

HR SYSTEM ENHANCEMENTS

COMMISSIONERS COURT

FEBRUARY 7, 2022



RESUME PARSING SOFTWARE

- ❖ Current Human Resource System
 - Option not available within system
 - Must utilize 3rd Party integrators for this service
- ❖ 3rd Party Products that will integrate with Current Human Resource System
 - Quotes vary - up to \$32,250
 - Dependent on package and number of applications



RECRUITING SOFTWARE PACKAGE

❖ Current Human Resource System

- Feature can be implemented at \$0 cost
- Additional languages can be implemented at \$0 cost
 - Other applications may be impacted requiring additional time and cost. IT will need direction prior to getting cost estimates.

❖ Quotes for additional products

- Job Boards
 - Currently use Indeed at approx. \$1,300/year
 - Other Subscription packages start at approx. \$3,600 - \$9,000/year
 - Can create a manual process for staff entering data & Applicants required to apply on both Job Board and County website



RECRUITING SOFTWARE PACKAGE

❖ Quotes for additional products

- 3rd party software
 - Subscription packages starting at approximately \$500 – \$1,300/year
 - Need to integrate with Current Human Resource System
 - Could create a manual process for staff entering data

❖ Feedback

- Contacted 11 Fortune 500 Companies in DFW Metroplex
 - No response to email or phone inquires
- Contacted other government entities
 - Use their Human Resource System that includes this option
 - No recruiting software, hired recruiting firm



TELEWORKER TRACKING SOFTWARE

- ❖ Current Human Resource System
 - Newer feature within system, can be implemented at \$0 cost
- ❖ Quotes for additional products
 - Approx. \$10,000 for 112 users
 - All 3rd party software options need to integrate with current Human Resource System



TELEWORKER TRACKING SOFTWARE

❖ Feedback

- Contacted 11 Fortune 500 Companies in DFW Metroplex for feedback
 - No response to email or phone inquires.
 - Human Resources reviewed and tested application processes
- Other government entity responses
 - Fort Worth Housing Solutions – Utilize 3rd party software
 - Do not use a tracking software
 - Have remote policies with regular staff interaction via phone, e-mail
 - Telecommuters evaluated in annual appraisal



OTHER CONSIDERATIONS

- ❖ All Pricing reflects budgetary quotes only
- ❖ Purchasing processes and procedures will apply
- ❖ All options will need to be reviewed by IT and HR to ensure Human Resource System integration
- ❖ Entirely New Human Resource system
 - Can take 1-2 years to implement
 - Costs approx. \$2-3 million for Implementation
 - Costs approx. \$300-\$400k for annual maintenance
- ❖ Additional language capabilities may affect other software applications within the County



QUESTIONS?

