



Board Agenda Item #	Agenda # III C- Action Item
Date:	06.13.2019
To:	Magnolia Board of Directors
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead:	Suat Acar, COO
RE:	Human Capital Management Systems (HCMS) RFP winning bid

Proposed Board Motion

I move the board that Paycom be approved to be the Human Capital Management System (HCMS) of MPS for up to 5 fiscal years, unless contract is terminated, starting from July 1st 2019.

Introduction

Magnolia Public Schools (MPS) home office assessed the Human Capital Management System (HCMS) currently implemented organizationally and the requisition process completed during the 2015-2016 school year (Appendix 1). As a result of our assessment and to be compliant with audit requirements we decided to run a new Request for Proposals (RFP) for services beginning July 1, 2019 and ending June 30, 2022 (unless the Board considers to end the term).

Background

MPS Home Office posted an RFP on March 25th 2019 on MPS website for calling vendors to respond through the link provided under RFP page of MPS. At the end of the RFP period 6 companies responded to the RFP:

1. Paycom (Our current HCMS vendor)
2. Ceridian
3. Paylocity
4. ADP
5. Ultipro (Ultimate)
6. OnePoint

MPS Home Office HR department is so glad to receive this many vendors to apply to this RFP. Therefore, we extended some timelines for the items in the RFP. The revised 1 on 1 presentation timeline to ended on May 17. Each meeting was set for at least 2 hours, some lasted for 4+ hours, Presenters went deeply into the database structure of their platforms as well as implementation of all the modules pertaining to Human Resources and Payroll. The Evaluation Committee came together twice to go over the responses on May 28, 2019 and May 29, 2019. The team consisted the COO, Director of HR and HR Administrator. We went over the submitted responses as well as the 1-pager expected cost estimations for MPS to use the vendors' platforms for 1 full fiscal year. We also asked the vendors about their pricing for a possible transitioning from a previous HCMS vendor to their platform.

Analysis (If applicable)

- 1- **1-on-1 Presentations:** Based on the 1-1 presentations, Q&A sessions and the RFP documents the evaluation committee concludes that
 - a. The services provided by the companies are almost identical, however the database modelling and the interface visuals of their platforms are slightly different for each vendor.
 - b. Each vendor uses different terms for certain tasks, but in the end each platform fulfills the requirements.
 - c. It is important to note here that we tried to compare each platform with the platform we are using for the past 4 years. The team members discussed these features' convenience as well as how easy/difficult would the transition be in case of a switch from current platform to another.
 - d. User interface comparison analysis: Please see chart 1 below.

2- Comparison of the bids with respect to online ratings & 1-1 Presentation notes

The evaluation committee used www.softwareadvice.com website to see the user reviews and ratings along with the notes we took (for Pros and cons) during the 1-1 presentations. The "RATING" column used the online reviews and ratings of the users of this website on 05.29.2019 to evaluate the services and the platform of these vendors. The Evaluation Committee considered these reviews as a more viable option to see where each vendor stands with respect to quality of service and the strength of their platforms.

Each rating is out of 5 and each rating cell has the number of users who reviewed the services of these vendors. As seen in the chart 1 a minimum of 213 users reviewed each vendor up to 3,023 reviews. The committee agreed that these reviewer counts serve as strong sample counts for an effective analysis of quality of services of these vendors.

The following three vendors have the highest user/customer ratings:

Paycom: 4.32 out of 5 per 356 reviews

ADP: 4.30 out of 5 per 3,023 reviews

Ceridian: 4.29 out of 5 per 458 reviews

CHART-1			
RATING (out of 5)	COMPANY	PROS	CONS
4.30 Out of 3,023 reviews	ADP	<ul style="list-style-type: none"> - In CA support - Compare date with nearby schools - Leave management system - Single sign on - Payroll for different groups - Talent Community - Payroll section - Up to 7 years storage data (historical) - Payroll does Retroactive pay calculation 	<ul style="list-style-type: none"> - User interface not friendly - HR sections look confusing, too complex
4.03 Out of 213 reviews	PAYLOCITY	<ul style="list-style-type: none"> - Retention %97 - Aligned with other career websites - User interface - Easy to follow - Docs transferred to employee files - Different payroll batches at no additional cost - Real time accruals on the pay stubs 	<ul style="list-style-type: none"> - No job templates - No scheduling - No representative in CA - No 22 pay period in system - Reporting
4.29 Out of 458 reviews	CERIDIAN	<ul style="list-style-type: none"> - Fountain Valley office - Reports and graphics - Scheduling - Reporting 	<ul style="list-style-type: none"> - Recruitment module unable

<p>4.04</p> <p>Out of 771 reviews</p>	<p>ULTIMATE</p>	<ul style="list-style-type: none"> - 97% customer retention - Live streaming - Payroll flexibility and easiness - One username login - Analytics Reporting - Menus customizable - Onboarding process - Program developer onsite 	<ul style="list-style-type: none"> - No onsite support or training - Employee training
<p>4.11</p> <p>Out of 484</p>	<p>ONEPOINT (KRONOS)</p>	<ul style="list-style-type: none"> - User interface - Software flexibility - Program developer onsite - One username - Leave Management 	<ul style="list-style-type: none"> - Reporting interface - OnePoint is a subcontractor of Kronos, a much larger corporation. This, in a way, seems to be a pro, however, OnePoint will always be under the influence of the external corporate decisions, which, we felt, would be a risk for MPS.
<p>4.32</p> <p>Out of 356 reviews</p>	<p>PAYCOM</p>	<ul style="list-style-type: none"> - User interface - Onboarding - Paycom Learning University - Customer Service - Local representative 	<ul style="list-style-type: none"> - No single sign-on - Scheduling extra cost - Payroll grouping extra cost - No real time time off - No document transfer from recruitment

3- Comparison of the bids with respect to pricing

CHART 2: Annual Estimates			
	Vendor	The bid annual total	Transitioning Cost
1	Paycom (Appendix 2)	\$129,183.36	None
2	ADP (Appendix 3)	\$78,751.00	\$6,350.00
3	Ceridian (Appendix 4)	\$166,042.80	\$54,568.75
4	OnePoint (Appendix 5)	\$83,117.00	\$18,095.00
5	Paylocity (Appendix 6)	\$116,628.00	\$17,648.13
6	Ultimate (Appendix 7)	\$143,220.00	\$66,220.00

- The price comparison chart above is prepared with respect to the bids (annual cost estimates) provided by the vendors through email follow ups. The evaluation committee considered the bids for main HR functions. Any dollar amount for additional services are excluded from the bid amounts in the chart. Please see Appendixes 2-3-4-5-6-7.
- We spent some more time on the Paycom annual estimate, as our current vendor. Please see Appendix 2. It has both the 2020 estimate that they sent as well as a Year-to-Date (YTD) expense report for the time frame between January 1, 2019 and May 15, 2019. We wanted to make sure the 2020 estimates that is sent is in accordance with the actual YTD reports. Based on this analysis, the YTD total for year 2019 is \$61,598.78. The projected 2019 annual estimate would be approximately twice this amount, around \$125,000. Therefore, the evaluation committee concluded that the 2020 estimate of Paycom (i.e. \$129,183.36) is reasonable.
- The possible transitioning (1-time) costs of the vendors other than the current vendor we currently use are also added to the last column in the chart 2.
- Please see the transitioning expenses of Ceridian and Ultimate to be the highest similar to their bids. ADP's transitioning bid is more reasonable than OnePoint's bid by approximately \$11,000. Paycom has no transitioning cost as they are the current platform that MPS uses.
- Based on the dollar amounts on the Chart 2, the only bids comparable to the dollar amount we would pay to the current vendor is Paylocity, ADP & OnePoint bids
- The evaluation team concluded that
 - o the user interface of ADP is too complex and the transitioning would be very labor intensive.
 - o Also the difference between the bids of
 - OnePoint and Paycom is \$46,066.36 less the transitioning costs (\$18,095) yields the difference amount as \$27,971.36 in favor of OnePoint. (OnePoint annual pricing includes year end fees as well)
 - Paylocity and Paycom is \$12,555.36 less the transitioning cost (\$17,648.13) is \$5,092.77 in favor of Paycom.

4- Decision

The evaluation committee used a comparative analysis between the current vendor (Paycom) and each vendor with respect to the bid dollar amounts and the review ratings.

Considering

- Paycom has the highest review rating amongst the user reviews (4.32). The other high rated vendors in reviews are ADP (4.30) and Ceridian (4.29) [see chart 1]
- lowest bids against Paycom are OnePoint and Paylocity. The differences between the bid dollar amounts of current vendor and other vendors are not that significant (i.e. OnePoint vs Paycom and Paylocity vs Paycom) [see the section 3 for comparisons]
- the previous transitioning took around 2 years to make the staff, the administrators and the infrastructure ready with all related purchases, set up and training, and the HR team is currently only 2 persons serving 10 sites and home office for close to 400 staff members

the evaluation committee decided to call our Board for action to continue with Paycom, the current vendor, for up to 5 fiscal years starting from July 1st, 2019.

Budget Implications

- Amounts/ Funding Source: Paycom expenses are currently budgeted under each school's and MERF's budget for 2019-20. See below chart 3 showing budgeted amounts for each site in the budgets submitted to the Board for approval during June 13, 2019 MPS Regular Board Meeting. The total budgeted dollar amount, per chart 3, is \$190,640. The Paycom annual estimate for MPS is \$129,183.36. Therefore, there is enough funds budgeted for this procurement.

CHART 3	
Site	Budgeted Dollar amounts for 2019-20
MSA 1	\$25,000
MSA 2	\$17,000
MSA 3	\$25,714
MSA 4	\$10,044
MSA 5	\$10,038
MSA 6	\$10,844
MSA 7	\$15,000
MSA 8	\$17,000
MSA Santa Ana	\$30,000
MSA San Diego	\$10,000
MERF	20,000
TOTAL	\$190,640

- Budget implication was reviewed and approved by the MPS CFO on June 4, 2019.

Exhibits (attachments):

Appendix 1: The board report for the winning bid for 2015 HCMS RFP.

Appendix 2: The 1-pager annual expense estimation of Paycom

Appendix 3: The 1-pager annual expense estimation of ADP

Appendix 4: The 1-pager annual expense estimation of Ceridian

Appendix 5: The 1-pager annual expense estimation of OnePoint

Appendix 6: The 1-pager annual expense estimation of Paylocity

Appendix 7: The 1-pager annual expense estimation of Ultipro (Ultimate)



MAGNOLIA PUBLIC SCHOOLS

Board Of Directors

Board Agenda Item #	III D
Date:	November 12, 2015
To:	Board of Directors
From:	Terri Boatman, Director of Human Resources
Staff Lead:	Oswaldo Diaz, Chief Financial Officer
RE:	Approval of the Paycom Contract

Proposed Board Recommendation

I move that the Board to approve the purchase and use of the Paycom system as an HRIS/Time Reporting System.

Background

Although Coolsis has been modified to store employee information, it does not function as a proper HRIS/Time Reporting System that provides access to accurate information, ease in storing employee data, verifiable and accurate time cards or employee indicative data such as start dates and ending dates of employee, pay changes, or transfers.

In addition we are out of compliance with the following requirements per CA and federal law:

- According to State of CA, every employer shall keep accurate information with respect to each employee including the following:
 - (1) Full name, home address, occupation and social security number.
 - (2) Birth date, if under 18 years, and designation as a minor.
 - (3) Time records showing when the employee begins and ends each work period. Meal periods, split shift intervals and total daily hours worked shall also be recorded. Meal periods during which operations cease and authorized rest periods need not be recorded.
 - (4) Total wages paid each payroll period, including value of board, lodging, or other compensation actually furnished to the employee.
 - (5) Total hours worked in the payroll period and applicable rates of pay. This information shall be made readily available to the employee upon reasonable request.
 - (6) When a piece rate or incentive plan is in operation, piece rates or an explanation of the incentive plan formula shall be provided to employees. An accurate production record shall be maintained by the employer.



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(B) Every employer shall semimonthly or at the time of each payment of wages furnish each employee, either as a detachable part of the check, draft, or voucher paying the employee's wages, or separately, an itemized statement in writing showing: (1) all deductions; (2) the inclusive dates of the period for which the employee is paid; (3) the name of the employee or the employee's social security number; and (4) the name of the employer, provided all deductions made on written orders of the employee may be aggregated and shown as one item.

(C) All required records shall be in the English language and in ink or other indelible form, properly dated, showing month, day and year, and shall be kept on file by the employer for at least three years at the place of employment or at a central location within the State of California. An employee's records shall be available for inspection by the employee upon reasonable request.

(D) Clocks shall be provided in all major work areas or within reasonable distance thereto insofar as practicable.

- **Meal and Rest Periods**

Our current system does not allow for us to track if hourly employees are taking their required meal periods as required by the CA State Law before the end of the 5th hours. We have no system to pay meal time penalties if this did not occur.

- **Time keeping Policy for CA:**

We are to provide a system which employees can verify the hours worked. (See attached)

- **Paid Time Off**

We don't have a system to track accurate PTO usage and accruals.

- **Recruiting**

No formal system in place to tracking our recruiting efforts. Candidates interviewed and the disposition.

No application method

- **I-9 and Immigration**

Current processes allows for errors in the creation of I9's.

No formal system to purge documents as required by law

No system to track expiration dates of work authorizations



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- **Other Compliance Errors**

No easy, accurate method to track expired credentials or TB Tests
No way to ensure a start date occurs after the receipt of fingerprints.

A RFP was placed asking companies to provide quotes and summary of services. Three proposals were returned:

Paycom
PeopleStrategy
Helios

We also examined other systems including Zenefits, and ADP.

We have selected Paycom as it has the full functionality that we need to manage all aspects of the employee cycle from talent acquisitions, onboarding, employee portals, compliance, and time and attendance. Paycom will provide geo-coded/IP specific timeclock capabilities so that we can monitor and track employee time and attendance as well as usage of paid time off.

We feel that Paycom is the best mid-size enterprise system which will support the organization as we grow, ensure compliance and maintain employee records.

Budget Implications

The financial cost of selecting Paycom versus our current payroll company is \$42,000 this year, but drops in future years after the implementation upfront costs of \$22,500. This is an average annual increase in payroll cost of less than \$3,500 and allows us to become completely compliant with all requirements. EdTec will continue to process our payroll checks with no contract change required. Our contract with EdTec did not include HRIS.

Name of Staff Originator:

Oswaldo Diaz, Chief Financial Officer

Attachments

Grid that tracks the components of each system.

HRIS System Comparison

Componet	Paycom		PeopleStrategy		Helios	
	Y/N	Notes	Y/N	Notes	Y/N	Notes
Applicant Tracking	Yes	Included in pricing	Yes		No	Somewhat available
Integration with payroll system	Yes	Included in pricing	Yes		No	Need a secondary vendor
Performance Management and the ability to create and track evaluations	YES	Included in pricing	No	Available, but not included in price	No	
Timekeeping and attendance tracking	Yes	Included in pricing	Yes		No	
Payroll processing	Yes	Included in pricing	Yes		No	
Onboarding platform which includes e-signature of relevant documents	Yes	Included in pricing	Yes		Yes	Includes new hire document
I9 completion and storage per federal guidelines	Yes	Included in pricing	Yes	Included Everify	No	
Reporting capabilities	Yes	Included in pricing	Yes		Yes	
Applicant tracking and talent acquisition	Yes	Included in pricing	Yes		No	
Job and pay history	Yes	Included in pricing	Yes		Yes	
Tracking of paid time off banks and approvias	Yes	Included in pricing	Yes		Yes	
Linkage to benefits platform	Yes	Included in pricing	No	Available, but not included in price	No	
Electronic form processing	Yes	Included in pricing	Yes		Yes	
ACA reporting	Yes	Included in pricing	No		No	
Training Management	Yes	Included in pricing	No		No	
Integration /interface with general ledger	Yes	Included in pricing	Yes		No	
Tracking of Credentials	Yes	Included in pricing	Yes		Yes	Credentials are automatically tracked and the data is uploaded from the CTC site. Reminders are sent.
Tracking of TB testings	Yes	Included in pricing	Yes		Yes	Results are tracked

Pricing	Annual	Initial	Annual	Initial	Annual	Initial
		\$97,081.68	\$22,500.00	\$72,795.00	7,995.00	\$19,960.00

Able to Meet January 1 Implementation	Yes	Yes	Yes
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PAYCOM ANNUAL EXPENSE ESTIMATION FOR MPS 2020

Client Code	Client Name	Total Base	Total Per Check	Number of Checks	Per Payroll	Yearly Totals
OKC 0Y383	MSA 1	\$162.51	\$8.67	59	\$674.04	\$16,176.96
OKC 0Y384	MSA 2	\$154.51	\$8.54	39	\$487.57	\$11,701.68
OKC 0Y385	MSA 3	\$154.51	\$8.54	38	\$479.03	\$11,496.72
OKC 0Y386	MSA 4	\$175.53	\$7.29	19	\$314.04	\$7,536.96
OKC 0Y387	MSA 5	\$184.06	\$7.29	24	\$359.02	\$8,616.48
OKC 0Y388	MSA 6	\$166.02	\$7.29	15	\$275.37	\$6,608.88
OKC 0Y389	MSA 7	\$154.51	\$8.54	29	\$402.17	\$9,652.08
OKC 0Y390	MSA 8	\$154.51	\$8.54	41	\$504.65	\$12,111.60
OKC 0Y391	MSA 9	\$154.51	\$8.54	32	\$427.79	\$10,266.96
OKC 0Y393	MSA 10	\$154.51	\$13.46	64	\$1,015.95	\$24,382.80
OKC 0Y394	MERF	\$229.51	\$8.54	25	\$443.01	\$10,632.24

2020 Estimated Total **\$129,183.36**

PAYCOM Year-to-date expense report for January 1st through May 15, 2019

Client Code	Family Code	Check Date	Number of Checks	Check Processing Tax Service	Total Billing	2019 Total
OKC 0Y385	OKC 0Y382	1/15/2019	41	\$504.65	\$548.05	<u>\$61,598.78</u>
OKC 0Y386	OKC 0Y382	1/15/2019	19	\$314.04	\$344.39	
OKC 0Y387	OKC 0Y382	1/15/2019	24	\$359.02	\$399.87	
OKC 0Y388	OKC 0Y382	1/15/2019	14	\$268.08	\$297.43	
OKC 0Y389	OKC 0Y382	1/15/2019	29	\$402.17	\$433.77	
OKC 0Y383	OKC 0Y382	1/15/2019	59	\$674.04	\$720.64	
OKC 0Y390	OKC 0Y382	1/15/2019	40	\$496.11	\$539.86	
OKC 0Y393	OKC 0Y382	1/15/2019	69	\$1,083.25	\$1,121.60	
OKC 0Y391	OKC 0Y382	1/15/2019	32	\$427.79	\$459.84	
OKC 0Y394	OKC 0Y382	1/15/2019	27	\$460.09	\$514.14	
OKC 0Y384	OKC 0Y382	1/15/2019	41	\$504.65	\$548.80	
OKC 0Y383	OKC 0Y382	1/31/2019	58	\$665.37	\$1,675.37	
OKC 0Y391	OKC 0Y382	1/31/2019	32	\$427.79	\$1,113.34	
OKC 0Y384	OKC 0Y382	1/31/2019	40	\$496.11	\$1,283.96	
OKC 0Y390	OKC 0Y382	1/31/2019	40	\$496.11	\$1,398.91	
OKC 0Y393	OKC 0Y382	1/31/2019	67	\$1,056.33	\$2,450.88	
OKC 0Y385	OKC 0Y382	1/31/2019	42	\$513.19	\$1,367.14	
OKC 0Y387	OKC 0Y382	1/31/2019	24	\$359.02	\$907.42	
OKC 0Y388	OKC 0Y382	1/31/2019	15	\$277.40	\$689.35	
OKC 0Y394	OKC 0Y382	1/31/2019	26	\$451.55	\$1,079.45	
OKC 0Y386	OKC 0Y382	1/31/2019	20	\$323.04	\$791.59	
OKC 0Y389	OKC 0Y382	1/31/2019	30	\$410.71	\$1,012.56	
OKC 0Y388	OKC 0Y382	2/15/2019	15	\$277.40	\$306.90	
OKC 0Y384	OKC 0Y382	2/15/2019	40	\$496.11	\$540.11	
OKC 0Y393	OKC 0Y382	2/15/2019	67	\$1,056.33	\$1,094.38	

OKC 0Y390	OKC 0Y382	2/15/2019	41	\$504.65	\$548.55
OKC 0Y383	OKC 0Y382	2/15/2019	61	\$691.38	\$738.53
OKC 0Y391	OKC 0Y382	2/15/2019	32	\$427.79	\$459.84
OKC 0Y389	OKC 0Y382	2/15/2019	30	\$410.71	\$442.46
OKC 0Y385	OKC 0Y382	2/15/2019	41	\$504.65	\$548.30
OKC 0Y386	OKC 0Y382	2/15/2019	19	\$314.04	\$344.39
OKC 0Y387	OKC 0Y382	2/15/2019	24	\$359.02	\$399.87
OKC 0Y394	OKC 0Y382	2/15/2019	25	\$443.01	\$486.76
OKC 0Y386	OKC 0Y382	2/28/2019	19	\$314.04	\$344.39
OKC 0Y387	OKC 0Y382	2/28/2019	25	\$368.01	\$409.01
OKC 0Y388	OKC 0Y382	2/28/2019	15	\$277.40	\$306.90
OKC 0Y389	OKC 0Y382	2/28/2019	30	\$410.71	\$442.46
OKC 0Y394	OKC 0Y382	2/28/2019	25	\$443.01	\$486.76
OKC 0Y383	OKC 0Y382	2/28/2019	58	\$665.37	\$712.07
OKC 0Y384	OKC 0Y382	2/28/2019	40	\$496.11	\$540.11
OKC 0Y390	OKC 0Y382	2/28/2019	42	\$513.19	\$557.24
OKC 0Y391	OKC 0Y382	2/28/2019	32	\$427.79	\$459.84
OKC 0Y385	OKC 0Y382	2/28/2019	40	\$496.11	\$539.61
OKC 0Y393	OKC 0Y382	2/28/2019	63	\$1,002.49	\$1,039.94
OKC 0Y383	OKC 0Y382	3/15/2019	59	\$674.04	\$737.89
OKC 0Y384	OKC 0Y382	3/15/2019	39	\$487.57	\$521.42
OKC 0Y390	OKC 0Y382	3/15/2019	40	\$496.11	\$540.11
OKC 0Y391	OKC 0Y382	3/15/2019	32	\$427.79	\$459.84
OKC 0Y393	OKC 0Y382	3/15/2019	65	\$1,029.41	\$1,067.16
OKC 0Y385	OKC 0Y382	3/15/2019	39	\$487.57	\$530.92
OKC 0Y387	OKC 0Y382	3/15/2019	25	\$368.01	\$409.01
OKC 0Y388	OKC 0Y382	3/15/2019	15	\$277.40	\$306.90
OKC 0Y389	OKC 0Y382	3/15/2019	30	\$410.71	\$442.46
OKC 0Y394	OKC 0Y382	3/15/2019	25	\$443.01	\$486.76
OKC 0Y386	OKC 0Y382	3/15/2019	19	\$314.04	\$344.39
OKC 0Y393	OKC 0Y382	3/29/2019	64	\$1,051.77	\$1,089.37
OKC 0Y391	OKC 0Y382	3/29/2019	32	\$443.42	\$475.47
OKC 0Y389	OKC 0Y382	3/29/2019	30	\$425.75	\$457.50
OKC 0Y390	OKC 0Y382	3/29/2019	42	\$532.14	\$576.44
OKC 0Y384	OKC 0Y382	3/29/2019	42	\$531.80	\$566.10
OKC 0Y383	OKC 0Y382	3/29/2019	60	\$707.52	\$754.52
OKC 0Y394	OKC 0Y382	3/29/2019	26	\$468.40	\$512.30
OKC 0Y388	OKC 0Y382	3/29/2019	15	\$287.83	\$317.33
OKC 0Y387	OKC 0Y382	3/29/2019	24	\$372.62	\$413.47
OKC 0Y386	OKC 0Y382	3/29/2019	19	\$325.75	\$356.10
OKC 0Y385	OKC 0Y382	3/29/2019	41	\$523.29	\$566.94
OKC 0Y386	OKC 0Y382	4/15/2019	19	\$325.75	\$356.10
OKC 0Y387	OKC 0Y382	4/15/2019	24	\$372.62	\$413.47
OKC 0Y388	OKC 0Y382	4/15/2019	15	\$287.83	\$317.33
OKC 0Y394	OKC 0Y382	4/15/2019	26	\$468.40	\$512.30

OKC 0Y385	OKC 0Y382	4/15/2019	41	\$523.29	\$566.94
OKC 0Y389	OKC 0Y382	4/15/2019	30	\$425.75	\$457.50
OKC 0Y391	OKC 0Y382	4/15/2019	32	\$443.42	\$475.47
OKC 0Y393	OKC 0Y382	4/15/2019	65	\$1,065.69	\$1,103.44
OKC 0Y390	OKC 0Y382	4/15/2019	42	\$532.14	\$576.44
OKC 0Y384	OKC 0Y382	4/15/2019	41	\$522.97	\$577.12
OKC 0Y383	OKC 0Y382	4/15/2019	60	\$707.52	\$754.52
OKC 0Y383	OKC 0Y382	4/30/2019	60	\$707.52	\$754.52
OKC 0Y384	OKC 0Y382	4/30/2019	39	\$505.30	\$539.15
OKC 0Y394	OKC 0Y382	4/30/2019	26	\$468.40	\$512.30
OKC 0Y391	OKC 0Y382	4/30/2019	32	\$443.42	\$475.47
OKC 0Y385	OKC 0Y382	4/30/2019	41	\$523.29	\$566.94
OKC 0Y393	OKC 0Y382	4/30/2019	64	\$1,051.77	\$1,089.37
OKC 0Y387	OKC 0Y382	4/30/2019	24	\$372.62	\$413.47
OKC 0Y388	OKC 0Y382	4/30/2019	15	\$287.83	\$317.33
OKC 0Y389	OKC 0Y382	4/30/2019	29	\$416.92	\$448.52
OKC 0Y390	OKC 0Y382	4/30/2019	43	\$540.98	\$585.43
OKC 0Y386	OKC 0Y382	4/30/2019	18	\$316.45	\$346.65
OKC 0Y385	OKC 0Y382	5/15/2019	42	\$532.47	\$586.27
OKC 0Y387	OKC 0Y382	5/15/2019	24	\$372.62	\$413.47
OKC 0Y388	OKC 0Y382	5/15/2019	15	\$287.83	\$317.33
OKC 0Y389	OKC 0Y382	5/15/2019	29	\$416.92	\$448.52
OKC 0Y394	OKC 0Y382	5/15/2019	26	\$468.40	\$512.30
OKC 0Y383	OKC 0Y382	5/15/2019	59	\$698.55	\$745.40
OKC 0Y384	OKC 0Y382	5/15/2019	39	\$505.30	\$539.15
OKC 0Y386	OKC 0Y382	5/15/2019	19	\$325.75	\$356.10
OKC 0Y390	OKC 0Y382	5/15/2019	42	\$532.14	\$576.44
OKC 0Y391	OKC 0Y382	5/15/2019	32	\$443.42	\$475.47
OKC 0Y393	OKC 0Y382	5/15/2019	64	\$1,051.77	\$1,089.37

TOTAL \$61,598.78



ADP Workforce Now

Total Estimated Employees on Payroll (Bi-Weekly): 385

ADP Solution	Per Employee Per Processing	Per Employee Per Month	Annual
Payroll	\$61.75	\$1.46	\$16,220.10
* - Full Service Payroll/Tax Processing, GL Interface, Mobile, EE Discount Program, Group Term Life Calculation, Employment Verification PTO Accruals, Wage Garnishment Processing, UI Claim Management <small>Bi-weekly Base Fee Bi-weekly, Per EE Per Processing</small>			
HRIS		\$6.01	\$27,766.20
* - Full HRIS, Employee/Manager Self-Service, Certifications/Licenses, Single System of Record, Benefits Administration, Auto Deductions, Mobile App, Compliance Library, Org Chart, ACA Dashboards, Onboarding/eI9, 1094C/1095C Filings, Effective Dating, Dependent Tracking, Open Enrollment Tools and Age-Banded Plan Tracking Capabilities, Secure Cloud Based Document Storage, Digital Employee Record <small>Monthly Annual</small>			
Time & Attendance		\$3.25	\$15,015.00
* - Time Collection, PTO Accruals Engine, Time Off Requests & Approval Workflow Scheduling, Rule Based Calc., PTO Mgmt. & Reporting <small>Monthly Annual</small>			
ADP DataCloud - Analytics & Enhanced Insights		\$1.56	\$7,207.20
* - Pre-configured KPI's, access to ADP's live, aggregated and anonymized data sets, Benchmark against industries, locations, employer size and revenues, Predictive analytics, turnover metrics <small>Monthly</small>			
Performance & Compensation Mgmt.		\$0.98	\$4,527.60
* - Custom Performance Review Templates, 360 Degree Peer Review, Employee Goal Management, Manager Dashboard, Performance Award Alignment, Budget and Award Guidelines <small>Monthly Annual</small>			
Recruitment & Talent Acquisition		\$1.30	\$6,006.00
* - Requisition Process & Reporting, Metrics behind Cost & Time to Hire Post Directly to Job Boards & Social Sites Media (LinkedIn, Indeed, etc.) <small>Monthly Annual</small>			
Year-End W2's/1099s (Annual)	\$5.22		\$2,009.70
<small>Per Form, End of Year</small>			
Total Estimated Annual Spend with ADP			\$78,751.80

Implementation	One Time
Payroll	\$875.00
HCM/HRIS Solution	\$2,750.00
Time and Attendance	\$975.00
DataCloud	\$250.00
Performance & Compensation Mgmt	\$1,000.00
Recruitment and Talent Acquisition	\$500.00
Total One Time Fees	\$6,350.00

*****Free Implementation Support and Data Conversion*****

Check History: Up to 7 years: max 5,000 Lives

Pay Rate (or Salary) History: Up to 7 years; max 5,000 Lives

Position (or Job Profile) History: Up to 7 years: max 5,000 Lives

CERIDIAN ANNUAL EXPENSE ESTIMATION FOR MPS

ONE TIME

Module	PEPM	Implementation		# EMPLOYEES	TOTAL PEPM	MONTHS	ANNUAL TOTAL	IMPLEMENTATION
Core-includes self-service & HR	\$ 5.00	\$20,000-\$40,000	Will depend on scoping attributes	385	\$ 1,925.00	12	\$ 23,100.00	
Payroll	\$ 6.00			385	\$ 2,310.00	12	\$ 27,720.00	
Benefits	\$ 2.00			385	\$ 770.00	12	\$ 9,240.00	
Time and Attendance	\$ 4.00			385	\$ 1,540.00	12	\$ 18,480.00	\$ 40,000.00
Employment/Salary verification	\$ -	\$ -		385	\$ -	12	\$ -	\$ -
Education Package	\$ 1.00	\$ -		385	\$ 385.00	12	\$ 4,620.00	\$ -
Unemployment compensation	\$ 0.44	\$ -		385	\$ 169.40	12	\$ 2,032.80	\$ -
language packs	\$ 0.50	\$ -		385	\$ 192.50	12	\$ 2,310.00	\$ -
Performance Management	\$ 2.25	\$2,550.00		385	\$ 866.25	12	\$ 10,395.00	\$ 2,550.00
Single Sign On	\$ -	\$ 281.25		385	\$ -	12	\$ -	\$ 281.25
Recruiting	\$ 1.50	\$2,550.00	Recruiting-includes integration to job boards/background screening/ I-9 verification	385	\$ 577.50	12	\$ 6,930.00	\$ 2,550.00

Dashboards	\$ 2.00	\$ 562.50
Learning Management	\$ 4.00	\$5,625.00
Learning Coach and Share	\$ 1.25	\$ -
Compensation Management	\$ 1.50	\$1,125.00
Document Mangement	\$ 1.50	\$1,125.00
Succession Planning	\$ 1.00	\$ -
ACA management	\$ 1.00	
Benefit decision support	\$ 1.00	\$ 750.00

385	\$ 770.00	12	\$ 9,240.00	\$ 562.50
385	\$ 1,540.00	12	\$ 18,480.00	\$ 5,625.00
385	\$ 481.25	12	\$ 5,775.00	\$ -
385	\$ 577.50	12	\$ 6,930.00	\$ 1,125.00
385	\$ 577.50	12	\$ 6,930.00	\$ 1,125.00
385	\$ 385.00	12	\$ 4,620.00	\$ -
385	\$ 385.00	12	\$ 4,620.00	\$ -
385	\$ 385.00	12	\$ 4,620.00	\$ 750.00

\$ 166,042.80 \$ **54,568.75**

Miscellaneous Fees	Fee	
Staging	\$ 6,291.00	per month in implementation- Impement ation takes
W-2s	\$ -	included in PEPM
1095s	\$ -	included in ACA
Benefit carrier feeds	\$ -	inlcuded in Benefits module
401k integration	\$ -	inlcuded in Benefits module
Standard GL	\$ -	
Custom GL	\$ 14,000.00	
Work comp tracking	\$ -	

tax credits	\$ -	
compliance	\$ -	
		We track and pay, but partner with WageWork
garnishments	\$ -	
check printing	\$ 0.15	
Direct deposit	\$ -	

Clock options	Hardware-Purchase	Maintenance
Dayforce Touch Bio w/ no reader	\$ 2,175.00	\$ 275.00
Dayforce Touch Bio w/ barcode reader	\$ 2,350.00	\$ 275.00
Dayforce Touch Bio w/ Mag stripe reader	\$ 2,360.00	\$ 275.00
Dayforce Touch Bio w/ Proximity reader	\$ 2,465.00	\$ 275.00
Dayforce Tuff w/ proximity reader	\$ 2,600.00	\$ 275.00
Dayforce Tuff w/o Proximity reader	\$ 2,500.00	\$ 250.00
Dayforce mobile- includes geo fencing	\$ -	\$ -



Quote for Services

#PQ0004884

Magnolia Public Schools

OnePoint Human Capital Management

Suat Acar
sacar@magnoliapublicschools.org

Trey Manganaan
trey.manganaan@onehcm.com

Chief Operations Officer

05/31/2019

Company Information

Number of Employees	385
Pay Frequency	Semi-Monthly
Number of Locations/Offices	1
Number of State/Local Tax Reports	1

Payroll

	Unit Price			Monthly Price
OnePoint Payroll Per Check Fee (BW/SM/M)	\$2.25	20.00 %	\$1.80	\$1,386.00
OnePoint Payroll Service (BW/SM/M)	\$60.00	20.00 %	\$48.00	\$96.00
			Total	\$1,482.00
Ancillary Products and/or Services				
SSNVS and New Hire Filing	\$3.00			\$3.00

HR Enterprise

	Unit Price			Monthly Price
HR				
Compensation Management - PEPM	\$0.50	20.00 %	\$0.40	\$154.00
Leave Management - PEPM	\$2.00	20.00 %	\$1.60	\$616.00
OnePoint HR Enterprise Service - PEPM	\$5.00	20.00 %	\$4.00	\$1,540.00
			Total	\$2,310.00

Ancillary Products and/or Services

401K Interface File	\$1.00	20.00 %	\$0.80	\$308.00
HRE - HR Support Center Online + Ask the Pro	\$50.00	100.00 %	\$0.00	\$0.00
Recruitment (Per Live Job Listing) - Minimum	\$40.00			\$40.00
Recruitment (Per Live Job Listing) - Per Transaction	\$20.00			\$0.00
			Total	

Time and Labor Management Enterprise

	Unit Price			Monthly Price
Time and Labor				
OnePoint Enterprise Time & Labor Management Service - PEPM	\$4.00	20.00 %	\$3.20	\$1,232.00
			Total	\$1,232.00

Benefits

	Unit Price			Monthly Price
ACA				
ACA Management - PEPM	\$1.00	20.00 %	\$0.80	\$308.00
Cobra				
COBRA Administration - Base	\$50.00	20.00 %	\$40.00	\$40.00
COBRA Administration - PEPM	\$1.25	20.00 %	\$1.00	\$385.00
EDI Carrier Connectivity				
EDI Carrier Connectivity - PEPM	\$2.00	20.00 %	\$1.60	\$616.00
			Total	\$1,349.00

One-Time Set-Up Fees

OnePoint Payroll Setup				\$18,095.00
			Total	\$18,095.00

Year-End Fees

Annual Record Retention and Electronic Document Storage				\$100.00
Annual W2 Processing Service - Base				\$75.00
Annual W2 Processing Service - PEPY				\$2,290.75

Total Cost Summary**

				Totals
Total One-time Fees				\$18,095.00
Total Monthly Fees				\$6,721.00
Total Sales Tax (0.00 %)				\$0.00
Year-End Fees				\$2,465.75
Total Annualized Fees (Less Year End Fees)				\$80,652.00

**Plus sales tax if applicable.

**Delivery fees apply for packages at then applicable rates.

***Discounts and promotions are applicable for the first 12 months of service only.

THE ONEPOINT SERVICES COVERED BY THIS AGREEMENT
ARE PROVIDED IN ACCORDANCE WITH THE TERMS
AND CONDITIONS OF THE SOFTWARE AS A SERVICE AGREEMENT
AND PAYROLL SERVICE AGREEMENT, IF APPLICABLE.

Client Authorization
Suat Acar
Magnolia Public Schools
250 E 1st St. Suite 1500, Los Angeles CA 90012
,

OnePoint Human Capital Management
5/31/19
Trey Manganaan - Regional Manager
trey.manganaan@onehcm.com

Notes:



Paylocity Quote for Service

May 23, 2019

This quote valid for 30 days

Company Information	
Number of Employees	385
Number of Annual Payroll Processings	24
Number of State / Local Tax Reports	1

One-Time Fees	Qty	Cost Per	Ext. Cost
Full Bundle Pricing - Implementation			\$ 17,648.13
History Bundle (per Year)	3		
Web Benefits Implementation *4 EDI/Carrier Connections Included			
Web Time - Time and Labor			
Total			\$ 17,648.13

Monthly Fees	Qty	Cost Per	Ext. Cost
Full Bundle Pricing	385	\$ 24.75 Base \$	190.25 \$ 9,719.00
Unlimited Payroll Processing			
General Ledger Service			
Paylocity Bank Checks			
Check Signing			
Check Sealing			
Direct Deposit			
New Hire Reporting			
Comprehensive Training			
Report Writer (Ad Hoc Reporting)			
Comprehensive Report Library			
Time Off Accruals			
Remote Print Back			
Online Quarterly Reports and W2 Access			
Direct Agency Payments (\$2.50 per payment)			
Electronic Child Support Payments (\$1.50 per payment)			
Retirement File Transfer - John Hancock Integration			
Tax Filing - Semi-Monthly	1		
Delivery Method - Paperless			
Split Delivery - UPS (\$15.00 Per Delivery)			
Enhanced HR Bundle	385		
Full HRIS - Reporting, PTO Mgmt., Mobile, Notifications, Unlimited Doc Storage, etc.			
Self Service for Employees and Managers			
Intranet Portal w/Online Check View			
Performance Management			
Web Onboarding			
Web Recruiting			
Compensation Management			
Compliance Package with ACA	385		
Web Benefits	385		
Web Time - Time and Labor			
Total Per Month			\$ 9,719.00

Year-End Fees	Qty	Cost Per	Ext. Cost
Year-End W2/1099	385	\$ 6.50 Base \$ 45.00	\$ 2,547.50
Year-End Form 1094/1095C			Included
Quarterly Tax Return - Internet Delivery			Included
Total			\$ 2,547.50

Total Cost Summary*	
Total One-Time Fees	Total One-Time \$ 17,648.13
Year-End Fees	Total Year-End \$ 2,547.50
Total Yearly Fees (Annualized)	Total Per Year \$ 116,628.00

*Annualized Fees do not include Payroll Delivery Charges

*Monthly fees based on # of Active Employees

**Plus sales tax if applicable

THE PAYLOCITY SERVICES COVERED BY THIS AGREEMENT
ARE PROVIDED IN ACCORDANCE WITH THE TERMS
AND CONDITIONS OF THIS AGREEMENT

Paylocity Associate	Date
Amanda Nguyen	5/23/2019
Sr. Account Executive - Los Angeles, CA Anguyen@Paylocity.com	

Client Authorization
Client Name (Print)
Magnolia Public School

PRICING PROPOSAL PREPARED FOR:
MagnoliaPublic School



PRICING PROPOSAL PREPARED BY:
Katarina Britton (310) 926 9285

PROPOSAL BASED ON:
 385 Compensated US & Canadian Employees
 0 Global HR only Employees (1099's)

	PEPM	ANNUALIZED	ACTIVATION
HR ONLY / GLOBAL RECORD KEEPING	\$ 4.00	\$ -	\$ -
<ul style="list-style-type: none"> Global HR record keeping for all foreign employees Able to track contractors for liability and reporting 			
CORE HR/PAYROLL & BENEFITS	\$ 18.00	\$ 83,160.00	\$ 36,575.00
<ul style="list-style-type: none"> One unified database for all HCM activities Real-time payroll processing Printing of live checks Manual and off-cycle checks Federal, state and local tax filing New hire reporting Commitment administration Direct deposit: creation/transmission of NACHA file 300+ standard reports and business intelligence tools Web-based open enrollment for employees Automated life event management Online setup/management of open enrollment events ACA Filing & Filing Mass update benefit costs 	<ul style="list-style-type: none"> Point-in-time reporting Compliance reporting - OSHA, EEO, Vets100, etc. Company intranet and communications portal Employee/manager self-service Online pay statements and W-2s 146 configurable workflows Document management and storage Automated interfaces to third parties PTO accruals, requests, and approvals Messaging to employees during enrollment process Attach documents and links to enrollment materials Self-kill and reconciliation reports Business unit customization 		
TIME MANAGEMENT	\$ 3.00	\$ 23,100.00	\$ 11,550.00
<ul style="list-style-type: none"> Eliminate paper time sheets Clock in/out or transfer labor codes View timesheet details for current/previous periods Enter timesheet data and submit for approval Create schedules 	<ul style="list-style-type: none"> View accruals and balances Approve/deny PTO requests View complete attendance history Access analytics (overtime, in/out, scheduled hours, etc.) Disciplinary point system 		
TALENT ACQUISITION- RECRUITING & ONBOARDING	\$ 4.00	\$ 18,480.00	\$ 7,700.00
<ul style="list-style-type: none"> Requisition creation/approval with unlimited workflow Configure multiple internal and external job boards Leverage the Discover Your Potential tool to find opportunities that best match their skills Allow candidates to instantly share open opportunities with their personal networks via LinkedIn Conveniently apply with LinkedIn profile Create multiple candidate pools to organize applicants by job, experience, qualification Personalize a simple and meaningful welcome packages for target employee groups Outline all the required tasks, including due dates with clear visual timeline Add dynamic content and videos to engage new hires Timeline of activities that should be handled before and after the new hires first day Instantly connect and collaborate with fellow team members Proactively assign provisioning tasks to prepare for new hire 	<ul style="list-style-type: none"> Set up screening questions and rank candidates Manage interviews and offers Multiple search capabilities Request recommendations from references from within UltiPro Leverage real-time reporting and analytics View key analytics such as time/cost to hire Establish mentor or coaches Establish individual goals for first 30, 60, 90 days of employment Electronically complete, review and sign documents such as W4, I9, direct deposit EEO and veterans reporting Automate E-Verify Electronically complete, review and sign company policies and procedures 		
EMPLOYEE CASE AND FILE MANAGEMENT	\$ 4.00	\$ 18,480.00	\$ 10,395.00
<ul style="list-style-type: none"> Digitally produce, access, and secure documents Create dynamic, logic-based documents based on templates Advanced document generation that will fill in the required data Maintain audit trail that tracks actions performed on a document Enable employees to securely access documents, sign documents with electronic signature Bring employee documents from other systems and protect confidential information 	<ul style="list-style-type: none"> Create workflows and processes, and quickly adapt them to make any changes Automate request escalation and notification View case history and access relevant employee documents with one click Provide employees with a user-friendly, comprehensive knowledgebase Access ongoing performance metrics to make data-driven decisions Enhance Employee experience and optimize HR service delivery 		
TOTAL US	\$ 31.00	\$ 143,220.00	\$ 66,220.00
COMPENSATION MANAGEMENT	\$ 2.00	\$ 9,240.00	\$ 3,850.00
<ul style="list-style-type: none"> Automate salary planning process giving you greater insight Experience flexibility in establishing reviewer and approver paths Configure merit guidelines based on performance ratings or compa ratio in local currencies Quickly post salary changes and one-time payouts with automatic proration based on year Use visualizations and executive roll-up views for informed decision making 	<ul style="list-style-type: none"> Create compensation plans based on job, location, department, etc. Merit design plans to employees Provide employees and managers clear visibility to compensation plans Easily configure calculation rules Establish target amounts based on percentage of base pay, flat amounts, or units (e.g., restricted stock units) 		
LEARNING MANAGEMENT - US	\$ 5.00	\$ 23,100.00	\$ 3,850.00
<ul style="list-style-type: none"> Create branded training academy tailored to your organization Determine role based access, assign materials, courses by location, groups, units Develop new content or convert existing to online courses, files, web content, videos, etc. Configure search and tagging options to make content easy to find 	<ul style="list-style-type: none"> Add third party training content to your academy Access dashboards and content 24/7 via any device Self & Peer sharing, collaborating and tracking capabilities Track employee progress with a powerful reporting dashboard 		
PERCEPTION (Surveys, Feedback)	\$ 3.00	\$ 13,860.00	\$ 5,775.00
<ul style="list-style-type: none"> Easily survey your workforce, gather employee input Leverage analytics to assess the engagement and effectiveness of teams and managers Using advanced natural language processing and machine-learning algorithms Uncover direct feedback but also how employees feel about their work environment 	<ul style="list-style-type: none"> Interpret open-ended survey responses to uncover attitudes, trends Receive real-time actionable insights and analysis to improve employee satisfaction Leverage emotional promoter scores to guide leadership action Track employee progress with a powerful reporting dashboard 		
ACTIVATION INCLUDES			
<ul style="list-style-type: none"> UltiPro configuration Build benefit plans, files, rates and eligibility rules Best practice consultation GL and Time Import Workflow and approval configuration 	<ul style="list-style-type: none"> Data conversion Business intelligence orientation Unlimited webcast training Parallel payroll processing Post-activation customer advocacy 		
*Time clocks quoted separately	*PEPM = Per employee per month	*Historical data Conversion fees based on scope	*\$2,000 per interface file

Historical Data Mapping

Data Type to Convert
Employee Status History - up to 7 Years
Job History – up to 7 Years
Review History – up to 7 Years
Recruitment Data Conversion
Check detail history – up to 3 years
Check detail history – 4 to 7 years
Check detail history – 7+ years

UltiPro Time Clock Price List

UltiPro TimeBase – Monthly Subscription price model
Description
UltiPro TimeBase with RFID & WiFi
UltiPro TimeBase with RFID, WiFi & External Badge reader (to read client specific badge type)
UltiPro TimeBase with Biometric, WiFi & RFID
UltiPro TimeBase with Biometric, WiFi, RFID, External Badge reader (to read client specific badge type)
UltiPro TouchBase Core Device (no badge reader)
UltiPro TouchBase with badge reader (any badge type)

UltiPro TimeBase – Outright Purchase price model
Description
UltiPro TimeBase with RFID & WiFi

UltiPro TimeBase with RFID, WiFi & External Badge reader (to read client specific badge type)

UltiPro TimeBase with Biometric, WiFi & RFID

UltiPro TimeBase with Biometric, WiFi, RFID, External Badge reader (to read client specific badge type)

Price
\$5,000
\$5,000
\$5,000
\$5,000
\$5,000
\$10,000
Pricing available upon request

Monthly Subscription Fee (includes maintenance)
\$50 per clock per month
\$60 per clock per month
\$75 per clock per month
\$85 per clock per month
\$100 per clock per month
\$110 per clock per month

Price per unit	Maintenance Fee per unit (annual)
\$1,195.00	\$240.00

\$1,445.00	\$240.00
\$1,695.00	\$340.00
\$1,945.00	\$340.00