

**32769**  
**ADOPTED – BOARD OF TRUSTEES**  
**COMMUNITY COLLEGE DISTRICT NO. 508**  
**SEPTEMBER 3, 2015**

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508**  
**COUNTY OF COOK AND STATE OF ILLINOIS**

**PERFORMANCE MANAGEMENT CONSULTING SERVICES**  
**AXIOM CONSULTING PARTNERS, LLC**  
**OFFICE OF HUMAN RESOURCES AND STAFF DEVELOPMENT**  
**DISTRICT WIDE**

**THE CHANCELLOR RECOMMENDS:**

that the Board of Trustees authorizes the Chair to execute an agreement with Axiom Consulting Partners, LLC to provide consulting services for Performance Management design, deliverables and implementation commencing no sooner than October 1, 2015 through June 30, 2017, at a total cost not to exceed \$460,000.

**VENDOR:** Axiom Consulting Partners, LLC  
20 North Wacker Drive, Suite 3010  
Chicago, Illinois 60606

**USER:** District Wide

**TERM:**

The term of the agreement shall commence no sooner than October 1, 2015 and will continue through June 30, 2017.

**SCOPE OF SERVICES:**

Axiom Consulting Partners, LLC will design and implement a performance management system for City Colleges of Chicago. The performance management system will address: 1) the selection of the most appropriate competencies and performance metrics/goals for each role/individual; 2) the development, implementation and effective utilization, training and tools for evaluating and communicating performance, and building the capability amongst managers; 3) approaches for ensuring a consistent culture of accountability; and 4) systemic approaches for leveraging talent and developing a pipeline of future leaders.

The scope of these consulting services is the first module of an overall performance management system strategy to create a seamless integration to an online platform.

**BENEFIT TO CITY COLLEGES OF CHICAGO:**

The benefits of a successful performance management system will be the achievement of greater business outcomes in terms of meeting CCC's overall goals and objectives connected to greater student success. We intend for this performance management system to enhance our culture of accountability through feedback, conversation and documentation via performance management tools and on-line administration. The resulting talent management program will be integrated into a technology solution once the design and tools of a performance management program has been implemented and accepted.

**VENDOR SELECTION CRITERIA:**

Specifications were prepared by District Procurement staff and a Request for Proposals was publicly advertised on June 19, 2015. Sixteen (16) companies were contacted and a pre-proposal conference was held on July 1, 2015. Five (5) firms responded to the Bid on July 14, 2015. They were Axiom Consulting Partners, LLC, Towers Watson Delaware Inc., Mercer (US) Inc., Deloitte Consulting LLP and Halogen Software Inc.

All proposals were reviewed, evaluated, and ranked by staff which included Human Resources and Staff Development, Office of Information Technology, Administrative and Procurement Services and MBE/WBE Contract Compliance based on the evaluation criteria from the RFP listed below:

1. Quality of Response and Technical Approach
2. Staffing Qualifications and Experience
3. Implementation Plan and schedule
4. Cost/Fees
5. M/WBE goals

Three finalists, Axiom Consulting Partners, LLC, Towers Watson Delaware Inc. and Mercer (US), Inc. were invited to present oral presentations on August 11, 2015.

Based on the overall scoring, the Evaluation Committee recommends the acceptance of the responses, technical approach, staff qualifications, implementation plan and lowest fee offered in the proposal from Axiom Consulting Partners, LLC would best meet the Performance Management Consulting needs of the CCC sites.

**MBE/WBE COMPLIANCE:**

The Office of MBE/WBE Compliance has reviewed the proposed agreement and recommends a partial MBE waiver of the Board Approved Participation Plan. The vendor has committed to the following:

<u>Vendor</u>	<u>MBE or WBE</u>	<u>%</u>	<u>Participation</u>	<u>Certifying Agency</u>
Pragmatium Consulting Group 24117 West 103rd Street	MBE	12.5	Direct	City of Chicago

Naperville, IL 60564				
Bronner Group 120 N. LaSalle Chicago, IL 60602	WBE	7	Direct	City of Chicago

**GENERAL CONDITIONS:**

Inspector General – It shall be the duty of each party to the agreement to cooperate with the Inspector General for City Colleges of Chicago in any investigation conducted pursuant to the Inspector General’s authority under Article 2, Section 2.7.4(b) of the Board Bylaws.

Ethics – It shall be the duty of each party to the agreement to comply with the applicable provisions of the Board’s Ethics Policy adopted January 7, 1993, and as amended by the Board.

Contingent Liability – Pursuant to Section 7-14 of the Illinois Public Community College Act, all agreements authorized herein shall contain a clause that any expenditure beyond the current fiscal year is subject to appropriation in the subsequent fiscal year.

**FINANCIAL:**

**Total:** \$460,000 (FY16: \$300,000, FY17: \$160,000)

**Charge to:** District Wide

**Source of Funds:** Capital Fund

**FY16:** 530000-92015-0025002-70000

**Respectfully submitted,**

**Cheryl L. Hyman  
Chancellor**

**September 3, 2015 - Office of Human Resources and Staff Development**