



<b>TITLE/DESCRIPTION:</b> <b>CONTRACT:</b> LEARNING MANAGEMENT AND EMPLOYEE PERFORMANCE MANAGEMENT SYSTEMS  <b>VENDOR:</b> ESKILLZ CORPORATION  <b>AMOUNT:</b> NOT TO EXCEED \$472,717.94 FOR A PERIOD OF THREE YEARS WITH TWO, ONE-YEAR OPTIONS IN AMOUNTS NOT TO EXCEED \$120,742.92 AND \$126,176.33, RESPECTIVELY, FOR A TOTAL CONTRACT AMOUNT NOT TO EXCEED \$719,637.19 FOR A FIVE-YEAR PERIOD	<b>Resolution No.:</b> 2026-41
	<b>Date:</b> June 11, 2026
	<b>Initiator:</b> Management Information Systems (MIS) Department
<b>ACTION REQUEST:</b> <input checked="" type="checkbox"/> Approval <input type="checkbox"/> Review/Comment <input type="checkbox"/> Information Only <input type="checkbox"/> Other _____	

- 1.0 **PURPOSE/SCOPE:** This action will allow the Greater Cleveland Regional Transit Authority (“Authority”) to enter into a contract for a learning management and employee performance management system for a period of three years with two, one-year options.
  
- 2.0 **DESCRIPTION/JUSTIFICATION:** The Authority’s Human Resources Division manages training, development, and employee performance processes. The current systems rely heavily on manual workflows, fragmented documents, and an outdated learning management system within Oracle EBS that lacks modern functionality. With no formal employee performance management (“EPM”) system and increasing compliance and workforce development demands, staff must manually create training content, schedule sessions, track attendance, and update transcripts for more than 2,000 employees, resulting in significant inefficiencies, duplication of effort, and limited data usability.  
  
 Investing in a modern EPM and learning management solution will streamline operations, improve data accuracy and access, reduce manual labor, strengthen onboarding and organization-wide training, and enhance communication with employees. While an all-encompassing enterprise resource planning system upgrade is being explored, implementation is several years away, and immediate action is needed to support current business needs.
  
- 3.0 **PROCUREMENT BACKGROUND:** The Request for Proposals (RFP) was posted on the Authority’s Procurement website and advertised in the local newspapers. Fifteen (15) interested parties downloaded the solicitation. Six (6) proposals were received on May 14, 2025. After evaluation by a panel of Authority employees in accordance with established Procurement Department policies and procedures, the proposal from eSkillz Corporation, as negotiated, to provide a learning management and EPM system in an amount not to exceed \$472,717.94 for a period of three-years, with two one-year options in amounts not to exceed \$120,742.92 and \$126,176.33, respectively, for a total contract amount not to exceed \$719,637.19, was determined to be most advantageous to the Authority.

A cost analysis was performed, and the Procurement Department determined the negotiated amounts to be fair and reasonable to the Authority.

- 4.0 DBE BACKGROUND: As a result of the USDOT Interim Final Rule published in the Federal Register and made effective October 3, 2025, DBE goal setting has been suspended on GCRTA projects until further notice.
- 5.0 POLICY IMPACT: Does not apply.
- 6.0 ECONOMIC IMPACT: This contract will be funded through the RTA Development Fund and General Fund, Management Information Systems Department budget, including but not limited to Capital Grant OH-2024-011-307 in an amount not to exceed \$246,606.60 for implementation services and year one, and in amounts not to exceed \$110,567.90 and \$115,543.44 for years two and three, respectively, through the General Fund, Management Information Systems Department budget, with two one-year options in amounts not to exceed \$120,742.92 and \$126,176.33, respectively, through the General Fund, Management Information Systems Department budget for a total contract amount not to exceed \$719,637.19 for a five-year period (\$197,285.28 in federal funds, which represents 27% of total cost).
- 7.0 ALTERNATIVES: Reject this offer. Rejection of this offer would require the Authority to rely on current manual and outdated processes for employee training and performance management.
- 8.0 RECOMMENDATION: This procurement was discussed at the June 2, 2026 Organizational, Services & Performance Monitoring Committee meeting. It is recommended that the negotiated offer from eSkillz Corporation be accepted and the resolution adopted, authorizing the General Manager, Chief Executive Officer to enter into a contract.
- 9.0 ATTACHMENTS: None

Recommended and certified as appropriate to the availability of funds, legal form and conformance with the Procurement requirements.

  
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General Manager, Chief Executive Officer

RESOLUTION NO. 2026-41

AUTHORIZING CONTRACT NO. 2025-36 WITH ESKILLZ CORPORATION TO PROVIDE A LEARNING MANAGEMENT AND EMPLOYEE PERFORMANCE MANAGEMENT SYSTEM IN AN AMOUNT NOT TO EXCEED \$472,717.94 FOR A PERIOD OF THREE-YEARS WITH TWO, ONE-YEAR OPTIONS IN AMOUNTS NOT TO EXCEED \$120,742.92 AND \$126,176.33, RESPECTIVELY, FOR A TOTAL CONTRACT AMOUNT NOT TO EXCEED \$719,637.19 FOR A FIVE-YEAR PERIOD (RTA DEVELOPMENT FUND AND GENERAL FUND, MANAGEMENT INFORMATION SYSTEMS DEPARTMENT BUDGET)

WHEREAS, the Greater Cleveland Regional Transit Authority ("Authority") has a need for a learning management and employee performance management system; and

WHEREAS, the proposal from eSkillz Corporation, with an office located at 1717 Pennsylvania Avenue NW, Suite 1025, Washington, DC, for learning management and employee performance management systems for a period of three years with two, one-year options was received on May 14, 2025; and

WHEREAS, after negotiations, eSkillz Corporation has offered to provide a learning management and employee performance management system in an amount not to exceed \$472,717.94 for a period of three years with two, one-year options in amounts not to exceed \$120,742.92 and \$126,176.33, respectively, for a total contract amount not to exceed \$719,637.19 for a five-year period; and

WHEREAS, the General Manager, Chief Executive Officer deems the offer from eSkillz Corporation, as negotiated, to be the most advantageous to the Authority, cost and other factors considered, and recommends acceptance thereof by the Board of Trustees.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That the offer from eSkillz Corporation, to provide a learning management and employee performance management system for a three-year period with two, one-year options, be and the same is hereby accepted.

Section 2. That the General Manager, Chief Executive Officer of the Authority be and she is hereby authorized to enter into a contract with eSkillz Corporation for a learning management and employee performance management system for a three-year period, with the authority to exercise the two one-year options.

Section 3. That said contract shall be payable through the RTA Development Fund and General Fund, Management Information Systems Department budget, including but not limited to Capital Grant OH-2024-011-307 in an amount not to exceed \$246,606.60 for implementation services and year one, and in amounts not to exceed \$110,567.90 and \$115,543.44 for years two and three, respectively, using general funds, with two one-year options in amounts not to exceed \$120,742.92 and \$126,176.33, respectively, using only general funds for a total contract amount not to exceed \$719,637.19 for a five-year period (\$197,285.28 in federal funds, which represents 27% of total cost).

Section 4. That said contract shall be binding upon and an obligation of the Authority contingent upon compliance by the contractor to the specifications and addenda, if any; bonding and insurance requirements and all applicable laws relating to contractual obligations of the Authority.

Section 5. That this resolution shall become effective immediately upon its adoption.

Adopted: June 16, 2026

  
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President

Attest: Rajan D. Jantam  
Secretary-Treasurer