



# AGENDA STAFF REPORT

Control: 26001166

**MEETING DATE:** 05/19/2026

**LEGAL ENTITY TAKING ACTION:** Board of Supervisors

**BOARD OF SUPERVISORS DISTRICT(S):** All Districts

**SUBMITTING AGENCY/DEPARTMENT:** County Executive Office

**DEPARTMENT CONTACT PERSON(S):** Jamie Newton, 714-834-2836  
Jamie Crews, 714-834-7055

**SUBJECT:** Approve Amendment Number One to Contract for Integrated Talent Management System

<b>CEO CONCUR</b>	<b>COUNTY COUNSEL REVIEW</b>	<b>CLERK OF THE BOARD</b>
Concur	Approve agreement to form	CONSENT CALENDAR
		3 Votes Board Majority

<b>Budgeted:</b> NA	<b>Current Year Cost:</b> N/A	<b>Annual Cost:</b> FY 2026-27 \$1,111,861.77
<b>Staffing Impact:</b> No		<b>Sole Source:</b> Yes
<b>Current Fiscal Year Revenue:</b> N/A	<b>Funding Source:</b> General Fund: 100%	<b>County Audit in Last 3 years:</b> No

**Levine Act Review**

**Completed?** Yes

**Prior Board Action:** 6/27/2023 #74

**RECOMMENDED ACTION(S):**

1. Authorize the County Procurement Officer or Deputized designee to execute Amendment Number One to contract with Cornerstone OnDemand, Inc. for Integrated Talent Management System, effective July 1, 2026, through June 30, 2027, in an amount not to exceed \$811,861.77, with an additional amount not to exceed \$300,000 for optional services identified in Sections II(C) of Attachment B of the contract, for a revised cumulative contract total not to exceed amount of \$4,597,586.55.
2. Authorize the County Procurement Officer or Deputized designee to execute amendments for the optional services identified in Sections II(C) of Attachment B of the contract for Human Resource Services for all amendments issued during the contract term.

**SUMMARY:**

Approval of Amendment Number One to contract with Cornerstone OnDemand, Inc. for an Integrated Talent Management System and approval of delegated authority to execute amendments for agency-specific changes authorized in the contract will position the County as an Employer of Choice.

**BACKGROUND INFORMATION:**

Human Resource Services (HRS) is responsible for managing and engaging the County workforce, ensuring we have a highly skilled and competent team ready to deliver on the County’s business objectives. Building on the County’s

strategic priorities to retain, attract, and develop, the Integrated Talent Management System (ITMS), enables these talent processes positioning the County as an Employer of Choice.

The ITMS is a Software as a Service system, known as Eureka, procured from Cornerstone OnDemand, Inc. (CSOD). It serves as the County's talent management system, enabling countywide professional and leadership development, compliance training, and performance management processes. Eureka serves over 18,000 County employees in 100 percent of County departments. In 2025, all staff used Eureka, completing over 500,000 courses focused on core program delivery, compliance, and professional development. In 2024, the County earned recognition from Cornerstone OnDemand for Excellence in Learning Content Engagement, an honor that highlights the positive impact these efforts have had in creating a learning culture and positioning the County as an Employer of Choice.

The sole source contract to procure the system was approved by the Board of Supervisors (Board) on April 24, 2018. On May 25, 2021, the Board approved the amendment to renew the contract for the Learning module for two additional years. On May 26, 2023, the Board approved a contract for a three-year term with renewal terms. This action was a pivotal move in enabling the County's core talent processes for learning, career development, compliance, and performance.

The proposed contract is a sole source contract. Access to Cornerstone OnDemand, Inc.'s learning, performance, and careers modules, as well as Cornerstone OnDemand Content Anytime (CCA) library is proprietary. Cornerstone OnDemand, Inc. is the sole owner of the integrated talent management system software and CCA subscriptions. Access is distributed directly through Cornerstone OnDemand, Inc.

The system meets the business needs and objectives as identified by HRS and County department stakeholders, including workflows for managerial approval, content management for training courses and eLearning modules, intuitive search functions, custom communication tools, virtual classrooms, certification management and strong enrollment management. The contract includes on-demand access to a comprehensive suite of courses. CSOD provides access to updated catalogs of over 20,000 courses from best-in-class providers. The contract also allows the County to host internally developed content that can be shared throughout the County at no additional cost. The ITMS enables the County's performance management process (OPC) for managers, providing workflow efficiencies, timeline adherence, clear performance expectations, and meaningful feedback and recognition.

Departments rely heavily on Eureka to deliver professional, operational, and compliance training. As a result, departments consistently request expanded Eureka access for extra-help, volunteers, contractors and interns for purposes of department-specific compliance training requirements and tracking. Each department's operational needs and financial capacity are different. In appreciation of these unique needs, HRS offers a pay-as-you-go access model for this population instead of turning on access for all non-regular status employees. Departments that wish to purchase these optional licenses will need to budget and pay for them in this access model. This request is included in the Optional Services Authority Amount of \$300,000 per contract year for changes identified in the contract including the purchase of additional licenses to meet department specific needs.

The Contractor's performance has been confirmed as satisfactory. County Procurement has verified there are no concerns that must be addressed with respect to Contractor's ownership/name, litigation status or conflicts with County interests. This contract does not currently include subcontractors or pass through to other providers. See Attachment B for Contract Summary Form.

With Board approval, the County and Contractor executed Contract MA-017-23011433 for Integrated Talent Management Systems (ITMS), effective July 1, 2023, through June 30, 2026, with two additional consecutive one (1) year terms renewable upon mutual written agreement of the parties. HRS is seeking the Board's approval in accordance with the CPM to amend the contract to renew for an additional one (1) year term, effective July 1, 2026, through and including June 30, 2027.

The Orange County Preference Policy is not applicable to this contract award/renewal/amendment.

**FINANCIAL IMPACT:**

Appropriations for this Contract will be included in Budget Control 054 FY 2026-27 Budget.

HRS is adding \$300,000 per contract year to the Optional Services Authority Amount to add delegated authority for HRS to purchase optional services as needed, including the purchase of additional licenses or online learning content to meet department specific needs. Departments will need to budget and pay for any additional licenses for non-regular status County employees on a pay-as-you-go access model.

**STAFFING IMPACT:**

N/A

**REVIEWING AGENCIES/DEPARTMENTS:**

N/A

**ATTACHMENTS:**

Attachment A - Amendment Number One to Contract MA-017-23011433

Attachment B - Contract Summary Form 2026