

BEFORE THE CONTRACT REVIEW BOARD

FOR THE PURPOSE OF AUTHORIZING) RESOLUTION NO. 99-2738
AN AMENDMENT TO CONTRACT)
920909 WITH NATURAL DATA FOR A) Introduced by Mike Burton
DATABASE ADMINISTRATOR) Executive Officer

WHEREAS, the Metro Council, acting as the Contract Review Board, must approve personal service contract amendments over \$25,000; and

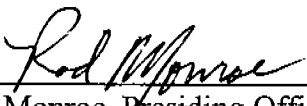
WHEREAS, Metro selected a Database Administrator (DBA) contractor through a lengthy competitive process and now the DBA is experienced with Metro's computer hardware and software; and

WHEREAS, Metro recruitment efforts to employ a DBA have been unsuccessful and DBA duties are required to be performed in order to maintain operations; now, therefore,

BE IT RESOLVED:

That Metro's Executive Officer is authorized to execute an amendment to Contract No. 920909 for the amount of \$60,000 with Natural Data to continue as Database Administrator.

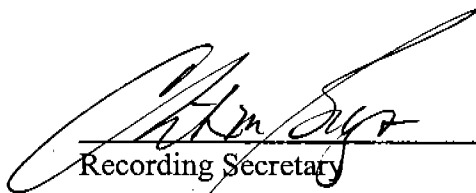
ADOPTED by the Metro Council this 28th day of January, 1999.



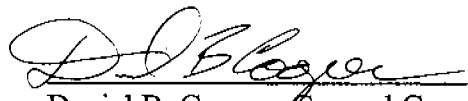
Rod Monroe, Presiding Officer

Approved as to Form:

ATTEST:



Recording Secretary



Daniel B. Cooper, General Counsel

STAFF REPORT

FOR THE PURPOSE OF AUTHORIZING AN AMENDMENT TO CONTRACT 920909 WITH NATURAL DATA FOR A DATABASE ADMINISTRATOR

Date: January, 1999

Presented by: Jennifer Sims, Director, ASD

PROPOSED ACTION

Adopt Resolution No. 99-2738 authorizing a contract amendment with Natural Data in the amount of \$60,000 for a database administrator.

FACTUAL BACKGROUND AND ANALYSIS

Database Administration (DBA)

A database administrator has the complex responsibility of operating and managing four extremely difficult and complex tasks:

- Manage the hardware and components on a HP 9000 mid-size computer.
- Manage the operating system software - in this case it is called Unix.
- Manage the database software - in this case it is called Informix.
- Manage the software that runs on the operating system (Unix) and database (Informix).

Database administration requires excessive working hours (often nights and weekends) when other employees are not using computers. It requires advanced training in hardware and software applications – DBA's are typically the highest trained computer staff in any organization. A DBA is a required position in a client-server environment such as Metro utilizes.

DBA's are also well paid throughout the technology industry with salaries starting in the \$80,000 to \$90,000 range.

Metro's Past DBA's

Metro's first DBA resigned in April 1997 citing excessive working hours and low pay. His in house replacement resigned in July 1998 again citing long working hours and low pay. The position pays up to \$51,710 per year.

STAFF REPORT FOR THE PURPOSE OF AUTHORIZING AN AMENDMENT
TO CONTRACT 920909 WITH NATURAL DATA FOR A DATABASE
ADMINISTRATOR

Page 2

Unsuccessful Recruitment

Metro has tried several recruitments for this position since July of 1997 with no success. Advertising in conventional and high tech venues has lead to receiving only two responses, neither of which have the necessary qualifications.

Difficult to Obtain Consultants

Because this is a required function, Metro performed a significant nationwide outreach program to try to obtain a consultant to perform DBA duties. Several times, staff was lead to believe a DBA had been found only to find out later that they were not really available or under qualified. After searching for several months, a formal RFP process, a DBA was located and a contract was signed with Natural Data.

Future Metro DBA

Because of continued unsuccessful recruitments, management has determined the best alternative is to train in-house staff in DBA duties. This training is expected to take six months working with an experienced DBA. Natural Data is willing to provide a DBA to work half time for the next six months working as a DBA and mentoring a member of Metro's staff.

The DBA position will be filled with a system specialist position that will take over duties of the person training to be the DBA.

BUDGET IMPACT

The contract provides for the DBA consultant to be paid a rate of \$100 per hour, which is a reasonable rate for this service. The original contract was for \$25,000 and amended to \$50,000 in hopes of a successful recruitment.

The proposed amendment increases the contract by an additional \$60,000, allowing for a half time contracted DBA for six months while in-house staff is being trained. The contract total becomes \$110,000.

Funds to pay for the position will be in accordance with Ordinance Number 99-792.

EXECUTIVE OFFICER RECOMMENDATION

The Executive Officer recommends approval of Resolution No. 99-2738.

STAFF REPORT FOR THE PURPOSE OF AUTHORIZING AN AMENDMENT
TO CONTRACT 920909 WITH NATURAL DATA FOR A DATABASE
ADMINISTRATOR

Page 3

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