



Harris County, Texas

1001 Preston St., Suite 934
Houston, Texas 77002

Commissioners Court

Request for Court Action

File #: 23-0903

Agenda Date: 2/21/2023

Agenda #: 280.

Department: Purchasing

Department Head/Elected Official: DeWight Dopslauf

Regular or Supplemental RCA: Regular RCA

Type of Request: Contract - Renewal

Project ID (if applicable): 210013

Vendor/Entity Legal Name (if applicable): PayFactors Group, LLC (assignor), Payscale, Inc. (assignee)

MWDBE Contracted Goal (if applicable): N/A

MWDBE Current Participation (if applicable): N/A

Justification for 0% MWDBE Participation Goal: 0% - Non-Divisible

Request Summary (Agenda Caption):

Request for approval of a renewal option and an order permitting the assignment of an agreement with PayFactors Group, LLC (assignor) to Payscale, Inc. (assignee) in the amount of \$33,500 for a compensation study for Harris County through August 23, 2023 (210013), Justification for 0% MWDBE Participation Goal: 0% - Non-Divisible.

Background and Discussion:

It is important to attract and retain qualified personnel in order to provide services to the citizens of Harris County. This vendor was selected as the vendor to conduct a county-wide compensation study and to provide a system for conducting salary analysis and creating / maintaining job descriptions.

Expected Impact:

The contract renewal will allow for the continuation of HRRM to utilize the compensation database to market price jobs and conduct salary studies to provide competitive salary data in support of business units compensation decisions. Furthermore, the software also allows for the creation and maintenance of current and relevant job descriptions for each position, and storage in an online centralized depository.

Alternative Options: N/A

Presented to Commissioners Court

Alignment with Goal(s):

February 21, 2023

- ☐ Justice and Safety
- ☐ Economic Opportunity
- ☐ Housing

Approve: G/E

File #: 23-0903

Agenda Date: 2/21/2023

Agenda #: 280.

- ☐ Public Health
- ☐ Transportation
- ☐ Flooding
- ☐ Environment
- ☒ Governance and Customer Service

Prior Court Action (if any):

Date	Agenda Item #	Action Taken
8/24/21	331	Award

Location:

Address (if applicable):

Precinct(s): Choose an item.

Fiscal and Personnel Summary			
Service Name			
	FY 23	FY 24	Next 3 FYs
Incremental Expenditures (do NOT write values in thousands or millions)			
Labor Expenditures	\$	\$	\$
Non-Labor Expenditures	\$	\$	\$
Total Incremental Expenditures	\$	\$	\$
Funding Sources (do NOT write values in thousands or millions)			
Existing Budget			
1000 - General Fund	\$33,500	\$33,500	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Total Current Budget	\$33,500	\$33,500	\$
Additional Budget Requested			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Total Additional Budget Requested	\$	\$	\$
Total Funding Sources	\$33,500	\$33,500	\$
Personnel (Fill out section only if requesting new PCNs)			
Current Position Count for Service	-	-	-
Additional Positions Requested	-	-	-
Total Personnel	-	-	-

Anticipated Court Date: February 21, 2023**Anticipated Implementation Date (if different from Court date):**

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Emergency/Disaster Recovery Note: Not an emergency, disaster, or COVID-19 related item

Contact(s) name, title, department: Shain Carrizal, Executive Director, Human Resources & Risk Management

Jorge Geronimo, Contracts Administrator, Purchasing

Attachments (if applicable): Letter, Attachment



DeWight Dopslauf, C.P.M., CPPO
Harris County Purchasing Agent

February 7, 2023

Commissioners Court
Harris County, Texas

RE: Job No. 210013

Members of Commissioners Court:

Please approve the first of four (4) renewal options and the attached Order permitting the assignment of an agreement for the following:

Description: Compensation Study for Harris County

Vendor(s): PayFactors Group, LLC (assignor)
Payscale, Inc. (assignee)

Term through: August 23, 2023

Amount: \$33,500

Effective: March 1, 2021

Reviewed by: X Human Resources & Risk Management X Harris County Purchasing

Purchase order(s) will be issued upon Commissioners Court approval.

Sincerely,

DeWight Dopslauf

DeWight Dopslauf
Purchasing Agent

JG
Attachments

cc: Human Resources & Risk Management
Vendor

FOR INCLUSION ON COMMISSIONERS COURT AGENDA FEBRUARY 21, 2023

ORDER OF COMMISSIONERS COURT
Authorizing assignment of an agreement

The Commissioners Court of Harris County, Texas, convened at a meeting of the Court at the Harris County Administration Building in the City of Houston, Texas, on the 21st day of February, 2023 with all members present.

A quorum was present. Among other business, the following was transacted:

**ORDER AUTHORIZING ASSIGNMENT OF THE AGREEMENT BETWEEN
HARRIS COUNTY AND PAYFACTORS GROUP, LLC TO PAYSCALE, INC.**

Commissioner Garcia introduced an order and moved that Commissioners Court adopt the order. Commissioner Ellis seconded the motion for adoption of the order. The motion, carrying with it the adoption of the order, prevailed by the following vote:

	Yes	No	Abstain
Judge Hidalgo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Ellis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Garcia	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Ramsey, P.E.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comm. Briones	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The County Judge thereupon announced that the motion had duly and lawfully carried and that the order had been duly and lawfully adopted. The order adopted follows:

On or about August 24, 2021, the County entered into an agreement with PayFactors Group, LLC for a compensation study for Harris County (the "Agreement"). On March 1, 2021, Payscale, Inc. acquired all rights, title, and interest, benefits, and obligations of PayFactors Group, LLC. PayFactors Group, LLC now desires authorization to assign its Agreement with the County to Payscale, Inc.

IT IS ORDERED that Harris County Commissioners Court authorizes the assignment of the rights, duties and privileges under the Agreement to Payscale, Inc.

All Harris County officials and employees are authorized to do any and all things necessary or convenient to accomplish the purpose of this Order.

Presented to Commissioners Court

February 21, 2023

Approve: G/E



Payscale, Inc.
113 Cherry Street, Suite 96140
Seattle, Washington 98104
legal@payscale.com

Harris County

Re: Assignment and Assumption of PayFactors Agreement to Payscale, Inc.

Dear valued customer of our PayFactors solution:

Please be advised that in connection with the merger of PayFactors Group, LLC, a Delaware limited liability company ("**PayFactors**"), and Payscale, Inc., a Washington corporation ("**Payscale**") (see <https://discover.payscale.com/hr/press-release-payfactors-joins-payscale/>), as of March 1, 2021, all rights, title, and interest, benefits, and obligations under that certain Agreement and Addendum to the Agreement dated September 8, 2021 regarding your use of the PayFactors solution, entered into between, PayFactors and Harris County has been assigned to, and assumed by, Payscale. Harris County consents to assignment of the Agreement.

As such, your invoices will be sent by Payscale and payments for your use of the PayFactors solution should be made to Payscale.

You can learn more about Payscale by visiting www.payscale.com. If you have any questions about this transition, please feel free to reach out to your dedicated client success manager. For any questions about your invoice, please contact billings@payscale.com.


Sincerely,

DocuSigned by:

7511396CAD2249A...

Kristin Boraas
General Counsel and Corporate Secretary
Kristin.Boraas@payscale.com

Accepted and Agreed:

Signature: 
Name: Lina Hidalgo
Title: County Judge
Date: February 21, 2023
Harris County