



REQUEST FOR PROPOSAL
For
Human Resources Management Information System
Bid Number: 091418

August 31st, 2018

Questions and Answers:

Q1: The current vision is to migrate from cloud based HRIS solution to a solution more aligned with the structure and functionality of Fresno EOC and its programs." Is the vision to move to an on premise solution or another cloud solution?

A1: This vision is to remain with a cloud solution.

Q2: Do you have a 403(b) or 401(k) plan? Which provider is it with?

A2: Yes. We have a 403B and 457B plan. Transamerica is the 3rd party administrator.

Q2b: If yes, who is the financial advisor?

A2b: RBG Benefits Group

Q3: Which broker/firm handles your employee benefits?

A3: Internal or Alliant (?)

Q4: How many employees participate in medical/dental?

A4: Response pending

Q5: Do you use a benefit administration tool currently?

A5: Response pending

Q6: Regarding Novatime, what type of clocks do you use?

A6: We primarily utilize internet-clocks at workstations / kiosks along with less than 10 physical time clocks with fingerprint scanners.

Q7: How many employees clock in?

A7: Several employee groups are still transitioning to electronic time keeping. 900 employees are estimated to clock in.

Q8: The RFP states a partner will be selected by October 30. When are you looking to go live?



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A8: January 1st 2020

Q9: What is prompting your organization to make this change?

A9: Being reviewed as matter of best practice and always looking for software to meet the agencies changing needs.

Q10: Would you be kind to give us some idea of the budget? It will help us put forth an appropriate solution.

A10: \$165,000 - \$300,000. The most efficient and cost effective solution will win the bid. Price is important.

Q11: Will you be considering a complete overhaul of your current application or are you open to an approach of considering a move to a cloud HRIS with your current payroll integrated to it?

A11: Yes. A complete overhaul.

Q12: Are you considering full cloud option or are you open to a hybrid approach of an On-premise and cloud?

A12: Full Cloud

Q13: What is the time duration envisaged for the project - The payroll transitioning itself will consume time hence it is important to understand what is envisaged at your organization end.

A13: Fully transitioned by January 1 2020

Q13: Will you be open to an Onsite - offsite (including an offshore) approach for delivery?

A13: Fresno EOC is open to onsite and remote approach but not offshore. Delivery approach must be within the continental US.