

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY
AND RECORD OF ACTION**

June 10, 2025

FROM

LYNN FYHRLUND, Chief Information Officer, Innovation and Technology Department

SUBJECT

Contract with Lasting Impact Solutions, LLC for Information Technology Consulting Services

RECOMMENDATION(S)

Approve **Amendment No. 2 to Contract No. 25-395** (4400026513) with Lasting Impact Solutions, LLC for information technology consulting services related to the human capital management replacement project, increasing the total contract amount by \$279,920, from \$200,000 to \$479,920, and extending the contract term by one year, for a total contract term of September 3, 2024, through September 2, 2026.

(Presenter: Lynn Fyhrlund, Chief Information Officer, 388-5501)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Improve County Government Operations.

FINANCIAL IMPACT

Approval of this item will not result in the use of Discretionary General Funding (Net County Cost). The Innovation and Technology Department (ITD) operating costs are recovered via service rates approved annually by the Board of Supervisors (Board). Amendment No. 2 will increase the term of the contract for information technology (IT) consulting services by one year and increase the contract amount by \$297,920. Costs will be incurred for services rendered as needed. Sufficient appropriation is included in ITD's 2024-25 budget and will be included in future budgets.

BACKGROUND INFORMATION

ITD manages the County's human capital management system (HCM), for payroll and benefits, known as the Employee Management and Compensation System (EMACS). In recent years, it was determined that a full replacement of EMACS was necessary due to the age of the system, which has caused limitations in managing and enhancing the system as needed and has required extensive resources to implement ongoing updates. The replacement of EMACS requires IT consulting to ensure the project's success.

On September 6, 2024, as a result of a non-competitive procurement, the Purchasing Department (Purchasing) approved Contract No. 4400026513 (Contract) with Lasting Impact Solutions, LLC (LIS) for IT consulting services. These services include overseeing and driving organizational change management, ensuring smooth transitions and successful execution of the HCM replacement project. The consultant under this contract is responsible for the development of change strategy, communication planning, risk management, performance tracking and continuous improvement throughout the project.

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On October 8, 2024, Purchasing approved Amendment No. 1 to the Contract with LIS to update the hourly rate from \$125.00 to \$140.00 and various contract language.

Amendment No. 2 will allow ITD to continue to receive IT consulting services necessary for the successful completion of the new HCM system. ITD recommends approval of Amendment No. 2 as it is the most cost effective and efficient solution for the County to continue with the current consultant rather than restart with a new consultant.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Bonnie Uphold, Supervising Deputy County Counsel, 387-5455) on May 6, 2025; Purchasing (Dylan Newton, Buyer III, 387-3377) on May 2, 2025; Risk Management (Gregory Utaszewski, Staff Analyst II, 386-9008) on May 7, 2025; Finance (Ivan Ramirez, Administrative Analyst, 387-4020) on May 15, 2025; and County Finance and Administration (Paloma Hernandez-Barker, Deputy Executive Officer, 387-5423) on May 23, 2025.

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Record of Action of the Board of Supervisors
San Bernardino County

APPROVED (CONSENT CALENDAR)

Moved: Joe Baca, Jr. Seconded: Curt Hagman
Ayes: Col. Paul Cook (Ret.), Jesse Armendarez, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: June 10, 2025



cc: IT - Cantrell w/agree
Contractor - c/o IT w/agree
File - w/agree
CCM 06/20/2025