL, accompanied by the Cyborg sales representative Bill Morgan. The City of Melbourne, FL had been a Cyborg Systems, Inc. user since 1995. They viewed the Cyborg System, Inc. Software, Version 2.5, on a Novell network (not an SQL version which was what the City of Miami Beach would require).

The agenda for the site visit which lasted approximately ninety-five minutes included:

- o Introduction of City of Melbourne, FL payroll staff and their responsibilities (forty-five minutes).
- o The City of Miami Beach prepared questions for the City of Melbourne staff to respond to (twenty minutes). The questions asked were as follows:
 1. How long did training take?
 2. What type of time sheets do you use?
 3. How many employees are processed?
 4. How many companies are processed? (Do you support Pension Administrators?)
 5. Do you have firefighters on the KELLY schedule?
 6. Do you have any deductions that depend on the value of a previously calculated deduction?
 7. What if the deduction falls under a certain "order" of processing and then it is redefined as non-taxable or something similar which changes its order? How is this done?
 8. How do you audit changes from one pay period to the next?

February 23, 2000

Letter to Commission

Cyborg Systems, Inc. Payroll/Human Resources System Chronology

Page 10

9. Do you "certify" your payroll?
10. Can we secure batch entry? Keep departments from accessing other department's information?
11. How long does it take for a payroll to run?
12. How long to reverse/cancel a check?
13. How long for a supplemental?
14. Under what conditions do you have to get off the system?
15. Is there a special backup?
16. Who runs the payroll?
17. Where are the checks and reports printed?
18. If you were going to implement a new feature and wanted to "test" it out, how would you do that?
19. What type of support have you needed?
20. How long did it take for the response?
21. Have they ever had to dial in to your system to help out?
22. What is IT's involvement?
23. What does IT do for your payroll administrator routinely?
24. What one-time functions does IT have to do for you?
25. What's the best feature of the system?
26. What's the worst feature of the system?
27. If you had it all to do again, knowing what you know now about this system, would you buy it again? If not, why not?

o The City of Melbourne staff took their corresponding City of Miami Beach staff member to their office and showed them very briefly some of their activities related to the Cyborg system (thirty minutes).

The City staff determined after the site visit that the Cyborg software was capable of producing appropriate checks for the City payroll system and it that it would work in a client-server environment. Also, they learned that the City of Melbourne's version used a character based interface (CUI) as opposed to the City's requirement for a graphical user interface (GUI).

As a result of the site visit, the committee was of the unanimous opinion that the Cyborg Systems, Inc. software would meet the City's requirements with some modifications. In addition to doing the City's Payroll/Human Resources functions that affect the payroll, the Cyborg Systems, Inc. software would be used to process the payrolls for the City's four Pension Funds (General, Unclassified, Fire and Police and Supplemental Fire and Police). It was agreed by all that the Cyborg Systems, Inc. software presented the optimal solution in functionality and price among all of the systems considered.

Although Cyborg Systems, Inc. has three contracts with State of Florida governmental agencies, as each government entity is unique, it was impossible to find a contract that would meet the City's requirements. As the current system was not Y2K compliant and as the Cyborg System seemed to meet most the City's requirements, it was decided to bypass the formal bid process and to issue a contract to Cyborg Systems, Inc. for a Payroll/Human Resources System.

Cyborg Systems, Inc. provided their standard contract as a starting point. There were four items that were negotiable:

1. Payment Terms
2. Terms of Training
3. Government By-Laws of Florida
4. 3,500 Employees for same money

Cyborg Systems, Inc. was adamant about the Payment Terms. They specified that they would not negotiate, if terms of payment stipulated that the final payment would be made after going live. This was not negotiable.

On January 6, 1999, the City Commission authorized waiving the requirement for an RFP due to the time constraints dealing with Y2K and the award of a Purchase Order to Cyborg Systems, Inc., Commission Memorandum No. 11-99 (see Exhibit I), in the amount of \$332,414.00 for the purchase of a Payroll/Human Resources computerized system. The system was to be implemented in three phases with Phase I being completed in July, 1999.

During Phase I, an analysis of the basic system provided the necessary information about modifications needed to allow the City to mirror the functionality of the present system. The existing system had over fourteen years of customization performed to keep abreast of City changes. Therefore, an estimate in the amount of \$177,827.00 was obtained from Cyborg Systems, Inc., to make the necessary customization changes required. The Commission authorized the award of a Purchase Order to Cyborg Systems, Inc., Commission Memorandum No. 533-99 (see Exhibit J), in the amount of \$177,827.00, on July 21, 1999.

After the award was made, further detailed discussions were conducted regarding the work to be done by Cyborg Systems, Inc. The high cost of this work and possibly additional customization that might have to be done prompted the Information Technology Department to investigate alternative options.

It was recommended by a member of the City of Miami Beach Personnel Board that the City utilize the services of ABC Computing Service, Inc., an independent consulting firm that had a very high reputation for excellence in customization work on Cyborg Systems, Inc. software. Cyborg Systems, Inc. had itself contracted with ABC to do modifications to the Broward County Cyborg system. As a result of this recommendation, Information Technology staff met with Mr. Andrew Weiss of ABC Computing Service, Inc. in order to provide him with the City's requirements.

There were twelve (12) features which the City wanted to customize (See Exhibit K). The twelfth item was later broken into nine specific tasks to bring the original list of modifications to twenty-one (See Exhibit L). An estimate was submitted by ABC Computer Service, Inc. in the amount of \$69,565.64 to achieve the customizing of these twenty-one (21) features of the Cyborg Systems, Inc., payroll system. An additional \$10,000.00 for contingency was added for a total estimated amount of \$79,565.64. This was \$98,077.00 less than the Cyborg Systems, Inc. proposal.

On September 22, 1999, the award of a personal services contract to ABC Computer Service, Inc. was approved by the City Commission, Commission Memorandum No. 666-99 (see Exhibit M), in the amount of \$79,565.64. The monies were to be transferred from the original Cyborg Systems, Inc. award and used for ABC Computer Service, Inc., in order to provide special customization of the Cyborg Systems, Inc. software.

Once the work had begun, it was determined that Task 12 would be completed by Irina Povolotskaya, and Task 21 would be completed by Susan Kalver of the Information Technology Department. The remaining nineteen (19) tasks would be completed by Andrew J. Weiss of ABC Computing Service, Inc.

February 23, 2000
Letter to Commission
Cyborg Systems, Inc. Payroll/Human Resources System Chronology
Page 13

Since the award of the contract, ABC Computing Service, Inc., has worked closely with City personnel and completed all of the assignments necessary to process payroll which has necessitated a continuing reassessment of the priorities of the tasks. This resulted in some of the original twenty-one (21) modifications being postponed (Tasks 2, 7, 10,11) and others being substituted in order to accomplish payroll processing. Both original and substituted modifications were completed by February 24, 2000.

The initial list of twenty-one (21) modifications as noted above was again reassessed and an additional thirty-two modifications added for a total of fifty-three (53) tasks as of February 24, 2000 (See Exhibit N).

With the approval of the Commission, the Administration proposes to ask ABC Computing Service, Inc., to continue working on the assignments until they are completed. The cost of the additional modifications would be \$61,685.00.

Although checks can be processed on the Cyborg system, a great deal of work remains to be done. Other purchased modules such as Human Resource, Position Management and Benefits still need to be completed. An Analyst from Cyborg Computer Systems, Inc. spent a week surveying various departments and discussing the City's needs. Based on this survey, Cyborg Computer Systems, Inc. will provide an estimate of the costs to provide these new or enhanced capabilities. Although there will be an additional cost for implementing these modules, it should be noted that these are capabilities which were not available on the old payroll system.

A chart showing a breakdown of costs for Cyborg Systems, Inc. which have been incurred up to now and additional new costs is provided (see Exhibit L). Charts for both the Mitchell Humphrey & Co. (see Exhibit M) and the Aquilium Software Corporation (see Exhibit N) are included as well.

Also provided is a chronology of the events of RFP No. 1-97/98 (see Exhibit O).

LAL:RP:MKR:ar

RFP NO. 1-97/98, FINANCIAL MANAGEMENT, UTILITY BILLING AND PAYROLL/HUMAN RESOURCES SYSTEMS

EXHIBIT A

PROPOSER	Bi-Tech Software, Inc.	Custima Intl. Corp.	Harris Computer Systems	HTE, Inc.	KPMG Peat Marwick	Oracle/Artis	Systems Consultants, Inc.
1. Table of Contents	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. a. Executive Summary	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. b. Requirements Client/Server config.	Windows 95, Ni PC, Unix	Yes - See App. I Windows, Unix	Unix	Windows, NT	Windows	Yes	Yes
Year 2000 compliant	Yes	Yes - no guarantee for interfaces	Yes	Yes	Yes	Yes	Yes
Non-proprietary RDBMS	SQL Informix	Progress RDBMS	Informix	DB2, Oracle	SQL, Oracle, Informix, DB2, etc.	Oracle, RDBMS	Unix, Oracle
On-line query & report writer	User-defined, ad-hoc	Yes - Actuate	Yes	Yes	Yes	Yes	Yes
UTB-15,000 accts.; interface w/iron or alternative	Yes	Yes	Yes	Yes	Yes	No	Yes
Payroll/HR - 1,800 employees; recruiting through paycheck issuance	Yes	Yes	No	Yes	Yes	Yes	Yes

RFP NO. 1-97/98, FINANCIAL MANAGEMENT, UTILITY BILLING AND PAYROLL/HUMAN RESOURCES SYSTEMS

PROPOSER	Bi-Tech Software, Inc.	Custima Intl. Corp.	Harris Computer Systems	HTE, Inc.	KPMG Peat Marwick	Oracle/Aris	Systems Consultants, Inc.
Financial Mgt.:							
General Ledger	Yes	Yes	Billing systems only- UTB	Yes	Yes	Yes	Yes
Grant/Project Acctg.	Yes	Yes		Yes	Yes	Yes	Yes
Purchasing/Recvg.	Yes	Yes		Yes	Yes	Yes	Yes
Accts. Payable	Yes	Yes		Yes	Yes	Yes	Yes
Fixed Assets	Yes	Yes		Yes	Yes	Yes	Yes
Budget Dev.	Yes	Yes		Yes	Yes	Yes	Yes
Cost Acctg.	Yes	Yes		Yes	Yes	Yes	Yes
Accts. Receivable	Yes	Yes		Yes	Yes	Yes	Yes
Cash Receipts	Yes	Yes		Yes	Yes	Yes	Yes
Source Code - supplied to CMB or held in escrow	Provided upon execution of license agreements	In escrow - \$160 charge	?	In escrow	?	?	?

RFP NO. 1-97/98, FINANCIAL MANAGEMENT, UTILITY BILLING AND PAYROLL/HUMAN RESOURCES SYSTEMS

PROPOSER	Bi-Tech Software, Inc.	Custima Intl. Corp.	Harris Computer Systems	HTE, Inc.	KPMG Pear Marwick	Oracle/Arts	Systems Consultants, Inc.
2.c. Leadership 1 point contact; References	Yes	Yes - See App. D	Yes	Yes	Yes	Yes	Yes
2.d. Training Plan	8 Stages, 158 Days	On-site, 107 Days	Yes	Yes	12,000 Hrs. Est.	Yes	Yes
2.e. Implementation	Yes - Section 5	Yes - App. C	Yes	Yes	Yes	Yes	Yes
2.f. Warranties / Maint. Plans	5 Yrs. Prepaid option for 4-year	Std. Warranty - 90 days; 3 Yr. Ext.	1 Yr. from live date; Server - 3 yrs.	Std. Warranty - 90 days	Std. 1 yr from live date	See options	Std. Warranty - 90 days
3. Price Proposal	131,976 - Hdw. 307,499 - Sftw. 263,100* - Trng. Licenses included 56,941- Warr/Maint. * Includes implementation See quotation notes on pg. 7-6; see options	NB - Hdw. 251,665 - Sftw. 84,750 - Trng. 42,149 - annual renewal 115,909 - 3 yrs. ext. Warranty \$175,000 - Implementation (pg. 27 states \$170,000)	34,050 - Hdw. 95,000 - Sftw. 32,250 - Trng. 20,000-Data conversion 8,880-Cash mgmt. 22,750 - License	242,249 - Hdw. 364,815 - Sftw. 77,000 - Trng. 286,800 - Installation 55,800 - Annual support 64,000 - Conversion Plus expenses (See financing plan)	450,000 - Hdw. 1,050,000 - Sftw. 65,000 - 1-Year Hdw. maint 180,000 -1-Year Sftw maint 6,684,000 - Prof. Svcs.	NB - Hdw. 369,424 - Sftw. 65,000- Trng. 97,507 - Warr/Maint 612,550- Implementation See options	90,257 - Hdw. 255,500 - Sftw. 33,000 - Trng. 35,640 - Implementation 11,200 - Other 68,800 - Conversion 53,913 - Annual maint. See options

758,266
 No Implementation
 No Conversion
 No Modification
 No Modification
 669,475
 No
 No Conversion
 No Modification
 109,060
 Some Modification
 8,435,000
 1,144-81
 NH
 548,510
 No Modification

RFP NO. 1-97/98, FINANCIAL MANAGEMENT, UTILITY BILLING AND PAYROLL/HUMAN RESOURCES SYSTEMS

PROPOSER	Bi-Tech Software, Inc.	Custima Intl. Corp.	Harris Computer Systems	HTE, Inc.	KPMG Peat Marwick	Oracle/Anis	Systems Consultants, Inc.
4. Proposer Info.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ack. Of Addenda	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Declaration Form	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Questionnaire	Yes	Yes	Yes	Yes	Yes	Yes	Yes
5. "Functions / Features Questionnaire - hardcopy & disk	Yes	Yes	UTB only	Yes	Yes	Yes	Yes
Annual Report or Financial Data	Yes	Yes	To be provided if Harris is finalist	Yes	Yes	Yes	Private company - can review in person
Proposal Guaranty - \$500	Bid Bond	Cashier's Check	Money Order	Bid Bond	Bid Bond	Cashier's Check	Bid Bond
Comments	Other modules: Contract Mgmt., Bid Mgmt., Inventory, Image Enabler, WO Mgmt. See exceptions, sample software & support agreement - Section 10	Std. Software Agreement & Svc. Supply Agreement - App. G & H Exceptions - pg. 28 and 29 of summary Dynamic Business Systems?		Many Fla. Customers - Aventura, Boca Raton, Davie, Deerfield Bch., Coral Springs, etc.			

*Cyborg Systems - non-responsive: Did not provide required forms, pricing, financial data, or guaranty. Proposal was for HR/Payroll only.

EXHIBIT B

RFP No. 1-97/98 - EVALUATION COMMITTEE MEETING MINUTES, APRIL 9, 1998, 10:00 A.M., NOTES TAKEN BY: JUDY FORD, PROCUREMENT DIRECTOR

Phyllis Koch: Described existing software and hardware being used at CMB. Would like to limit to two (2) SQL databases.

Patricia Walker: Accounts Receivable not integrated fully; discussed Finance Departments needs; user-friendly.

Richard Bender: Flexibility is important.

A. Baum: Will there be a project manager for this project?

Selection of Chairman - Alex Baum, Director, Miami-Dade County School Board

NOTES ON RFP RESPONDANTS:

Cyborg Systems, Inc. - To be considered non-responsive; did not provide required forms, pricing, guarantee, etc.

KPMG Peat Marwick - Too expensive.

Harris Computer Systems - UTB only; ranked third by Finance.

Bi-Tech Software, Inc. - Informix database; not many new installs; company experiencing financial difficulties; not state-of-the-art; Data General hardware; interfaces to our current LMS vendor (Sierra) if CMB moves to UNIX; has version for HP 3000; Finance staff rated firm highly; thought documentation was good; UTB was complete system; cannot support Performance-Based Budgeting; excellent training support; missing some required HR functions. Ranked second.

Custima International Corporation - UNIX platform; progress database; actually the UTB vendor; using two (2) other vendors' products for other systems. Finance Department did not rank firm highly as it was lacking payroll functions; features included in other systems not included; weak in AP, AR. Ranked third and fourth in UTB.

Harris Computer Systems - UNIX; Informix; UTB only; ranked third in UTB by Finance.

EXHIBIT B (Con't)

HTE, Inc. - AS400 server; Finance Department did not rank it highly in UTB, GL & Payroll; does not handle HR benefits; weak on applicant tracking; purchasing component is strong element; some requested features would need to be added at additional cost; many local government clients.

Oracle/Aris - Finance Department did not rank highly; too complicated; some required functions would need to be purchased and added; expensive.

Systems Consultants, Inc. - Oracle; City of Miami is client, but not for purchasing; not sure if firm's response in regard to compliance were intended to ?

Eliminate firms for short-list:

Bi-Tech Software, Inc., HTE, Inc., Systems Consultants, Inc.

If CMB were to upgrade to FMS-II from Mitchell Humphrey, what else is needed? UTB, Payroll/Human Resources.

Mitchell Humphrey patch for the Year 2000 - \$0 cost to CMB (Definite?). Get legal opinion whether Mitchell Humphrey proposal for FMS-II can be accepted by CMB.

Mayra Diaz-Buttacavoli: Invite finalists for presentation; should Mitchell Humphrey be invited or fillout a questionnaire?

EXHIBIT C

RFP No. 1-97/98 - EVALUATION COMMITTEE MEETING MINUTES, June 19, 1998, 2:00 P.M., NOTES TAKEN BY: JUDY FORD, PROCUREMENT DIRECTOR

Phyllis Koch made presentation to committee describing the Administration's recommendation to reject proposals received for this RFP and provided information about the City's intention to accept upgrade from Mitchell Humphrey for FMS system.

Utility Billing and Payroll/Human Resources systems - CMB to conduct research on packages available from contracts with other government entities.

Discussion regarding the Year 2000 "patch" from Mitchell Humphrey which has been installed.

Motion made by Patricia Walker to reject all proposals; seconded by Graciela Cespedes.

Motion made by Patricia Walker to accept upgrade from Mitchell Humphrey; seconded by Georgina Echert.

Motion made by Patricia Walker to approve CMB conducting research for other systems; seconded by Graciela Cespedes.

Meeting adjourned at 2:45 P.M.



CITY OF MIAMI BEACH

CITY HALL 1700 CONVENTION CENTER DRIVE MIAMI BEACH, FLORIDA 33139
<http://ci.miami-beach.fl.us>

COMMISSION MEMORANDUM NO. 417-98

TO: Mayor Neisen O. Kasdin and
 Members of the City Commission

DATE: July 1, 1998

FROM: Sergio Rodriguez
 City Manager

SUBJECT: Request for Authorization to Reject the Proposals Received in Response to Request for Proposals (RFP) No. 1-97/98 for Financial Management, Utility Billing and Payroll/Human Resources Systems.

ADMINISTRATION RECOMMENDATION

Authorize the rejection of the Proposals received for Financial Management, Utility Billing and Payroll/Human Resources Systems.

BACKGROUND

For approximately 10 years, the City has been utilizing three mainframe computer software packages to process the day-to-day data of nearly all city departments. These software systems – Financial Management, Utility Billing and Human Resources/Payroll - are critical components of the functions of city government and control everything from residents' water bills to financial reporting for the city's budget. Of these systems, the Financial Management System is the most important and widely used. It includes Accounts Payable, Accounts Receivable, General Ledger and Purchasing.

Several problems exist with the current software packages. First, the systems are not Year 2000 compliant and will cease to operate properly when they encounter a date with a year ending in two zeros. Since many city operations require preparation time of up to one-year, this means that some city functions will begin to fail with the current system at the beginning of 1999.

Second, in addition to not being Year 2000 compliant, the software systems are based on outdated technology which is less efficient and costlier to maintain than systems based on the new generation of updated "client-server" technology.

Finally, the three systems are not integrated – meaning that the software systems cannot share data and "talk with each other." As a practical example, this means that financial information from utility bill collections cannot be used directly in the accounting system.

AGENDA ITEM

C2D

DATE

7-1-98

In an effort to replace these systems, the City issued RFP No. 1-97/98 on October 17, 1997 to solicit proposals from responsible vendors to provide an integrated, Year 2000 compliant, hardware and software solution for Financial Management, Utility Billing and Payroll/Human Resources systems.

One-hundred ten (110) RFP notices were issued resulting in eight responses.

ANALYSIS

An evaluation committee was recommended by the City Manager and approved by the Mayor and City Commission to review the valid responses to the RFP. The members were:

- Alexander Baum, Director, Miami Dade County School Board
- Richard Bender, Executive Director to the City Manager/Labor relations, CMB
- Grace Cespeded, Deputy Finance Director, Miami Dade County Finance Department
- Mayra Diaz Buttacavoli, Assistant City Manager, CMB
- Georgina Echert, Finance Director, Broward County Aviation Department
- Jay Flynn, Acting Director, Miami Dade County Employee Relations Department
- Phyllis J. Koch, Information Technology Director, CMB
- Patricia Walker, Finance Director, CMB

The Evaluation Committee met on April 9, 1998 to review the RFP responses. Committee members reviewed the RFP responses to rank the respondents. While there were numerous items taken into consideration, the following items set forth in the RFP were among the criteria used by the committee:

- Responsiveness to the technical requirements of this RFP.
- Proposer's Qualifications, Experience and Professional Reputation.
- Cost.
- Project Plan.
- Training Plan.
- Warranty/Maintenance Plan.
- Success of similar/equivalent installations and time frame to install.

The following chart summarizes the proposals received as a result of the RFP. Vendors had the option to propose solutions for any or all of the three systems addressed by the RFP (i.e., Financial Management, Utility Billing and Payroll/Human Resources).

Company	Financial Management	Utility Billing	Payroll/Human Resources	Cost
Bi-Tech	Yes	Yes	Yes	\$701,000
SCI	Yes	Yes	Yes	\$494,000
HTE	Yes	Yes	Yes	\$893,864
Harris	No	Yes	No	\$212,930
Custima	Yes	Yes	Yes	\$511,415
Oracle	Yes	No	Yes	\$981,974
Cyborg	No	No	Yes	Not Provided
KPMG	Yes	Yes	Yes	\$8,429,000

The Evaluation Committee met again on June 19, 1998 and determined that the city should pursue the following strategy:

1. **Reject all proposals.** The committee concluded that although some vendors submitted proposals which addressed the major components of the request, none of the proposals met all the detailed requirements set forth in the RFP. Furthermore, it determined that all proposals were too expensive. Vendors were not penalized for not proposing solutions to all three systems.
2. **Implement an upgrade to the current Financial Management System.** In light of the fact that the vendor who makes the current FMS package has released a substantially upgraded version, the committee determined that is in the best interest of the City to upgrade the current Financial Management System to the new package (FMS-II). Please refer to the Request for Approval to Award a Purchase Order to Mitchell Humphrey and Company in the Amount of \$104,500 for an Upgrade to the Financial Management System dated July 1, 1998 for further details on the upgrade package.
3. **Evaluate and Purchase Utility Billing and Human Resources/Payroll Software from existing local government contracts.** A number of excellent software packages exist which will "plug-in" to the upgraded FMS package. These systems are available under existing state or local government contracts. The committee concluded that these software packages should be evaluated and tested and once the optimal systems are determined, requests to purchase these systems be brought before the Commission. The projected cost for a suitable Utility Billing System is no higher than \$75,000, and for a suitable Payroll/Human Resources

System is no higher than \$175,000.

CONCLUSION

All responses to the RFP were too expensive or did not meet all of the requirements set forth in the RFP. Accordingly, it is in the best interest of the City to reject the proposals received in response to RFP No. 1-97/98 for Financial Management, Utility Billing and Payroll/Human Resources Systems.

PJK
SR:MB:PJK

CITY OF MIAMI BEACH

EXHIBIT E

CITY HALL 1700 CONVENTION CENTER DRIVE MIAMI BEACH, FLORIDA 33139
http://ci.miami-beach.fl.us



COMMISSION MEMORANDUM NO. 418-98

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: July 1, 1998

FROM: Sergio Rodriguez
City Manager

SUBJECT: Request for Approval to Award a Purchase Order to Mitchell Humphrey & Company in the amount of \$104,500 for an Upgrade to the Financial Management System.

ADMINISTRATION RECOMMENDATION

Authorize the award.

FUNDING

Funding is available from the Internal Services Fund for Information Technology (Budget Account 550.0630.000674).

BACKGROUND

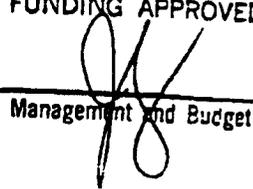
The City utilizes mainframe computer software packages to process data for all city departments. These software systems – Financial Management, Utility Billing, and Human Resources/Payroll - are critical components of the functions of city government. Of these systems, the Financial Management System is the most important as it includes Accounts Payable, Accounts Receivable, General Ledger and Purchasing.

The software packages are not Year 2000 compliant and are based on outdated mainframe technology. In an effort to replace these systems, the City issued RFP No. 1-97/98 on October 17, 1997 to solicit proposals from responsible vendors to provide an integrated, Year 2000 compliant, hardware and software solution for Financial Management, Utility Billing and Payroll/Human Resources systems.

AGENDA ITEM C2E

DATE 7-1-98

FUNDING APPROVED


Management and Budget

199800118
RECEIVED

At the same time, the vendor of the City's existing Financial Management System, Mitchell Humphrey & Company, was in the process of developing a Year 2000 compliant upgrade to their Financial Management System software. This upgrade would incorporate the latest client/server technologies. The release date for the upgrade was not known at the time the RFP was issued, however, Mitchell Humphrey & Company released its upgrade to the Financial Management System (FMS-II) in May 1998.

After evaluation by the committee, it was determined that none of the proposals that were received for the RFP met all the requirements of the RFP and that all were too expensive. See the Request for Approval to Reject the Proposals Received in Response to Request for Proposals (RFP) No. 1-97/98 for Financial Management, Utility Billing and Payroll/Human Resources Systems dated July 1, 1998 for further details on the committee's recommendation.

ANALYSIS

The Evaluation Committee for RFP No. 1-97/98 met on June 19, 1998 and determined, in part, that it would be in the best interest of the City to Upgrade its current Financial Management System rather than purchase a new system. In doing so, the committee concluded that the following benefits will be realized utilizing this approach:

- a. The cost for upgrading the current system is substantially less than acquiring a new system. The following price quote was received from Mitchell Humphrey and Company for the upgrade:

Description	Price
Training in the FMS-II product. 20 days of training at \$1,500 per day.	\$30,000
Conversion of data from the HP 3000 to Windows NT Server.	\$52,500
FMS-II Configuration and Account Testing.	\$5,000
Recommended additional software. FMS-Onramp & FMS-EXEC (both with 5 concurrent user license).	\$17,000
Total	\$104,500

- b. Less training will be necessary for city employees since the system users are already familiar with the software thus resulting in lower conversion costs and greater productivity.
- c. The vendor is familiar with the structure of the existing data system which will result in a smooth transition and lower implementation costs.
- d. The upgraded package is a client/server based system. This open-ended technology will allow add-ons, future upgrades and integration with other systems significantly easier and less costly.

e. Implementation time is significantly reduced thus enabling the City to meet Year 2000 deadlines with enough testing lead-time to ensure performance prior to the critical date.

f. FMS-II can be used as a core system with a Utility Billing system, Payroll/Human Resource system and other systems which may arise in the future. The database (Microsoft SQL) used by the FMS-II system, running on a Windows NT server, can become the standard configuration for these other systems.

In addition, a number of excellent software packages exist which will "plug-in" to the upgraded Mitchell Humphrey system. These systems are available under existing state or local government contracts. Utilizing these systems will provide the City with the ability to obtain software which utilizes the latest technology in a cost effective manner.

CONCLUSION

Upgrading the current Financial Management System to the new version, FMS-II from Mitchell Humphrey & Company, will enable the City to attain Year 2000 compliance for this system in a cost effective and timely manner. It will also enable the city to utilize technology which will allow upgrades and enhancements quickly and efficiently in the future. Accordingly, it is in the best interest of the City to award a purchase order for \$104,500 to Mitchell Humphrey and Company to upgrade the city's current software.

PJK
SR:MDP:PJK

City of Miami Beach - CITY CLERK'S OFFICE

July 1, 1998 \ CONSENT AGENDA \ C2 - Competitive Bid Reports

C2E Commission Memorandum No. 418-98

Request for Authorization to Award a Purchase Order to Mitchell Humphrey & Company in the Amount of \$104,500 for an Upgrade to the Financial Management System. Funding: Internal Services Fund for Information Technology.

Administration Recommendation: Approve the award.

(Finance Department)

ACTION: Award approved. Judy Ford to issue Purchase Order. Phyllis Koch to handle.

July 1, 1998 \ CONSENT AGENDA \ C2 - Competitive Bid Reports

C2

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CITY OF MIAMI BEACH

EXHIBIT F

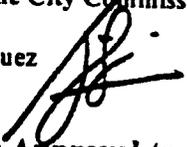
CITY HALL 1700 CONVENTION CENTER DRIVE MIAMI BEACH, FLORIDA 33139
http://ci.miami-beach.fl.us



COMMISSION MEMORANDUM NO. 123-99

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: February 17, 1999

FROM: Sergio Rodriguez
City Manager 

SUBJECT: Request for Approval to Award a Purchase Order to Mitchell Humphrey & Company in the Amount of \$72,000 for a Fixed Assets Module and a Project Accounting Module, as a Continuation of the Upgrade of the Financial Management System as Initiated by Commission Memorandum No. 418-98 Dated July 1, 1998.

ADMINISTRATION RECOMMENDATION

Authorize the award.

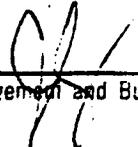
FUNDING

Funding is available from the Internal Services Fund for Information Technology (Budget Account 550.0630.000674).

BACKGROUND

On July 1, 1998, the Commission authorized the award of a Purchase Order to Mitchell Humphrey & Company in the amount of \$104,500 for an upgrade to the Financial Management System. This upgrade allows the City to achieve Year 2000 compliance, and to move to an up-to-date Client/Server platform, in a cost effective and timely manner. This system includes Accounts Payable, Accounts Receivable, General Ledger and Purchasing components.

FUNDING APPROVED


Management and Budget

AGENDA ITEM C2A
DATE 2-17-99

19900119
UNAPPROVED

ANALYSIS

The Finance Department has determined that it is in the best interest of the City to continue the upgrade of the Financial Management System by enhancing its functionality with the addition of the Fixed Assets module and the Project Accounting module. The cost of these additional components and the associated training and installation assistance is detailed in the following table.

Description	Cost (as stated in Commission Memo 418-98)	Cost (including Fixed Assets and Project Accounting modules)	Difference
Training/Assistance in the FMS-II product.	30,000 (20 days of training at 1,500 per day)	51,600 (32 days at 1500) (2 days at 1800)	21,600
Conversion of data from the HP 3000 to Windows NT Server.	52,500	52,500	0
FMS-II Configuration and Account Testing.	5,000	5,000	0
Recommended additional software. FMS-Onramp & FMS-EXEC (both with 5 concurrent user licenses)	17,000	15,900	-1,100
Additional Functionality. Software/Service: Fixed Assets Project Accounting	N/A	51,500	51,500
Total	104,500	176,500	<u>72,000</u>

CONCLUSION

The addition of the Fixed Assets module and the Project Accounting module will increase the functionality and efficiency of the City's Financial Management System. Accordingly, it is in the best interest of the City to award a Purchase Order to Mitchell Humphrey & Company in the amount of \$72,000 for a Fixed Assets module and a Project Accounting module, as a continuation of the upgrade of the Financial Management System as initiated by Commission Memorandum No. 418-98 dated July 1, 1998.

SR: :RP

Mitchell Humphrey & Co.
 FMS II Investment Summary
 March 17, 1999

ORIGINAL ESTIMATE

<u>SOFTWARE</u>				<u>Total</u>
FMS II Configuration and Account Testing			\$	5,000
FMS-EXEC (5)				7,250
FMS-ONRAMP (5)				9,750
	Total Software		\$	<u>22,000</u>
<u>CONSULTING</u>				
Extract and Convert History			\$	<u>52,500</u>
<u>TRAINING</u>		<u>Days</u>		<u>Rate</u>
General Ledger	3	\$	1,500	\$ 4,500
Accounts Payable	3		1,500	4,500
Accounts Receivable	3		1,500	4,500
Purchasing	4		1,500	6,000
Auto Transactions	2		1,500	3,000
Reporting Tools	3		1,500	4,500
Operations	2		1,500	3,000
	Total Training	<u>20</u>		<u>\$ 30,000</u>
TOTAL ORIGINAL ESTIMATE				<u>\$ 104,500</u>

*c2E
July 1, 98*

ADDITIONAL ESTIMATE

<u>SOFTWARE</u>				<u>Total</u>
1099 Tape Form			\$	1,500
REDM-Updates CHECK CPR table in FMS-AP when checks clear the bank through an external system				3,000
RMIT-Program which updates the payment name and address when loading existing invoices in FMS II AP				3,000
Fixed Assets (5)				12,000
FALD-Program which loads assets from an external system into FMS-FA				3,000
Project Accounting (5)				29,000
FMS-EXEC (5) Price Adjustment				(950)
FMS-ONRAMP (5) Price Adjustment				(150)
	Total Additional Software		\$	<u>50,400</u>

<u>TRAINING</u>		<u>Days</u>		<u>Rate</u>		<u>Total</u>
General Ledger and Project Ledger Kickoff	2	\$	1,800	\$		3,600
Accounts Payable Kickoff	1		1,500			1,500
Purchasing Kickoff	1		1,500			1,500
Fixed Assets	2		1,500			3,000
FMS-EXEC	1		1,500			1,500
FMS-ONRAMP	1		1,500			1,500
	Total Additional Training	<u>8</u>				<u>\$ 12,600</u>

<u>ASSISTANCE</u>				
Accounts Payable Check Run	3	\$	1,500	\$ 4,500
Purchasing Print Program	3		1,500	4,500
	Total Additional Assistance	<u>6</u>		<u>\$ 9,000</u>

Total Additional Training & Assistance		<u>14</u>		<u>\$ 21,600</u>
TOTAL ADDITIONAL ESTIMATE		<u>14</u>		<u>\$ 72,000</u>
TOTAL ESTIMATE		<u>34</u>		<u>\$ 176,500</u>

*2/1
c2*

Mitchell Humphrey & Co.
FMS II Investment Summary
March 17, 1999

NOTES:

- Installation support services are available at the prevailing standard daily rate at the time these services are provided.
- The extent to which installation support services are required varies from organization to organization and is dependent on such factors as: Customer staff resources, time deadlines, extent of customization, etc.
- Additional services, such as on-site project management, custom policy and procedures manual preparation, applications/operations audit, etc., are also available at our prevailing standard daily rate.
- The City of Miami Beach will be responsible for all reasonable travel-related expenses incurred for installation support services.
- One full set of documentation is provided.
- The annual maintenance fee is 18 percent of the current list price of the software under license

City of Miami Beach - CITY CLERK'S OFFICE

February 17, 1999 \ CONSENT AGENDA

February 17, 1999 \ CONSENT AGENDA
C2 - Competitive Bid Reports

February 17, 1999 \ CONSENT AGENDA \ C2 - Competitive Bid Reports

February 17, 1999 \ CONSENT AGENDA \ C2 - Competitive Bid Reports

C2A Commission Memorandum No. 123-99

Request for Approval to Award a Purchase Order to Mitchell Humphrey & Company in the Amount of \$72,000 for a Fixed Assets Module and a Project Accounting Module, as a Continuation of the Upgrade of the Financial Management System as Initiated by Commission Memorandum No. 418-98, Dated July 1, 1998. Funding: Internal Services Fund for Information Technology.

Administration Recommendation: Approve the award.
(Information Technology)

ACTION: Award authorized. Michael Rath to issue Purchase Order. R. Parcher to handle.

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EXHIBIT G



CITY OF MIAMI BEACH

CITY HALL 1700 CONVENTION CENTER DRIVE MIAMI BEACH, FLORIDA 33139
http://ci.miami-beach.fl.us

COMMISSION MEMORANDUM NO. 10-99

DATE: January 6, 1999

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

FROM: Sergio Rodriguez
City Manager

SUBJECT: A Resolution of the Mayor and City Commission of the City of Miami Beach, Florida, Authorizing the Administration to Waive, by 5/7ths Vote, the Formal Bid Process and Negotiate a Contract with Aquilium Software Corporation in the Negotiated Amount of \$151,450 for a Utility Billing System, Pursuant to an Agreement among the Finance, and Information Technology Departments, following a thorough investigation of the Available Applicable Software, that this System Provides the Optimal Solution for Year 2000 Compliant Utility Billing Computerized Processing.

ADMINISTRATION RECOMMENDATION

Adopt the Resolution.

FUNDING

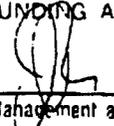
Funding is available from the Information Technology Internal Services Fund (550.0630.000674).

BACKGROUND

Since 1986, The Utility Billing Division of the Finance Department has used a computer system called the Utility Billing System (UTB) to process the City's utility (water, sewer, waste, storm water) billing and work orders for maintenance of the utility infrastructure. It is an essential system necessary to the daily functions of the City. Although this system was developed by a consultant hired by the City, it has been heavily modified by the Information Technology Department (IT) in order to accommodate the City's special needs. These changes have been so prevalent that the system currently bears no resemblance to the original system, and has not been supported by the consultant for at least ten years. More importantly, the system is not Year 2000 (Y2K) compliant. This is true of all of the City's major computer systems. In mid 1997 it was decided that the only viable solution to the Y2K problem was to replace all of the legacy systems.

In September, 1997 IT, in cooperation with all affected departments, wrote an RFP seeking a replacement for the following systems: Financial Management System (FMS), Payroll/Personnel System (PPS), and Utility Billing System (UTB). The RFP was issued in October, 1997 with a December, 1997 deadline for the responses to the RFP. It was specified that a vendor could propose an integrated solution (covering all systems) or a single system solution.

FUNDING APPROVED


Management and Budget

AGENDA ITEM C7C

DATE 1-6-99

Four vendors proposed integrated systems; they were: HTE Systems, BITECH Systems, SCI Systems, and KPMG, our external auditors, who would acquire software from Software For Government (SFG). Two other vendors made partial proposals: Oracle-Harris proposed a solution for Financial Management and Payroll/Human Resources and Harris that proposed a solution for Utility Billing only. Mitchell Humphrey (MH), our current FMS vendor, did not submit a proposal because the Procurement Department had ruled that there was no need for MH to make a proposal since they were proposing an upgrade of their software and not a new system. Cyborg Systems, Inc. submitted a proposal but it was ruled non-responsive because they failed to include their pricing.

An Evaluation Committee was appointed by the City Manager and approved by the City Commission. The members of the committee were given copies of the responses for perusal. The Committee first met in April, 1998 and agreed that the following vendors would be given further consideration: HTE, BITECH, and SCI. The other three proposals were deemed too expensive.

The Evaluation Committee met for a second time in May, 1998 and recommended:

- the RFP be rejected
- upgrading our current Financial Management System because of its features, functionality and excellent price
- finding State of Florida governmental agencies with contracts for Payroll/Human Resources and Utility Billing on which the City of Miami Beach could "piggy-back".

The City began negotiations with Mitchell Humphrey for the upgrading of the Financial Management System. The upgrade involved the conversion of historical data and training on the new appearance and functionality of the system. Mitchell Humphrey and the City came to an agreement in July, 1998. The City Commission approved the upgrading of the current Financial Management System and the rejection of all RFP proposals, Commission Memorandum no. 418-98.

IT contacted Utility Billing software vendors with State of Florida governmental agency contracts. The following vendors demonstrated their Utility Billing software: Dynasty, Census, HTE, and Aquilium. By August 31, 1998 an informal committee, consisting of managers and staff of the IT, Finance and Public Works departments, had decided to eliminate HTE because of its high price (over \$270,000). Dynasty was rejected because it was not liked by the City's Utility Billing users, and Census was rejected because it was not yet fully operational anywhere in the State of Florida. Aquilium was overwhelmingly chosen because it was the best, the most user friendly, and the cheapest of all demonstrated systems. A copy of the contract between Aquilium and the City of New Smyrna Beach was sent to Procurement for approval for "piggy-backing". It was ruled that the City could not "piggy-back" because the New Smyrna Beach contract was not awarded through the bid process.

The City hired a new Assistant Finance Director in mid July, 1998 and at a meeting between IT, Finance, and Procurement it was decided that we might consider an integrated solution for the replacement of our legacy systems. This meant that HTE might be considered again for the complete solution (Financial Management, Payroll/Human Resources, Utility Billing) in addition to the Land Management System. The Assistant Finance Director (AFD) would review the HTE financial system and compare it to the Mitchell Humphrey's. The AFD attended a Mitchell Humphrey users group in September to see its upgraded system.

On October 22, 1998 City staff who had been members of the committee met again and recommended the following:

- purchasing Utility Billing software from Aquilium pending a site visit to New Smyrna Beach, Fl
- purchasing the Financial Management upgrade from Mitchell Humphrey
- purchasing PPS software from Cyborg pending a site visit to the City of Melbourne, Fl.

On November 6, 1998 a second in-house demonstration by Aquilium replaced a site visit. Managers and staff of IT, Utility Billing and Public Works attended this demonstration. There was a unanimous opinion among the City staff that the Aquilium software will provide a Y2K compliant Utility Billing system which meets the City's requirements. It was agreed by City staff that the Aquilium software presents the optimal solution considering functionality and price, among all of the systems considered.

Aquilium has two contracts with State of Florida governmental agencies: the cities of New Smyrna Beach and Bonita Springs. These contracts were issued via the RFP process. Because each government body is unique in terms of the number of employees, the number of users, the hardware platform, the amount of training required, etc., it has been impossible to find a contract identical to the one that will meet the City's requirements.

CONCLUSION

The Administration feels that the RFP process is the proper method to use, however, because of the year 2000 time constraints, it is felt that the RFP process, even an expedited RFP process, will not allow sufficient time to implement the Utility Billing Systemt. Therefore, the Administration recommends the City Commission waive the formal bid process and authorize the Administration to issue a contract to Aquilium Corporation for a Utility Billing System.

RP
SR:MDB:RP

RESOLUTION NO. 99-23013

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AUTHORIZING A WAIVER, BY 5/7THS VOTE, OF THE COMPETITIVE BIDDING PROCESS AND APPROVING A CONTRACT WITH AQUILIUM SOFTWARE CORPORATION, IN THE AMOUNT OF \$151,450, FOR A UTILITY BILLING SYSTEM, UPON RECOMMENDATION OF THE ADMINISTRATION, FOLLOWING A THOROUGH INVESTIGATION OF THE AVAILABLE APPLICABLE SOFTWARE, THAT THIS SYSTEM PROVIDES THE OPTIMAL SOLUTION FOR YEAR 2000 COMPLIANT UTILITY BILLING COMPUTERIZED PROCESSING.

WHEREAS, the City issued Request for Proposal No.1-97/98 on October 17, 1997 to solicit proposals from responsible vendors to provide an integrated, Year 2000 compliant, hardware and software solution for financial management, utility billing and payroll/Human Resources systems; and

WHEREAS, one-hundred ten (110) RFP notices were issued resulting in eight responses; and

WHEREAS, an Evaluation Committee, appointed by the City Manager and approved by the Mayor and City Commission met in April, 1998, and in May, 1998, and recommended that all proposals be rejected; recommending instead on upgrading the City's current financial management software because of its excellent price, and trying to find State of Florida governmental agencies with contracts for payroll/Human Resources and utility billing on which to "piggy-back"; and

WHEREAS, because each government body is unique in terms of the number of employees, the number of users, the hardware platform, the amount of training required, etc., it has been impossible to find a contract on which to "piggy-back"; and

WHEREAS, the following vendors demonstrated their utility billing software to the City: Dynasty; Census; HTE; and Aquilium and, by August 31, 1998, an informal committee, made up of managers and staff of the Information Technology, Finance and Public Works Departments, overwhelmingly chose Aquilium because it was the optimal solution; and

WHEREAS, as a formal bid or RFP process is no longer possible due to Year 2000 time constraints, the Administration would recommend that the Mayor and City Commission accept its recommendation herein, and authorize, by 5/7ths vote, a waive of the competitive bidding process, finding such waiver to be in the best interest of the City.

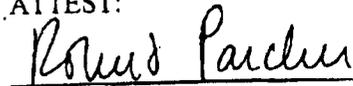
NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, that the Mayor and City Commission hereby authorize a waiver, by 5/7ths vote, the competitive bidding process and approve a contract with Aquilium Software Corporation, in the amount of \$151,450, for a utility billing system, upon recommendation of the Administration, following a thorough investigation of the available applicable software, that this system provides the optimal solution for Year 2000 compliant utility billing computerized processing.

PASSED and ADOPTED this 6th day of January, 1999.



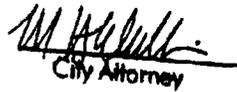
MAYOR

ATTEST:



CITY CLERK

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION


City Attorney

12/29/98
Date

EXHIBIT H

RFP No. 1-97/98 - EVALUATION COMMITTEE MEETING MINUTES, October 23, 1998, 1:30 P.M., NOTES TAKEN BY: JUDY FORD, PROCUREMENT DIRECTOR

Graciela Cespedes and Alexander Baum not present.
Bob Parcher selected as Chairman of Committee

Presentation by Eloy Bauleth, CMB Information Technology Department

UTB and Human Resources Payroll Software Discussion:

Aquiliun preferred by UTB; New Smyrna Beach contract - spoke to Finance; interface with Financial system - Windows NT SQL Server; security - password sign-in and read only files; audit trail - discussion regarding controls and changes to data which needs to be clarified how these are recorded (have Jim Sutter involved); no work order module; \$138,000 with a one year warranty (\$40,000 for software) and \$6,500 annual maintenance with \$18,150 for training and balance for implementation; additional references need to be checked; Public Works to look at system; Patricia Walker to look at system. **UNANIMOUS AGREEMENT TO AWARD PENDING POSITIVE RESPONSES.**

PeopleSoft - Too costly (approximately \$1,200,000.00); would require one fulltime consultant on-site.

Cyborg Systems, Inc. - Preferred over HTE, Inc. as there is no comparison. HTE, Inc. Would need to be modified to accomodate the City's calculations of pension and benefits; check that software meets needs of Pension, especially Police & Fire; time and attendance included; \$319,000.00 with an additional \$40-\$60,000 to add all pension payrolls; Jay Flynn suggested that "fit analysis" isn't always accurate; could wind up with a product that is not useable; what is the capacity of the software?; customers are the Miami Herald, City of Sarasota, Broward County; budgetary constraints don't allow for hiring of consultant in advance to provide "needs analysis"; modules: benefit admin, time & attendance, position control, payroll; need to visit sites to get more information; \$350,000.00 budgeted for project.

Bob Parcher: Not ready to vote until users visit a site and determine that system will accomplish what is needed; wants Committee to meet once more. Get Cyborg Systems, Inc. to complete questionnaire from the original RFP No. 1-97/98. Confirm timeline and estimated project cost.

COMMITTEE VOTED TO AWARD PENDING POSITIVE RESULTS OF FURTHER STUDY. FOUR VOTES YES AND TWO VOTES NO WITH MAYRA DIAZ-BUTTACAVOLI NOT PRESENT FOR VOTE. Further discussion and Committee decided to meet to discuss final decision.

EXHIBIT I

CITY OF MIAMI BEACH

CITY HALL 1700 CONVENTION CENTER DRIVE MIAMI BEACH, FLORIDA 33139
www.ci.miami-beach.fl.us



COMMISSION MEMORANDUM NO. 11-99

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: January 6, 1999

FROM: Sergio Rodriguez
City Manager

SUBJECT: A Resolution of the Mayor and City Commission of the City of Miami Beach, Florida, Authorizing the Administration to Waive, by 5/7ths Vote, the Formal Bid Process and Issue a Contract to Cyborg Systems, Inc. in the Negotiated Amount of \$332,414 for a Payroll/Human Resources System, Pursuant to an Agreement among the Finance, Human Resources and Information Technology Departments, following a thorough investigation of the Available Applicable Software, that this System Provides the Optimal Solution for Year 2000 Compliant Payroll/Human Resources Computerized Processing.

ADMINISTRATION RECOMMENDATION

Adopt the Resolution.

FUNDING

Funding is available from the Information Technology Internal Services Fund (550.0630.000674).

BACKGROUND

Since 1986, the Human Resources Department and the Payroll Division of the Finance Department have used a computer system called the Payroll/Personnel System (PPS) to process the City's payroll and to track employee related data. Although this system was bought from an outside vendor, it has been heavily modified by the Information Technology Department (IT) in order to accommodate the City's special needs. These changes have been so prevalent that the system currently bears no resemblance to the original system, and has not been supported by the vendor for at least ten years. More importantly, the system is not Year 2000 (Y2K) compliant. In mid 1997 it was decided that the only viable solution to the Y2K problem was to replace all of the legacy systems.

In September, 1997 IT, in cooperation with all affected departments, wrote an RFP seeking a replacement for the following systems: Financial Management System (FMS), Payroll/Personnel System (PPS), and Utility Billing System (UTB). The RFP was issued in October, 1997 with a December, 1997 deadline for the responses to the RFP. It was specified that a vendor could propose an integrated solution (covering all systems) or a single system solution.

FUNDING APPROVED

Manager of Management and Budget

AGENDA ITEM C7D

19900012

DATE 1-6-99

Four vendors proposed integrated systems; they were: HTE Systems, BITECH Systems, SCI Systems, and KPMG, our external auditors, who would acquire software from Software For Government (SFG). Two other vendors made partial proposals: Oracle-Harris proposed a solution for Financial Management and Payroll/Human Resources and Harris proposed a solution for Utility Billing only. Mitchell Humphrey (MH), our current FMS vendor, did not submit a proposal because the Procurement Department had ruled that there was no need for Mitchell Humphrey to make a proposal since they were proposing an upgrade of their software and not a new system. Cyborg Systems, Inc. submitted a proposal but it was ruled non-responsive because they failed to include their pricing.

An Evaluation Committee was appointed by the City Manager and approved by the City Commission. The members of the committee were given copies of the responses for perusal. The Committee first met in April, 1998 and agreed that the following vendors would be given further consideration: HTE, BITECH, and SCI. All three vendors proposed an integrated solution, i.e., a solution comprised of Financial Management, Payroll/Human Resources, and Utility Billing combined. The other three proposals were deemed too expensive.

The Evaluation Committee met for a second time in May, 1998 and recommended:

- the RFP be rejected
- upgrading the Financial Management System to the Mitchell Humphrey software because of its features, functionality and excellent price
- finding a State of Florida governmental agencies with contracts for Payroll/Human Resources and Utility Billing on which the City of Miami Beach could "piggy-back".

The City began negotiations with Mitchell Humphrey for the upgrading of the Financial Management System. The upgrade involved the conversion of historical data and training on the new appearance and functionality of the system. Mitchell Humphrey and the City came to an agreement in July, 1998. The City Commission approved the upgrading of the current Financial Management System and the rejection of all RFP proposals, Commission Memorandum no. 418-98.

IT contacted Payroll/Human Resources software vendors with State of Florida governmental agency contracts. The following vendors demonstrated their Payroll/Human Resources software: KPMG (demonstrating SFG software), People Soft, HTE, and Cyborg. By August 31, 1998 an informal committee, consisting of managers and staff of the IT, Finance and Human Resources Departments, had decided to eliminate - KPMG and People Soft because of their high price (between \$800,000 and \$1,000,000) and HTE because it required too much customization to meet the City's needs. Cyborg was chosen because it was almost as complete as People Soft (judged the best software) but at a third of the price. A copy of the contract between Cyborg and Broward County was sent to the Procurement Department to determine whether the City might "piggy-back" on the contract. It was ruled that the City could not "piggy-back" because the Broward County contract specified a different hardware platform from the one proposed to the City.

The City hired a new Assistant Finance Director in mid July, 1998 and at a meeting between IT, Finance, and Procurement it was decided that we might consider an integrated solution for the replacement of our legacy systems. This meant that HTE might be considered again for the complete solution (Financial Management, Payroll/Human Resources, Utility Billing) in addition to the Land Management System. The Assistant Finance Director (AFD) would review the HTE financial system and compare it to the Mitchell Humphrey's. The AFD attended a Mitchell Humphrey users group in September to see its upgraded system.

On October 22, 1998 City staff who had been members of the committee met again and recommended the following:

- purchasing Payroll/Human Resources software from Cyborg pending a site visit to the City of Melbourne, Fl.
- purchasing the Financial Management upgrade from Mitchell Humphrey
- purchasing Utility Billing software from Aquilium pending a site visit to New Smyrna Beach, Fl.

On November 13, 1998, two members of the Finance Department, one member of the Human Resources Department, one member of the Risk Management Department, one member of the Office of Management and Budget, and two members of the IT Department made a site visit to Melbourne, Fl. There was a unanimous opinion among the City staff that the Cyborg software met the City's requirements. In addition to doing the City's Payroll/Human Resources functions that affect the payroll, the Cyborg software will be used to process the payrolls for the City's four Pension Funds (General, Unclassified, Fire and Police, and Supplemental Fire and Police) which currently are not Y2K compliant. It was agreed by City staff that the Cyborg software presents the optimal solution considering functionality and price, among all of the systems considered.

Cyborg has three contracts with State of Florida governmental agencies: Broward County, and the cities of Melbourne and Sarasota. These contracts were issued via the RFP process. Because each government body is unique in terms of the number of employees, the number of users, the hardware platform, the amount of training required, etc., it has been impossible to find a contract identical to the one that will meet the City's requirements.

CONCLUSION

The Administration feels that the RFP process is the proper method to use, however, because of the year 2000 time constraints, it is felt that the RFP process, even an expedited RFP process, will not allow sufficient time to implement the Payroll/Human Resources System and the four pensions Payroll processing. Therefore, the Administration recommends the City Commission waive the formal bid process and authorize the Administration to issue a contract to Cyborg Systems, Inc. for a Payroll/Human Resources System.

SR:MDB:RP

RESOLUTION NO. 99-23014

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AUTHORIZING A WAIVER, BY 5/7THS VOTE, OF THE COMPETITIVE BIDDING PROCESS AND APPROVING A CONTRACT WITH CYBORG SYSTEMS, INC. IN THE AMOUNT OF \$332,414, FOR A PAYROLL/HUMAN RESOURCES SYSTEM, UPON RECOMMENDATION OF THE ADMINISTRATION, FOLLOWING A THOROUGH INVESTIGATION OF THE AVAILABLE APPLICABLE SOFTWARE, THAT THIS SYSTEM PROVIDES THE OPTIMAL SOLUTION FOR YEAR 2000 COMPLIANT PAYROLL/HUMAN RESOURCES COMPUTERIZED PROCESSING.

WHEREAS, the City issued Request for Proposal No.1-97/98 on October 17, 1997 to solicit proposals from responsible vendors to provide an integrated, Year 2000 compliant, hardware and software solution for financial management, utility billing and payroll/Human Resources systems; and

WHEREAS, one-hundred ten (110) RFP notices were issued resulting in eight responses; and

WHEREAS, an Evaluation Committee, appointed by the City Manager and approved by the Mayor and City Commission met in April, 1998, and in May, 1998, and recommended that all proposals be rejected; recommending instead on upgrading the City's current financial management software because of its excellent price, and trying to find State of Florida governmental agencies with contracts for payroll/Human Resources and utility billing on which to "piggy-back"; and

WHEREAS, because each government body is unique in terms of the number of employees, the number of users, the hardware platform, the amount of training required, etc., it has been impossible to find a contract on which to "piggy-back"; and

WHEREAS, the following vendors demonstrated their payroll/Human Resources software: KPMG (using SFG software); People Soft; HTE; and Cyborg and, by August 31, 1998, an informal committee, made up of managers and staff of the Information Technology, Finance and Human Resources Departments, overwhelmingly chose Cyborg because it was the optimal solution; and

WHEREAS, as a formal bid or RFP process is no longer possible due to Year 2000 time constraint, the Administration would recommend that the Mayor and City Commission accept its recommendation herein, and authorize, by 5/7ths vote, a waiver of the competitive bidding process, finding such waiver to be in the best interest of the City.

19900012

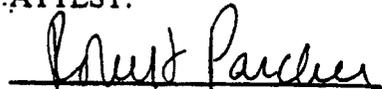
NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, that the Mayor and City Commission hereby authorize a waiver, by 5/7ths vote, of the competitive bidding process and approve a contract with Cyborg Systems, Inc. in the amount of \$332,414, for a payroll/Human Resources system, upon recommendation of the Administration, following a thorough investigation of the available applicable software, that this system provides the optimal solution for year 2000 compliant payroll/human resources computerized processing.

PASSED and ADOPTED this 6th day of January, 1999.

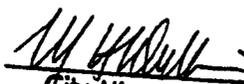


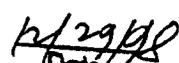
MAYOR

ATTEST:


CITY CLERK

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION


City Attorney


Date

CITY OF MIAMI BEACH

CITY HALL 1700 CONVENTION CENTER DRIVE MIAMI BEACH, FLORIDA 33139
miami-beach.fl.us

EXHIBIT J



COMMISSION MEMORANDUM NO. 533-99

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: July 21, 1999

FROM: Sergio Rodriguez
City Manager

SUBJECT: Request for Approval to Award a Purchase Order to Information Discovery Systems (IDS) in the amount of \$75,800 for Phase II Implementation and Migration of the Land Management System (LMS) and Award a Purchase Order to Cyborg Systems, Inc., in the amount of \$177,827 for Phase II Implementation and Migration of the Payroll/Human Resources System.

ADMINISTRATION RECOMMENDATION

Authorize the awards.

FUNDING

Funding is available from the Internal Services Fund for Information Technology (Budget Account 550.0630.000674).

BACKGROUND

On December 16, 1998, the Commission authorized the award of a Purchase Order to Sierra Computer Systems and Information Discovery Systems (IDS) in the amount of \$179,777 for the upgrade to and migration of data from the current Land Management System (LMS).

On January 6, 1999, the Commission authorized the award of a contract to Cyborg Computer Systems for \$332,414 for the purchase of a Payroll/Human Resources computerized system.

These two awards were made to ensure Year 2000 (Y2K) compliance for these critical computer systems.

FUNDING APPROVED



Mayor and Budget 11

AGENDA ITEM

CRD

DATE

7-21-99

19900381

ANALYSIS

The upgrade of the LMS system and movement of permitting data and computerized procedures for the Building Department was done as Phase I of the Y2K compliancy project for the whole Land Management System (LMS). In order to meet the July 1, 1999 deadline imposed by the need to issue permits with an expiration date of six months in the future, migration and implementation of the permitting functions was moved up to June 1, 1999. This was done to allow for any unforeseen problems that might occur during the changes.

Completion of Phase I has been achieved and the upgraded LMS system functions of Permitting, Inspection and most of Special Masters have been operational since June 1, 1999. Phase II of the Y2K compliancy for the LMS system is to convert and implement Licensing, Violations, and Certificate of Use as well as to complete the Special Masters functions.

The Phase I consultants, IDS, were contracted to provide the implementation of migration of permitting functions, and did an outstanding job of creating functional screens to accommodate the permitting needs of the City. Based on their excellent performance on Phase I, it is recommended that they provide the migration and implementation of the remaining LMS functions: Licenses, Certificate of Use, Violations and Special Masters.

IDS has given an estimate of \$69,800 plus additions of \$10,000 for travel and \$7,000 for unforeseen overruns, minus \$11,000 in Phase I savings for a total package of \$75,800 to achieve one hundred percent (100%) Y2K compliancy for the LMS functions distributed as follows:

Nightly Update Program for Inspection Results	\$ 1,000
Special Master Migration	\$ 9,400
Sidewalk Cafe Roll-Over Program	\$ 1,500
Elevator Roll-Over Program	\$ 1,200
PM Violation Migration	\$1 9,100
Business Licenses and Certificate of Use Migration	\$37,600
SUBTOTAL	\$69,800
Travel Expenses	\$10,000
Miscellaneous (Unforeseen Overruns)	\$ 7,000
SUBTOTAL	\$86,800
Minus Phase I Savings*	\$11,000
TOTAL	\$75,800

*Note: Phase I Savings - The original contract awarded to Sierra Computer Systems and Information Discovery Systems (IDS) in the amount of \$179,777 has provisions for some consulting and customization. Approximately \$11,000 has not yet been spent and can be used to reduce the cost of Phase II implementation to \$75,800.

Commission Memorandum

July 21, 1999

Page Three

ANALYSIS (continued)

The new Payroll/Human Resources system was purchased from Cyborg Systems for the following reasons:

1. Cyborg Systems most closely fit the City's needs and guaranteed a working Y2K compliant Payroll/Human Resources system by the Year 2000.
2. There were not enough respondents to our Request for Proposals (RFP) in our price range, (although there were two respondents at the \$1,000,000 range plus additional cost for customization to fit City-specific functions).
3. There was not enough time to issue another RFP.

Phase I of the migration and implementation of the Payroll/Human Sources has begun and is expected to be completed mid-July. During Phase I, it became apparent that the basic system that had been purchased from Cyborg Systems would not allow the City to mirror the functionality of the present system. Further customization of the unique features of the City system is required in order for a complete and seamless integration to occur. Cyborg Systems is the only possible choice in this case in order for all applicable ramifications of the proposed changes to be considered and implemented properly.

The estimate provided by Cyborg Systems for all necessary changes to complete Phase II is \$197,827 plus \$10,000 in travel expenses and \$20,000 in unforeseen overruns, minus \$50,000 in Phase I savings, for a total of \$177,827 for the complete package. The distribution of these costs is shown below:

Vacation and Sick Accruals Prorated	\$ 17,725
Donated Sick Time	\$ 7,100
Salary Range/Steps, Change Salary by Step	\$ 22,663
Print Floater, Over Accumulated, Must Use, Vacation, and Sick on Check	\$ 4,600
Enter Holiday Transactions on City Holidays	\$ 18,063
Automatic Longevity Changes	\$ 7,100
Transaction Adjustments on Check	\$ 14,200
Floating Holiday Accrual and Expiration	\$ 3,313
Alternate Holiday Earning, Usage, and Forfeit	\$ 9,875
Over Accumulated Must Use with Year-End Forfeit	\$ 9,875
End of Year Forfeiture Report for Vacation Must-Use, Floater, Alternate, and Over Accumulated	\$ 3,313

Commission Memorandum

July 21, 1999

Page Four

ANALYSIS (continued)

Payroll Interface to Include:

Direct Deposit for Active Payroll, Police & Fire, and General & Unclassified Pensions; PEBSCO: 401A, 457, and Part Time Pension (PESPBT); ICMA: 401A, and 457; General Ledger for the Financial System	\$ 60,000
Laser Check Printing Interface	\$ 20,000
SUBTOTAL	\$197,827
Travel Expenses	\$ 10,000
Miscellaneous (Unforeseen Overruns)	\$ 20,000
SUBTOTAL	\$227,827
Minus Phase I Savings*	\$50,000
TOTAL	\$177,827

*Note: Phase I Savings - The original Cyborg Systems contract that was awarded in the amount of \$332,414 had provisions for some consultation and customization. Approximately \$50,000 of the customization budget has not yet been spent and can be utilized to reduce the cost of completing Phase II to \$177,827.

CONCLUSION

The awarding of amendments to the original contracts for the IDS and Cyborg Systems vendors for the completion of Phase II for the migration and implementation of the Land Management System and Payroll/Human Resources System respectively, will bring the City in line with Y2K compliancy for these crucial City systems. At the same time, it will free up City staff to provide assistance to all of the City's users who are facing new and more complicated computer applications.

SR:RP:MR:MKR *MKR*

EXHIBIT K

CYBORG SYSTEMS, INC. MODIFICATIONS - ORIGINAL TWELVE TASKS

TASK 1

VAC & SIC ACCRUALS PRORATED.

TASK 2

DONATED SICK TIME.

TASK 3

SALARY RANGE/STEPS, CHANGE SALARY BY STEP.

TASK 4

PRINT FLOATER, OVER ACCUMULATED, MUST USE, VACATION & SICK ON CHECK.

TASK 5

ENTER HOLIDAY TRANSACTION ON CITY HOLIDAYS.

TASK 6

AUTOMATIC LONGEVITY CHANGES.

TASK 7

TRANSACTION ADJUSTMENTS ON CHECK.

TASK 8

FLOATING HOLIDAY ACCRUAL AND EXPIRATION.

TASK 9

ALTERNATE HOLIDAY EARNING, USAGE, FORFEIT.

TASK 10

OVER ACCUMULATED MUST USE, WITH YEAR-END FORFEIT.

TASK 11

END OF YEAR FORFEITURE REPORT FOR VACATION MUST USE, FLOATER, ALTERNATE, AND OVER ACCUMULATED.

EXHIBIT K (Con't)

TASK 12

PAYROLL INTERFACE TO INCLUDE: DIRECT DEPOSIT FOR ACTIVE PAYROLL, POLICE & FIRE, AND GENERAL & UNCLASSIFIED PENSIONS; PEBS CO: 401A, 457, AND PART TIME PENSION (PESPBT); ICMA: 401A, AND 457; GENERAL LEDGER FOR THE FINANCIAL SYSTEM.

EXHIBIT L

**CYBORG SYSTEMS, INC. MODIFICATIONS - TWENTY-ONE TASKS (NINE
ADDITIONS TO ORIGINAL TWELVE TASKS)**

TASK 1

VAC & SIC ACCRUALS PRORATED.

TASK 2

DONATED SICK TIME.

TASK 3

SALARY RANGE/STEPS, CHANGE SALARY BY STEP.

TASK 4

**PRINT FLOATER, OVER ACCUMULATED, MUST USE, VACATION & SICK ON
CHECK.**

TASK 5

ENTER HOLIDAY TRANSACTION ON CITY HOLIDAYS.

TASK 6

AUTOMATIC LONGEVITY CHANGES.

TASK 7

TRANSACTION ADJUSTMENTS ON CHECK.

TASK 8

FLOATING HOLIDAY ACCRUAL AND EXPIRATION.

TASK 9

ALTERNATE HOLIDAY EARNING, USAGE, FORFEIT.

TASK 10

OVER ACCUMULATED MUST USE, WITH YEAR-END FORFEIT.

TASK 11

**END OF YEAR FORFEITURE REPORT FOR VACATION MUST USE, FLOATER,
ALTERNATE, AND OVER ACCUMULATED.**

EXHIBIT L (Con't)

TASK 12

PAYROLL INTERFACE TO INCLUDE: DIRECT DEPOSIT FOR ACTIVE PAYROLL, POLICE & FIRE, AND GENERAL & UNCLASSIFIED PENSIONS; PEBSICO: 401A, 457, AND PART TIME PENSION (PESPBT); ICMA: 401A, AND 457; GENERAL LEDGER FOR THE FINANCIAL SYSTEM.

TASK 13

EMERGENCY AND FAMILY LEAVE HOURS TO REDUCE SICK AND VACATION BALANCES.

TASK 14

OVERTIME RATE CALCULATION.

TASK 15

PEBSICO 401A, EXTRACT FILE FORMAT.

TASK 16

PEBSICO 457, EXTRACT FILE FORMAT.

TASK 17

PEBSICO PART TIME PENSION (PESPBT), EXTRACT FILE FORMAT.

TASK 18

ICMA 401A, EXTRACT FILE FORMAT.

TASK 19

ICMA 457, EXTRACT FILE FORMAT.

TASK 20

DOWNLOAD OF FILES FOR POLICE & FIRE PENSION FOR BENEFIT CALCULATION.

TASK 21

RANDOM DRUG TESTING.



COMMISSION MEMORANDUM NO. 666-99

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: September 22, 1999

FROM: Sergio Rodriguez
City Manager

SUBJECT: Request for Approval to Award a Personal Services Contract to ABC Computing Service, Inc., in an Estimated Amount of \$79,565.64 to Provide Specialized Customization Assistance for the new Cyborg System, Inc. Payroll System.

ADMINISTRATION RECOMMENDATION

Authorize the award.

FUNDING

Funding is available from the Internal Services Fund for Information Technology (Budget Account 555.0630.000674).

BACKGROUND

On January 6, 1999, the Commission authorized the award of a Purchase Order to Cyborg Computer Systems, Inc., for \$332,414 for the purchase of a Payroll/Human Resources computerized system. The system was to be implemented in two phases with Phase I being completed in late July.

During Phase I, it became apparent that the basic system obtained from Cyborg Systems, Inc., would not allow the City to mirror the functionality of the present system. After further analysis by City personnel and Cyborg, it was determined that additional work would have to be done to customize the system for the City's needs.

An estimate in the amount of \$177,827 was obtained from Cyborg Systems, Inc., to make the necessary customization changes required and the Commission authorized the award of a Purchase Order to Cyborg Systems, Inc., for \$177,827 on July 21, 1999.

After the award was made, further detailed discussions regarding the work to be done by Cyborg Systems, Inc. took place. The high cost of the work and possibly additional customization that might have to be done, prompted the Information Technology Department to investigate other options.

AGENDA ITEM C2B
DATE 9-22-99

ANALYSIS

It was recommended by other jurisdictions that the City utilize the services of ABC Computing Service, Inc., an independent firm that had a very high reputation for excellence in conducting customization work on Cyborg Systems, Inc. software. The company was contacted and Mr. Andrew J. Weiss met with the staff of the IT Department on August 20, 1999, to discuss the parameters of the work to be done. He demonstrated a comprehensive understanding of the Cyborg System, Inc., software and the requirements for customizing the system to meet the City's needs.

ABC Computer Service, Inc., then submitted an estimate of \$69,565.64 to achieve the customizing of twenty-one (21) features of the Cyborg Systems, Inc., payroll system. In recognition of the complexity of these modifications and the difficulty in predetermining if there may be other changes or modifications required, an additional \$10,000 contingency is recommended which brings the total amount to \$79,565.64. This represents a \$98,261.36 savings over the Cyborg Systems, Inc. proposal to perform the same modifications. The distribution of the costs is to be found in Attachment A.

Further, an outline of the method for completion of the twenty-one (21) features' customization and a time frame for this was provided by ABC Computing Service, Inc. and is to be found in Attachment B and C. This will give the City a means of tracking the progress of the work being done and ensure that payment is made when the assigned tasks are completed.

In addition, the Cyborg Systems, Inc., has authorized a release from their contractual obligations for the work to be conducted by ABC Computing Service, Inc. which is to be found in Attachment D.

CONCLUSION

Based on our analysis of the proposal, it is recommended that \$79,565.64 be transferred from the amount allotted to Cyborg Systems, Inc., for customization and be reallocated to ABC Computing Service, Inc., through a personal service contract. This will ensure that the City has the necessary customization of their payroll system for implementation to meet the Y2K compliance issue.

RP MKR
SB:RP:MKR

ATTACHMENT A

ABC COMPUTING SERVICE, INC. DISTRIBUTION OF COSTS

Requirements Analysis Conference (1 day @\$950.00 per day plus expenses)	\$ 1,815.64
Vacation & Sick Accruals Prorated (6 days @\$950.00 per day)	\$ 5,700.00
Donated Sick Time (6 days @\$950.00 per day)	\$ 5,700.00
Salary Range/Steps, Change Salary by Step (6 days @\$950.00 per day)	\$ 5,700.00
Print FLO, Over Accum, Must Use, Vacation, & Sick Accrual on Check	\$ - - - - -
Enter Holiday Transaction on City Holidays (3 days @\$950.00 per day)	\$ 2,850.00
Longevity Changes to be Automatic (3 days @\$950.00 per day)	\$ 2,850.00
Print HEDs Adjustments on Check (5 days @\$950.00 per day)	\$ 4,750.00
Floating Holiday Accrual and Expiration (3 days @\$950.00 per day)	\$ 2,850.00
Alternate Holiday Earning, Usage, Forfeit	\$ - - - - -
Over Accumulated Must Use, with Year End Forfeit (3 days @\$950.00 per day)	\$ 2,850.00
End of Year Forfeiture Report for Vacation, Floating Holiday, Alternate Holiday, Over Accumulated	\$ - - - - -
Time Sheets (2 days @\$950.00 per day)	\$ 1,900.00
Emergency, and Family Leave Hours to Reduce Sick, and Vacation Balances (2 days @\$950.00 per day)	\$ 1,900.00
Overtime Rate Calculation (2 days @\$950.00 per day)	\$ 1,900.00
PEBSCO 401A, Extract File Format (2 days @\$950.00 per day)	\$ 1,900.00
PEBSCO 457, Extract File Format (2 days @\$950.00 per day)	\$ 1,900.00
PEBSCO Part Time Pension (PESPBT), Extract File Format (2 days @\$950.00 per day)	\$ 1,900.00
ICMA 401A, Extract File Format (2 days @\$950.00 per day)	\$ 1,900.00
Download of Files for Police & Fire Pension for Benefit Calculation (7 days @\$950.00 per day)	\$ 6,650.00
Random Drug Testing (3 days @\$950.00 per day)	\$ 2,850.00
Miscellaneous Travel Costs (4 Trips @\$2,450.00 per trip)	\$ 9,800.00
Contingency	\$10,000.00
TOTAL	\$79,565.64

ATTACHMENT B

September 14, 1999

Mr. Walter Coolidge, Jr.
City of Miami Beach
1100 Washington Avenue, 4th Floor
Miami Beach, FL 33139

RE: TIME FRAME FOR COMPLETION OF CUSTOMIZATION TASKS

Dear Walter:

Attached time frame for initiation, and completion of tasks submitted in my Cyborg support proposal dated August 20, 1999.

Time frame estimate based on starting work on the project no later than September 27, 1999.

Priority were assigned as per my understanding of requirements, tasks that effect checks, and pay processing first, and extracts, downloads, last. These task priority can be adjusted as you desire. Schedule of completion based on accuracy of your definition, your ability to provide an efficient test environment, and competent, timely review of test results. Test plans must be in place prior to task begin date for review.

If conditions arise, that are out of ABC Computing Service, Inc.'s control, that substantially effect completion dates, you will be provided written notification.

If other tasks arise that are necessary to the completion of payroll implementation, that ABC assists you with, written approval will be requested prior to performing the tasks. Additional funds will be requested, if necessary, and schedule will be adjusted to allow time for completion. Several of current tasks will not be required prior to running of first live Cyborg, and these completion dates will be adjusted to allow for un-foreseeable delays in the schedule.

ABC's normal billing process is to invoice at the end of each month for work performed during that month (not tasks completed), with invoice being due at the end of the month (EOM).

This is the process I will use to invoice the City, and invoices will note days worked on tasks, and tasks completed.

Sincerely,
Andrew J. Weiss
ABC Computing Service, Inc.

cc: Kay Randall

ATTACHMENT C

CITY OF MIAMI BEACH CYBORG CUSTOMIZATION TIME FRAME ESTIMATE

Priority	Task	Description	Max Days	Begin Date	Completion Date
1	7,4	Print HEDs adjustments on check Print FLO, Over accum, Must Use, Vacation, & Sick Accrual on check	5	09/27/99	10/04/99
2	14	Overtime rate calculation	2	09/28/99	10/05/99
3	13	Emergency, and Family leave hours to reduce Sick, and vacation balances	2	09/29/99	10/06/99
4	5,9	Enter Holiday transaction on City Holidays Alternate Holiday earning, usage, forfeit	3	09/30/99	10/07/99
5	12	Time Sheets	2	10/04/99	10/18/99
6	1,11	Vacation & Sick Accruals prorated End of Year forfeiture report for vacation, floating holiday, alternate holiday, over accumulated	6	10/06/99	10/25/99
7	2	Donated Sick Time	6	10/11/99	10/27/99
8	3	Salary Range/Steps, change salary by step	6	10/18/99	10/29/99
9	6	Longevity changes to be automatic	3	10/19/99	11/01/99
10	8	Floating Holiday accrual and expiration	3	10/25/99	11/02/99
11	10	Over accumulated Must use, with year end forfeit	3	10/27/99	11/03/99
12	15	PEBSCO 401A, extract file format	2	11/01/99	11/09/99
13	16	PEBSCO 457, extract file format	2	11/03/99	11/12/99
14	17	PEBSCO Part Time pension (PESPBT), extract file format	2	11/08/99	11/18/99
15	18	ICMA 401A, extract file format	2	11/15/99	11/19/99
16	19	ICMA 457, extract file format	2	11/16/99	11/29/99
17	20	Download of files for Police & Fire Pension for Benefit calculation	7	11/17/99	11/30/99
18	21	Random Drug Testing	3	11/19/99	12/01/99

CYBORG

SYSTEMS

Quality Options in Human Resource Technology

ATTACHMENT D

CYBORG SYSTEMS INC. - RELEASE LETTER

September 16, 1999

Mr. M. Kay Randal
Director
Information Technology
City of Miami Beach
1100 Washington Ave.
Floor 4
Miami Beach, FL 33139

1 page via fax number (305) 675-7049 and regular mail

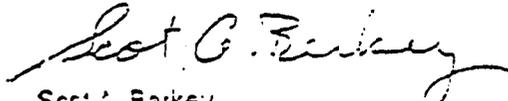
Dear Mr. Randal:

Please consider this letter a formal release for the City of Miami Beach (the City) from its performance under the following Statements of Work under the City's existing Consulting Services Agreement No. 4665 with Cyborg Systems, Inc. (Cyborg): 4665-06, 4665-07, 4665-08, 4665-09, 4665-10, 4665-11, 4665-12, 4665-13, 4665-14, 4665-15, 4665-16, 4665-17, 4665-19, 4665-20, and 4665-23. Since these Statements of Work were not signed by an authorized representative of the City, neither Cyborg nor the City are obligated to perform under them.

Further, you also noted that third party consultants would be hired by the City to perform certain services, including but not limited to the tasks described in the Statements of Work above. Please note that these consultants may be allowed access to the software the City has licensed from Cyborg only after each one has signed a separate nondisclosure agreement (NDA), intended to protect the confidentiality of Cyborg's software. The NDA(s) may be between the City and the consultants or between Cyborg and the consultants, but should be in substantially the same form as the NDA that was previously faxed to Oscar Santiesteban by Aubrey Sternal on August 18th. If the NDA(s) are executed directly between the City and the consultants, Cyborg would like a copy of each one for our files.

Please feel free to call me at (312) 803-8582 with any questions.

Sincerely,



Scott A. Berkey
U.S. Manager of Client Services

Copies to: Walt Ocollege
Diane Land
Aubrey Sternal
Liz Bulasko
Bill Morgan

EXHIBIT N

CYBORG SYSTEMS, INC. MODIFICATIONS - FIFTY-THREE TASKS AS OF 2/23/00

1. Vacation and Sick Accruals Prorated (Status: Completed but Extended)

Report Generator to accrue vacation and sick leave hours, based on hours worked, HEDs to be included in hours worked total, and accrual rates to be stored in WL records. Memo HED will contain life-to-date hours worked. New employees will have their accruals stored until their probationary period ends. A batch EL program will process after first payroll of year to determine forfeitures including over-accumulations and transfer previous year vacation balance. Print report of forfeitures.

Accruals are prorated only for the time actually paid.

Year-end processing routines for Vacation and Sick accruals postponed.

Extended to correct problems which arose in actual production.

2. Donated Sick Time (Status: Postponed)

A new screen and segment will be created to enter Donation transaction. Screen will test availability of hours entered. English Language match program will process to interrogate this transaction and adjust both employees' accrual balance, and print report.

3. Step Increases (Status: Extended; Testing)

Change salary by step. New screen, new segment to enter step increase, increase date, and daily hours. Batch EL program to test step field, find matching step in new code set, create 40-SCR entry, with step increase entry to reflect increase and print report of all step increases. Employee-level screen (XLASCR) completed.

Extended to add fields to XLASCR: Effective Date and Extended Base Salary. Modify auto step increases to use effective date to trigger increase.

4. Print Vacation and Sick Leave Accrual Hours on Paycheck Stub (Status: Completed)

Modify Cyborg check format generator, using WL record to indicate HEDs. Indicate over-accumulations and must-use hours. (Included with Mod. #7.)

Output spec's mailed to Westcorp.

EXHIBIT N (Con't)

5. Enter Holiday Transactions for City Holidays (Status: Completed)

Report generator program to process in pre-pass to read new company segment, to determine presence of holidays within upcoming pay period. If employee is eligible and does not have current Alternate Holiday Memo HED hours, create time card transaction for Holiday HED and print report.

Company-level screen (XCBSR) for entering holidays has been completed. Holidays must now be entered.

6. Automatic Longevity Changes (Status: Coded)

Report generator to update Memo HED with hours worked. MCASCR WL record to store HEDs to be included. Batch EL program to update 40-SCR with salary when employee passes longevity threshold. Thresholds and percentages hard-coded.

7. Print HED Adjustments to Earnings (Not Deductions) on Paycheck (Status: Completed but Extended)

Modify Cyborg check format report generator to print current labor records as earnings on stub and to print accrual balances on stub. Consideration must be given to printable area on stub. Check RG will also be modified to print warning message of impending loss of accrued hours.

Extended in order to add the writing of checks and direct deposit advices and creating check and direct deposit records on Files T and W, respectively, for Retirement Co. 770001. Also, to print Bank Name, Routing No., and Account Number on Direct Deposit Advices.

8. Floating Holiday Accrual and Expiration (Status: Postponed)

Batch EL program to accrue floating holiday based on daily hours field (Mod. #3). Program will run after last payroll of year and after each pay period. Employees on probation will not receive Holiday until they reach 1040 hours. Print report.

9. Alternate Holiday Earnings (Status: Postponed)

Included with Mod. #5.

EXHIBIT N (Con't)

10. Over-Accumulated Must Use Leave, with Year End Forfeitures (Status: Postponed; More Definition Required)

Batch English Language program to calculate at the beginning of each year the over-accumulated hours and store those hours in Memo HED. Vacation and sick HEDs will have method code RG to reduce these over-accumulated hours, identify lost hours. Included with Mod. 1.

11. End-of-Year Forfeiture Report: Pay Time Processing (Status: Completed); Year-end Processing (Status: Postponed)

Report forfeitures for must-use hours for vacation, floating holidays, and alternate holidays, over-accumulated. Hours reported are for time worked/paid only.

12. Time Sheets (Status: Cancelled; Programmed by IT Staff)

Write batch EL program to print time sheet format based upon entering of week number and date. Parameter screen R-XTSR completed but not tested. Internal IT staff wrote program, using Crystal Reports.

13. Leave Processing/Accrual & Reduction Method Code (Status: Completed but Extended)

RG method code on memo HED to accrue or reduce accrual balances by current hours in any HEDs for emergency or family leave, vacation, sick, etc.

Extended to correct erroneous payment of Vacation to Floating Holiday and to solve accrual balance problem resulting from transfer of Sick to Vacation time, for Payroll #4, 2000.

Extended to create a Leave History Report. As part of the latter task, create a file of actual HED usage to correctly update the 93 Screen. Also, create a file showing how HEDs were actually paid. Revise Method Code generator "SR" to create the file RG AXAX (H50OUT File) and 5PRINT changes made.

EXHIBIT N (Con't)

14. Overtime Rate Calculation (Status: Completed)

RG method code will use MCASCR to accumulate current earnings amount, divide by pay period hours to determine OT rate. OT rate multiplied by hours entered, by OT factor = OT earnings.

15. Create PEBSO 401A Extract File (Status: Postponed)

RG or EL program to create extract file as per format required.

16. Create PEBSO 457 Extract File (Status: Postponed)

RG or EL program to create extract file as per format required.

17. Create PEBSO Part Time Pension (PESPBT) Extract File (Status: Postponed)

RG or EL program to create extract file as per format required.

18. Create ICMA 401A Extract File (Status: Postponed)

RG or EL program to create extract file as per format required.

19. Create ICMA 457 Extract File (Status: Postponed)

RG or EL program to create extract file as per format required

20. Download Files for Police & Fire Pension for Benefit Calculation (Status: Completed but Extended)

EL batch programs to create required file format.

Extended to revise process/layouts. Pension start date is required and needs to be converted from old system

21. Random Drug Testing (Status: Cancelled)

EL batch program to create extract file based on selection criteria to be input to random drug selection processing. Report being created by IT Staff, using Crystal Reports.

EXHIBIT N (Con't)

22. Fire & Police Pension Checks/Direct Deposits (Status: Completed)

Modify standard Cyborg check format RG to print 3-part check stub. Print 3-per-page Direct Deposit Advice.

23. Out of Class Pay (Status: Completed)

Report Generator M/C to calculate out of class pay from Union Code WL records, with rate for union.

24. Extra Pay (Status: Completed)

Report Generator M/C to calculate extra pay, based on step and percentage from HED and MCASCR regular hours and amount. Step rate to be found from new employee segment for base step, plus HED rated for steps in WL record.

Excesses FILE01 Codeset MB01, directly in P4CALC.

25. Report Sequencing (Status: Completed)

Modify Cyborg payroll reports HED Register 2H2H, Tax Filing 2T2T, and Combined Register 2222 to print in Fund (Control 3) and Department-Budget (Control 4) , and Name sequence.

26. Longevity Hours Accumulation (Status: Completed)

Report Generator M/C to accumulate longevity hours as per normal hours scheduled/worked. Prior time worked is used for longevity hours.

27. Shift Pay Calculation (Status: Completed)

M/C to calculate shift pay based on Normal Shift and Shift Hours entered. Find shift rates in WL Union Code record. Hours for 321 (HOL2), 323 (HOL3), and 325 (HOL3 + OT1) are added back in order to receive shift differential.

28. Automatic Union Salary Increase (Status: Coded; Testing Required)

EL batch program, with parameters for Union, increase percentage, and increase date, to calculate salary increase, and create 40-SCR, entry, and report of increases.

EXHIBIT N (Con't)

29. Seniority Report (Status: Specifications; Postponed)

Modify Cyborg EL report for sequence, fields, and sub-totals.

30. No Check Report (Status: Completed)

Report generator to print report of all active employees not receiving paychecks. A test for employees with wages but zero net and an active employee count by department have been included in this report.

31. Life Insurance Deduction Calculation; Current Pay Calculation Only (Status: Completed)

For each payroll, use the Method Code report generator to calculate life insurance, based upon base pay. For the insurance deduction, use amount two as the Insurance Base Amount multiplied by the A8-SCR amount/percent field which contains the amount per thousand of coverage.

Prior to the first payroll of the year, use the current 40-SCR annual salary to update the HED life insurance base amount, thereby automatically increasing life insurance for employees who have received raises during the past year.

Prior to the first payroll of the year, run a report of base life insurance amounts. The print layout will contain the following: Dept. Number, Employee Number, Employee Name, HED, Base Insurance Amount, Insurance Rate.

Report sequence will be: Dept. – Control 5, Employee Number

Increase life insurance automatically for employees who have received raises during the past year.

The year-end process for life insurance deduction calculation has been postponed.

32. Employee Roster – Name Sequence (Status: Completed)

Create new EL report from Cyborg EL Program 1A-RPT. Print list of active employees, in sequence by last name.

EXHIBIT N (Con't)

33. Missing Deduction Report (Status: Completed)

Report Generator report of active, salaried employees set up for a deduction or Federal tax, where none was taken, including items such as: FICA, Pension

Print report line for deductions not taken this pay run.

34. General Ledger Reports (Status: Completed)

GL pay period reports of earnings, taxes, and deductions by Fund, Charge, and Account Number. Includes Earnings Report, Deduction Report, and Summary Report..

35. Health/Dental Head Count (Status: Completed)

Write new Report Generator to print summary line by HED, count of employees with selective active Health, Dental HEDs, without sub-total by group.

36. Memo Deduction Register (Status: Completed)

Print report of all memo deductions for HEDs in the range of 800 – 899. Same format as HED Register RGH2H2.

37. Payroll Deduction Summary Report (Status: Completed)

Print summary report for tax bodies/deductions. Separate summary lines for all current activity and in total.

38. Paycheck Control File (Status: Completed)

Create file for all paychecks created in SunTrust Bank format.

39. Normal Hours Report (Status: Completed)

Create RG report of any active employee being paid more or less than normal hours.

40. HED Alpha Deduction Register (Status: Completed)

Create RG report for selected Deduction HEDs.

EXHIBIT N (Con't)

41. ACH File Modifications (Status: Completed)

Modify Cyborg ACH RG 6A6A to test company number and insert character prior to sender number.

42. Life Insurance Value Report (Status: Testing)

Write new EL program to print report of employees' coverages for basic life, supplemental life and AD&D, employee count, and coverage amount. Monthly report not required until middle of January.

Extended to redefine report

43. FOP Deduction Report (Status: Testing)

Write new EL program to print report of FOP Union employees with coverage for basic life, supplemental life, and AD&D. Monthly report not required until middle of January.

Extended to redefine report.

44. Print Manual Checks via Westcorp (Status: Testing)

Write EL program to create File 31 records in Westcorp format for printing manual checks. Modify BSCO for File 31 format.

45. Quarterly Reporting (Status: Definition)

Review Cyborg quarterly reports against City requirements. Create specification, programs to meet quarterly reporting requirements. Reporting requirements must be defined and/or reviewed.

46. Bank Reconciliation/Computer-Generated Checks Report/File (Status: Completed)

Create file/write report of all computer-generated checks and create reconciliation file/write report for retirement companies 660001, 660002, and 770001.

47. Upcoming Longevity Increases Report (Status: Specifications)

Write EL report of employees going over a longevity milestone with the next two pay periods.

EXHIBIT N (Con't)

48. Bank Reconciliation/Computer-Generated Checks Report/File for Police & Fire Pension Company (Status: Completed)

Create file/write report of all computer-generated checks and create reconciliation file/report for Police and Fire Pension Company 440001.

49. Extended Base Salary (Status: Coded)

Write EL program to calculate extended base salary and store new fields on XLASCR Screen, based upon HR definition of extended base salary.

50. Injury Service-Connected Report (Status: Specifications)

Write report of injuries, service-connected.

51. Insurance Information Report (Status: Specifications)

Write report of active employee payroll and of retirement payroll.

52. Workers Comp. Summary Report (Status: Specifications)

53. Payroll Pension Status Report (Testing)

EXHIBIT O

Cyborg Computer Systems, Inc. COST BREAKDOWN AS OF 2/23/2000

ORIGINAL CONTRACT	VENDORS	PHASE	APPROVED	APPROVAL PENDING	AMOUNT EXPENDED	REMAINDER AVAILABLE
Cyborg Computer Systems, Inc.	Cyborg Computer Systems, Inc.	Phase I	\$312,414.00		\$307,916.99	\$4,497.01
	Westcorp Software Systems, Inc.	Phase I	\$20,000.00		\$19,184.42	\$815.58
Cyborg Computer Systems, Inc.	Cyborg Computer Systems, Inc.	Phase II	\$177,827.00		\$69,660.00	\$28,600.96
Cyborg Computer Systems, Inc.	(Reduction Request)	Phase II	-\$79,565.64			
		SUBTOTAL	\$430,675.36		\$396,761.41	\$33,913.55
ABC Computing Service, Inc.	ABC Computing Service, Inc.	Phase I	\$79,565.64		\$76,350.22	\$3,215.42
ABC Computing Service, Inc.	ABC Computing Service, Inc.	Phase II		\$61,685.00		
		SUBTOTAL	\$510,241.00		\$473,111.63	\$37,128.97
Cyborg Computer Systems, Inc.	Cyborg Computer Systems, Inc.	Phase III		\$225,000.00		
		SUBTOTAL	\$510,241.00	\$286,685.00	\$473,111.03	\$37,128.97
		GRAND TOTAL (Approved and Pending)	\$796,926.00			

EXHIBIT P

MITCHELL HUMPHREY & CO. - COST BREAKDOWN AS OF 2/23/2000

ORIGINAL CONTRACT	VENDORS	PHASE	APPROVED	APPROVAL PENDING	AMOUNT EXPENDED	REMAINDER AVAILABLE
Mitchell Humphrey & Co.	Mitchell Humphrey & Co.	Phase I	\$104,500.00		\$0.00	\$104,500.00
	Mitchell Humphrey & Co.	Phase II	\$72,000.00		\$44,519.06	\$27,480.94
	Mitchell Humphrey & Co.	Phase II	\$4,000.00		\$0.00	\$4,000.00
GRAND TOTAL (Approved and Pending)			\$180,500.00		\$44,519.06	\$135,980.94

EXHIBIT Q

AQUILUM SOFTWARE CORPORATION - COST BREAKDOWN AS OF 2/23/2000

ORIGINAL CONTRACT	VENDORS	PHASE	APPROVED	APPROVAL PENDING	AMOUNT EXPENDED	REMAINDER AVAILABLE
Aquilum Software Corporation	Aquilum Software Corporation	Phase I	\$151,450.00		\$165,694.19	-\$14,244.19
GRAND TOTAL (Approved and Pending)			\$151,450.00		\$165,694.19	-\$14,244.19

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
03/17/97	New Information Technology Director Phyllis Koch started work.	
10/17/97	RFP No. 1-97/98 issued.	
10/00/97	Bid went out.	
12/00/97	Bid closed.	
02/06/98	RFP No. 1-97/98 Evaluation Committee appointed by City Manager.	Alexander Baum, Director, Miami Dade County School Board, Grace Cespedes, Deputy Finance Director, Miami Dade County Finance Department, Georgia Echert, Director of Finance, Broward County Aviation Department, Jay Flynn, Acting Director, Miami Dade County Employees Relations Department, Mayra Diaz-Buttacavoli, Assistant City Manager/Labor Relations, CMB, Judy Ford, Procurement Director, CMB, Phyllis Koch, Information Technology Director, CMB, Patricia Walker, Finance Director, CMB

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
04/09/98	RFP No. 1-97/98 Evaluation Committee Initial Meeting to review RFP responses and rank respondents: BITECH, Custima, Cyborg, Harris, HTE, Mitchell Humphrey, Oracle, and SCI.	Alexander Baum, Director, Miami Dade County School Board, Grace Cespedes, Deputy Finance Director, Miami Dade County Finance Department, Georgia Echert, Director of Finance, Broward County Aviation Department, Jay Flynn, Acting Director, Miami Dade County Employees Relations Department, Mayra Diaz-Buttacavoli, Assistant City Manager/Labor Relations, CMB, Judy Ford, Procurement Director, CMB, Phyllis Koch, Information Technology Director, CMB, Patricia Walker, Finance Director, CMB
06/19/98	RFP No. 1-97/98 Evaluation Committee Meeting - Decision to: reject the RFP, upgrade of FMS to FMS-II by Mitchell Humphrey and recommend State of Florida government agency with existing contracts in Payroll/Human Resources and Utility Billing on which the City of Miami Beach could "piggy-back".	Alexander Baum, Director, Miami Dade County School Board, Grace Cespedes, Deputy Finance Director, Miami Dade County Finance Department, Georgia Echert, Director of Finance, Broward County Aviation Department, Jay Flynn, Acting Director, Miami Dade County Employees Relations Department, Mayra Diaz-Buttacavoli, Assistant City Manager/Labor Relations, CMB, Judy Ford, Procurement Director, CMB, Phyllis Koch, Information Technology Director, CMB, Patricia Walker, Finance Director, CMB

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
07/01/98	Commission Memorandum No. 417-98 to reject all the proposals received in response to RFP No. 1-97/98 and Commission Memorandum No. 418-98 for the upgrading of the current Financial Management System to FMS-II approved by Commission.	
07/08/98	KPMG - Payroll/Human Resources Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Irina Povolotskaya, Denise Bynum, Emma Covington, T.C. Adderly, Celia Locke, Margaret Arculeo
07/13/98	New Assistant Finance Director Georgina Echert started work.	
07/15/98	Cyborg Systems, Inc. - Payroll Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Emma Covington, Maria Gil, Celia Locke, Margaret Arculeo
07/16/98	Dynasty Software - UTB Demo.	Eloy Bauleth, Oscar Santiesteban, Jorge Montes, Bob King
07/23/98	PeopleSoft - Payroll/Human Resources Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Denise Bynum, Emma Covington, T.C. Adderly, Linda Gonzalez, Gail Poe-Liu, Maria Gil, Celia Locke, Margaret Arculeo
07/30/98	City of Pembroke Pines Site Visit - Complete Cobol re-write of old system. Not applicable to the City of Miami Beach.	Terry Stewart, Nancy Knight, Oscar Santiesteban, Susan Kalver

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
08/07/98	HTE, Inc. - UTB Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Jorge Montes, Bob King, Pola Solomich
08/07/98	Business Information Technology (implementation partner of People Soft).	Kirk Jacobsen, Phyllis Koch, Oscar Santiesteban
08/19/98	PeopleSoft - Payroll/Human Resources Demo.	Georgie Echert
08/21/98	HTE, Inc. - Payroll/Human Resources Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Irina Povolotskaya, Denise Bynum, Emma Covington, Linda Gonzalez, Gail Poe-Liu, Maria Gil, Betty Huntsman
08/25/98	Cyborg Systems, Inc. - Payroll/Human Resources Demo.	Bill Morgan, Phyllis Koch, Oscar Santiesteban, Susan Kalver, Georgie Echert, Denise Bynum
08/26/98	Aquilibrium Software Corporation - UTB Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Georgie Echert, Jorge Montes, Bob King
08/27/98	Sensus Softech - UTB Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Georgie Echert, Jorge Montes, Bob King
08/31/98	Informal CMB staff committee Vendor Evaluation Meeting eliminated Payroll/Human Resources vendors HTE, Inc., KPMG Peat Marwick, and PeopleSoft.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Patricia Walker, Georgie Echert, Denise Bynum, Emma Covington, T.C. Adderly, Linda Gonzalez, Gail Poe-Liu, Maria Gil

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
08/31/98	Informal CMB staff committee Vendor Evaluation Meeting eliminated UTB vendors Dynasty Software, Sensus Softech, and HTE, Inc., and recommended Aquilium Software Corporation as the best choice.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Patricia Walker, Georgie Echert, Jorge Montes, Bob King
09/03/98	Informal CMB staff committee Final Vendor Evaluation Meeting for Payroll/Human Resources - Committee requested additional HTE Financials Demo before final decision.	Phyllis Koch, Oscar Santiesteban, Patricia Walker, Georgie Echert, Denise Bynum, Emma Covington, Jorge Montes, Bob King, T.C. Adderly, Linda Gonzalez, Gail Poe-Liu, Maria Gil Jose Cruz, Joe Reilly
09/14/98	HTE - Payroll/Human Resources Financials Demo.	Eloy Bauleth, Oscar Santiesteban, Patricia Walker, Georgie Echert, Judy Ford, Jim Sutter, Mike Rath, Jose Cruz
10/22/98	Informal CMB staff committee Vendor Evaluation Meeting for UTB recommended purchasing Utility Billing software from Aquilium Software Corporation pending a site visit to New Smyrna Beach, FL.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Patricia Walker, Georgie Echert, Jorge Montes, Bob King
10/23/98	Information Technology Director Phyllis Koch's last day of work.	

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
10/23/98	RFP No. 1-97/98 Evaluation Committee Meeting to recommend purchasing the Payroll/Human Resources software Cyborg Systems, Inc. pending a site visit to the City of Melbourne, FL. Cyborg Systems, Inc. asked to respond to the RFP No. 1-97/98 and they did so.	Georgia Echert, Director of Finance, Broward County Aviation Department, Jay Flynn, Acting Director, Miami Dade County Employees Relations Department, Mayra Diaz-Buttacavoli, Assistant City Manager/Labor Relations, CMB, Judy Ford, Procurement Director, CMB, Phyllis Koch, Information Technology Director, CMB, Patricia Walker, Finance Director, CMB
11/06/98	Aquilium Software Corporation - second UTB Demo replaced site visit to New Smyrna Beach, FL.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Patricia Walker, Georgie Echert, Jorge Montes, Bob King
11/13/98	Site Visit to the City of Melbourne, FL to view their Cyborg Systems, Inc. System.	Oscar Santiesteban, Susan Kalver, Denise Bynum, Emma Covington, Maria Gil, Betty Huntsman, Joe Reilly, Bill Morgan (Cyborg Systems, Inc.)
01/06/99	Commission Memorandum No. 11-99 to award a purchase order to Cyborg Systems, Inc. for a Payroll/Human Resources System in the amount of \$332,414.00 was approved.	

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
01/06/99	<p>Commission Memorandum No. 10-99 to waive the formal bid process and negotiate a contract with Aquilium Software Corporation in the amount of \$151,450.00 for a Utility Billing System. This was done due to the time constraints of Y2K. While New Smyrna Beach, FL and Bonita Springs, FL had contracts issued via an RFP process, they were not useable as their contracts were not identical to the one that the City required. Also, the time it would take to initiate and complete an RFP process would not have met the Y2K deadline.</p>	
02/17/99	<p>Commission Memorandum No. 123-99 for a purchase order to continue the upgrade of the Financial Management System by Mitchell Humphrey & Company by adding a Fixed Assets Module and a Project Accounting Module, in the amount of \$72,000. Subsequently, \$4,000.00 was added to the Purchase Order to accommodate obtaining the Mitchell Humphrey & Company Gen Con conversion/interface utility program for the Fixed Assets Module.</p>	
03/11/99	<p>Cyborg Systems, Inc. Implementation Meeting.</p>	<p>Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Georgie Echert, T.C. Adderly</p>
03/15/99	<p>New Information Technology Director M. Kay Randall started work.</p>	

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
03/18/99	Cyborg Systems, Inc. Implementation Status Meeting.	Kay Randall, Oscar Santiesteban, Susan Kalver, Georgie Echert, Denise Bynum, Emma Covington, Maria Gil, Celia Locke, Margaret Arculeo
03/22/99	Cyborg Systems, Inc. Implementation Status Meeting.	
03/23/99	Cyborg Systems, Inc. Implementation Status Meeting.	
07/01/99	Phase I implementation of the Cyborg Systems, Inc. Payroll/Human Resources System completed.	
07/21/99	Commission Memorandum No. 533-99 to award a purchase order to Cyborg Systems, Inc. for Phase II implementation and migration of the Payroll/Human Resources System in the amount of \$177,827.00 was approved.	
08/20/99	Meeting with Andrew J. Weiss, ABC Computing Service, Inc. to discuss modifications to Cyborg Systems, Inc. Payroll/Human Resources System.	Kay Randall, Walter Coolidge, Oscar Santiesteban, Susan Kalver, Irina Povolotskaya
09/22/99	Commission Memorandum No. 666-99 to award a personal services contract to ABC Computer Service, Inc. to provide specialized customization of the Cyborg Systems, Inc. HR/Payroll System in the amount of \$79,565.64 was approved.	

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
01/30/00	Human Resources staff person Maria Gil retired and was replaced by Armita Hall.	
02/07/00	Human Resources Overview by Cyborg Systems, Inc., Becky Shea, Human Resources/Benefits Consultant, to determine additional module needs for Human Resources in the areas of: Payroll Administration, Compensation Management & Budgeting, Human Resource Recordkeeping, Benefits Administration, Workforce Planning, Applicant Management & Recruiting, Employee/Labor Relations, Employee Health & Safety, Training Administration, EEO/Affirmative Action, Absence Management, Position Management.	

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
02/23/00	<p>Commission Memorandum No. 147-00 to amend the Personal Services Contract for Andrew J. Weiss, ABC Computing Services, Inc., to provide additional specialized customization assistance for the Cyborg Systems, Inc. Payroll/Human Resources System, in the amount of \$61,685.00 for a total of \$141,250.64. Separated for discussion. Commissioner Garcia requested a full investigation of the entire RFP process having to do with the Finance, Utility Billing, and Payroll/Human Resource Systems. Motion made by Commissioner Dermer directing Administration to follow through with Commissioner Garcia's request for a detail report and requested a deferral of the item; seconded by Vice-Mayor Smith; Commissioner Garcia questioned by an item of \$332,414.00 was placed on the Consent agenda. Commissioner Garcia requested a status on the audit that the Commission requested at the last commission meeting. Jim Sutter to handle. Kay Randall stated that the Audit would be available next week.</p>	
02/24/00	<p>Completion of Personal Services Contract for Andrew J. Weiss, ABC Computing Services, Inc. This includes twenty-one (21) modifications (both original and substitutions).</p>	

TO: PAULINE
CITY MGR'S OFF

RECEIVED
00 MAR 12 PM 2:59
CITY MANAGER'S
OFFICE

CYBORG
LTC
EXHIBITS (A-R)

1 extra

8 copies (1 city mgr / 7 city
commission)

~~Exhibit P+Q~~

Exhibit Q changed
possibly more exhibits

Audit found discrepancies

possibly Exhibit J
pending

OK - replaced
Exhibit P+Q

REP NO. 1-97/98, FINANCIAL MANAGEMENT, UTILITY BILLING AND PAYROLL/HUMAN RESOURCES SYSTEMS

PROPOSER	Bi-Tech Software, Inc.	Custima Intl. Corp.	Harris Computer Systems	HTE, Inc.	KPMG Peat Marwick	Oracle/Aris	Systems Consultants, Inc.
1. Table of Contents	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. a. Executive Summary	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.b. Requirements Client/Server config.	Windows 95, NT, PC, Unix	Yes - See App. I Windows, Unix	Unix	Windows, NT	Windows	Yes	Yes
Year 2000 compliant	Yes	Yes - no guarantee for interfaces	Yes	Yes	Yes	Yes	Yes
Non-proprietary RDBMS	SQL Informix	Progress RDBMS	Informix	DB2, Oracle	SQL, Oracle, Informix, DB2, etc.	Oracle, RDBMS	Unix, Oracle
On-line query & report writer	User-defined, ad-hoc	Yes - Acnate	Yes	Yes	Yes	Yes	Yes
UTTB-15,000 accts.; interface w/Itron or alternative	Yes	Yes	Yes	Yes	Yes	No	Yes
Payroll/HR - 1,800 employees; recruiting through paycheck issuance	Yes	Yes	No	Yes	Yes	Yes	Yes

RFP NO. 1-97/98, FINANCIAL MANAGEMENT, UTILITY BILLING AND PAYROLL/HUMAN RESOURCES SYSTEMS

PROPOSER	Bi-Tech Software, Inc.	Custima Intl. Corp.	Harris Computer Systems	HTE, Inc.	KPMG Peat Marwick	Oracle/Aris	Systems Consultants, Inc.
Financial Mgt.:			Billing systems only- UTB				
General Ledger	Yes	Yes		Yes	Yes	Yes	Yes
Grant/Project Acctg.	Yes	Yes		Yes	Yes	Yes	Yes
Purchasing/Recvg.	Yes	Yes		Yes	Yes	Yes	Yes
Accts. Payable	Yes	Yes		Yes	Yes	Yes	Yes
Fixed Assets	Yes	Yes		Yes	Yes	Yes	Yes
Budget Dev.	Yes	Yes		Yes	Yes	Yes	Yes
Cost Acctg.	Yes	Yes		Yes	Yes	Yes	Yes
Accts. Receivable	Yes	Yes		Yes	Yes	Yes	Yes
Cash Receipts	Yes	Yes		Yes	Yes	Yes	Yes
Source Code - supplied to CMB or held in escrow	Provided upon execution of license agreements	In escrow - \$160 charge	?	In escrow	?	?	?

RFP NO. 1-97/98, FINANCIAL MANAGEMENT, UTILITY BILLING AND PAYROLL/HUMAN RESOURCES SYSTEMS

PROPOSER	Bi-Tech Software, Inc.	Custima Intl. Corp.	Harris Computer Systems	HTE, Inc.	KPMG Peat Marwick	Oracle/Aris	Systems Consultants, Inc.
2.c. Leadership 1 point contact; References	Yes	Yes - See App. D	Yes	Yes	Yes	Yes	Yes
2.d. Training Plan	8 Stages, 158 Days	On-site, 107 Days	Yes	Yes	12,000 Hrs. Est.	Yes	Yes
2.e. Implementation	Yes - Section 5	Yes - App. C	Yes	Yes	Yes	Yes	Yes
2.f. Warranties / Maint. Plans	5 Yrs. Prepaid option for 4-year	Std. Warranty - 90 days; 3 Yr. Ext.	1 Yr. from live date; Server - 3 yrs.	Std. Warranty - 90 days	Std. 1 yr from live date	See options	Std. Warranty - 90 days
3. Price Proposal	131,976 - Hdw. 307,499 - Sftw. 263,100* - Trng. Licenses included 56,941 - Warr/Maint. * Includes implementation See quotation notes on pg. 7-6; see options	NB - Hdw. 251,665 - Sftw. 84,750 - Trng. 42,149 - annual renewal 115,909 - 3 yrs. ext. Warranty \$175,000 - Implementation (pg. 27 states \$170,000)	34,050 - Hdw. 95,000 - Sftw. 32,250 - Trng. 20,000 - Data conversion 8,880 - Cash mgmt. 22,750 - License	242,249 - Hdw. 364,815 - Sftw. 77,000 - Trng. 286,800 - Installation 55,800 - Annual support 64,000 - Conversion Plus expenses (See financing plan)	450,000 - Hdw. 1,050,000 - Sftw. 65,000 - 1-Year Hdw. maint 180,000 - 1-Year Sftw maint 6,684,000 - Prof. Svcs.	NB - Hdw. 369,424 - Sftw. 65,000 - Trng. 97,507 - Warr/Maint 612,550 - Implementation See options	90,257 - Hdw. 255,500 - Sftw. 33,000 - Trng. 35,640 - Implementation 11,200 - Other 68,800 - Conversion 53,913 - Annual maint. See options

755,266
 No Implementation
 No Conversion
 No Modification
 665,475
 No
 No Conversion
 No Modification
 109,000
 Some modification
 3
 8,430,000
 1,144-81
 NH
 548,510
 No Modification

RFP NO. 1-97/98, FINANCIAL MANAGEMENT, UTILITY BILLING AND PAYROLL/HUMAN RESOURCES SYSTEMS

PROPOSER	Bi-Tech Software, Inc.	Custima Intl. Corp.	Harris Computer Systems	HTE, Inc.	KPMG Peat Marwick	Oracle/Arts	Systems Consultants, Inc.
4. Proposer Info.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ack. Of Addenda	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Declaration Form	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Questionnaire	Yes	Yes	Yes	Yes	Yes	Yes	Yes
5. "Functions / Features Questionnaire - hardcopy & disk	Yes	Yes	UTB only	Yes	Yes	Yes	Yes
Annual Report or Financial Data	Yes	Yes	To be provided if Harris is finalist	Yes	Yes	Yes	Private company - can review in person
Proposal Guaranty - \$500	Bid Bond	Cashier's Check	Money Order	Bid Bond	Bid Bond	Cashier's Check	Bid Bond
Comments	Other modules: Contract Mgmt., Bid Mgmt., Inventory, Image Enabler, WO Mgmt. See exceptions, sample software & support agreement - Section 10	Std. Software Agreement & Svc. Supply Agreement - App. G & H Exceptions - Pg. 28 and 29 of summary Dynamic Business Systems?		Many Fla. Customers - Aventura, Boca Raton, Davie, Deerfield Bch., Coral Springs, etc.			

*Cyborg Systems - non-responsive: Did not provide required forms, pricing, financial data, or guaranty. Proposal was for HR/Payroll only.

EXHIBIT B

RFP No. 1-97/98 - EVALUATION COMMITTEE MEETING MINUTES, APRIL 9, 1998, 10:00 A.M., NOTES TAKEN BY: JUDY FORD, PROCUREMENT DIRECTOR

Phyllis Koch: Described existing software and hardware being used at CMB. Would like to limit to two (2) SQL databases.

Patricia Walker: Accounts Receivable not integrated fully; discussed Finance Departments needs; user-friendly.

Richard Bender: Flexibility is important.

A. Baum: Will there be a project manager for this project?

Selection of Chairman - Alex Baum, Director, Miami-Dade County School Board

NOTES ON RFP RESPONDENTS:

Cyborg Systems, Inc. - To be considered non-responsive; did not provide required forms, pricing, guarantee, etc.

KPMG Peat Marwick - Too expensive.

Harris Computer Systems - UTB only; ranked third by Finance.

Bi-Tech Software, Inc. - Informix database; not many new installs; company experiencing financial difficulties; not state-of-the-art; Data General hardware; interfaces to our current L.S. vendor (Sierra) if CMB moves to UNIX; has version for HP 3000; Finance staff rated firm highly; thought documentation was good; UTB was complete system; cannot support Performance-Based Budgeting; excellent training support; missing some required HR functions. Ranked second.

Custima International Corporation - UNIX platform; progress database; actually the UTB vendor; using two (2) other vendors' products for other systems. Finance Department did not rank firm highly as it was lacking payroll functions; features included in other systems not included; weak in AP, AR. Ranked third and fourth in UTB.

Harris Computer Systems - UNIX; Informix; UTB only; ranked third in UTB by Finance.

EXHIBIT B (Con't)

HTE, Inc. - AS400 server; Finance Department did not rank it highly in UTB, GL & Payroll; does not handle HR benefits; weak on applicant tracking; purchasing component is strong element; some requested features would need to be added at additional cost; many local government clients.

Oracle/Aris - Finance Department did not rank highly; too complicated; some required functions would need to be purchased and added; expensive.

Systems Consultants, Inc. - Oracle; City of Miami is client, but not for purchasing; not sure if firm's response in regard to compliance were intended to ?

Eliminate firms for short-list:

Bi-Tech Software, Inc., HTE, Inc., Systems Consultants, Inc.

If CMB were to upgrade to FMS-II from Mitchell Humphrey, what else is needed? UTB, Payroll/Human Resources.

Mitchell Humphrey patch for the Year 2000 - \$0 cost to CMB (Definite?). Get legal opinion whether Mitchell Humphrey proposal for FMS-II can be accepted by CMB.

Mayra Diaz-Buttacavoli: Invite finalists for presentation; should Mitchell Humphrey be invited or fill out a questionnaire?

EXHIBIT C

RFP No. 1-97/98 - EVALUATION COMMITTEE MEETING MINUTES, June 19, 1998, 2:00 P.M., NOTES TAKEN BY: JUDY FORD, PROCUREMENT DIRECTOR

Phyllis Koch made presentation to committee describing the Administration's recommendation to reject proposals received for this RFP and provided information about the City's intention to accept upgrade from Mitchell Humphrey for FMS system.

Utility Billing and Payroll/Human Resources systems - CMB to conduct research on packages available from contracts with other government entities.

Discussion regarding the Year 2000 "patch" from Mitchell Humphrey which has been installed.

Motion made by Patricia Walker to reject all proposals; seconded by Graciela Cespedes.

Motion made by Patricia Walker to accept upgrade from Mitchell Humphrey; seconded by Georgina Echert.

Motion made by Patricia Walker to approve CMB conducting research for other systems; seconded by Graciela Cespedes.

Meeting adjourned at 2:45 P.M.



COMMISSION MEMORANDUM NO. 417-98

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: July 1, 1998

FROM: Sergio Rodriguez
City Manager

SUBJECT: Request for Authorization to Reject the Proposals Received in Response to Request for Proposals (RFP) No. 1-97/98 for Financial Management, Utility Billing and Payroll/Human Resources Systems.

ADMINISTRATION RECOMMENDATION

Authorize the rejection of the Proposals received for Financial Management, Utility Billing and Payroll/Human Resources Systems.

BACKGROUND

For approximately 10 years, the City has been utilizing three mainframe computer software packages to process the day-to-day data of nearly all city departments. These software systems – Financial Management, Utility Billing and Human Resources/Payroll - are critical components of the functions of city government and control everything from residents' water bills to financial reporting for the city's budget. Of these systems, the Financial Management System is the most important and widely used. It includes Accounts Payable, Accounts Receivable, General Ledger and Purchasing.

Several problems exist with the current software packages. First, the systems are not Year 2000 compliant and will cease to operate properly when they encounter a date with a year ending in two zeros. Since many city operations require preparation time of up to one-year, this means that some city functions will begin to fail with the current system at the beginning of 1999.

Second, in addition to not being Year 2000 compliant, the software systems are based on outdated technology which is less efficient and costlier to maintain than systems based on the new generation of updated "client-server" technology.

Finally, the three systems are not integrated – meaning that the software systems cannot share data and "talk with each other." As a practical example, this means that financial information from utility bill collections cannot be used directly in the accounting system.

AGENDA ITEM

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7-1-98

In an effort to replace these systems, the City issued RFP No. 1-97/98 on October 17, 1997 to solicit proposals from responsible vendors to provide an integrated, Year 2000 compliant, hardware and software solution for Financial Management, Utility Billing and Payroll/Human Resources systems.

One-hundred ten (110) RFP notices were issued resulting in eight responses.

ANALYSIS

An evaluation committee was recommended by the City Manager and approved by the Mayor and City Commission to review the valid responses to the RFP. The members were:

- Alexander Baum, Director, Miami Dade County School Board
- Richard Bender, Executive Director to the City Manager/Labor relations, CMB
- Grace Cespedes, Deputy Finance Director, Miami Dade County Finance Department
- Mayra Diaz Buttacavoli, Assistant City Manager, CMB
- Georgina Echert, Finance Director, Broward County Aviation Department
- Jay Flynn, Acting Director, Miami Dade County Employee Relations Department
- Phyllis J. Koch, Information Technology Director, CMB
- Patricia Walker, Finance Director, CMB

The Evaluation Committee met on April 9, 1998 to review the RFP responses. Committee members reviewed the RFP responses to rank the respondents. While there were numerous items taken into consideration, the following items set forth in the RFP were among the criteria used by the committee:

- Responsiveness to the technical requirements of this RFP.
- Proposer's Qualifications, Experience and Professional Reputation.
- Cost.
- Project Plan.
- Training Plan.
- Warranty/Maintenance Plan.
- Success of similar/equivalent installations and time frame to install.

The following chart summarizes the proposals received as a result of the RFP. Vendors had the option to propose solutions for any or all of the three systems addressed by the RFP (i.e., Financial Management, Utility Billing and Payroll/Human Resources).

Company	Financial Management	Utility Billing	Payroll/ Human Resources	Cost
Bi-Tech	Yes	Yes	Yes	\$701,000
SCI	Yes	Yes	Yes	\$494,000
HTE	Yes	Yes	Yes	\$893,864
Harris	No	Yes	No	\$212,930
Custima	Yes	Yes	Yes	\$511,415
Oracle	Yes	No	Yes	\$981,974
Cyborg	No	No	Yes	Not Provided
KPMG	Yes	Yes	Yes	\$8,429,000

The Evaluation Committee met again on June 19, 1998 and determined that the city should pursue the following strategy:

1. **Reject all proposals.** The committee concluded that although some vendors submitted proposals which addressed the major components of the request, none of the proposals met all the detailed requirements set forth in the RFP. Furthermore, it determined that all proposals were too expensive. Vendors were not penalized for not proposing solutions to all three systems.
2. **Implement an upgrade to the current Financial Management System.** In light of the fact that the vendor who makes the current FMS package has released a substantially upgraded version, the committee determined that is in the best interest of the City to upgrade the current Financial Management System to the new package (FMS-II). Please refer to the Request for Approval to Award a Purchase Order to Mitchell Humphrey and Company in the Amount of \$104,500 for an Upgrade to the Financial Management System dated July 1, 1998 for further details on the upgrade package.
3. **Evaluate and Purchase Utility Billing and Human Resources/Payroll Software from existing local government contracts.** A number of excellent software packages exist which will "plug-in" to the upgraded FMS package. These systems are available under existing state or local government contracts. The committee concluded that these software packages should be evaluated and tested and once the optimal systems are determined, requests to purchase these systems be brought before the Commission. The projected cost for a suitable Utility Billing System is no higher than \$75,000, and for a suitable Payroll/Human Resources

System is no higher than \$175,000.

CONCLUSION

All responses to the RFP were too expensive or did not meet all of the requirements set forth in the RFP. Accordingly, it is in the best interest of the City to reject the proposals received in response to RFP No. 1-97/98 for Financial Management, Utility Billing and Payroll/Human Resources Systems.

PJK
SR:MB:PJK

CITY OF MIAMI BEACH

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EXHIBIT E



COMMISSION MEMORANDUM NO. 418-98

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: July 1, 1998

FROM: Sergio Rodriguez
City Manager

SUBJECT: Request for Approval to Award a Purchase Order to Mitchell Humphrey & Company in the amount of \$104,500 for an Upgrade to the Financial Management System.

ADMINISTRATION RECOMMENDATION

Authorize the award.

FUNDING

Funding is available from the Internal Services Fund for Information Technology (Budget Account 550.0630.000674).

BACKGROUND

The City utilizes mainframe computer software packages to process data for all city departments. These software systems – Financial Management, Utility Billing, and Human Resources/Payroll - are critical components of the functions of city government. Of these systems, the Financial Management System is the most important as it includes Accounts Payable, Accounts Receivable, General Ledger and Purchasing.

The software packages are not Year 2000 compliant and are based on outdated mainframe technology. In an effort to replace these systems, the City issued RFP No. 1-97/98 on October 17, 1997 to solicit proposals from responsible vendors to provide an integrated, Year 2000 compliant, hardware and software solution for Financial Management, Utility Billing and Payroll/Human Resources systems.

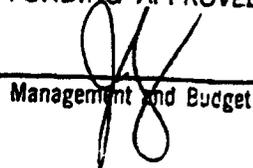
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7-1-98

FUNDING APPROVED


Management and Budget

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At the same time, the vendor of the City's existing Financial Management System, Mitchell Humphrey & Company, was in the process of developing a Year 2000 compliant upgrade to their Financial Management System software. This upgrade would incorporate the latest client/server technologies. The release date for the upgrade was not known at the time the RFP was issued, however, Mitchell Humphrey & Company released its upgrade to the Financial Management System (FMS-II) in May 1998.

After evaluation by the committee, it was determined that none of the proposals that were received for the RFP met all the requirements of the RFP and that all were too expensive. See the Request for Approval to Reject the Proposals Received in Response to Request for Proposals (RFP) No. 1-97/98 for Financial Management, Utility Billing and Payroll/Human Resources Systems dated July 1, 1998 for further details on the committee's recommendation.

ANALYSIS

The Evaluation Committee for RFP No. 1-97/98 met on June 19, 1998 and determined, in part, that it would be in the best interest of the City to Upgrade its current Financial Management System rather than purchase a new system. In doing so, the committee concluded that the following benefits will be realized utilizing this approach:

- a. The cost for upgrading the current system is substantially less than acquiring a new system. The following price quote was received from Mitchell Humphrey and Company for the upgrade:

Description	Price
Training in the FMS-II product. 20 days of training at \$1,500 per day.	\$30,000
Conversion of data from the HP 3000 to Windows NT Server.	\$52,500
FMS-II Configuration and Account Testing.	\$5,000
Recommended additional software. FMS-Onramp & FMS-EXEC (both with 5 concurrent user license).	\$17,000
Total	\$104,500

- b. Less training will be necessary for city employees since the system users are already familiar with the software thus resulting in lower conversion costs and greater productivity.
- c. The vendor is familiar with the structure of the existing data system which will result in a smooth transition and lower implementation costs.
- d. The upgraded package is a client/server based system. This open-ended technology will allow add-ons, future upgrades and integration with other systems significantly easier and less costly.

e. Implementation time is significantly reduced thus enabling the City to meet Year 2000 deadlines with enough testing lead-time to ensure performance prior to the critical date.

f. FMS-II can be used as a core system with a Utility Billing system, Payroll/Human Resource system and other systems which may arise in the future. The database (Microsoft SQL) used by the FMS-II system, running on a Windows NT server, can become the standard configuration for these other systems.

In addition, a number of excellent software packages exist which will "plug-in" to the upgraded Mitchell Humphrey system. These systems are available under existing state or local government contracts. Utilizing these systems will provide the City with the ability to obtain software which utilizes the latest technology in a cost effective manner.

CONCLUSION

Upgrading the current Financial Management System to the new version, FMS-II from Mitchell Humphrey & Company, will enable the City to attain Year 2000 compliance for this system in a cost effective and timely manner. It will also enable the city to utilize technology which will allow upgrades and enhancements quickly and efficiently in the future. Accordingly, it is in the best interest of the City to award a purchase order for \$104,500 to Mitchell Humphrey and Company to upgrade the city's current software.

PJK
SR:MSB:PJK

City of Miami Beach - CITY CLERK'S OFFICE

July 1, 1998 \ CONSENT AGENDA \ C2 - Competitive Bid Reports

C2E Commission Memorandum No. 418-98

Request for Authorization to Award a Purchase Order to Mitchell Humphrey & Company in the Amount of \$104,500 for an Upgrade to the Financial Management System. Funding: Internal Services Fund for Information Technology.

Administration Recommendation: Approve the award.

(Finance Department)

ACTION: Award approved. Judy Ford to issue Purchase Order. Phyllis Koch to handle.

July 1, 1998 \ CONSENT AGENDA \ C2 - Competitive Bid Reports

C2

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CITY OF MIAMI BEACH

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EXHIBIT F



COMMISSION MEMORANDUM NO. 123-99

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: February 17, 1999

FROM: Sergio Rodriguez
City Manager

SUBJECT: Request for Approval to Award a Purchase Order to Mitchell Humphrey & Company in the Amount of \$72,000 for a Fixed Assets Module and a Project Accounting Module, as a Continuation of the Upgrade of the Financial Management System as Initiated by Commission Memorandum No. 418-98 Dated July 1, 1998.

ADMINISTRATION RECOMMENDATION

Authorize the award.

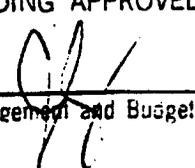
FUNDING

Funding is available from the Internal Services Fund for Information Technology (Budget Account 550.0630.000674).

BACKGROUND

On July 1, 1998, the Commission authorized the award of a Purchase Order to Mitchell Humphrey & Company in the amount of \$104,500 for an upgrade to the Financial Management System. This upgrade allows the City to achieve Year 2000 compliance, and to move to an up-to-date Client/Server platform, in a cost effective and timely manner. This system includes Accounts Payable, Accounts Receivable, General Ledger and Purchasing components.

FUNDING APPROVED


Management and Budget

AGENDA ITEM

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ANALYSIS

The Finance Department has determined that it is in the best interest of the City to continue the upgrade of the Financial Management System by enhancing its functionality with the addition of the Fixed Assets module and the Project Accounting module. The cost of these additional components and the associated training and installation assistance is detailed in the following table.

Description	Cost (as stated in Commission Memo 418-98)	Cost (including Fixed Assets and Project Accounting modules)	Difference
Training/Assistance in the FMS-II product.	30,000 (20 days of training at 1,500 per day)	51,600 (32 days at 1500) (2 days at 1800)	21,600
Conversion of data from the HP 3000 to Windows NT Server.	52,500	52,500	0
FMS-II Configuration and Account Testing.	5,000	5,000	0
Recommended additional software. FMS-Onramp & FMS-EXEC (both with 5 concurrent user licenses)	17,000	15,900	-1,100
Additional Functionality. Software/Service: Fixed Assets Project Accounting	N/A	51,500	51,500
Total	104,500	176,500	<u>72,000</u>

CONCLUSION

The addition of the Fixed Assets module and the Project Accounting module will increase the functionality and efficiency of the City's Financial Management System. Accordingly, it is in the best interest of the City to award a Purchase Order to Mitchell Humphrey & Company in the amount of \$72,000 for a Fixed Assets module and a Project Accounting module, as a continuation of the upgrade of the Financial Management System as initiated by Commission Memorandum No. 418-98 dated July 1, 1998.

SR:MOB:RP

Mitchell Humphrey & Co.
 FMS II Investment Summary
 March 17, 1999

ORIGINAL ESTIMATE

SOFTWARE

FMS II Configuration and Account Testing			<u>Total</u>
FMS-EXEC (5)		\$	5,000
FMS-ONRAMP (5)			7,250
			<u>9,750</u>
Total Software		\$	<u>22,000</u>

CONSULTING

Extract and Convert History		\$	<u>52,500</u>
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TRAINING

	<u>Days</u>		<u>Rate</u>		<u>Total</u>
General Ledger	3	\$	1,500	\$	4,500
Accounts Payable	3		1,500		4,500
Accounts Receivable	3		1,500		4,500
Purchasing	4		1,500		6,000
Auto Transactions	2		1,500		3,000
Reporting Tools	3		1,500		4,500
Operations	2		1,500		3,000
Total Training	<u>20</u>			\$	<u>30,000</u>

TOTAL ORIGINAL ESTIMATE

\$ 104,500

*c2E
July 1, 98*

ADDITIONAL ESTIMATE

SOFTWARE

1099 Tape Form		\$	<u>Total</u>	1,500
REDM-Updates CHECK CPR table in FMS-AP when checks clear the bank through an external system				3,000
RMIT-Program which updates the payment name and address when loading existing invoices in FMS II AP				3,000
Fixed Assets (5)				12,000
FALD-Program which loads assets from an external system into FMS-FA				3,000
Project Accounting (5)				29,000
FMS-EXEC (5) Price Adjustment				(950)
FMS-ONRAMP (5) Price Adjustment				(150)
Total Additional Software		\$		<u>50,400</u>

TRAINING

	<u>Days</u>		<u>Rate</u>		<u>Total</u>
General Ledger and Project Ledger Kickoff	2	\$	1,800	\$	3,600
Accounts Payable Kickoff	1		1,500		1,500
Purchasing Kickoff	1		1,500		1,500
Fixed Assets	2		1,500		3,000
FMS-EXEC	1		1,500		1,500
FMS-ONRAMP	1		1,500		1,500
Total Additional Training	<u>8</u>			\$	<u>12,600</u>

ASSISTANCE

Accounts Payable Check Run	3	\$	1,500	\$	4,500
Purchasing Print Program	3		1,500		4,500
Total Additional Assistance	<u>6</u>			\$	<u>9,000</u>

Total Additional Training & Assistance 14 **\$** 21,600

TOTAL ADDITIONAL ESTIMATE 14 **\$** 72,000

TOTAL ESTIMATE 34 **\$** 176,500

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Mitchell Humphrey & Co.
FMS II Investment Summary
March 17, 1999

NOTES:

- Installation support services are available at the prevailing standard daily rate at the time these services are provided.
- The extent to which installation support services are required varies from organization to organization and is dependent on such factors as: Customer staff resources, time deadlines, extent of customization, etc.
- Additional services, such as on-site project management, custom policy and procedures manual preparation, applications/operations audit, etc., are also available at our prevailing standard daily rate.
- The City of Miami Beach will be responsible for all reasonable travel-related expenses incurred for installation support services.
- One full set of documentation is provided.
- The annual maintenance fee is 18 percent of the current list price of the software under license

City of Miami Beach - CITY CLERK'S OFFICE

February 17, 1999 \ CONSENT AGENDA

February 17, 1999 \ CONSENT AGENDA
C2 - Competitive Bid Reports

February 17, 1999 \ CONSENT AGENDA \ C2 - Competitive Bid Reports

February 17, 1999 \ CONSENT AGENDA \ C2 - Competitive Bid Reports
C2A Commission Memorandum No. 123-99

Request for Approval to Award a Purchase Order to Mitchell Humphrey & Company in the Amount of \$72,000 for a Fixed Assets Module and a Project Accounting Module, as a Continuation of the Upgrade of the Financial Management System as Initiated by Commission Memorandum No. 418-98, Dated July 1, 1998. Funding: Internal Services Fund for Information Technology.

Administration Recommendation: Approve the award.
(Information Technology)

ACTION: Award authorized. Michael Rath to issue Purchase Order. R. Parcher to handle.

CITY OF MIAMI BEACH

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COMMISSION MEMORANDUM NO. 10-99

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: January 6, 1999

FROM: Sergio Rodriguez
City Manager

SUBJECT: A Resolution of the Mayor and City Commission of the City of Miami Beach, Florida, Authorizing the Administration to Waive, by 5/7ths Vote, the Formal Bid Process and Negotiate a Contract with Aquilium Software Corporation in the Negotiated Amount of \$151,450 for a Utility Billing System, Pursuant to an Agreement among the Finance, and Information Technology Departments, following a thorough Investigation of the Available Applicable Software, that this System Provides the Optimal Solution for Year 2000 Compliant Utility Billing Computerized Processing.

ADMINISTRATION RECOMMENDATION

Adopt the Resolution.

FUNDING

Funding is available from the Information Technology Internal Services Fund (550.0630.000674).

BACKGROUND

Since 1986, The Utility Billing Division of the Finance Department has used a computer system called the Utility Billing System (UTB) to process the City's utility (water, sewer, waste, storm water) billing and work orders for maintenance of the utility infrastructure. It is an essential system necessary to the daily functions of the City. Although this system was developed by a consultant hired by the City, it has been heavily modified by the Information Technology Department (IT) in order to accommodate the City's special needs. These changes have been so prevalent that the system currently bears no resemblance to the original system, and has not been supported by the consultant for at least ten years. More importantly, the system is not Year 2000 (Y2K) compliant. This is true of all of the City's major computer systems. In mid 1997 it was decided that the only viable solution to the Y2K problem was to replace all of the legacy systems.

In September, 1997 IT, in cooperation with all affected departments, wrote an RFP seeking a replacement for the following systems: Financial Management System (FMS), Payroll/Personnel System (PPS), and Utility Billing System (UTB). The RFP was issued in October, 1997 with a December, 1997 deadline for the responses to the RFP. It was specified that a vendor could propose an integrated solution (covering all systems) or a single system solution.

FUNDING APPROVED


Management and Budget

AGENDA ITEM

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Four vendors proposed integrated systems; they were: HTE Systems, BITECH Systems, SCI Systems, and KPMG, our external auditors, who would acquire software from Software For Government (SFG). Two other vendors made partial proposals: Oracle-Harris proposed a solution for Financial Management and Payroll/Human Resources and Harris that proposed a solution for Utility Billing only. Mitchell Humphrey (MH), our current FMS vendor, did not submit a proposal because the Procurement Department had ruled that there was no need for MH to make a proposal since they were proposing an upgrade of their software and not a new system. Cyborg Systems, Inc. submitted a proposal but it was ruled non-responsive because they failed to include their pricing.

An Evaluation Committee was appointed by the City Manager and approved by the City Commission. The members of the committee were given copies of the responses for perusal. The Committee first met in April, 1998 and agreed that the following vendors would be given further consideration: HTE, BITECH, and SCI. The other three proposals were deemed too expensive.

The Evaluation Committee met for a second time in May, 1998 and recommended:

- the RFP be rejected
- upgrading our current Financial Management System because of its features, functionality and excellent price
- finding State of Florida governmental agencies with contracts for Payroll/Human Resources and Utility Billing on which the City of Miami Beach could "piggy-back".

The City began negotiations with Mitchell Humphrey for the upgrading of the Financial Management System. The upgrade involved the conversion of historical data and training on the new appearance and functionality of the system. Mitchell Humphrey and the City came to an agreement in July, 1998. The City Commission approved the upgrading of the current Financial Management System and the rejection of all RFP proposals, Commission Memorandum no. 418-98.

IT contacted Utility Billing software vendors with State of Florida governmental agency contracts. The following vendors demonstrated their Utility Billing software: Dynasty, Census, HTE, and Aquilium. By August 31, 1998 an informal committee, consisting of managers and staff of the IT, Finance and Public Works departments, had decided to eliminate HTE because of its high price (over \$270,000). Dynasty was rejected because it was not liked by the City's Utility Billing users, and Census was rejected because it was not yet fully operational anywhere in the State of Florida. Aquilium was overwhelmingly chosen because it was the best, the most user friendly, and the cheapest of all demonstrated systems. A copy of the contract between Aquilium and the City of New Smyrna Beach was sent to Procurement for approval for "piggy-backing". It was ruled that the City could not "piggy-back" because the New Smyrna Beach contract was not awarded through the bid process.

The City hired a new Assistant Finance Director in mid July, 1998 and at a meeting between IT, Finance, and Procurement it was decided that we might consider an integrated solution for the replacement of our legacy systems. This meant that HTE might be considered again for the complete solution (Financial Management, Payroll/Human Resources, Utility Billing) in addition to the Land Management System. The Assistant Finance Director (AFD) would review the HTE financial system and compare it to the Mitchell Humphrey's. The AFD attended a Mitchell Humphrey users group in September to see its upgraded system.

On October 22, 1998 City staff who had been members of the committee met again and recommended the following:

- purchasing Utility Billing software from Aquilium pending a site visit to New Smyrna Beach, Fl
- purchasing the Financial Management upgrade from Mitchell Humphrey
- purchasing PPS software from Cyborg pending a site visit to the City of Melbourne, Fl.

On November 6, 1998 a second in-house demonstration by Aquilium replaced a site visit. Managers and staff of IT, Utility Billing and Public Works attended this demonstration. There was a unanimous opinion among the City staff that the Aquilium software will provide a Y2K compliant Utility Billing system which meets the City's requirements. It was agreed by City staff that the Aquilium software presents the optimal solution considering functionality and price, among all of the systems considered.

Aquilium has two contracts with State of Florida governmental agencies: the cities of New Smyrna Beach and Bonita Springs. These contracts were issued via the RFP process. Because each government body is unique in terms of the number of employees, the number of users, the hardware platform, the amount of training required, etc., it has been impossible to find a contract identical to the one that will meet the City's requirements.

CONCLUSION

The Administration feels that the RFP process is the proper method to use, however, because of the year 2000 time constraints, it is felt that the RFP process, even an expedited RFP process, will not allow sufficient time to implement the Utility Billing System. Therefore, the Administration recommends the City Commission waive the formal bid process and authorize the Administration to issue a contract to Aquilium Corporation for a Utility Billing System.

rf
SR:MDB:RP

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AUTHORIZING A WAIVER, BY 5/7THS VOTE, OF THE COMPETITIVE BIDDING PROCESS AND APPROVING A CONTRACT WITH AQUILIUM SOFTWARE CORPORATION, IN THE AMOUNT OF \$151,450, FOR A UTILITY BILLING SYSTEM, UPON RECOMMENDATION OF THE ADMINISTRATION, FOLLOWING A THOROUGH INVESTIGATION OF THE AVAILABLE APPLICABLE SOFTWARE, THAT THIS SYSTEM PROVIDES THE OPTIMAL SOLUTION FOR YEAR 2000 COMPLIANT UTILITY BILLING COMPUTERIZED PROCESSING.

WHEREAS, the City issued Request for Proposal No.1-97/98 on October 17, 1997 to solicit proposals from responsible vendors to provide an integrated, Year 2000 compliant, hardware and software solution for financial management, utility billing and payroll/Human Resources systems; and

WHEREAS, one-hundred ten (110) RFP notices were issued resulting in eight responses; and

WHEREAS, an Evaluation Committee, appointed by the City Manager and approved by the Mayor and City Commission met in April, 1998, and in May, 1998, and recommended that all proposals be rejected; recommending instead on upgrading the City's current financial management software because of its excellent price, and trying to find State of Florida governmental agencies with contracts for payroll/Human Resources and utility billing on which to "piggy-back"; and

WHEREAS, because each government body is unique in terms of the number of employees, the number of users, the hardware platform, the amount of training required, etc., it has been impossible to find a contract on which to "piggy-back"; and

WHEREAS, the following vendors demonstrated their utility billing software to the City: Dynasty; Census; HTE; and Aquilium and, by August 31, 1998, an informal committee, made up of managers and staff of the Information Technology, Finance and Public Works Departments, overwhelmingly chose Aquilium because it was the optimal solution; and

WHEREAS, as a formal bid or RFP process is no longer possible due to Year 2000 time constraints, the Administration would recommend that the Mayor and City Commission accept its recommendation herein, and authorize, by 5/7ths vote, a waive of the competitive bidding process, finding such waiver to be in the best interest of the City.

NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, that the Mayor and City Commission hereby authorize a waiver, by 5/7ths vote, the competitive bidding process and approve a contract with Aquilium Software Corporation, in the amount of \$151,450, for a utility billing system, upon recommendation of the Administration, following a thorough investigation of the available applicable software, that this system provides the optimal solution for Year 2000 compliant utility billing computerized processing.

PASSED and ADOPTED this 6th day of January, 1999.



MAYOR

ATTEST:

Robert Parker
CITY CLERK

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION

M. H. Hill
City Attorney

12/29/98
Date

EXHIBIT H

RFP No. 1-97/98 - EVALUATION COMMITTEE MEETING MINUTES, October 23, 1998, 1:30 P.M., NOTES TAKEN BY: JUDY FORD, PROCUREMENT DIRECTOR

Graciela Cespedes and Alexander Baum not present.
Bob Parcher selected as Chairman of Committee

Presentation by Eloy Bauleth, CMB Information Technology Department

UTB and Human Resources Payroll Software Discussion:

Aquiliun preferred by UTB; New Smyrna Beach contract - spoke to Finance; interface with Financial system - Windows NT SQL Server; security - password sign-in and read only files; audit trail - discussion regarding controls and changes to data which needs to be clarified how these are recorded (have Jim Sutter involved); no work order module; \$138,000 with a one year warranty (\$40,000 for software) and \$6,500 annual maintenance with \$18,150 for training and balance for implementation; additional references need to be checked; Public Works to look at system; Patricia Walker to look at system. UNANIMOUS AGREEMENT TO AWARD PENDING POSITIVE RESPONSES.

PeopleSoft - Too costly (approximately \$1,200,000.00); would require one fulltime consultant on-site.

Cyborg Systems, Inc. - Preferred over HTE, Inc. as there is no comparison. HTE, Inc. Would need to be modified to accommodate the City's calculations of pension and benefits; check that software meets needs of Pension, especially Police & Fire; time and attendance included; \$319,000.00 with an additional \$40-\$60,000 to add all pension payrolls; Jay Flynn suggested that "fit analysis" isn't always accurate; could wind up with a product that is not useable; what is the capacity of the software?; customers are the Miami Herald, City of Sarasota, Broward County; budgetary constraints don't allow for hiring of consultant in advance to provide "needs analysis"; modules: benefit admin, time & attendance, post control, payroll; need to visit sites to get more information; \$350,000.00 budgeted for project.

Bob Parcher: Not ready to vote until users visit a site and determine that system will accomplish what is needed; wants Committee to meet once more. Get Cyborg Systems, Inc. to complete questionnaire from the original RFP No. 1-97/98. Confirm time line and estimated project cost.

COMMITTEE VOTED TO AWARD PENDING POSITIVE RESULTS OF FURTHER STUDY. FOUR VOTES YES AND TWO VOTES NO WITH MAYRA DIAZ-BUTTACAVOLI NOT PRESENT FOR VOTE. Further discussion and Committee decided to meet to discuss final decision.

CITY OF MIAMI BEACH

CITY HALL 1700 CONVENTION CENTER DRIVE MIAMI BEACH, FLORIDA 33139
www.ci.miami-beach.fl.us

EXHIBIT I



COMMISSION MEMORANDUM NO. 11-99

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: January 6, 1999

FROM: Sergio Rodriguez
City Manager

SUBJECT: A Resolution of the Mayor and City Commission of the City of Miami Beach, Florida, Authorizing the Administration to Waive, by 5/7ths Vote, the Formal Bid Process and Issue a Contract to Cyborg Systems, Inc. in the Negotiated Amount of \$332,414 for a Payroll/Human Resources System, Pursuant to an Agreement among the Finance, Human Resources and Information Technology Departments, following a thorough Investigation of the Available Applicable Software, that this System Provides the Optimal Solution for Year 2000 Compliant Payroll/Human Resources Computerized Processing.

ADMINISTRATION RECOMMENDATION

Adopt the Resolution.

FUNDING

Funding is available from the Information Technology Internal Services Fund (550.0630.000674).

BACKGROUND

Since 1986, the Human Resources Department and the Payroll Division of the Finance Department have used a computer system called the Payroll/Personnel System (PPS) to process the City's payroll and to track employee related data. Although this system was bought from an outside vendor, it has been heavily modified by the Information Technology Department (IT) in order to accommodate the City's special needs. These changes have been so prevalent that the system currently bears no resemblance to the original system, and has not been supported by the vendor for at least ten years. More importantly, the system is not Year 2000 (Y2K) compliant. In mid 1997 it was decided that the only viable solution to the Y2K problem was to replace all of the legacy systems.

In September, 1997 IT, in cooperation with all affected departments, wrote an RFP seeking a replacement for the following systems: Financial Management System (FMS), Payroll/Personnel System (PPS), and Utility Billing System (UTB). The RFP was issued in October, 1997 with a December, 1997 deadline for the responses to the RFP. It was specified that a vendor could propose an integrated solution (covering all systems) or a single system solution.

FUNDING APPROVED

Management and Budget

AGENDA ITEM C7D

DATE 1-6-99

19900012

Four vendors proposed integrated systems; they were: HTE Systems, BITECH Systems, SCI Systems, and KPMG, our external auditors, who would acquire software from Software For Government (SFG). Two other vendors made partial proposals: Oracle-Harris proposed a solution for Financial Management and Payroll/Human Resources and Harris proposed a solution for Utility Billing only. Mitchell Humphrey (MH), our current FMS vendor, did not submit a proposal because the Procurement Department had ruled that there was no need for Mitchell Humphrey to make a proposal since they were proposing an upgrade of their software and not a new system. Cyborg Systems, Inc. submitted a proposal but it was ruled non-responsive because they failed to include their pricing.

An Evaluation Committee was appointed by the City Manager and approved by the City Commission. The members of the committee were given copies of the responses for perusal. The Committee first met in April, 1998 and agreed that the following vendors would be given further consideration: HTE, BITECH, and SCI. All three vendors proposed an integrated solution, i.e., a solution comprised of Financial Management, Payroll/Human Resources, and Utility Billing combined. The other three proposals were deemed too expensive.

The Evaluation Committee met for a second time in May, 1998 and recommended:

- the RFP be rejected
- upgrading the Financial Management System to the Mitchell Humphrey software because of its features, functionality and excellent price
- finding a State of Florida governmental agencies with contracts for Payroll/Human Resources and Utility Billing on which the City of Miami Beach could "piggy-back".

The City began negotiations with Mitchell Humphrey for the upgrading of the Financial Management System. The upgrade involved the conversion of historical data and training on the new appearance and functionality of the system. Mitchell Humphrey and the City came to an agreement in July, 1998. The City Commission approved the upgrading of the current Financial Management System and the rejection of all RFP proposals, Commission Memorandum no. 418-98.

IT contacted Payroll/Human Resources software vendors with State of Florida governmental agency contracts. The following vendors demonstrated their Payroll/Human Resources software: KPMG (demonstrating SFG software), People Soft, HTE, and Cyborg. By August 31, 1998 an informal committee, consisting of managers and staff of the IT, Finance and Human Resources Departments, had decided to eliminate - KPMG and People Soft because of their high price (between \$800,000 and \$1,000,000) and HTE because it required too much customization to meet the City's needs. Cyborg was chosen because it was almost as complete as People Soft (judged the best software) but at a third of the price. A copy of the contract between Cyborg and Broward County was sent to the Procurement Department to determine whether the City might "piggy-back" on the contract. It was ruled that the City could not "piggy-back" because the Broward County contract specified a different hardware platform from the one proposed to the City.

The City hired a new Assistant Finance Director in mid July, 1998 and at a meeting between IT, Finance, and Procurement it was decided that we might consider an integrated solution for the replacement of our legacy systems. This meant that HTE might be considered again for the complete solution (Financial Management, Payroll/Human Resources, Utility Billing) in addition to the Land Management System. The Assistant Finance Director (AFD) would review the HTE financial system and compare it to the Mitchell Humphrey's. The AFD attended a Mitchell Humphrey users group in September to see its upgraded system.

On October 22, 1998 City staff who had been members of the committee met again and recommended the following:

- purchasing Payroll/Human Resources software from Cyborg pending a site visit to the City of Melbourne, Fl.
- purchasing the Financial Management upgrade from Mitchell Humphrey
- purchasing Utility Billing software from Aquilium pending a site visit to New Smyrna Beach, Fl.

On November 13, 1998, two members of the Finance Department, one member of the Human Resources Department, one member of the Risk Management Department, one member of the Office of Management and Budget, and two members of the IT Department made a site visit to Melbourne, Fl. There was a unanimous opinion among the City staff that the Cyborg software met the City's requirements. In addition to doing the City's Payroll/Human Resources functions that affect the payroll, the Cyborg software will be used to process the payrolls for the City's four Pension Funds (General, Unclassified, Fire and Police, and Supplemental Fire and Police) which currently are not Y2K compliant. It was agreed by City staff that the Cyborg software presents the optimal solution considering functionality and price, among all of the systems considered.

Cyborg has three contracts with State of Florida governmental agencies: Broward County, and the cities of Melbourne and Sarasota. These contracts were issued via the RFP process. Because each government body is unique in terms of the number of employees, the number of users, the hardware platform, the amount of training required, etc., it has been impossible to find a contract identical to the one that will meet the City's requirements.

CONCLUSION

The Administration feels that the RFP process is the proper method to use, however, because of the year 2000 time constraints, it is felt that the RFP process, even an expedited RFP process, will not allow sufficient time to implement the Payroll/Human Resources System and the four pensions Payroll processing. Therefore, the Administration recommends the City Commission waive the formal bid process and authorize the Administration to issue a contract to Cyborg Systems, Inc. for a Payroll/Human Resources System.


SR:MDB:RP

RESOLUTION NO. 99-23014

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AUTHORIZING A WAIVER, BY 5/7THS VOTE, OF THE COMPETITIVE BIDDING PROCESS AND APPROVING A CONTRACT WITH CYBORG SYSTEMS, INC. IN THE AMOUNT OF \$332,414, FOR A PAYROLL/HUMAN RESOURCES SYSTEM, UPON RECOMMENDATION OF THE ADMINISTRATION, FOLLOWING A THOROUGH INVESTIGATION OF THE AVAILABLE APPLICABLE SOFTWARE, THAT THIS SYSTEM PROVIDES THE OPTIMAL SOLUTION FOR YEAR 2000 COMPLIANT PAYROLL/HUMAN RESOURCES COMPUTERIZED PROCESSING.

WHEREAS, the City issued Request for Proposal No.1-97/98 on October 17, 1997 to solicit proposals from responsible vendors to provide an integrated, Year 2000 compliant, hardware and software solution for financial management, utility billing and payroll/Human Resources systems; and

WHEREAS, one-hundred ten (110) RFP notices were issued resulting in eight responses; and

WHEREAS, an Evaluation Committee, appointed by the City Manager and approved by the Mayor and City Commission met in April, 1998, and in May, 1998, and recommended that all proposals be rejected; recommending instead on upgrading the City's current financial management software because of its excellent price, and trying to find State of Florida governmental agencies with contracts for payroll/Human Resources and utility billing on which to "piggy-back"; and

WHEREAS, because each government body is unique in terms of the number of employees, the number of users, the hardware platform, the amount of training required, etc., it has been impossible to find a contract on which to "piggy-back"; and

WHEREAS, the following vendors demonstrated their payroll/Human Resources software: KPMG (using SFG software); People Soft; HTE; and Cyborg and, by August 31, 1998, an informal committee, made up of managers and staff of the Information Technology, Finance and Human Resources Departments, overwhelmingly chose Cyborg because it was the optimal solution; and

WHEREAS, as a formal bid or RFP process is no longer possible due to Year 2000 time constraint, the Administration would recommend that the Mayor and City Commission accept its recommendation herein, and authorize, by 5/7ths vote, a waiver of the competitive bidding process, finding such waiver to be in the best interest of the City.

THAT THE CITY COMMISSION...

910 11 9-6-98

ADMINISTRATIVE

19900012

NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, that the Mayor and City Commission hereby authorize a waiver, by 5/7ths vote, of the competitive bidding process and approve a contract with Cyborg Systems, Inc. in the amount of \$332,414, for a payroll/Human Resources system, upon recommendation of the Administration, following a thorough investigation of the available applicable software, that this system provides the optimal solution for year 2000 compliant payroll/human resources computerized processing.

PASSED and ADOPTED this 6th day of January, 1999.

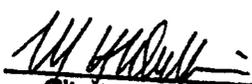


MAYOR

ATTEST:


CITY CLERK

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney 1/29/99
Date



COMMISSION MEMORANDUM NO. 533-99

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: July 21, 1999

FROM: Sergio Rodriguez
City Manager

SUBJECT: Request for Approval to Award a Purchase Order to Information Discovery Systems (IDS) in the amount of \$75,800 for Phase II Implementation and Migration of the Land Management System (LMS) and Award a Purchase Order to Cyborg Systems, Inc., in the amount of \$177,827 for Phase II Implementation and Migration of the Payroll/Human Resources System.

ADMINISTRATION RECOMMENDATION

Authorize the awards.

FUNDING

Funding is available from the Internal Services Fund for Information Technology (Budget Account 550.0630.000674).

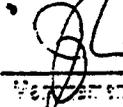
BACKGROUND

On December 16, 1998, the Commission authorized the award of a Purchase Order to Sierra Computer Systems and Information Discovery Systems (IDS) in the amount of \$179,777 for the upgrade to and migration of data from the current Land Management System (LMS).

On January 6, 1999, the Commission authorized the award of a contract to Cyborg Computer Systems for \$332,414 for the purchase of a Payroll/Human Resources computerized system.

These two awards were made to ensure Year 2000 (Y2K) compliance for these critical computer systems.

FUNDING APPROVED


Sergio Rodriguez
City Manager

AGENDA ITEM

C2D

DATE

7-21-99

19900381

Commission Memorandum

July 21, 1999

Page Two

ANALYSIS

The upgrade of the LMS system and movement of permitting data and computerized procedures for the Building Department was done as Phase I of the Y2K compliancy project for the whole Land Management System (LMS). In order to meet the July 1, 1999 deadline imposed by the need to issue permits with an expiration date of six months in the future, migration and implementation of the permitting functions was moved up to June 1, 1999. This was done to allow for any unforeseen problems that might occur during the changes.

Completion of Phase I has been achieved and the upgraded LMS system functions of Permitting, Inspection and most of Special Masters have been operational since June 1, 1999. Phase II of the Y2K compliancy for the LMS system is to convert and implement Licensing, Violations, and Certificate of Use as well as to complete the Special Masters functions.

The Phase I consultants, IDS, were contracted to provide the implementation of migration of permitting functions, and did an outstanding job of creating functional screens to accommodate the permitting needs of the City. Based on their excellent performance on Phase I, it is recommended that they provide the migration and implementation of the remaining LMS functions: Licenses, Certificate of Use, Violations and Special Masters.

IDS has given an estimate of \$69,800 plus additions of \$10,000 for travel and \$7,000 for unforeseen overruns, minus \$11,000 in Phase I savings for a total package of \$75,800 to achieve one hundred percent (100%) Y2K compliancy for the LMS functions distributed as follows:

Nightly Update Program for Inspection Results	\$ 1,000
Special Master Migration	\$ 9,400
Sidewalk Cafe Roll-Over Program	\$ 1,500
Elevator Roll-Over Program	\$ 1,200
PM Violation Migration	\$1 9,100
Business Licenses and Certificate of Use Migration	\$37,600
SUBTOTAL	\$69,800
Travel Expenses	\$10,000
Miscellaneous (Unforeseen Overruns)	\$ 7,000
SUBTOTAL	\$86,800
Minus Phase I Savings*	\$11,000
TOTAL	\$75,800

*Note: Phase I Savings - The original contract awarded to Sierra Computer Systems and Information Discovery Systems (IDS) in the amount of \$179,777 has provisions for some consulting and customization. Approximately \$11,000 has not yet been spent and can be used to reduce the cost of Phase II implementation to \$75,800.

ANALYSIS (continued)

The new Payroll/Human Resources system was purchased from Cyborg Systems for the following reasons:

1. Cyborg Systems most closely fit the City's needs and guaranteed a working Y2K compliant Payroll/Human Resources system by the Year 2000.
2. There were not enough respondents to our Request for Proposals (RFP) in our price range, (although there were two respondents at the \$1,000,000 range plus additional cost for customization to fit City-specific functions).
3. There was not enough time to issue another RFP.

Phase I of the migration and implementation of the Payroll/Human Sources has begun and is expected to be completed mid-July. During Phase I, it became apparent that the basic system that had been purchased from Cyborg Systems would not allow the City to mirror the functionality of the present system. Further customization of the unique features of the City system is required in order for a complete and seamless integration to occur. Cyborg Systems is the only possible choice in this case in order for all applicable ramifications of the proposed changes to be considered and implemented properly.

The estimate provided by Cyborg Systems for all necessary changes to complete Phase II is \$197,827 plus \$10,000 in travel expenses and \$20,000 in unforeseen overruns, minus \$50,000 in Phase I savings, for a total of \$177,827 for the complete package. The distribution of these costs is shown below:

Vacation and Sick Accruals Prorated	\$ 17,725
Donated Sick Time	\$ 7,100
Salary Range/Steps, Change Salary by Step	\$ 22,663
Print Floater, Over Accumulated, Must Use, Vacation, and Sick on Check	\$ 4,600
Enter Holiday Transactions on City Holidays	\$ 18,063
Automatic Longevity Changes	\$ 7,100
Transaction Adjustments on Check	\$ 14,200
Floating Holiday Accrual and Expiration	\$ 3,313
Alternate Holiday Earning, Usage, and Forfeit	\$ 9,875
Over Accumulated Must Use with Year-End Forfeit	\$ 9,875
End of Year Forfeiture Report for Vacation Must-Use, Floater, Alternate, and Over Accumulated	\$ 3,313

Commission Memorandum
July 21, 1999
Page Four

ANALYSIS (continued)

Payroll Interface to Include:

Direct Deposit for Active Payroll, Police & Fire, and General & Unclassified Pensions; PEBSO: 401A, 457, and Part Time Pension (PESPBT); ICMA: 401A, and 457; General Ledger for the Financial System	\$ 60,000
Laser Check Printing Interface	\$ 20,000
SUBTOTAL	\$197,827
Travel Expenses	\$ 10,000
Miscellaneous (Unforeseen Overruns)	\$ 20,000
SUBTOTAL	\$227,827
Minus Phase I Savings*	\$50,000
TOTAL	\$177,827

*Note: Phase I Savings - The original Cyborg Systems contract that was awarded in the amount of \$332,414 had provisions for some consultation and customization. Approximately \$50,000 of the customization budget has not yet been spent and can be utilized to reduce the cost of completing Phase II to \$177,827.

CONCLUSION

The awarding of amendments to the original contracts for the IDS and Cyborg Systems vendors for the completion of Phase II for the migration and implementation of the Land Management System and Payroll/Human Resources System respectively, will bring the City in line with Y2K compliancy for these crucial City systems. At the same time, it will free up City staff to provide assistance to all of the City's users who are facing new and more complicated computer applications.

SR:RP:MR:MKR *MKR*

EXHIBIT K

CYBORG SYSTEMS, INC. MODIFICATIONS - ORIGINAL TWELVE TASKS

TASK 1

VAC & SIC ACCRUALS PRORATED.

TASK 2

DONATED SICK TIME.

TASK 3

SALARY RANGE/STEPS, CHANGE SALARY BY STEP.

TASK 4

PRINT FLOATER, OVER ACCUMULATED, MUST USE, VACATION & SICK ON CHECK.

TASK 5

ENTER HOLIDAY TRANSACTION ON CITY HOLIDAYS.

TASK 6

AUTOMATIC LONGEVITY CHANGES.

TASK 7

TRANSACTION ADJUSTMENTS ON CHECK.

TASK 8

FLOATING HOLIDAY ACCRUAL AND EXPIRATION.

TASK 9

ALTERNATE HOLIDAY EARNING, USAGE, FORFEIT.

TASK 10

OVER ACCUMULATED MUST USE, WITH YEAR-END FORFEIT.

TASK 11

END OF YEAR FORFEITURE REPORT FOR VACATION MUST USE, FLOATER, ALTERNATE, AND OVER ACCUMULATED.

EXHIBIT K (Con't)

TASK 12

PAYROLL INTERFACE TO INCLUDE: DIRECT DEPOSIT FOR ACTIVE PAYROLL, POLICE & FIRE, AND GENERAL & UNCLASSIFIED PENSIONS; PEBSO: 401A, 457, AND PART TIME PENSION (PESPBT); ICMA: 401A, AND 457; GENERAL LEDGER FOR THE FINANCIAL SYSTEM.

EXHIBIT L

**CYBORG SYSTEMS, INC. MODIFICATIONS - TWENTY-ONE TASKS (NINE
ADDITIONS TO ORIGINAL TWELVE TASKS)**

TASK 1

VAC & SIC ACCRUALS PRORATED.

TASK 2

DONATED SICK TIME.

TASK 3

SALARY RANGE/STEPS, CHANGE SALARY BY STEP.

TASK 4

**PRINT FLOATER, OVER ACCUMULATED, MUST USE, VACATION & SICK ON
CHECK.**

TASK 5

ENTER HOLIDAY TRANSACTION ON CITY HOLIDAYS.

TASK 6

AUTOMATIC LONGEVITY CHANGES.

TASK 7

TRANSACTION ADJUSTMENTS ON CHECK.

TASK 8

FLOATING HOLIDAY ACCRUAL AND EXPIRATION.

TASK 9

ALTERNATE HOLIDAY EARNING, USAGE, FORFEIT.

TASK 10

OVER ACCUMULATED MUST USE, WITH YEAR-END FORFEIT.

TASK 11

**END OF YEAR FORFEITURE REPORT FOR VACATION MUST USE, FLOATER,
ALTERNATE, AND OVER ACCUMULATED.**

EXHIBIT L (Con't)

TASK 12

PAYROLL INTERFACE TO INCLUDE: DIRECT DEPOSIT FOR ACTIVE PAYROLL, POLICE & FIRE, AND GENERAL & UNCLASSIFIED PENSIONS; PEBS CO: 401A, 457, AND PART TIME PENSION (PESPBT); ICMA: 401A, AND 457; GENERAL LEDGER FOR THE FINANCIAL SYSTEM.

TASK 13

EMERGENCY AND FAMILY LEAVE HOURS TO REDUCE SICK AND VACATION BALANCES.

TASK 14

OVERTIME RATE CALCULATION.

TASK 15

PEBS CO 401A, EXTRACT FILE FORMAT.

TASK 16

PEBS CO 457, EXTRACT FILE FORMAT.

TASK 17

PEBS CO PART TIME PENSION (PESPBT), EXTRACT FILE FORMAT.

TASK 18

ICMA 401A, EXTRACT FILE FORMAT.

TASK 19

ICMA 457, EXTRACT FILE FORMAT.

TASK 20

DOWNLOAD OF FILES FOR POLICE & FIRE PENSION FOR BENEFIT CALCULATION.

TASK 21

RANDOM DRUG TESTING.



COMMISSION MEMORANDUM NO. 666-99

TO: Mayor Neisen O. Kasdin and
Members of the City Commission

DATE: September 22, 1999

FROM: Sergio Rodriguez
City Manager

SUBJECT: Request for Approval to Award a Personal Services Contract to ABC Computing Service, Inc., in an Estimated Amount of \$79,565.64 to Provide Specialized Customization Assistance for the new Cyborg System, Inc. Payroll System.

ADMINISTRATION RECOMMENDATION

Authorize the award.

FUNDING

Funding is available from the Internal Services Fund for Information Technology (Budget Account 555.0630.000674).

BACKGROUND

On January 6, 1999, the Commission authorized the award of a Purchase Order to Cyborg Computer Systems, Inc., for \$332,414 for the purchase of a Payroll/Human Resources computerized system. The system was to be implemented in two phases with Phase I being completed in late July.

During Phase I, it became apparent that the basic system obtained from Cyborg Systems, Inc., would not allow the City to mirror the functionality of the present system. After further analysis by City personnel and Cyborg, it was determined that additional work would have to be done to customize the system for the City's needs.

An estimate in the amount of \$177,827 was obtained from Cyborg Systems, Inc., to make the necessary customization changes required and the Commission authorized the award of a Purchase Order to Cyborg Systems, Inc., for \$177,827 on July 21, 1999.

After the award was made, further detailed discussions regarding the work to be done by Cyborg Systems, Inc. took place. The high cost of the work and possibly additional customization that might have to be done, prompted the Information Technology Department to investigate other options.

AGENDA ITEM

C2B

DATE

9-22-99

ANALYSIS

It was recommended by other jurisdictions that the City utilize the services of ABC Computing Service, Inc., an independent firm that had a very high reputation for excellence in conducting customization work on Cyborg Systems, Inc. software. The company was contacted and Mr. Andrew J. Weiss met with the staff of the IT Department on August 20, 1999, to discuss the parameters of the work to be done. He demonstrated a comprehensive understanding of the Cyborg System, Inc., software and the requirements for customizing the system to meet the City's needs.

ABC Computer Service, Inc., then submitted an estimate of \$69,565.64 to achieve the customizing of twenty-one (21) features of the Cyborg Systems, Inc., payroll system. In recognition of the complexity of these modifications and the difficulty in predetermining if there may be other changes or modifications required, an additional \$10,000 contingency is recommended which brings the total amount to \$79,565.64. This represents a \$98,261.36 savings over the Cyborg Systems, Inc. proposal to perform the same modifications. The distribution of the costs is to be found in Attachment A.

Further, an outline of the method for completion of the twenty-one (21) features' customization and a time frame for this was provided by ABC Computing Service, Inc. and is to be found in Attachment B and C. This will give the City a means of tracking the progress of the work being done and ensure that payment is made when the assigned tasks are completed.

In addition, the Cyborg Systems, Inc., has authorized a release from their contractual obligations for the work to be conducted by ABC Computing Service, Inc. which is to be found in Attachment D.

CONCLUSION

Based on our analysis of the proposal, it is recommended that \$79,565.64 be transferred from the amount allotted to Cyborg Systems, Inc., for customization and be reallocated to ABC Computing Service, Inc., through a personal service contract. This will ensure that the City has the necessary customization of their payroll system for implementation to meet the Y2K compliance issue.

RP MKR
SRP:MKR

ATTACHMENT A

ABC COMPUTING SERVICE, INC. DISTRIBUTION OF COSTS

Requirements Analysis Conference (1 day @\$950.00 per day plus expenses)	\$ 1,815.64
Vacation & Sick Accruals Prorated (6 days @\$950.00 per day)	\$ 5,700.00
Donated Sick Time (6 days @\$950.00 per day)	\$ 5,700.00
Salary Range/Steps, Change Salary by Step (6 days @\$950.00 per day)	\$ 5,700.00
Print FLO, Over Accum, Must Use, Vacation, & Sick Accrual on Check	\$ - - - - -
Enter Holiday Transaction on City Holidays (3 days @\$950.00 per day)	\$ 2,850.00
Longevity Changes to be Automatic (3 days @\$950.00 per day)	\$ 2,850.00
Print HEDs Adjustments on Check (5 days @\$950.00 per day)	\$ 4,750.00
Floating Holiday Accrual and Expiration (3 days @\$950.00 per day)	\$ 2,850.00
Alternate Holiday Earning, Usage, Forfeit	\$ - - - - -
Over Accumulated Must Use, with Year End Forfeit (3 days @\$950.00 per day)	\$ 2,850.00
End of Year Forfeiture Report for Vacation, Floating Holiday, Alternate Holiday, Over Accumulated	\$ - - - - -
Time Sheets (2 days @\$950.00 per day)	\$ 1,900.00
Emergency, and Family Leave Hours to Reduce Sick, and Vacation Balances (2 days @\$950.00 per day)	\$ 1,900.00
Overtime Rate Calculation (2 days @\$950.00 per day)	\$ 1,900.00
PEBSCO 401A, Extract File Format (2 days @\$950.00 per day)	\$ 1,900.00
PEBSCO 457, Extract File Format (2 days @\$950.00 per day)	\$ 1,900.00
PEBSCO Part Time Pension (PESPBT), Extract File Format (2 days @\$950.00 per day)	\$ 1,900.00
ICMA 401A, Extract File Format (2 days @\$950.00 per day)	\$ 1,900.00
Download of Files for Police & Fire Pension for Benefit Calculation (7 days @\$950.00 per day)	\$ 6,650.00
Random Drug Testing (3 days @\$950.00 per day)	\$ 2,850.00
Miscellaneous Travel Costs (4 Trips @\$2,450.00 per trip)	\$ 9,800.00
Contingency	\$10,000.00
TOTAL	\$79,565.64

ATTACHMENT B

September 14, 1999

Mr. Walter Coolidge, Jr.
City of Miami Beach
1100 Washington Avenue, 4th Floor
Miami Beach, FL 33139

RE: TIME FRAME FOR COMPLETION OF CUSTOMIZATION TASKS

Dear Walter:

Attached time frame for initiation, and completion of tasks submitted in my Cyborg support proposal dated August 20, 1999.

Time frame estimate based on starting work on the project no later than September 27, 1999.

Priority were assigned as per my understanding of requirements, tasks that effect checks, and pay processing first, and extracts, downloads, last. These task priority can be adjusted as you desire. Schedule of completion based on accuracy of your definition, your ability to provide an efficient test environment, and competent, timely review of test results. Test plans must be in place prior to task begin date for review.

If conditions arise, that are out of ABC Computing Service, Inc.'s control, that substantially effect completion dates, you will be provided written notification.

If other tasks arise that are necessary to the completion of payroll implementation, that ABC assists you with, written approval will be requested prior to performing the tasks. Additional funds will be requested, if necessary, and schedule will be adjusted to allow time for completion. Several of current tasks will not be required prior to running of first live Cyborg, and these completion dates will be adjusted to allow for un-foreseeable delays in the schedule.

ABC's normal billing process is to invoice at the end of each month for work performed during that month (no: tasks completed), with invoice being due at the end of the month (EOM).

This is the process I will use to invoice the City, and invoices will note days worked on tasks, and tasks completed.

Sincerely,
Andrew J. Weiss
ABC Computing Service, Inc.

cc: Kay Randall

ATTACHMENT C

CITY OF MIAMI BEACH CYBORG CUSTOMIZATION TIME FRAME ESTIMATE

Priority	Task	Description	Max Days	Begin Date	Completion Date
1	7,4	Print HEDs adjustments on check Print FLO, Over accum, Must Use, Vacation, & Sick Accrual on check	5	09/27/99	10/04/99
2	14	Overtime rate calculation	2	09/28/99	10/05/99
3	13	Emergency, and Family leave hours to reduce Sick, and vacation balances	2	09/29/99	10/06/99
4	5,9	Enter Holiday transaction on City Holidays Alternate Holiday earning, usage, forfeit	3	09/30/99	10/07/99
5	12	Time Sheets	2	10/04/99	10/18/99
6	1,11	Vacation & Sick Accruals prorated End of Year forfeiture report for vacation, floating holiday, alternate holiday, over accumulated	6	10/06/99	10/25/99
7	2	Donated Sick Time	6	10/11/99	10/27/99
8	3	Salary Range/Steps, change salary by step	6	10/18/99	10/29/99
	6	Longevity changes to be automatic	3	10/19/99	11/01/99
	8	Floating Holiday accrual and expiration	3	10/25/99	11/02/99
11	10	Over accumulated Must use, with year end forfeit	3	10/27/99	11/03/99
12	15	PEBSCO 401A, extract file format	2	11/01/99	11/09/99
13	16	PEBSCO 457, extract file format	2	11/03/99	11/12/99
14	17	PEBSCO Part Time pension (PESPBT), extract file format	2	11/08/99	11/18/99
15	18	ICMA 401A, extract file format	2	11/15/99	11/19/99
16	19	ICMA 457, extract file format	2	11/16/99	11/29/99
17	20	Download of files for Police & Fire Pension for Benefit calculation	7	11/17/99	11/30/99
18	21	Random Drug Testing	3	11/19/99	12/01/99

CYBORG

SYSTEMS

Quality Options in Human Resource Technology

ATTACHMENT D

CYBORG SYSTEMS INC. - RELEASE LETTER

September 16, 1999

Mr. M. Kay Randal
Director
Information Technology
City of Miami Beach
1100 Washington Ave.
Floor 4
Miami Beach, FL 33139

1 page via fax number (305) 673-7049 and regular mail

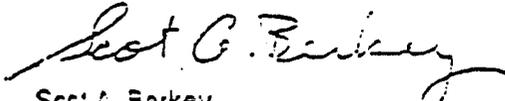
Dear Mr. Randal:

Please consider this letter a formal release for the City of Miami Beach (the City) from its performance under the following Statements of Work under the City's existing Consulting Services Agreement No. 4665 with Cyborg Systems, Inc. (Cyborg): 4665-06, 4665-07, 4665-08, 4665-09, 4665-10, 4665-11, 4665-12, 4665-13, 4665-14, 4665-15, 4665-16, 4665-17, 4665-19, 4665-20, and 4665-23. Since these Statements of Work were not signed by an authorized representative of the City, neither Cyborg nor the City are obligated to perform under them.

Further, you also noted that third party consultants would be hired by the City to perform certain services, including but not limited to the tasks described in the Statements of Work above. Please note that these consultants may be allowed access to the software the City has licensed from Cyborg only after each one has signed a separate nondisclosure agreement (NDA), intended to protect the confidentiality of Cyborg's software. The NDA(s) may be between the City and the consultants or between Cyborg and the consultants, but should be in substantially the same form as the NDA that was previously faxed to Oscar Santiesteban by Aubrey Sternal on August 18th. If the NDA(s) are executed directly between the City and the consultants, Cyborg would like a copy of each one for our files.

Please feel free to call me at (312) 803-8882 with any questions.

Sincerely,



Scott A. Berkey
U.S. Manager of Client Services

Copies to: Walt Coledge
Diane Landi
Aubrey Sternal
Liz Bulasko
Bill Morgan

EXHIBIT N

CYBORG SYSTEMS, INC. MODIFICATIONS - FIFTY-THREE TASKS AS OF 2/23/00

1. Vacation and Sick Accruals Prorated (Status: Completed but Extended)

Report Generator to accrue vacation and sick leave hours, based on hours worked, HEDs to be included in hours worked total, and accrual rates to be stored in WL records. Memo HED will contain life-to-date hours worked. New employees will have their accruals stored until their probationary period ends. A batch EL program will process after first payroll of year to determine forfeitures including over-accumulations and transfer previous year vacation balance. Print report of forfeitures.

Accruals are prorated only for the time actually paid.

Year-end processing routines for Vacation and Sick accruals postponed.

Extended to correct problems which arose in actual production.

2. Donated Sick Time (Status: Postponed)

A new screen and segment will be created to enter Donation transaction. Screen will test availability of hours entered. English Language match program will process to interrogate this transaction and adjust both employees' accrual balance, and print report.

3. Step Increases (Status: Extended; Testing)

Change salary by step. New screen, new segment to enter step increase, increase date, and daily hours. Batch EL program to test step field, find matching step in new code set, create 40-SCR entry, with step increase entry to reflect increase and print report of all step increases. Employee-level screen (XLASCR) completed.

Extended to add fields to XLASCR: Effective Date and Extended Base Salary. Modify auto step increases to use effective date to trigger increase.

4. Print Vacation and Sick Leave Accrual Hours on Paycheck Stub (Status: Completed)

Modify Cyborg check format generator, using WL record to indicate HEDs. Indicate over-accumulations and must-use hours. (Included with Mod. #7.)

Output spec's mailed to Westcorp.

EXHIBIT N (Con't)

5. Enter Holiday Transactions for City Holidays (Status: Completed)

Report generator program to process in pre-pass to read new company segment, to determine presence of holidays within upcoming pay period. If employee is eligible and does not have current Alternate Holiday Memo HED hours, create time card transaction for Holiday HED and print report.

Company-level screen (XCBSCR) for entering holidays has been completed. Holidays must now be entered.

6. Automatic Longevity Changes (Status: Coded)

Report generator to update Memo HED with hours worked. MCASCR WL record to store HEDs to be included. Batch EL program to update 40-SCR with salary when employee passes longevity threshold. Thresholds and percentages hard-coded.

7. Print HED Adjustments to Earnings (Not Deductions) on Paycheck (Status: Completed but Extended)

Modify Cyborg check format report generator to print current labor records as earnings on stub and to print accrual balances on stub. Consideration must be given to printable area on stub. Check RG will also be modified to print warning message of impending loss of accrued hours.

Extended in order to add the writing of checks and direct deposit advices and creating check and direct deposit records on Files T and W, respectively, for Retirement Co. 770001. Also, to print Bank Name, Routing No., and Account Number on Direct Deposit Advices.

8. Floating Holiday Accrual and Expiration (Status: Postponed)

Batch EL program to accrue floating holiday based on daily hours field (Mod. #3). Program will run after last payroll of year and after each pay period. Employees on probation will not receive Holiday until they reach 1040 hours. Print report.

9. Alternate Holiday Earnings (Status: Postponed)

Included with Mod. #5.

EXHIBIT N (Con't)

10. Over-Accumulated Must Use Leave, with Year End Forfeitures (Status: Postponed; More Definition Required)

Batch English Language program to calculate at the beginning of each year the over-accumulated hours and store those hours in Memo HED. Vacation and sick HEDs will have method code RG to reduce these over-accumulated hours, identify lost hours. Included with Mod. 1.

11. End-of-Year Forfeiture Report: Pay Time Processing (Status: Completed); Year-end Processing (Status: Postponed)

Report forfeitures for must-use hours for vacation, floating holidays, and alternate holidays, over-accumulated. Hours reported are for time worked/paid only.

12. Time Sheets (Status: Canceled; Programmed by IT Staff)

Write batch EL program to print time sheet format based upon entering of week number and date. Parameter screen R-XTSR completed but not tested. Internal IT staff wrote program, using Crystal Reports.

13. Leave Processing/Accrual & Reduction Method Code (Status: Completed but Extended)

RG method code on memo HED to accrue or reduce accrual balances by current hours in any HEDs for emergency or family leave, vacation, sick, etc.

Extended to correct erroneous payment of Vacation to Floating Holiday and to solve accrual balance problem resulting from transfer of Sick to Vacation time, for Payroll #4, 2000.

Extended to create a Leave History Report. As part of the latter task, create a file of actual HED usage to correctly update the 93 Screen. Also, create a file showing how HEDs were actually paid. Revise Method Code generator "SR" to create the file RG AXAX (H50OUT File) and 5PRINT changes made.

14. Overtime Rate Calculation (Status: Completed)

RG method code will use MCASCR to accumulate current earnings amount, divide by pay period hours to determine OT rate. OT rate multiplied by hours entered, by OT factor = OT earnings.

EXHIBIT N (Con't)

15. Create PEBSCO 401A Extract File (Status: Postponed)

RG or EL program to create extract file as per format required.

16. Create PEBSCO 457 Extract File (Status: Postponed)

RG or EL program to create extract file as per format required.

17. Create PEBSCO Part Time Pension (PESPBT) Extract File (Status: Postponed)

RG or EL program to create extract file as per format required.

18. Create ICMA 401A Extract File (Status: Postponed)

RG or EL program to create extract file as per format required.

19. Create ICMA 457 Extract File (Status: Postponed)

RG or EL program to create extract file as per format required

20. Download Files for Police & Fire Pension for Benefit Calculation (Status: Completed but Extended)

EL batch programs to create required file format.

Extended to revise process/layouts. Pension start date is required and needs to be converted from old system

21. Random Drug Testing (Status: Canceled)

EL batch program to create extract file based on selection criteria to be input to random drug selection processing. Report being created by IT Staff, using Crystal Reports.

22. Fire & Police Pension Checks/Direct Deposits (Status: Completed)

Modify standard Cyborg check format RG to print 3-part check stub. Print 3-per-page Direct Deposit Advice.

EXHIBIT N (Con't)

23. Out of Class Pay (Status: Completed)

Report Generator M/C to calculate out of class pay from Union Code WL records, with rate for union.

24. Extra Pay (Status: Completed)

Report Generator M/C to calculate extra pay, based on step and percentage from HED and MCASCR regular hours and amount. Step rate to be found from new employee segment for base step, plus HED rated for steps in WL record.

Excesses FILE01 Codeset MB01, directly in P4CALC.

25. Report Sequencing (Status: Completed)

Modify Cyborg payroll reports HED Register 2H2H, Tax Filing 2T2T, and Combined Register 2222 to print in Fund (Control 3) and Department-Budget (Control 4) , and Name sequence.

26. Longevity Hours Accumulation (Status: Completed)

Report Generator M/C to accumulate longevity hours as per normal hours scheduled/worked. Prior time worked is used for longevity hours.

27. Shift Pay Calculation (Status: Completed)

M/C to calculate shift pay based on Normal Shift and Shift Hours entered. Find shift rates in WL Union Code record. Hours for 321 (HOL2), 323 (HOL3), and 325 (HOL3 + OT1) are added back in order to receive shift differential.

28. Automatic Union Salary Increase (Status: Coded; Testing Required)

EL batch program, with parameters for Union, increase percentage, and increase date, to calculate salary increase, and create 40-SCR, entry, and report of increases.

29. Seniority Report (Status: Specifications; Postponed)

Modify Cyborg EL report for sequence, fields, and sub-totals.

EXHIBIT N (Con't)

30. No Check Report (Status: Completed)

Report generator to print report of all active employees not receiving paychecks. A test for employees with wages but zero net and an active employee count by department have been included in this report.

31. Life Insurance Deduction Calculation; Current Pay Calculation Only (Status: Completed)

For each payroll, use the Method Code report generator to calculate life insurance, based upon base pay. For the insurance deduction, use amount two as the Insurance Base Amount multiplied by the A8-SCR amount/percent field which contains the amount per thousand of coverage.

Prior to the first payroll of the year, use the current 40-SCR annual salary to update the HED life insurance base amount, thereby automatically increasing life insurance for employees who have received raises during the past year.

Prior to the first payroll of the year, run a report of base life insurance amounts. The print layout will contain the following: Dept. Number, Employee Number, Employee Name, HED, Base Insurance Amount, Insurance Rate.

Report sequence will be: Dept. – Control 5, Employee Number

Increase life insurance automatically for employees who have received raises during the past year.

The year-end process for life insurance deduction calculation has been postponed.

32. Employee Roster – Name Sequence (Status: Completed)

Create new EL report from Cyborg EL Program 1A-RPT. Print list of active employees, in sequence by last name.

33. Missing Deduction Report (Status: Completed)

Report Generator report of active, salaried employees set up for a deduction or Federal tax, where none was taken, including items such as: FICA, Pension

Print report line for deductions not taken this pay run.

EXHIBIT N (Con't)

34. General Ledger Reports (Status: Completed)

GL pay period reports of earnings, taxes, and deductions by Fund, Charge, and Account Number. Includes Earnings Report, Deduction Report, and Summary Report..

35. Health/Dental Head Count (Status: Completed)

Write new Report Generator to print summary line by HED, count of employees with selective active Health, Dental HEDs, without sub-total by group.

36. Memo Deduction Register (Status: Completed)

Print report of all memo deductions for HEDs in the range of 800 – 899. Same format as HED Register RGH2H2.

37. Payroll Deduction Summary Report (Status: Completed)

Print summary report for tax bodies/deductions. Separate summary lines for all current activity and in total.

38. Paycheck Control File (Status: Completed)

Create file for all paychecks created in SunTrust Bank format.

39. Normal Hours Report (Status: Completed)

Create RG report of any active employee being paid more or less than normal hours.

40. HED Alpha Deduction Register (Status: Completed)

Create RG report for selected Deduction HEDs.

41. ACH File Modifications (Status: Completed)

Modify Cyborg ACH RG 6A6A to test company number and insert character prior to sender number.

EXHIBIT N (Con't)

42. Life Insurance Value Report (Status: Testing)

Write new EL program to print report of employees' coverages for basic life, supplemental life and AD&D, employee count, and coverage amount. Monthly report not required until middle of January.

Extended to redefine report

43. FOP Deduction Report (Status: Testing)

Write new EL program to print report of FOP Union employees with coverage for basic life, supplemental life, and AD&D. Monthly report not required until middle of January.

Extended to redefine report.

44. Print Manual Checks via Westcorp (Status: Testing)

Write EL program to create File 31 records in Westcorp format for printing manual checks. Modify BSCO for File 31 format.

45. Quarterly Reporting (Status: Definition)

Review Cyborg quarterly reports against City requirements. Create specification, programs to meet quarterly reporting requirements. Reporting requirements must be defined and/or reviewed.

46. Bank Reconciliation/Computer-Generated Checks Report/File (Status: Completed)

Create file/write report of all computer-generated checks and create reconciliation file/write report for retirement companies 660001, 660002, and 770001.

47. Upcoming Longevity Increases Report (Status: Specifications)

Write EL report of employees going over a longevity milestone with the next two pay periods.

48. Bank Reconciliation/Computer-Generated Checks Report/File for Police & Fire Pension Company (Status: Completed)

Create file/write report of all computer-generated checks and create reconciliation file/report for Police and Fire Pension Company 440001.

EXHIBIT N (Con't)

49. Extended Base Salary (Status: Coded)

Write EL program to calculate extended base salary and store new fields on XLASCR Screen, based upon HR definition of extended base salary.

50. Injury Service-Connected Report (Status: Specifications)

Write report of injuries, service-connected.

51. Insurance Information Report (Status: Specifications)

Write report of active employee payroll and of retirement payroll.

52. Workers Comp. Summary Report (Status: Specifications)

53. Payroll Pension Status Report (Testing)

EXHIBIT O

Cyborg Computer Systems, Inc. COST BREAKDOWN AS OF 2/23/2000

ORIGINAL CONTRACT	VENDORS	PHASE	APPROVED	APPROVAL PENDING	AMOUNT EXPENDED	REMAINDER AVAILABLE
Cyborg Computer Systems, Inc.	Cyborg Computer Systems, Inc.	Phase I	\$312,414.00		\$307,916.99	\$4,497.01
	Westcorp Software Systems, Inc.	Phase I	\$20,000.00		\$19,184.42	\$815.58
Cyborg Computer Systems, Inc.	Cyborg Computer Systems, Inc.	Phase II	\$177,827.00		\$69,660.00	\$28,600.96
Cyborg Computer Systems, Inc.	(Reduction Request)	Phase II	-\$79,565.64			
	SUBTOTAL		\$430,675.36		\$396,761.41	\$33,913.55
ABC Computing Service, Inc.	ABC Computing Service, Inc.	Phase I	\$79,565.64		\$76,350.22	\$3,215.42
ABC Computing Service, Inc.	ABC Computing Service, Inc.	Phase II		\$61,685.00		
	SUBTOTAL		\$510,241.00		\$473,111.63	\$37,128.97
Cyborg Computer Systems, Inc.	Cyborg Computer Systems, Inc.	Phase III		\$225,000.00		
	SUBTOTAL		\$510,241.00	\$286,685.00	\$473,111.03	\$37,128.97
	GRAND TOTAL (Approved and Pending)		\$796,926.00			

EXHIBIT P

MITCHELL HUMPHREY & CO. - COST BREAKDOWN AS OF 2/23/2000

ORIGINAL CONTRACT	VENDORS	PHASE	APPROVED	APPROVAL PENDING	AMOUNT EXPENDED	REMAINDER AVAILABLE
Mitchell Humphrey & Co.	Mitchell Humphrey & Co.	Phase I	\$104,500.00		\$0.00	\$104,500.00
	Mitchell Humphrey & Co.	Phase II	\$72,000.00		\$44,519.06	\$27,480.94
	Mitchell Humphrey & Co.	Phase II	\$4,000.00		\$0.00	\$4,000.00
GRAND TOTAL (Approved and Pending)			\$180,500.00		\$44,519.06	\$135,980.94

EXHIBIT Q

AQUILUM SOFTWARE CORPORATION - COST BREAKDOWN AS OF 2/23/2000

ORIGINAL CONTRACT	VENDORS	PHASE	APPROVED	APPROVAL PENDING	AMOUNT EXPENDED	REMAINDER AVAILABLE
Aquilum Software Corporation	Aquilum Software Corporation	Phase 1	\$151,450.00		\$165,694.19	-\$14,244.19
GRAND TOTAL (Approved and Pending)			\$151,450.00		\$165,694.19	-\$14,244.19

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
03/17/97	New Information Technology Director Phyllis Koch started work.	
10/17/97	RFP No. 1-97/98 issued.	
10/00/97	Bid went out.	
12/00/97	Bid closed.	
02/06/98	RFP No. 1-97/98 Evaluation Committee appointed by City Manager.	Alexander Baum, Director, Miami Dade County School Board, Grace Cespedes, Deputy Finance Director, Miami Dade County Finance Department, Georgia Echert, Director of Finance, Broward County Aviation Department, Jay Flynn, Acting Director, Miami Dade County Employees Relations Department, Mayra Diaz-Buttacavoli, Assistant City Manager/Labor Relations, CMB, Judy Ford, Procurement Director, CMB, Phyllis Koch, Information Technology Director, CMB, Patricia Walker, Finance Director, CMB

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
04/09/98	RFP No. 1-97/98 Evaluation Committee Initial Meeting to review RFP responses and rank respondents: Bi-Tech, Custima, Cyborg, Harris, HTE, Mitchell Humphrey, Oracle, and SCI .	Alexander Baum, Director, Miami Dade County School Board, Grace Cespedes, Deputy Finance Director, Miami Dade County Finance Department, Georgia Echert, Director of Finance, Broward County Aviation Department, Jay Flynn, Acting Director, Miami Dade County Employees Relations Department, Mayra Diaz-Buttacavoli, Assistant City Manager/Labor Relations, CMB, Judy Ford, Procurement Director, CMB, Phyllis Koch, Information Technology Director, CMB, Patricia Walker, Finance Director, CMB
06/19/98	RFP No. 1-97/98 Evaluation Committee Meeting - Decision to: reject the RFP, upgrade of FMS to FMS-II by Mitchell Humphrey and recommend State of Florida government agency with existing contracts in Payroll/Human Resources and Utility Billing on which the City of Miami Beach could "piggy-back".	Alexander Baum, Director, Miami Dade County School Board, Grace Cespedes, Deputy Finance Director, Miami Dade County Finance Department, Georgia Echert, Director of Finance, Broward County Aviation Department, Jay Flynn, Acting Director, Miami Dade County Employees Relations Department, Mayra Diaz-Buttacavoli, Assistant City Manager/Labor Relations, CMB, Judy Ford, Procurement Director, CMB, Phyllis Koch, Information Technology Director, CMB, Patricia Walker, Finance Director, CMB

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
07/01/98	Commission Memorandum No. 417-98 to reject all the proposals received in response to RFP No. 1-97/98 and Commission Memorandum No. 418-98 for the upgrading of the current Financial Management System to FMS-II approved by Commission.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Irina Povolotskaya, Denise Bynum, Emma Covington, T.C. Adderly, Celia Locke, Margaret Arculeo
07/08/98	KPMG - Payroll/Human Resources Demo.	
07/13/98	New Assistant Finance Director Georgina Echert started work.	
07/15/98	Cyborg Systems, Inc. - Payroll Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Emma Covington, Maria Gil, Celia Locke, Margaret Arculeo
07/16/98	Dynasty Software - UTB Demo.	Eloy Bauleth, Oscar Santiesteban, Jorge Montes, Bob King
07/23/98	PeopleSoft - Payroll/Human Resources Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Denise Bynum, Emma Covington, T.C. Adderly, Linda Gonzalez, Gail Poe-Liu, Maria Gil, Celia Locke, Margaret Arculeo
07/30/98	City of Pembroke Pines Site Visit - Complete Cobol re-write of old system. Not applicable to the City of Miami Beach.	Terry Stewart, Nancy Knight, Oscar Santiesteban, Susan Kalver

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
08/07/98	HTE, Inc. - UTB Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Jorge Montes, Bob King, Pola Solomich
08/07/98	Business Information Technology (implementation partner of People Soft).	Kirk Jacobsen, Phyllis Koch, Oscar Santiesteban
08/19/98	PeopleSoft - Payroll/Human Resources Demo.	Georgie Echert
08/21/98	HTE, Inc. - Payroll/Human Resources Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Irina Povolotskaya, Denise Bynum, Emma Covington, Linda Gonzalez, Gail Poe-Liu, Maria Gil, Betty Huntsman
08/25/98	Cyborg Systems, Inc. - Payroll/Human Resources Demo.	Bill Morgan, Phyllis Koch, Oscar Santiesteban, Susan Kalver, Georgie Echert, Denise Bynum
08/26/98	Aquiliun Software Corporation - UTB Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Georgie Echert, Jorge Montes, Bob King
08/27/98	Sensus Softech - UTB Demo.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Georgie Echert, Jorge Montes, Bob King
08/31/98	Informal CMB staff committee Vendor Evaluation Meeting eliminated Payroll/Human Resources vendors HTE, Inc., KPMG Peat Marwick, and PeopleSoft.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Patricia Walker, Georgie Echert, Denise Bynum, Emma Covington, T.C. Adderly, Linda Gonzalez, Gail Poe-Liu, Maria Gil

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
08/31/98	Informal CMB staff committee Vendor Evaluation Meeting eliminated UTB vendors Dynasty Software, Sensus Softech, and HTE, Inc., and recommended Aquilium Software Corporation as the best choice.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Patricia Walker, Georgie Echert, Jorge Montes, Bob King
09/03/98	Informal CMB staff committee Final Vendor Evaluation Meeting for Payroll/Human Resources - Committee requested additional HTE Financials Demo before final decision.	Phyllis Koch, Oscar Santiesteban, Patricia Walker, Georgie Echert, Denise Bynum, Emma Covington, Jorge Montes, Bob King, T.C. Adderly, Linda Gonzalez, Gail Poe-Liu, Maria Gil Jose Cruz, Joe Reilly
09/14/98	HTE - Payroll/Human Resources Financials Demo.	Eloy Bauleth, Oscar Santiesteban, Patricia Walker, Georgie Echert, Judy Ford, Jim Sutter, Mike Rath, Jose Cruz
10/22/98	Informal CMB staff committee Vendor Evaluation Meeting for UTB recommended purchasing Utility Billing software from Aquilium Software Corporation pending a site visit to New Smyrna Beach, FL.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Patricia Walker, Georgie Echert, Jorge Montes, Bob King
10/23/98	Information Technology Director Phyllis Koch's last day of work.	

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
10/23/98	RFP No. 1-97/98 Evaluation Committee Meeting to recommend purchasing the Payroll/Human Resources software Cyborg Systems, Inc. pending a site visit to the City of Melbourne, FL. Cyborg Systems, Inc. asked to respond to the RFP No. 1-97/98 and they did so.	Georgia Echert, Director of Finance, Broward County Aviation Department, Jay Flynn, Acting Director, Miami Dade County Employees Relations Department, Mayra Diaz-Buttacavoli, Assistant City Manager/Labor Relations, CMB, Judy Ford, Procurement Director, CMB, Phyllis Koch, Information Technology Director, CMB, Patricia Walker, Finance Director, CMB
11/06/98	Aquilum Software Corporation - second UTB Demo replaced site visit to New Smyrna Beach, FL.	Phyllis Koch, Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Patricia Walker, Georgie Echert, Jorge Montes, Bob King
11/13/98	Site Visit to the City of Melbourne, FL to view their Cyborg Systems, Inc. System.	Oscar Santiesteban, Susan Kalver, Denise Bynum, Emma Covington, Maria Gil, Betty Huntsman, Joe Reilly, Bill Morgan (Cyborg Systems, Inc.)
01/06/99	Commission Memorandum No. 11-99 to award a purchase order to Cyborg Systems, Inc. for a Payroll/Human Resources System in the amount of \$332,414.00 was approved.	

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
01/06/99	<p>Commission Memorandum No. 10-99 to waive the formal bid process and negotiate a contract with Aquilium Software Corporation in the amount of \$151,450.00 for a Utility Billing System. This was done due to the time constraints of Y2K. While New Smyrna Beach, FL and Bonita Springs, FL had contracts issued via an RFP process, they were not useable as their contracts were not identical to the one that the City required. Also, the time it would take to initiate and complete an RFP process would not have met the Y2K deadline.</p>	
02/17/99	<p>Commission Memorandum No. 123-99 for a purchase order to continue the upgrade of the Financial Management System by Mitchell Humphrey & Company by adding a Fixed Assets Module and a Project Accounting Module, in the amount of \$72,000. Subsequently, \$4,000.00 was added to the Purchase Order to accommodate obtaining the Mitchell Humphrey & Company Gen Con conversion/interface utility program for the Fixed Assets Module.</p>	
03/11/99	<p>Cyborg Systems, Inc. Implementation Meeting.</p>	<p>Eloy Bauleth, Oscar Santiesteban, Susan Kalver, Georgie Echert, T.C. Adderly</p>
03/15/99	<p>New Information Technology Director M. Kay Randall started work.</p>	

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
03/18/99	Cyborg Systems, Inc. Implementation Status Meeting.	Kay Randall, Oscar Santiesteban, Susan Kalver, Georgie Echert, Denise Bynum, Emma Covington, Maria Gil, Celia Locke, Margaret Arculeo
03/22/99	Cyborg Systems, Inc. Implementation Status Meeting.	
03/23/99	Cyborg Systems, Inc. Implementation Status Meeting.	
07/01/99	Phase I implementation of the Cyborg Systems, Inc. Payroll/Human Resources System completed.	
07/21/99	Commission Memorandum No. 533-99 to award a purchase order to Cyborg Systems, Inc. for Phase II implementation and migration of the Payroll/Human Resources System in the amount of \$177,827.00 was approved.	
08/20/99	Meeting with Andrew J. Weiss, ABC Computing Service, Inc. to discuss modifications to Cyborg Systems, Inc. Payroll/Human Resources System.	Kay Randall, Walter Coolidge, Oscar Santiesteban, Susan Kalver, Irina Povolotskaya
09/22/99	Commission Memorandum No. 666-99 to award a personal services contract to ABC Computer Service, Inc. to provide specialized customization of the Cyborg Systems, Inc. HR/Payroll System in the amount of \$79,565.64 was approved.	

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
01/30/00	Human Resources staff person Maria Gil retired and was replaced by Arnita Hall.	
02/07/00	Human Resources Overview by Cyborg Systems, Inc., Becky Shea, Human Resources/Benefits Consultant, to determine additional module needs for Human Resources in the areas of: Payroll Administration, Compensation Management & Budgeting, Human Resource Recordkeeping, Benefits Administration, Workforce Planning, Applicant Management & Recruiting, Employee/Labor Relations, Employee Health & Safety, Training Administration, EEO/Affirmative Action, Absence Management, Position Management.	

EXHIBIT R

RFP NO. 1-97/98 CHRONOLOGY

DATE	ACTIVITY	ATTENDEES
02/23/00	<p>Commission Memorandum No. 147-00 to amend the Personal Services Contract for Andrew J. Weiss, ABC Computing Services, Inc., to provide additional specialized customization assistance for the Cyborg Systems, Inc. Payroll/Human Resources System, in the amount of \$61,685.00 for a total of \$141,250.64. Separated for discussion. Commissioner Garcia requested a full investigation of the entire RFP process having to do with the Finance, Utility Billing, and Payroll/Human Resource Systems. Motion made by Commissioner Dermer directing Administration to follow through with Commissioner Garcia's request for a detail report and requested a deferral of the item; seconded by Vice-Mayor Smith; Commissioner Garcia questioned by an item of \$332,414.00 was placed on the Consent agenda. Commissioner Garcia requested a status on the audit that the Commission requested at the last commission meeting. Jim Sutter to handle. Kay Randall stated that the Audit would be available next week.</p>	
02/24/00	<p>Completion of Personal Services Contract for Andrew J. Weiss, ABC Computing Services, Inc. This includes twenty-one (21) modifications (both original and substitutions).</p>	