

**AMENDMENT #1
TO THE CONTRACT BETWEEN
22ND CENTURY TECHNOLOGIES, INC.
AND
WILLIAMSON COUNTY**

WHEREAS, Williamson County, Texas ("County") and 22nd Century Technologies, Inc. ("Contractor") entered into a contract effective February 17, 2009, contract #C246008WCRFQ903, ("Contract") wherein Contractor shall assign its analyst(s) to assist the County in automating and integrating the County's annual salary process and daily employee/assignment maintenance in Oracle utilizing Compensation Work Bench and Self Service;

WHEREAS, the parties desire to amend the Contract:

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the County and Contractor hereby agree as follows:

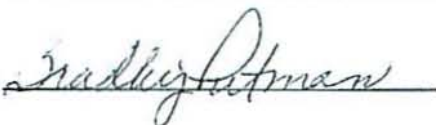
1. The original versions of **Exhibit A** and **Exhibit B** of the Contract shall be revised and replaced with the **First Amended Exhibit A** and the **First Amended Exhibit B**, which are both attached hereto and which shall both be incorporated herein and in the Contract for all purposes;
2. All other terms of the Contract not amended herein shall remain the same and shall continue in full force and effect; and
3. This Amendment shall be effective as of February 17, 2009.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be signed by their duly authorized representatives.

WILLIAMSON COUNTY, TEXAS

BY:  2-21-09
Dan A. Gattis, Date
Williamson County Judge

22ND CENTURY TECHNOLOGIES, INC.

BY:  2-17-09
Date
Title: Director of IT - Texas Region

FIRST AMENDED EXHIBIT A

CONTRACT WORK

ORACLE COMPENSATION WORK BENCH & SELF SERVICE ENHANCEMENT

The scope of the project is to automate and integrate the annual salary process and daily employee/assignment maintenance in Oracle utilizing Compensation Work Bench and Self Service.

22nd Century Technologies, Inc. will perform its services in a 33 week and 2 1/2 day period in the county's Oracle production environment.

Start Date: 2/17/2009

Oracle Functional Process	Weeks	Start	End
New Hire	1	2/16/2009	2/20/2009
1. Requirement Gathering	2	2/23/2009	2/27/2009
2. As- Is processes			
3. State Future Design			
4. Setups and configuration			
5. Testing and documentation			
6. Train the Trainer			
7. Move into production	3	3/2/2009	3/6/2009
Termination	4	3/9/2009	3/13/2009
1. Requirement Gathering	5	3/16/2009	3/20/2009
2. As- Is processes	6	3/23/2009	3/27/2009
3. State Future Design			
4. Setups and configuration			
5. Testing and documentation			
6. Train the Trainer			
7. Move into production	7	3/30/2009	4/3/2009
Absence	8	4/6/2009	4/10/2009
1. Requirement Gathering	9	4/13/2009	4/17/2009
2. As- Is processes			
3. State Future Design			
4. Setups and configuration			
5. Testing and documentation	10	4/20/2009	4/24/2009

6. Train the Trainer			
7. Move into production			
Worker Status Change	11	4/27/2009	5/1/2009
1. Requirement Gathering	12	5/4/2009	5/8/2009
2. As- Is processes			
3. State Future Design	13	5/11/2009	5/15/2009
4. Setups and configuration			
5. Testing and documentation			
6. Train the Trainer			
7. Move into production	14	5/18/2009	5/22/2009
Grade Management	15	5/25/2009	5/29/2009
1. Requirement Gathering	16	6/1/2009	6/5/2009
2. As- Is processes			
3. State Future Design			
4. Setups and configuration			
5. Testing and documentation			
6. Train the Trainer			
7. Move into production	17	6/8/2009	6/12/2009
Position Control	18	6/15/2009	6/19/2009
1. Requirement Gathering	19	6/22/2009	6/26/2009
2. As- Is processes	20	6/29/2009	7/3/2009
3. State Future Design			
4. Setups and configuration			
5. Testing and documentation			
6. Train the Trainer			
7. Move into production	21	7/6/2009	7/10/2009
Compensation Workbench	22	7/13/2009	7/17/2009
1. Requirement Gathering	23	7/20/2009	7/24/2009
2. As- Is processes	24	7/27/2009	7/31/2009
3. State Future Design	25	8/3/2009	8/7/2009
4. Setups and configuration	26	8/10/2009	8/14/2009
5. Testing and documentation	27	8/17/2009	8/21/2009
6. Train the Trainer	28	8/24/2009	8/28/2009
7. Move into production	29	8/31/2009	9/4/2009
	30	9/7/2009	9/11/2009
	31	9/14/2009	9/18/2009
	32	9/21/2009	9/25/2009
	33	9/28/2009	10/2/2009
	2.5 Days	10/5/2009	10/7/2009

Goal:

The goal of the project is to automate and integrate the annual salary process and daily employee/assignment maintenance in Oracle utilizing Compensation Work Bench and Self Service.

Scope**1. Compensation Work Bench (CWB)****Key Features**

- Compensation Objects
- Eligibility Profiles
- Budget Preparation
- Activity Rates
- Salary and Grade Related Pay and Progression
- Compensation and Awards Management

The county departmental heads are responsible for submitting annual employee salary and assignments changes. The features of CWB will enable the county to apply lump sum awards, merit and/or COLA increases to different groups of employees. There will also be re-classes, transfers, reorganizations, demotions etc. during the annual compensation process. The CWB requests are required to go through a workflow approval process before changes are committed to the assignment and salary screen.

Require the ability to estimate the total cost of different compensation plans, and select the approved plan to apply to employees through the Budget Preparation process.

2. Self-Service HR

The County would like to expand its current SSHR functionality. The main objective is to enable managers to process employee updates through SSHRM. Currently all processes are routed through a manual paper process using the County's Payroll Action Sheet (See Attached).

Key Payroll Actions

Function	Example
Change Pay	Make grade/step and salary Changes
Termination/Hire	Use to hire and term employees
Worker Status Change	Military Leave, LWOP, Etc...

Change Position/Job	
Release Information	Release Information
My Employee Information	My Employee Information
Manager Actions	
Position Management	ability to determine open positions
Special Inputs	Allow departments to issue items with a start date and end date The items need to be defined using flex fields to ensure consistency.

Overview of Current Environment

The County is currently using the following modules:

Assets
 Cash Management
 General Ledger
 Grants/Projects
 Human Resources
 Payables
 Payroll
 Public Sector Financials
 Purchasing
 Receivables
 Self-Service Web
 OAB
 Discoverer

County HRMS Environment Highlights

- Williamson County currently has 1700+ employee in the payroll module.
- Allows for multiple assignments per employee
- Jobs may be tied to multiple positions
- Supervisors are not assigned in the system
- Assignments link to a grade chart with minimum and maximum amounts but the systems does not force the rules
- There is no information tied at the position level for FTE's head count. The 'Report To' tab in the Position screen, links to the Position Hierarchy which is used to process Requisitions and POs, not an actual supervisor hierarchy
- Process Payroll for Texas only
- Use Vertex software for taxation amounts
- Position Hierarchy for REQ and Purchase Orders

- Kronos manages all time and accruals. Hours are passed bi-weekly to Oracle for process payroll
- 5 biweekly payrolls
- Use blended overtime
- Account Structure

Entity	Fund	Department	Object
01	0100	0503	004500

Self Service

Currently the employees can view their Payslips, Benefits, and W2s on-line. During the County's Benefits Open Enrollments period, employees can make changes to benefits selections, covered dependents and beneficiaries.

Annual Salary Updates

The County departments budget for their employee annual salary changes using a web tool. The data is exported from the web tool and uploaded through Oracle's Salary Management. Assignment changes are entered into the same web tool and processed through Oracle's Mass Assignment Update.

Assignments Updates

All other employee and assignment changes are submitted manually through a Payroll Action Sheet and routed to the appropriate departments for approval. A sample Payroll Action Sheet has been provided to Contractor.

**FIRST AMENDED
EXHIBIT B**

RATE SCHEDULE

Standard Time All-inclusive Billing Rate: \$ 82.18 per hour

Overtime All-inclusive Billing Rate: \$ 82.18 per hour

Analyst's Name	Position Description	Duration	Unit	Unit Cost	Extended Cost
Dharmesh Agarwal	HR Oracle HRMS Analyst	1340	Hour	\$82.18	\$110,121.20

- 1) The County must notify Contractor in the case of non-performance and/or Analyst problems, and a Analyst is to be removed, Contractor will be given (30) thirty days for replacement.
- 2) The County is the sole judge of performance on behalf of this contract and the resulting actions thereof.
- 3) The County, upon signing the weekly time sheets for the Analyst, is authorizing acceptance of work and assuming liability for paying related and/or subsequent invoices.
- 4) The County will provide work space, computer equipment and time, security arrangements, appropriate software, materials and all other things necessary to fulfill Analyst's assignment.
- 5) The County will direct supervision over the Analyst's tasks and assignments.

Time Sheet Format

TIMESHEET										
Analyst Name										
Week Ending:										
S No.	Project Name	Work Description	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Hours
										0
										0
										0
										0
										0
										0
										0
Total Hours Per Day:			0	0	0	0	0	0	0	
Total Hours Per Week:			0							

Remarks

Manager Signature