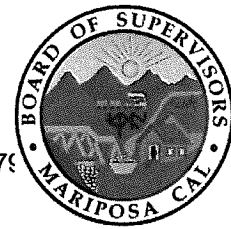




# MARIPOSA COUNTY

Human Resources/Risk Management • (209) 742-1375



## **RESOLUTION - ACTION REQUESTED 2016-274**

MEETING: June 14, 2016

TO: The Board of Supervisors

FROM: Steve Johnson, Human Resources Director - Risk Manager

RE: Approve a Contract with Trakstar for Performance Management Software

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### **RECOMMENDATION AND JUSTIFICATION:**

Approve an Agreement with Trakstar to Provide Performance Evaluation Software to Mariposa County; and Authorize the Board of Supervisors Chair to Sign the Agreement.

After a series of interviews and evaluations of five different vendors, the County's Performance Evaluation Team selected Trakstar as the best overall product based on content, flexibility, library and training and support. The software would benefit all 22 County departments and is estimated to save the County an estimated \$10,948 in the first year through improvements in staff time spent on developing and reviewing performance evaluations. A smaller portion of this savings will also be realized from a reduction in paper and copier usage.

The County currently uses five different performance evaluation forms on a paper-based platform. These forms have evolved over time but do not currently meet the needs of the County's departments. The County's Performance Evaluation Team, a cross-sectional committee including Department Heads, Supervisors and line staff, has been working since September 2015 to strengthen and improve the current performance evaluation system.

Staff is seeking approval of a one-year contract for the period of July 1, 2016 to June 30, 2017, at a cost of \$16,050. The annual cost in future fiscal years will be slightly less due to a reduction in the training component that is included in this first year contract.

### **BACKGROUND AND HISTORY OF BOARD ACTIONS:**

The Board of Supervisors has not authorized a computer based Performance Evaluation system in the past.

### **ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

The Board may reject the recommendation to authorize a contract with

Trakstar and continue the current, paper-driven County evaluation process.

**FINANCIAL IMPACT:**

**A one-year agreement including the software, training, etc. would cost \$16,050 and this amount has been included in the Requested Budget for FY 2016-17.**

**ATTACHMENTS:**

**Mariposa County - Trakstar Customer Agreement (3) (PDF)**

**CAO RECOMMENDATION**

Requested Action Recommended

  
Mary Hodson, CAO 6/8/2016

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Kevin Cann, District IV Supervisor

**SECONDER:** Marshall Long, District III Supervisor

**AYES:** Rosemarie Smallcombe, Marshall Long, Kevin Cann, John Carrier

**EXCUSED:** Merlin Jones