

Workforce Management RFP Questions

1. The City, in its RFP, states:

If it is deemed that JDE does not satisfactorily match the City's business requirements, the City would like to procure a new system which would integrate with Allegheny County's system financials."

If it is determined that JDE does not meet the City's requirements, will there be a separate solicitation to procure new workforce management software, or is it the intent to solicit bids from interested software vendors from this existing solicitation?

If the consultant recommends that JDE cannot do the job, we would still have to bid the new software out, therefore the vendor would not be choosing from within the small group of RFP respondents.

2. Will the scope of the Workforce Management System include Recruiting? **No**
Will the project require Time Clocks? What type (Bio, Barcode, Mag Stripe, Prox) and how many? **Time clocks are not part of the scope at this time.**
3. Under Phase1, requirements are listed for the Workforce Management System. Two of them employ employee self-service and time and attendance, I am presuming that time and attendance is considered with moving departments from what they are currently using to a different platform, potentially. I—are those firm requirements or is the City willing to accept proposals that would have employee self-service and time management system changes after a go live in order to meet a January 1 payroll, to avoid mid-year data conversion? **The city is willing to look at proposals and implement add-ons such as self-service or an external time management system.**
4. Item 6 says, "We hope to process HR, benefits, and payroll in 2015" Is that the start of 2015 or sometime in 2015? **The City hopes to process HR, benefits and payroll sometime in 2015. The exact start date will depend upon proposal received and vendor selection.**
5. In Phase1, you mention position management. If you can clarify that in more detail. **This involves the classification of Positions, job codes, department/division affiliation, FLSA status, Civil Service status, FT or PT, union group, etc. It also involves inputting of new employee data, transfer or reinstatement data and termination data.**
6. If we are talking about implementation for the City payroll system, will it be the internal departments or are you looking to extend that to any of the authorities? **The current scope of work is focused on implementing a payroll system for internal City departments.**
7. Once the RFP's are submitted, do you have a timeframe when a decision will be made? **The review committee to evaluate and score proposals will complete their process on November 14, 2014, the finalist (s) will conduct presentations on November 24, 2014 and the final selection made by December 1, 2014**

