



Agenda Item:

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## **COUNCIL COMMUNICATION City Manager's Office**

### **GENERAL INFORMATION**

Agenda Date: 01/09/06  
Agenda Item Type: Resolution

Communication No.: 06-017  
Roll Call No.:

Submitted by: Tom Turner, Human Resources Director

### **SUBJECT—**

Amend Software License and Services Agreement with Oracle, formerly known as PeopleSoft for City's Human Resources Management System (HRMS).

### **SYNOPSIS—**

This action would approve an amendment to the software license and services agreement between the City of Des Moines and Oracle USA, Inc., Lawrence J. Ellison, CEO, 500 Oracle Parkway, Redwood Shores, CA 94065. This amendment will allow the City to benefit from changes that Oracle has made to its HRMS product.

### **FISCAL IMPACT—**

This amendment would not result in additional cost.

### **RECOMMENDATION—**

Approval

### **BACKGROUND—**

The City of Des Moines has utilized PeopleSoft, now Oracle, since 1999 for its human resources and financial enterprise software system. The PeopleSoft Human Resources Management System (HRMS) operates the City's payroll, benefits, recruitment, flexible spending accounts, and employee records.

Since the original implementation seven years ago, the City has upgraded the HRMS on numerous occasions. The City will upgrade again in 2006 to allow for continued software support, tax updates and access to new technology. The City intends to perform this upgrade with internal staff.

In the latest version of HRMS, Oracle has provided additional functionality within the program's modules. The license agreement between Oracle and Des Moines identifies which modules are available to the City. In order to benefit from the changes that Oracle has made, the City must now amend its current license agreement.