

**From:** Half, Chuck [Chuck.Half@city.pittsburgh.pa.us]  
**Sent:** Friday, December 17, 2010 12:56 PM  
**To:** Shannon Kuchinski; relwell@glassoc.com  
**Subject:** Thoughts on Implementing JDE HR and Payroll for Pittsburgh

Shannon and Rodger –

I appreciate the telephone time this morning. I understand that Allegheny County has retained GL Associates during the past year or so to improve the alignment of JDE ERP software to the day-to-day realities of Human Resources, Benefits Administration, and Payroll operations. The City has recently agreed to share the County's current ERP system and infrastructure. During 2011, the County's ERP and Technology teams will be working to create an ERP technology environment and to implement a Core Financial JDE ERP configuration, conversion, training, and "go live" solution. The target date is to cut over from the City's current PeopleSoft software to core Financial JDE ERP by January 2012. The County is not willing or able to begin focusing on the Human Resources Management and Payroll (HRM) modules for the City until mid-to-late 2012.

My request of GL Associates is to confirm an estimated cost and duration of implementing the HRM foundation system independent of the Core Financial JDE ERP configuration and conversion. The City has a priority to streamline its Personnel/CSC Department operations prior to the beginning of 2013. The City believes that together, these HRM systems provide a full range of support for salary, position, and benefit administration; recruitment; workplace reporting; and payroll processing activities.

Please let me know if it is possible to:

1. For less than \$300,000 and independent of Core Financial JDE ERP, implement and "go live" in 3 – 4 months with Address Book, Payroll Master file, Human Resources and HR Self Service including:
  - a. Names
  - b. Address
  - c. Tax ID numbers
  - d. Applicable tax area(s)
  - e. Benefit group(s)
  - f. Departmental assignments
  - g. Education
  - h. Employment status
  - i. Credentialing and professional licenses
  - j. Government-required information
  - k. Foreign language competencies
  - l. Job categories
  - m. Job information
  - n. Job skills
  - o. Pay status
  - p. Pay type, deduction, benefit, and accrual (PDBA) information
  - q. Time accounting information
  - r. Work experience
2. For less than an additional \$100,000, concurrently with 1. above implement and "go live" with JDE ERP Payroll to provide:
  - a. a time-card based system for the accounting and tracking of employee time worked,
  - b. the calculation of any overtime hours apart from regular hours

- c. the maintenance of historical or employment event-related information about every employee.

Please propose any implementation ideas, rate schedules, commercial terms, or whatever to support a discussion between us before Thursday, December 30, 2010.

***Chuck Half***

City Performance Manager - PittMAPS  
Office of Mayor Luke Ravenstahl  
512 City-County Building, 414 Grant Street  
Pittsburgh, PA 15219  
412.255.0819 -office  
412.287.2650 - mobile  
[chuck.half@city.pittsburgh.pa.us](mailto:chuck.half@city.pittsburgh.pa.us)

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**From:** Half, Chuck [Chuck.Half@city.pittsburgh.pa.us]  
**Sent:** Friday, December 17, 2010 2:29 PM  
**To:** slavigna@penntexgroup.com; nkaraka@penntexgroup.com  
**Subject:** Thoughts on Implementing JDE HR and Payroll for Pittsburgh

Nag and Skip –

I appreciate the telephone time this afternoon. The City has recently agreed to share the County's current ERP system and infrastructure. During 2011, the County's ERP and Technology teams will be working to create an ERP technology environment and to implement a Core Financial JDE ERP configuration, conversion, training, and "go live" solution for the City. The target date is to cut over from the City's current PeopleSoft software to core Financial JDE ERP by January 2012. The County is not willing or able to begin focusing on the Human Resources Management and Payroll (HRM) modules for the City until mid-to-late 2012.

My request of Penntex Group is to present an estimated cost and duration of implementing the HRM foundation system independent of the Core Financial JDE ERP configuration and conversion. This is not a request for quotation or proposal, but a request for your thoughts. The City has a priority to streamline its Personnel/CSC Department operations prior to the beginning of 2013. The City believes that together, these HRM systems provide a full range of support for salary, position, and benefit administration; recruitment; workplace reporting; and payroll processing activities.

Please let me know if it is possible to:

1. For less than how many \$\$\$ and independent of Core Financial JDE ERP, implement and "go live" in (???) how many months with Address Book, Payroll Master file, Human Resources and HR Self Service including:
  - a. Names
  - b. Address
  - c. Tax ID numbers
  - d. Applicable tax area(s)
  - e. Benefit group(s)
  - f. Departmental assignments
  - g. Education
  - h. Employment status
  - i. Credentialing and professional licenses
  - j. Government-required information
  - k. Foreign language competencies
  - l. Job categories
  - m. Job information
  - n. Job skills
  - o. Pay status
  - p. Pay type, deduction, benefit, and accrual (PDBA) information
  - q. Time accounting information
  - r. Work experience
2. For less than an additional how many \$\$\$, and in (???) how many more months concurrently with 1. above implement and "go live" with JDE ERP Payroll to provide:
  - a. a time-card based system for the accounting and tracking of employee time worked,
  - b. the calculation of any overtime hours apart from regular hours

- c. the maintenance of historical or employment event-related information about every employee.

Please propose any implementation ideas, rate schedules, commercial terms, or whatever to support a discussion between us before Thursday, December 30, 2010.

***Chuck Half***

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**From:** Half, Chuck [Chuck.Half@city.pittsburgh.pa.us]  
**Sent:** Monday, December 20, 2010 3:28 PM  
**To:** kevin.pochapin@mastech.com  
**Subject:** Thoughts on Implementing JDE HR and Payroll for Pittsburgh

Kevin -

I appreciate the telephone time this afternoon. The City has recently agreed to share the County's current ERP system and infrastructure. During 2011, the County's ERP and Technology teams will be working to create an ERP technology environment and to implement a Core Financial JDE ERP configuration, conversion, training, and "go live" solution for the City. The target date is to cut over from the City's current PeopleSoft software to core Financial JDE ERP by January 2012. The County is not willing or able to begin focusing on the Human Resources Management and Payroll (HRM) modules for the City until mid-to-late 2012.

My request of Mastech is to present an estimated cost and duration of implementing the HRM foundation system independent of the Core Financial JDE ERP configuration and conversion. This is not a request for quotation or proposal, but a request for your thoughts. The City has a priority to streamline its Personnel/CSC Department operations prior to the beginning of 2013, which is when the County indicates their knowledge experts will be available. The City believes that together, these HRM systems provide a full range of support for salary, position, and benefit administration; recruitment; workplace reporting; and payroll processing activities.

Please let me know if it is possible to:

1. For less than how many \$\$\$ and independent of Core Financial JDE ERP, implement and "go live" in (???) how many months with Address Book, Payroll Master file, Human Resources and HR Self Service including:
  - a. Names
  - b. Address
  - c. Tax ID numbers
  - d. Applicable tax area(s)
  - e. Benefit group(s)
  - f. Departmental assignments
  - g. Education
  - h. Employment status
  - i. Credentialing and professional licenses
  - j. Government-required information
  - k. Foreign language competencies
  - l. Job categories
  - m. Job information
  - n. Job skills
  - o. Pay status
  - p. Pay type, deduction, benefit, and accrual (PDBA) information
  - q. Time accounting information
  - r. Work experience
2. For less than an additional how many \$\$\$, and in (???) how many more months concurrently with 1. above implement and "go live" with JDE ERP Payroll to provide:
  - a. a time-card based system for the accounting and tracking of employee time worked,
  - b. the calculation of any overtime hours apart from regular hours

- c. the maintenance of historical or employment event-related information about every employee.

Please propose any implementation ideas, rate schedules, commercial terms, or whatever to support a discussion between us before Thursday, December 30, 2010.

***Chuck Half***

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**From:** Half, Chuck [Chuck.Half@city.pittsburgh.pa.us]  
**Sent:** Wednesday, December 29, 2010 10:47 AM  
**To:** Kate Lacayo  
**Subject:** Thoughts on Implementing JDE HR and Payroll for Pittsburgh

Kate -

I appreciate your card, writing implements, and good wishes for the holiday season. The City has recently agreed to share the County's current ERP system and infrastructure. During 2011, the County's ERP and Technology teams will be working to create an ERP technology environment and to implement a Core Financial JDE ERP configuration, conversion, training, and "go live" solution for the City. The target date is to cut over from the City's current PeopleSoft software to core Financial JDE ERP by January 2012. The County is not willing or able to begin focusing on the Human Resources Management and Payroll (HRM) modules for the City until mid-to-late 2012.

My request of CEI is to present an estimated cost and duration of implementing the HRM foundation system independent of the Core Financial JDE ERP configuration and conversion. This is not a request for quotation or proposal, but a request for you thoughts. The City has a priority to streamline its Personnel/CSC Department operations prior to the beginning of 2013, which is when the County indicates their knowledge experts will be available. The City believes that together, these HRM systems provide a full range of support for salary, position, and benefit administration; recruitment; workplace reporting; and payroll processing activities.

Please let me know if it is possible to:

1. For less than how many \$\$\$ and independent of Core Financial JDE ERP, implement and "go live" in (???) how many months with Address Book, Payroll Master file, Human Resources and HR Self Service including:
  - a. Names
  - b. Address
  - c. Tax ID numbers
  - d. Applicable tax area(s)
  - e. Benefit group(s)
  - f. Departmental assignments
  - g. Education
  - h. Employment status
  - i. Credentialing and professional licenses
  - j. Government-required information
  - k. Foreign language competencies
  - l. Job categories
  - m. Job information
  - n. Job skills
  - o. Pay status
  - p. Pay type, deduction, benefit, and accrual (PDBA) information
  - q. Time accounting information
  - r. Work experience
2. For less than an additional how many \$\$\$, and in (???) how many more months concurrently with 1. above implement and "go live" with JDE ERP Payroll to provide:
  - a. a time-card based system for the accounting and tracking of employee time worked,
  - b. the calculation of any overtime hours apart from regular hours

- c. the maintenance of historical or employment event-related information about every employee.

Please propose any implementation ideas, rate schedules, commercial terms, or whatever to support a discussion between us before Thursday, January 6, 2010.

***Chuck Half***

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