January 13, 2020

TO: All Proposers under Request for Proposals (RFP) No. 19-500536

FROM: Department of Purchasing and Contracting, DeKalb County, Georgia

ADDENDUM NO. 4

Request for Proposals (RFP) No. 19-500536 – Professional Services for Implementation of Oracle HCM Cloud System is hereby amended as follows:

A. The County has extended the deadline for submittal of questions to January 24, 2020 at 5:00 p.m. ET.

B. The County has extended the deadline for receipt of proposals to March 3, 2020 at 3:00 p.m. ET

C. The County has added January 22, 2020 as an additional date for the LSBE meeting.

The County received the following questions related to this RFP; the responses are as follows:

1. Please expand on the 'support' provided by the County to Fulton-DeKalb Hospital Authority. Are any of the employees of the Hospital Authority tracked or processed through the County's HCM system?
   Answer: DeKalb County contributes to Grady Memorial Hospital for the treatment of indigent DeKalb County residents. This subsidy provides for payments for the operation of Grady. We do not have any hospital authority personnel tracked in PeopleSoft.

2. Are all 5,082 retirees tracked in the HCM system with payments made to the retirees through the HCM system?
   Answer: Yes

3. Since retiree open enrollment is October -January should we assume that all retirees receive benefits managed through the HCM system?
   Answer: Yes

4. Product fitment rate on Oracle Cloud platform? How was this evaluation conducted?
   Answer: The County has evaluated various products and determined that the Oracle Cloud platform is the best fit for the County.

5. Is County seeking to standardize on SaaS functionality and as such limit costs, or is there a need and budget to build unique business needs that do not fit into a SaaS model?
   Answer: It is the County's desire to standardize on SaaS functionality. The only exception is where County statue or ordinance dictates otherwise.

6. Are the processes standardized between the various the various departments/divisions/agencies within the county?
   Answer: Yes, the processes are standardized between the various departments/divisions/agencies.

7. As part of the self-service transformation, is the County willing to consider next-gen solutions that extend the user experience and operational ease as part of this transformation?
    Answer: No, the County is not willing to consider next-gen solutions.

8. What kind of resources is the County able to commit to this transformation?
    Answer: The County is able and willing to commit resources necessary for the project. Appendix A has a list of County Subject Matter Experts.

9. Is there an anticipated schedule by when the HR transformation must be completed?
    Answer: No, the County will work with the successful responder and agree upon a timeline/schedule.

10. Vision for Finance systems transformation from current systems?
    Answer: The finance system is not within the scope of this RFP.   The County's financial system is Oracle EBS.

11. Are there any third-party resources included in the evaluation committee?
    Answer: No, there are no third-party resources included in the evaluation committee.

12. What was the process around determining a second quarter 2020 go live target for the PaaS transformation?
    Answer: The County is migrating its hardware from an on-premise solution to a PaaS solution. Based on project plans, a second quarter go-live date is the target.

13. Does DeKalb County have a standing relationship with vendors (current) for testing of inbound and outbound integrations?
    Answer: Yes, DeKalb County has a standing relationship with vendors.

14. Who is responsible for establishing contact with the 3rd Party Vendor for the interfaces listed?
    Answer: The Department of Innovation and Technology will coordinate and manage all contact with Third Party Vendors.

15. Is SSO integration the responsibility of DeKalb County or Oracle?
    Answer: DeKalb County will configure.

16. Is DeKalb County able to provide a list of critical-path items from the Oracle reports prior to contract being awarded in light of the very lengthy current listing?
    Answer: No, the County is not able to provide this list. The County will work with the successful responder and prioritize the reports list.

17. Does DeKalb County have current security policies and procedures in place (accessing a cloud)?
    Answer: Yes, the County has current security policies in place. We will share our policies with the successful responder.

18. Has DeKalb County participated in data sensitivity training?
Answer: Employees that handle sensitive data have participated in training.

19. Are the DeKalb County project team members matrixed, full time or SMEs?
Answer: The DeKalb County project team will be matrixed.

20. What is the percentage of participation from DeKalb County's project team?
Answer: The percentage cannot be stated. DeKalb will work with the successful responder to maximize commitment to the project.

21. Will DeKalb County have a full-time developer resource?
Answer: Yes, the County will have a full-time developer resource.

D. It is the responsibility of each Proposer to ensure that he/she is aware of all addenda issued under this RFP.

E. Please sign and return this addendum with your technical proposal. You may call Beverly D. Williams, Sr. Procurement Agent, at 404-371-3648 before the proposals are due to confirm the number of addenda issued.

F. All other conditions remain in full force and effect.

Beverly D. Williams, Sr. Procurement Agent
Department of Purchasing and Contracting

ACKNOWLEDGMENT: Date: _____

_____
(Company Name)

_____
(Printed Name of Company's Authorized Signer)   (Title)

_____
(Signature of Company's Authorized Signer)

PH:bdw