

**DETERMINATION AND FINDINGS  
FOR  
SOLE SOURCE EXTENSION OF CONTRACT**

**Contract No.:** DCBE-2010-F-9997  
**Caption:** Development of Compensation System  
**Proposed Contractor:** Deloitte Consulting, LLP  
**Program Agency:** D. C. Department of Human Resources

**FINDINGS**

**1. Authorization:**

D.C. Official Code §2-354.04, 27 DCMR 1304 and 1700, 1701 and 2005.2(b)

**2. Minimum Need:**

The Office of Contracting and Procurement, on behalf of the District of Columbia Department of Human Resources has a need to extend the existing contract with Deloitte Consulting (Deloitte). Deloitte developed the new compensation system and there is a need to enable Deloitte to provide technical support and consultation services on an as needed basis when this system goes live.

**3. Estimated Reasonable Cost:**

The estimated fair and reasonable cost is to provide the additional required services is \$44,427.92.

The period of performance is October 1, 2015 through June 30, 2016.

**4. Facts Which Justify a Sole Source Contract:**

The purpose of the Classification and Compensation Reform Initiative is to replace the District Government's current job classification and compensation system with a more robust modern system that supports the District's strategic goal to recruit, develop and retain a well-qualified and diverse workforce.

This new system will cover approximately 18,000 employees, represented and non-represented employees, from all agencies under the personnel authority of the Mayor, as well as participating independent agencies.

This initiative is supported by the authority given to the Mayor in the Home Rule Action of 1973, The Compensation and Classification Reform effort that arose from provisions in the collective bargaining agreement covering District employees.

The new compensation system was scheduled to go live October 2014; however, with the change in administration (Mayor and Director of DCHR), the District did not move forward with the implementation of the new system; therefore, “Go Live” technical support and consultation services was put on hold.

Deloitte, who developed this new compensation system, is the only one with the capability and expertise to provide technical support and consultation services, therefore, market research was not conducted. To continue the Mayor’s Classification and Compensation Reform Initiative, it is in the best interest of the District to extend the current contract to enable Deloitte to provide these services.

The contract extension will enable Deloitte to provide the Office of the Chief Technology Office (OCTO), technical support and consultation services, when the new Compensation System goes live.

**5. Certification by Agency Head**

I hereby certify that the above findings are true, correct and complete.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Ventris Gibson  
Acting Director  
Department of Human Resources

**6. Certification by Contracting Officer**

I have reviewed the above findings and certify that they are sufficient to justify the use of the sole source method of procurement under the cited authority. I certify that the notice of intent to award a sole source contract was published in accordance with Section 404(c) of the District of Columbia Procurement Practices Reform Act of 2010 (D.C. Official Code §2-354.04) and that no response was received. I recommend that the Chief Procurement Officer approve the use of the sole source procurement method for this proposed contract.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Deborah White  
Contracting Officer

**DETERMINATION**

Based on the above findings and in accordance with the cited authority, I hereby determine that it is not feasible or practical to invoke the competitive solicitation process under either Section 402 or 403 of the District of Columbia Procurement Practices Reform Act of 2010 (D.C. Law 18-371; D.C. Official Code § 2-354.02 or 2-354.03). Accordingly, I determine that the District is justified in using the sole source method of procurement.

\_\_\_\_\_  
Date

\_\_\_\_\_  
George Schutter  
Chief Procurement Officer