

ADD ON

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| Meeting Date |
| August 4, 2015 |



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| AGENDA | |
| Section | New Business |
| Item No. | VI C 1 |

AGENDA REPORT

BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

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| SUBJECT: | Re: Authorization to Extend Purchase Order for Contracted Services for Systems Administration. Fiscal Impact: \$88,000 increase to Consulting Services. No overall budget change. |
| DEPT/OFFICE: | Information Technology |

Requested Action:

It is requested that the Board of County Commissioners authorize the extension of the existing purchase order with Datalink for Contracted Services.

Summary Explanation & Background:

On February 27, 2015, one of two Senior Systems Administrators in the IT Department resigned. On March 20, 2015, the only remaining Senior Systems Administrator resigned. Although Information Technology actively interviewed for these positions, no acceptable candidates could be attracted at the maximum entry level salary offered. Two years earlier, the previous Senior Systems Administrators also resigned for significantly higher paying positions outside the County.

These positions are critical to maintaining applications and servers for all County departments and these vacancies present an unacceptable risk to the County. In addition to the risk associated with not having sufficient resources dedicated to systems administration, the IT Department is also in the process of implementing three very large projects (Email migration, NetApp Storage Expansion, and Cisco UCS Server Installation) which rely heavily on the skills of the Senior Systems Administrators. An emergency purchase order was requested and approved from the County Manager on March 16, 2015, for contracted services to fill one of these positions. The value of the purchase order was \$45,760 and provided 13 weeks of services. On May 7, 2015, after continued unsuccessful attempts to attract candidates for the vacant positions, a second purchase order was requested from and approved by the County Manager to provide additional contracted services in the same amount of \$45,760 and for the same number of weeks.

Datalink was the selected vendor and contracted services were available on the Western States Contracting Alliance (WSCA) contract FL PA 250-WSCA-10-ACS at a rate of \$88 per hour. Florida Department of Management Services IT Consulting Services has advertised rates from 189 vendors on their website, which were reviewed and averaged \$80 to \$109 per hour for Advanced Systems Analysts (administrators in County parlance). A list from the DMS website is attached. Datalink was the winning bidder on a recent RFP for the NetApp Storage Expansion, so the intimate knowledge of our systems environment and recent observations of their work performance were key components in selecting Datalink.

Continued on Page 2

Clerk to the Board Instructions:

Exhibits Attached: Florida Department of Management Services list of IT Consulting Services and rates.

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|------------------------------------|--|--|-----|--------------------------|----|--------------------------|--|--------------------------|
| Contract /Agreement (If attached): | | Reviewed by County Attorney | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> | PR | <input type="checkbox"/> |
| County Manager | | Assistant County Manager, Frank Abbate | | | | | Department Director / Extension | |
| Stockton Whitten | | Assistant County Manager, Venetta Valdengo | | | | | Teresa Camarata, Central Services Director x5-5492 | |
| | | | | | | | Jon Sellers, Information Technology Director x5-7395 | |

SUBJECT:

Authorization to Extend Purchase Order for Contract Services for Systems Administration.
Fiscal Impact: \$88,000 increase to Consulting Services. No overall budget change.

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Due to the exceptionally competitive local market, efforts to identify and retain full time County employees for these positions has not proven to be a viable option. As a result, the IT Department requests that these purchase orders be modified and extended throughout the remainder of the 2014-15 Fiscal Year. This will result in the initial purchase order being increased to \$102,800 and the second purchase order increased to \$77,440. A BCR will fund the additional services by moving funds from vacant employee salaries and benefits to operating expenses. Due to the complexity and uniqueness of our systems and applications, there is a significant acclimation period even for advanced systems administrators. This action will allow us to complete our current projects and maintain continuity of operations.

Both the WSCA and Florida Department Management Services contracting systems are competitively bid, with vendors having to agree to very liberal terms for the replacement of non-performing personnel and contract terminations. Datalink also provides a robust layer of engineering talent that can be called upon to educate our contracted personnel on new, changing or unfamiliar technologies.

An option the Board may wish to consider includes generating our own bid in the hopes that we can get better pricing or contract terms than both WSCA and the Florida DMS.

Recognizing that this temporary solution may not be cost effective on a long term basis, we are also taking steps to identify a long term strategy to address these critical needs in the most cost effective long term basis possible. We intend to work closely with the Office of Human Resources to determine if there are mechanisms for enhancing our recruiting efforts and retention capabilities for senior system administrators as County employees. We will also be exploring whether a business case can be presented that justifies waiving internal equity considerations to fill these mission critical positions in a cost effective manner compared to the outsourcing alternative. Finally, staff is also committed to exploring whether these services could be effectively procured on an independent contractor basis beginning in the new fiscal year.

Fiscal Impact: \$88,000 increase to Consulting Services. No overall budget change.

Contact: Jon Sellers, Information Technology Department Director
Phone: 617-7395





Tammy Etheridge, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

Telephone: (321) 637-2001
Fax: (321) 264-6972

August 5, 2015

MEMORANDUM

TO: Teresa Camarata, Central Services Director

RE: Item VI.C.1., Authorization to Extend Purchase Order for Contracted Services for Systems Administration

The Board of County Commissioners, in regular session on August 4, 2015, authorized the extension of a Purchase Order with Datalink for contracted services for Systems Administration; and directed staff to look at the whole bidding process regarding recruiting and retention of Senior System Administrators.

Your continued cooperation is greatly appreciated.

Sincerely yours,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Tammy Etheridge, Deputy Clerk

cc: Information Technology Director
Finance
Budget

| Vendor | Job No. | 1240.00 | | |
|--|-----------|-----------------|-------------|-----------|
| | Job Title | Systems Analyst | | |
| | | | | |
| | A. Entry | B. Intermediate | C. Advanced | D. Expert |
| 22nd Century Staffing Inc | 63.00 | 96.00 | 100.00 | 110.00 |
| 3k Technologies,LLC | 60.00 | 92.00 | 98.00 | 115.00 |
| AAJ Computer Services Inc. | 45.00 | 60.00 | 80.00 | 125.00 |
| Acacia Consulting, Inc. | 40.00 | 60.00 | 85.00 | 120.00 |
| Accenture LLP | 67.67 | 102.49 | 109.15 | 128.83 |
| Acclaim Systems | 66.70 | 97.75 | 103.50 | 115.00 |
| AceApplications, LLC | 45.00 | 80.00 | 85.00 | 90.00 |
| ADO Staffing, Inc. | 55.00 | 75.00 | 85.00 | 115.00 |
| Advanced Systems Design, Inc. | 55.88 | 84.63 | 90.13 | 106.38 |
| Aesir Software, Inc. | 60.00 | 85.00 | 100.00 | 115.00 |
| Alpha Technologies Inc.(USA) | 60.90 | 92.24 | 98.24 | 115.95 |
| Aluise and Associates, Inc. | 54.14 | 81.99 | 87.32 | 103.06 |
| Aptuity Solutions, Inc. | 60.00 | 95.00 | 102.00 | 126.00 |
| AR International Enterprises, Inc. dba | 49.35 | 75.34 | 85.84 | 100.80 |
| Ardent Technologies Inc | 60.00 | 80.00 | 90.00 | 115.00 |
| ArnAmy Inc. | 60.00 | 75.00 | 80.00 | 90.32 |
| Asevotech,LLC | 65.00 | 95.00 | 100.00 | 115.00 |
| Ashvins Group | 60.00 | 81.00 | 94.50 | 115.00 |
| ASYSCO, Inc | 54.14 | 81.99 | 87.32 | 103.06 |
| AT&T Corporation | 66.00 | 99.00 | 106.00 | 126.00 |
| Atkins, North America, Inc. | 67.67 | 98.49 | 109.15 | 128.83 |
| Atlantic Data Inc. | 61.00 | 82.00 | 92.00 | 104.00 |
| Auxis, Inc. | 58.00 | 78.00 | 109.00 | 125.00 |
| Bahwan CyberTek, Inc. | 64.45 | 97.61 | 103.95 | 122.70 |
| BEACON SYSTEMS, Inc. | 60.90 | 92.24 | 98.24 | 115.95 |
| BLM Technologies of Florida, LLC | 55.00 | 75.00 | 75.00 | 85.00 |
| Brandt Information Services, Inc. | 67.67 | 102.49 | 109.15 | 128.83 |
| Business & Technology Resource Group | 67.67 | 102.49 | 109.15 | 128.83 |
| CanDoTech Consulting Inc | 60.00 | 92.00 | 98.00 | 115.00 |
| Capgemini Government Solutions LLC | 67.67 | 102.49 | 109.15 | 128.83 |
| Capital Technology Partners | 65.00 | 85.00 | 95.00 | 110.00 |
| Carney Solutions Inc. | 65.00 | 85.00 | 95.00 | 105.00 |
| Catapult Systems, Inc. | 67.00 | 102.00 | 109.00 | 127.00 |
| CGI Technologies and Solutions, Inc. | 67.67 | 102.49 | 109.15 | 128.83 |
| CSG Government Solutions, Inc. | 65.00 | 100.00 | 109.00 | 128.00 |
| CIBER, Inc. | 65.00 | 87.00 | 95.00 | 110.00 |
| Citizant, Inc. | 60.90 | 92.24 | 98.24 | 115.95 |
| Cogent Infotech Corporation | 56.84 | 86.09 | 91.68 | 108.21 |
| Colyar Consulting Group, Inc | 67.67 | 95.00 | 95.00 | 105.00 |
| CommerNet, Inc. | 65.00 | 99.00 | 105.00 | 120.00 |
| CompuGroup Technologies Inc. | 55.00 | 67.00 | 80.00 | 95.00 |
| Computer Aid, Inc. | 60.00 | 90.00 | 95.00 | 115.00 |
| Computer Tutors, USA | 50.00 | 85.00 | 85.00 | 100.00 |

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| Consultancy By Kingfisher, Inc. | 67.67 | 102.49 | 109.15 | 128.83 |
| Consulting Solutions Int'l | 64.29 | 97.37 | 103.69 | 122.39 |
| Convergence Consulting Group | 65.00 | 95.00 | 105.00 | 125.00 |
| COOLSOFT LLC | 60.00 | 70.00 | 80.00 | 90.00 |
| CyberBest Technology, Inc | 60.00 | 95.00 | 100.00 | 120.00 |
| Data Industries, Ltd. | 50.00 | 65.00 | 100.00 | 120.00 |
| Data Transfer Solutions, LLC | 65.00 | 95.00 | 95.00 | 110.00 |
| Dell Marketing L.P | 64.29 | 97.37 | 103.69 | 122.39 |
| Deloitte Consulting LLP | 67.67 | 102.49 | 109.15 | 128.83 |
| Dewberry & Davis, LLC | 57.43 | 86.98 | 92.63 | 109.33 |
| Deyo, Inc. | 49.87 | 71.01 | 81.63 | 101.01 |
| Diane Meiller and Associates, | 61.00 | 92.00 | 98.00 | 116.00 |
| Digital Hands | 57.52 | 87.12 | 92.78 | 109.51 |
| DSM Technology Consultants, LLC | 65.00 | 100.00 | 105.00 | 125.00 |
| DynTek Services, Inc. | 61.00 | 92.00 | 98.00 | 125.00 |
| Effervo Technologies, Inc | 48.72 | 73.79 | 78.59 | 92.76 |
| EMA, Inc. | 67.67 | 102.49 | 109.15 | 128.83 |
| EMC CORPORATION | 67.67 | 102.49 | 109.15 | 128.83 |
| ENS Corp | 54.00 | 82.00 | 87.00 | 103.00 |
| ENTERPRISE 24X7 INC. | 50.00 | 85.00 | 95.00 | 120.00 |
| EPIC Engineering & Consulting Group, LLC | 55.00 | 85.00 | 95.00 | 115.00 |
| Ernst & Young LLP | 50.75 | 76.87 | 81.86 | 128.83 |
| e-TechServices.com, Inc. | 61.58 | 93.27 | 99.33 | 117.24 |
| ETI Professionals, Inc. | 50.07 | 66.08 | 83.88 | 97.14 |
| eVantage technologies | 47.37 | 71.74 | 76.41 | 90.18 |
| Everest Solutions, LLC | 55.00 | 75.00 | 85.00 | 110.00 |
| Evergreen Solutions, LLC | 55.00 | 90.00 | 95.00 | 110.00 |
| Experis US, Inc. | 55.00 | 65.00 | 70.00 | 75.00 |
| Fishnet Security, Inc. | 66.56 | 101.38 | 108.04 | 127.72 |
| Five Points Technology Group, Inc. | 56.00 | 85.00 | 90.00 | 106.00 |
| Force 5, Inc. | 42.00 | 60.00 | 104.00 | 119.00 |
| GDKN Corporation | 54.14 | 81.99 | 87.32 | 103.06 |
| GeBBS Software International, Inc. | 54.14 | 81.99 | 87.32 | 103.06 |
| GeoCove, Inc. | 50.00 | 75.00 | 85.00 | 100.00 |
| GeoDecisions, a Division of Gannett | 62.00 | 91.00 | 97.20 | 112.00 |
| Geographic Information Service, Inc. | 66.99 | 101.47 | 108.06 | 127.54 |
| Global Information Services | 52.00 | 85.00 | 90.00 | 110.00 |
| Global Nest, LLC | 57.52 | 87.12 | 92.78 | 109.51 |
| Global Network Systems of Maryland, Inc. | 60.50 | 90.37 | 98.50 | 112.34 |
| Harris IT Services Corporation | 67.67 | 102.49 | 109.15 | 128.83 |
| Hayes E-Government Resources | 63.24 | 95.20 | 102.00 | 119.68 |
| Hewlett-Packard Company | 67.67 | 102.49 | 109.15 | 128.83 |
| Hixardt Technologies, INC | 60.90 | 92.24 | 98.24 | 115.95 |
| Hudson Global Resource Management | 49.06 | 78.40 | 85.68 | 100.49 |
| IBM | 67.67 | 102.49 | 109.15 | 128.83 |
| ICATT, Inc. | 57.52 | 87.12 | 92.78 | 109.51 |
| Image API, Inc. | 67.67 | 102.49 | 109.15 | 128.83 |

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| Imager Software, Inc | 60.00 | 91.00 | 97.00 | 114.00 |
| Independent Systems Solutions, Inc. | 50.00 | 78.00 | 80.00 | 100.00 |
| Indra USA | 60.00 | 93.00 | 100.00 | 119.00 |
| Infinity Software Development, Inc. | 60.00 | 89.00 | 95.00 | 112.00 |
| Information Access Systems, Inc | 67.67 | 102.49 | 109.15 | 128.83 |
| Information Systems Consultants Inc. | 55.08 | 86.03 | 93.27 | 104.19 |
| Information Systems of Florida | 60.00 | 91.00 | 97.00 | 114.00 |
| INFORMATIX INC | 67.00 | 100.00 | 105.00 | 128.00 |
| Innovative Software Products | 21.25 | 25.50 | 31.66 | 39.53 |
| Insight Public Sector, Inc | 64.29 | 97.37 | 103.69 | 122.39 |
| Inspired Technologies of North Florida, | 54.14 | 92.24 | 98.24 | 115.95 |
| Integrated Computer Solutions | 56.00 | 85.00 | 90.00 | 107.00 |
| IntelliSoft Technologies, Inc. | 57.52 | 87.12 | 92.78 | 109.51 |
| International Computer Business | 55.00 | 70.00 | 85.00 | 95.00 |
| ISOCORP, Inc. | 60.00 | 92.00 | 98.00 | 115.00 |
| Jacobs Technology, Inc. | 52.17 | 67.59 | 79.52 | 97.32 |
| Jones, Edmunds & Associates | 60.00 | 80.00 | 90.00 | 115.00 |
| Judge Technical Services, Inc. | 56.00 | 81.00 | 87.00 | 100.00 |
| KLC Consulting, Inc. | 67.67 | 102.49 | 109.15 | 128.83 |
| KPMG LLP | 67.67 | 102.49 | 109.15 | 128.83 |
| Kyra Solutions, Inc. | 66.99 | 101.47 | 108.06 | 127.54 |
| Logic House Ltd. | 60.00 | 70.00 | 80.00 | 95.00 |
| Maden Technologies | 67.67 | 101.47 | 109.15 | 128.83 |
| Mainline Information Systems, Inc. | 64.29 | 97.37 | 103.69 | 122.39 |
| Mall Lobby.com, Inc. | 65.00 | 102.00 | 108.00 | 125.00 |
| Matrix Information Systems, Inc. | 54.14 | 85.07 | 94.96 | 115.95 |
| MAXIMUS | 66.99 | 101.47 | 108.06 | 127.54 |
| Merge IT, LLC | 60.00 | 91.00 | 98.00 | 115.00 |
| Meridian Partners, LLC | 67.67 | 102.49 | 109.15 | 128.83 |
| MethodFactory, Inc. | 67.00 | 102.00 | 109.00 | 122.00 |
| MGT of America Inc | 67.67 | 102.49 | 109.15 | 128.83 |
| MIKA CONSULTING, INC. | 50.00 | 80.00 | 90.00 | 110.00 |
| Millennium Consulting, LLC | 57.52 | 87.12 | 99.00 | 109.51 |
| Millennium Technology Group | 60.00 | 80.00 | 90.00 | 110.00 |
| Mirage Software Inc., D/B/A Bourntec | 60.28 | 90.63 | 94.23 | 120.82 |
| Momentum Consulting Corp | 65.00 | 95.00 | 100.00 | 115.00 |
| Montalbano & Associates, Inc. | 45.00 | 70.00 | 75.00 | 85.00 |
| NAVAYUGA INFOTECH LLC | 65.00 | 90.00 | 105.00 | 120.00 |
| NAZTEC INTERNATIONAL GROUP LLC | 57.51 | 87.11 | 92.77 | 109.50 |
| Nicomp International, Inc. | 53.00 | 75.00 | 85.00 | 96.00 |
| Nu Info Systems, Inc | 50.00 | 80.00 | 85.00 | 85.00 |
| NTT Data, Inc. | 60.00 | 95.00 | 105.00 | 120.00 |
| OneTechPlace, Inc. | 57.52 | 87.12 | 92.78 | 109.51 |
| Open Systems Inc. | 40.00 | 45.00 | 50.00 | 55.00 |
| Optimum Software Solutions, Inc. | 60.00 | 91.00 | 97.00 | 114.00 |
| Paul Consulting Inc. | 54.14 | 81.99 | 87.32 | 103.06 |
| PeoplePoint Solutions, LLC dba TopSource | 60.00 | 85.00 | 90.00 | 97.00 |

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| Perez Software Services Inc | 61.00 | 92.00 | 98.00 | 116.00 |
| Planet Technologies, Inc. | 50.75 | 100.00 | 105.00 | 115.00 |
| Policy Studies Inc. | 67.67 | 100.00 | 105.00 | 125.00 |
| Pomeroy IT Solutions Sales Company, Inc. | 37.16 | 43.11 | 53.14 | 60.95 |
| Presidio Corporation | 43.99 | 66.62 | 70.95 | 128.83 |
| Princeton Information, LTD | 65.00 | 98.00 | 105.00 | 125.00 |
| Professional Consulting Association, LLC | 31.25 | 37.50 | 43.75 | 100.00 |
| Prosys | 55.00 | 85.00 | 90.00 | 110.00 |
| RADGOV, INC | 55.86 | 86.10 | 91.23 | 101.51 |
| Radian Solutions LLC | 54.14 | 81.99 | 87.32 | 103.06 |
| RADISE International | \$61.00 | \$92.00 | \$98.00 | \$116.00 |
| RCG Global Services, Inc. | 60.00 | 75.00 | 85.00 | 100.00 |
| RedSalsa Technologies, Inc. | 57.52 | 87.12 | 92.78 | 109.51 |
| Robert Half International | 66.67 | 101.49 | 108.15 | 127.83 |
| ROH, Incorporated | 60.00 | 81.00 | 105.00 | 123.00 |
| Rose International Inc. | 65.00 | 100.00 | 105.00 | 125.00 |
| SANROSE INFORMATION SERVICES, INC. | 55.00 | 70.00 | 79.00 | 105.00 |
| Seva Technologies, LLC | 57.52 | 87.12 | 92.78 | 109.51 |
| SGS Technologic | 60.00 | 85.00 | 90.00 | 110.00 |
| Software Resources Inc | 59.00 | 90.00 | 102.00 | 121.00 |
| Sogeti USA LLC | 65.00 | 90.00 | 100.00 | 110.00 |
| Solomons International, LLC | 54.14 | 81.99 | 87.32 | 103.06 |
| SophLogic Ltd | 65.64 | 99.42 | 105.88 | 124.97 |
| Starboard Consulting, LLC | 55.00 | 90.00 | 100.00 | 121.50 |
| Strategic IT Alignment Group, LLC | 55.00 | 70.00 | 80.00 | 95.00 |
| Strategic Staffing Solutions | 52.77 | 79.93 | 90.00 | 100.46 |
| Sun Plus Data Group, Inc | 60.00 | 80.00 | 90.00 | 95.00 |
| Sunera LLC | 60.90 | 92.24 | 98.24 | 115.95 |
| System soft Technologies, Inc | 40.00 | 50.00 | 60.00 | 75.00 |
| Tal Search Group, Inc. | 45.00 | 80.00 | 90.00 | 115.00 |
| Technisource, Inc. | 60.00 | 85.00 | 100.00 | 120.00 |
| TEKsystems, Inc. | 65.00 | 100.00 | 105.00 | 125.00 |
| The Canopy of Technology, Inc. | 46.02 | 69.69 | 74.22 | 87.60 |
| The Greentree Group | 58.87 | 89.17 | 94.96 | 112.08 |
| The Infrastructure Marketing Group, LLC | 67.00 | 102.00 | 109.00 | 128.00 |
| The North Highland Company | 33.84 | 81.99 | 87.32 | 128.83 |
| ThinkCreative | 62.93 | 95.32 | 101.51 | 119.81 |
| Tribridge Holdings, LLC | 60.00 | 100.00 | 105.00 | 120.00 |
| True North Geographic Technologies LLC | 54.14 | 81.99 | 87.32 | 103.06 |
| Uber Operations LLC | 61.00 | 92.00 | 98.00 | 115.00 |
| Unified Business Technologies | 55.00 | 75.68 | 79.56 | 92.78 |
| Unisys Corporation | 63.00 | 91.00 | 91.00 | 117.00 |
| URS Corporation Southern | 64.29 | 97.37 | 103.69 | 122.39 |
| V Group Inc. | 35.00 | 60.00 | 65.00 | 75.00 |
| Verizon Business | 58.10 | 88.00 | 93.71 | 110.61 |
| Visionary Integration Professionals, LLC | 67.67 | 102.49 | 109.15 | 128.83 |
| Vitaver & Associates, Inc. | 67.67 | 102.49 | 109.15 | 128.83 |

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| wiseOutlook, LLC | 67.67 | 102.49 | 109.15 | 128.83 |
| Woolpert, Inc. | 59.26 | 93.20 | 105.17 | 121.01 |
| Workgroup Connections, Inc. | 65.00 | 100.00 | 105.00 | 125.00 |
| Yang Enterprises, Inc. | 55.00 | 75.00 | 85.00 | 100.00 |
| Zenith Infoway Inc | 57.52 | 87.12 | 92.78 | 109.51 |
| Average Rate | 58.52 | 87.04 | 94.69 | 112.54 |