

RESOLUTION 2023-094  
OF THE COUNCIL OF THE CITY OF FORT COLLINS APPROVING AN  
EXEMPTION TO THE COMPETITIVE PURCHASING PROCESS TO PROCURE  
CORNERSTONE ONDEMAND INC.'S TALENT MANAGEMENT SOFTWARE

WHEREAS, Section 8-161(d)(1)b of the City Code authorizes the Purchasing Agent to negotiate for services without using a competitive process where the Purchasing Agent determines that although there exists more than one responsible source for the services, a competitive process cannot reasonably be used or, if used, will result in a substantially higher cost to the City, will otherwise injure the City's financial interests or will substantially impede the City's administrative functions or the delivery of services to the public; and

WHEREAS, in 2013, the City used a competitive process to procure Cornerstone OnDemand Inc.'s ("Cornerstone") integrated talent management system to support the City's talent processes, including recruitment and onboarding, learning, performance management, succession, and workforce planning; and

WHEREAS, in 2018 the City Manager approved a new sole-source contract with Cornerstone, which did not require prior City Council approval as the cost to the City per year was less than \$200,000; and

WHEREAS, the City's current five-year agreement with Cornerstone will expire in December 2023, and the City seeks to enter into a new agreement with Cornerstone for the integrated talent management software; and

WHEREAS, continuing to utilize Cornerstone's integrated talent management system will enable the City to optimize and leverage the software to support the current and future strategic direction of the City's talent initiatives; and

WHEREAS, acquiring and implementing an integrated talent management system other than Cornerstone's would be a resource-intensive, multi-year project and would disrupt the City's current operations and result in a significant negative cost impact to the City's Human Resources Department; and

WHEREAS, the estimated cost to continue with Cornerstone's integrated talent management system is \$262,060.45 for 2024, \$271,232.57 for 2025, \$280,725.71 for 2026, \$290,551.11 for 2027, and \$300,720.39 for 2028; and

WHEREAS, the Purchasing Agent has determined that although there is more than one source for integrated talent management software, the competitive process, if used, would substantially impede the City's administrative functions and would injure the City's financial interests; and

WHEREAS, the Purchasing Agent and other City staff recommend the adoption of this Resolution; and

WHEREAS, the Purchasing Agent has submitted the requisite justification to the City Manager for approval and the City Manager has reviewed and approved this justification; and

WHEREAS, Section 8-161(d)(3) of the City Code requires prior approval of this purchase as it exceeds \$200,000.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. That the City Council hereby makes and adopts the determinations and findings contained in the recitals set forth above.

Section 2. That the City Council hereby authorizes the Purchasing Agent to negotiate and enter into an agreement with Cornerstone OnDemand Inc. for up to five years for an integrated talent management system, and further approves this action as an exception to the City's competitive purchasing process requirements, for the reasons set forth herein.

Passed and adopted at a regular meeting of the Council of the City of Fort Collins this 21st day of November, 2023.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk