**CORE-CT PEOPLESOFT UPGRADE AND
ENHANCEMENT CONSULTING SERVICES RFP**

AMENDMENT #1

The State of Connecticut, Office of the State Comptroller (the "OSC") has issued this AMENDMENT #1 to the Core-CT PeopleSoft Upgrade and Enhancement Consulting Services Request for Proposal (the "RFP").

This AMENDMENT #1 serves to amend the RFP through the posting of the OSC's official responses to Vendor's questions in accordance with Section 2.3 of the RFP.

Except for the changes set forth herein, the terms and conditions of the original RFP remain in full force and effect. To the extent that there is a conflict in the provisions of the original RFP and the provisions of this AMENDMENT #1, the terms of this AMENDMENT #1 shall prevail.

<u>NOTE: Pursuant to Section 3.3.1, the Transmittal Letter accompanying the Proposal must acknowledge receipt of this AMENDMENT #1 to the RFP. If Vendor fails to acknowledge receipt of this AMENDMENT #1 in the Transmittal Letter, Vendor will still be responsible for adhering to its content.</u>

QUESTIONS AND ANSWERS

(1) Q. Referencing Section 1.42 - Please provide details related to the activation of eBenefits, eProfile, and eRecruit modules. Has the requirement gathering and fit-gap analysis been completed for these modules? Is the vendor expected to carry out the requirement gathering and fit-gap analysis based on which the modules will be implemented?

    A. **The vendor is expected to perform the requirement gathering and fit-gap.**

(2) Q. Referencing Section 1.42 - Please provide details related to the roll-out of ePay and Self Service Time & Labor. For how many entities will these modules be rolled out? Is there a common requirements template being followed for all the entities covered by the rollout? Is any development work involved in rolling out these modules?

    A. **Agency numbers are changing since the State is in the process of consolidating agencies. There is a goal of 57 agencies. Of those, over 50 will be participating in T&L, 18 are currently using self service time entry fully, and 5 others are using for a subset of their population.**

        A standard template is provided to agencies to define their TL Self Service approval structure.

        ePay requirements are defined and are standard statewide.

        Development work may be needed to automate the security provisioning.

(3) Q. Referencing Section 1.4.2 - Please provide the high-level requirements related to the Design and Implementation of the following:
- "punch out" functionality
- P-Card functionality
- automated upload of requisition and purchase orders into Core-CT

    A. **"Punch Out" functionality would be the ability to go to a vendor's website, authenticate that the items and prices are specific to the State of Connecticut; the user would select the items desired and bring those items into a requisition into PeopleSoft. The normal approval and budget processes would be done on the requisition through to payment, also**

allowing for inventoried items to be purchased and put away through the system.

P-Card functionality would be the ability to make payments by P-Card, and bring the individual transactions from the P-Card vendor into PeopleSoft for reconciliation and coding. Once the transaction is coded, it would be budget checked and paid; it would be preferable if the voucher was made against a purchase order and contract. Currently the State has built an on line application to request a credit card, this application may need to be interfaced into PeopleSoft to record valid cards and users.

To utilize the delivered requisition loader process in 9.1 for the upload of requisition with the updates to the fields used by the State of Connecticut for requisitions, and to institute the best methodology for submission of requisitions from all sources.

(4) Q. Referencing Section 1.4.2 - Please let us know if functional requirements have been gathered for the following (If yes, please provide the details):
- automated security solution for the provisioning and de-provisioning of User Access in all Core-CT applications
- automated solution that integrates with job data and row security to set up User ID's and User Profiles in HRMS, Financials and EPM applications, using PeopleSoft workflow and/or other existing functionality

A.   The functional requirements have not been defined.

(5) Q. Referencing Section 1.4.3 - Please clarify if the vendor is expected to recommend the technology, PeopleSoft EPM or Oracle EPM /BI, that will be used for building the data marts.

A.   Yes, vendor will make a recommendation.

(6) Q. Referencing Section 1.4.3 - Please let us know if there is any estimate of the dashboards and reports that need to be built?

A.   No. The vendor is expected to perform the requirements gathering.

`

(7) Q. Referencing Section 1.4.3 - Please confirm if installing OBIEE is in scope.

  A. **Yes.**

(8) Q. Referencing Section 1.4.3 - Please conform if there is a requirement to provide analytical capabilities on the reports or static pixel perfect reports?

  A. **Unknown at this time.**

(9) Q. Referencing Section 1.4.3 - Please specify if there is a requirement to integrate with other application to view the reports.

  A. **Yes; PeopleSoft Enterprise Portal.**

(10) Q. Referencing Section 1.4.3 - Please clarify if there is a requirement implement a SSO (Single Sign On).

  A. **No.**

(11) Q. Referencing Section 1.4.3 - Please clarify if there is a requirement for alerts-mobile, email or dashboard.

  A. **Unknown at this time.**

(12) Q. Referencing Section 1.4.3 - Please provide the following details: total users, concurrent users, peak time users.

  A. **100 Total Users and 20 Concurrent /Peak Time Users.**

(13) Q. Referencing Section 1.4.4 - Please clarify if the Retirement Payroll will be implemented in the existing PeopleSoft HCM instance or is there a plan to implement in a separate instance.

  A. **Unknown at this time. The preferred method is the existing instance.**

(14) Q. Referencing Section 1.4.4 - Please clarify if there is a requirement to convert any historical transaction data as a part of the Retirement Payroll implementation.

  A. **No historical transaction data will need conversion.**

(15) Q. Please let us know if the State is open to a "Train the Trainer" approach for end user training. If so, how many "Trainers" are required to be trained by module. Is there an expectation of classroom training?

A. **The State is open to the train the trainer approach, but the vendor should define the training scope and methodology.**

(16) Q. Please clarify if the State resources will manage the technical infrastructure.

A. **The State resources will manage the technical infrastructure. The vendor must supply PeopleSoft and Oracle database technical support.**

(17) Q. Referencing Section 1.3.1.3 - Please clarify if the vendor is responsible for making changes to the Custom Developed Infrastructure Functionality that might be necessary due to the upgrade.

A. **Yes, the vendor must make any changes needed to ensure compatibility with the new versions of PeopleSoft.**

(18) Q. Please clarify if there is an expectation of automated Performance Testing? If yes, what tools does that State expect the vendor to use.

A. **The vendor must define the testing approach. The State does not have any performance testing tools.**

(19) Q. Does the State have any expectation at this time of the project duration?

A. **18 – 24 Months**

(20) Q. Please clarify if the State expects a staggered go-live for HR, Financials, EPM, Portal upgrade and OBIEE implementation.

A. **Yes the State anticipates a staggered go-live.**

(21) Q. Please clarify if there are any "bolt on" applications in any of the application suites. If yes, please provide the details of the same.

A. **There is a "bolt on" employee time scheduling system but it is out of scope for this RFP with the exception of any changes to and testing of the integration points to HRMS.**

(22) Q. Please define if there are any restrictions from a location perspective to deliver services for this RFP. Can these services be provided from a remote offshore location while keeping critical roles onsite?

A. **Offshore services are not allowed.**

(23) Q. If work needs to be performed onsite then is the preference to be within the premises of State of Connecticut facilities?

A. **The State prefers that the work to be performed onsite at the facilities located at 101 East River Drive East Hartford, CT. However the State will entertain certain proposals to perform work off site.off site options that do not include any off shore work other options.**

(24) Q. If work can be performed offsite, will CT help in establishing the network connectivity with its systems?

A. **Yes.**

(25) Q. The inventory lists PeopleSoft Catalog Management System. Does it need any upgrade? Also what is the level of customization, if any?

A. **Yes, PeopleSoft's Catalog Management needs to be upgraded. The customization of this module is medium/high.**

(26) Q. Can the customizations be broken down by the modules? (This will help us in finding out the % of customization per module)

A. **Customizations are broken down by product in section 1.3.1.2.**

(27) Q. File Mover application – where are these tables stored? Do we need to upgrade this?

A. **The tables are stored within the PeopleSoft Enterprise Portal. The vendor must ensure that the File Mover continues to work correctly with the new versions of PeopleSoft.**

(28) Q. Report Buster – do we need to upgrade this?

A. **The vendor must ensure that the Report Burster continues to work correctly with the new versions of PeopleSoft.**

(29) Q. During the upgrade process, what is the mechanism of change management for current production environment? Do you intend to freeze changes to your current system? {Applies to all products}

A. **The State will implement a code freeze. Emergency fixes will be implemented on an as needed basis.**

(30) Q. "Punch Out" functionality – can you please give an example of how this is being performed today.

A. This is currently not being performed. The State is looking at implementing this functionality with the upgrade. Please see answer to question #3.

(31) Q. How many years of data are stored in the Retirement Payroll System (RPS) and how much is to be converted?

A. There will be no conversion of historical data.

(32) Q. The RFP mandates to provide minimum 1 reference from a similar State Government implementation. Is this mandatory?

A. Yes. You may provide a US federal agency as a reference if the project was of similar size and scope to fulfill this requirement.

(33) Q. Is there a business process mapping document that explains the processes and functionality used in each module?

A. No.

(34) Q. Is there a comprehensive testing strategy already in place?

A. The State has test scenarios that were used in previous upgrades.

(35) Q. Is there a detailed configuration document?

A. On the financials side there is detailed configuration documentation that has since been updated from the 8.9 upgrade. Detailed Configuration documentation is available for HRMS.

(36) Q. What are the Integration points with other PS / Non-PS applications? Kindly provide the number & listing of Real time web services/ batch/ db link integrations.

A. All interfaces are batch XML files. There are no real time interfaces.

(37) Q. What are the technologies used for these integrations?

A. PeopleSoft App Messaging, XML and FTP.

(38) Q. Do you want to remove any customizations, when delivered functionality can

meet its business objective, for that we need to understand from the customer about customizations they already have.

A. The State will provide PeopleSoft compare reports to identify the customizations. The objective is to remove any customizations in which the business needs are met by the delivered product.

(39) Q. Are the existing customizations to system well documented? Can these be made available to us? We would need a list of the known customizations carried out in the current system. Also would you like to keep them or like vendor to re-engineer them based on any new delivered functionality?

A. Documentation of existing modifications will be provided to the selected vendor.

(40) Q. Is there a break up of customizations done on simple/ medium/complex matrix?

A.

Module	Level of Customization
Cohera Catalog Management System	Extensive
General Ledger	Moderate
Accounts Receivable	Extensive
Commitment Control	Minimal
Payables	Moderate
Vendor File	Moderate
Asset Management	Moderate
Project Costing	Minimal
Customer Contracts	Minimal
Billing	Moderate
Purchasing	Extensive
Inventory	Minimal
eProcurement	Extensive
Supplier Portal	Minimal
Vendor Self Service	Minimal
Human Resources	Extensive
Payroll for North	Moderate

America	
Benefits Administration	Moderate
Time and Labor	Extensive
eRecruit	Minimal
ePay	Moderate
Enterprise Learning	Minimal
Enterprise Portal	Minimal
Enterprise Warehouse	Extensive
Ascential DataStage 7.52.	Extensive

(41) Q. Has State of Connecticut accounted for the extra hardware needs arising from the project since new instances of 9.1 would be need while existing ones need to continue for support?

A. **Yes.**

(42) Q. As per our understanding users are located in USA only. Please confirm.

A. **Correct.**

(43) Q. We assume Hardware sizing and network configuration are out of scope for vendor. Please confirm.

A. **Correct.**

(44) Q. Is the application secure (SSL implemented)?

A. **Yes.**

(45) Q. Are single sign on/ LDAP configured in application?

A. **No.**

(46) Q. Are there any known performance issues in current system?

A. **No.**

(47) Q. Is process scheduler used for scheduling the batch process or any other job scheduling tool is used?

A.   CA Cybermation is used for job scheduling.

(48) Q. Do you have any time duration constraint that we need to be aware of? Are there any other project planned that could have an impact on this project?

A. HRMS must go into production before December 2012. Version 8.9 support ends on 12/31/12. Financials must go into production before August 2013. Version 8.9 support ends 8/31/2013.

(49) Q. Section 1.1 OBJECTIVE - *In addition the successful vendor will be responsible for developing an enhancement project for effective upgrade and implementation.*

- Please define the expectations of the project track durations. Is there a Project Roadmap defined?

A. During the contract negotiations the State and the selected vendor will agree upon a project plan. The selected vendor will be responsible for providing weekly status reports and ensuring that all tasks are delivered on time. The target production dates are as follow:
HRMS/Portal   September 2012
Finance/EPM   November 2012
Retirement Payroll   January 2013
OBIEE   March 2013

(50) Q. Section 1.3 CURRENT SYSTEMS AND TECHNICAL ARCHITECTURES - *The Core-CT PeopleSoft configuration is comprised of an n-Tier implementation that include web servers, application servers, database servers, a storage area network, and other Windows 2003 servers supporting operational components......*

- Are there planned or proposed refresh and/or upgrades to infrastructure components which could impact the proposed planning and duration of the project scope?

A. The technical infrastructure will be refreshed as part of the project. It should not impact the project duration or scope.

(51) Q. Section 1.3.1.3 Custom Developed Infrastructure Functionality *File Mover; Report Burster, Purge Reports Process*

- Please verify that any required program modifications will be performed

and implemented by the Core-CT organization.

A. The vendor will be responsible for any required modifications.

(52) Q. Section 1.4 PROJECT SCOPE *The OSC seeks to establish a working relationship with a qualified professional Vendor that has been the prime Vendor for other state entities in the successful upgrade, configuration and implementation of an Oracle/PeopleSoft ERP system.*

- Please validate the scope of the prior experience can be international?

A. The State will accept US States and US Federal Agencies as reference projects.

(53) Q. Section 1.4 PROJECT SCOPE - *End User Training, End User Training and Training Materials*

- Can Supplier Partners be contracted with including current Core-CT technology vendors/suppliers/partners.

A. Yes, the prime vendor can utilize subcontractors.

(54) Q. Section 1.4 PROJECT SCOPE - *The State will allocate the following resources to the project……*

- Please define the scope of resource allocation.

A. See RFP, section 1.4

(55) Q. 1.4.2 PROJECT SCOPE - Upgrade of Core-CT's PeopleSoft Modules *Implement an automated security solution for the provisioning and de-provisioning of User Access in all Core-CT applications.*

- Please confirm the current and proposed security architecture standards and entitlement profiles will be applicable

A. The vendor should recommend a "best practice" approach.

(56) Q. 1.4.2 PROJECT SCOPE - Upgrade of Core-CT's PeopleSoft Modules *Review of new functionality in PeopleSoft Release 9.1 or higher……*

- Please validate the scope of the Oracle MSA and Licensing Agreements will provide the scope limitations of this request.

A. The vendor is expected to perform all of the activities as defined in Section 1.4.2 of the RFP.

(57) Q. 1.4.3 - 1.4.4 PROJECT SCOPE - Implement Oracle Business Intelligence Enterprise Edition (OBIEE) *Architecture & Configuration Planning*

- ▪ Please validate that existing IT Procurement and EA Standards will assist in the cost and deployment of required infrastructure platforms.

A. The State will procure and deploy the required infrastructure for OBIEE. Do not include any infrastructure costs in your bid.

(58) Q. Pages 12 Scope includes "Developing a management and reporting structure for the upgrade and enhancement project and for implementing those practices necessary for the efficient and effective upgrade and implementation of the system." Is scope of work referring to Project management?

A. Yes.

(59) Q. Pages 12. Please elaborate "Continuation of roll-out of ePay and Self Service Time & Labor." Does this mean, ePay and Self Service Time & Labor is live in production but for limited agencies? Or it's not live yet and development/customization is expected.

A. EPay & Self Service Time & Labor are Live for approximately 20% of users.

(60) Q. Page 12, Can activation of the eBenefits, eProfile, and eRecruit modules in HRMS be carried out after upgrade is complete?

A. Vendors may propose alternatives.

(61) Q. Page 12, Is State referring to Punch out functionality in ePro?

A. Yes.

(62) Q. Page 12, For punch out functionality, will State be ok with activating this functionality after completion of upgrade or State expects that this functionality to be available right after upgrade?

A. Yes, as long as all training and documentation for AP or PO do not have to be redone to incorporate this functionality for users, and there is no impact to other functions already upgraded and functioning.

(63) Q. Page 12. From '*Design and implementation of "punch out" functionality for a minimum of one (1) to a maximum of three (3) vendors that have and are successfully doing 'punch-out' with Oracle PeopleSoft XML.*' Does it mean that punch-out' functionality will be used by max 3 vendors (e.g. Dell, office max, Lenovo) or is it referring to something else.

A. Yes, the example is accurate.

(64) Q. Page 12, Is State ok with enabling 'P-Card functionality' and automated upload of requisition and purchase orders after upgrade goes live. Say few months after upgrade or State expects this functionality to be active when upgrade goes live.

A. Yes, as long as all training and documentation for AP or PO do not have to be redone to incorporate this functionality for users, and there is no impact to other functions already upgraded and functioning.

(65) Q. Page 12, How State currently manages provisioning and de-provisioning of user access for Core-CT.

A. Authorized security forms are faxed to security administrators who set up user profiles manually. Mass updates to user profiles (statewide role changes or TL setups, etc) are updated via SQL updates or a PS Component Interface process.

(66) Q. Page 12, Has State identified and has license for new provisioning and de-provisioning tool/software.

A. No.

(67) Q. Which tool is being used or has State decided on the tool to be used for this purpose.

A. The state does not currently use a Security Provisioning tool.

(68) Q. Page 12. Please elaborate "Build out an automated solution that integrates with job data and row security to set up User ID's and User Profiles in HRMS, Financials and EPM applications, using PeopleSoft workflow and/or other existing functionality." What State is trying to achieve here?

A. Replace the existing manual provisioning/de-provisioning of users with an automated solution including employee job, role, userid validations and

userid creation.

(69) Q. Page 12, Apart from providing recommendations and implementation strategy of new functionality in PeopleSoft Release 9.1 or higher, does State expects to include the recommendations and include them in scope of upgrade or the implementation of recommended functionality will be done at later stage and is outside the scope of work.

A. The State may negotiate additional services with the preferred vendor.

(70) Q. Page 12, Does State expects OBIEE to go live with upgrade? Will it be ok for State to go live with upgrade 1st and then with OBIEE say after 2-3 months?

A. The State anticipates a staggered implementation schedule.

(71) Q. Page 12, Does State expects to rollout Retirement Payroll into Core-CT with upgrade? Will it be ok for State to go live with upgrade 1st and then rollout Retirement Payroll say after 2-3 months?

A. The State anticipates a staggered implementation schedule.

(72) Q. Page 13, Is State ok with carrying of activities related to this project from remote locate outside US?

A.   Please see answer to question 22 above.

(73) Q. Page 10, Does State has tool for Performance Testing?

A.   No.

(74) Q. Page 10, Does State has Performance Testing scripts built and can that be shared?

A.   No.

(75) Q. Page 10, how many super-users supports the system that needs to be trained?

A.   85.

(76) Q. Page 10, For End User Training, Will train the trainer approach is acceptable to State.

A. **Yes.**

(77) **Q.** Page 10, For Training material, is there any other form of training material apart from UPK that exists today and is expected to be updated

A. Several hundred Job Aids will need to be updated as part of the upgrade.

(78) **Q.** Does the scope of RFP include maintenance and support activity. If yes. What is the duration of work?

A. Vendor must provide 8 weeks of post production implementation support for each application.

(79) **Q.** No of COBOL programs used in RPS and their level of complexity. Please provide break-up of the same.

A Summary of components: Modules for Deduction Processing (Insurances, Credit Union, Union Dues, Medicare B Reimbursement process), Direct Deposit Processing (ACH), Payroll Reporting (Treasurers reports, warrants, etc.) Federal/State Reporting (Monthly Withholding, annual 1099 printing & reissue /w-2 data feed to IRS), Equity Interface with State Employees Retirement Database, Payroll check/deposit slip printing and reissue, twice annual Cost of Living Adjustment processing.

Major Interfaces: Deduction vendors, Banks (ACH), Treasurer, Federal Government, Labor Unions, State Employees Retirement Database:

VSAM MASTERFILES…………………………50 – Production /55 - Test
STORED DATA VOLUMES……………………14
BATCH PROGRAMS………………….…..150
ONLINE PROGRAMS…………………….......360
LINES of CODE…………………………………600K
BATCH JOBS RUN PER MONTH……………..504
MONTHLY TRANSACTION VOLUMES…….40,000
SYSTEM PARTICIPANTS (IDS)………………38,000 accounts
Software Summary: (All custom designed, coded, maintained) VSAM, COBOL, CICS.

Extensive Maintenance due to ever changing state and federal regulations.

(80) Q. Details of legacy system like how do they track Benefits or is there any other Third Party system?

A. Calendar Year End file is stored as Access Data Base. See major interfaces above.

(81) Q. Exact number of retirees and their beneficiaries processed in every Payroll cycle?

A. As of June 30, 2011 there are 45,682 payees on the system. This number fluctuates monthly based on the number of new retirees added and the number of deceased retirees removed from the payroll file. Approximately 450 new retirees are being added with the July, 2011 payroll.

(82) Q. Approx. number of Off-Cycle and manual check processed every month from RPS system.

A. Approximately 30 to 35 checks are reissued monthly.

(83) Q. Are they Multilingual or only English?

A.   English.

(84) Q. How many new reports and interfaces have to be build when it will be migrated to Core-CT HRMS

A.   See major interfaces in question # 79.

(85) Q. Is there any third Party systems are involved in the process?

A.   See major interfaces in question # 79.

(86) Q. What is the process of reimbursement? How do they initiate the process; do they have any self-service system for that?

A. The Medicare B reimbursement is an automated process maintained by the Healthcare Policy and Benefit Services Division.

(87) Q. What is process of benefit accrual?

A. Active retirement system members are tracked through the State Employees Retirement Database System which interfaces with the Retirement Payroll System for retirement equity tracking purposes as well as retiree identifier and demographic information.

(88) Q. How do they get data from separate Municipal Retirement Payroll System or any other system involved?

A. The Municipal Retirement Payroll System does not interface in any way with the Retirement Payroll System or the State Employees Retirement Database System.

(89) Q. More details on Taxation are required.

A. Federal and Connecticut taxes are withheld as directed by participants on W4p or CTW4p or CO-1093 Federal and Connecticut Withholding Change Form. Taxes are also withheld from payments made to alternate payees under Plan Approved Domestic Relations Orders. Appropriate rules for production of 1099R forms including appropriate distribution codes are to be included on 1099R forms.

(90) Q. What are all the modules which will be covered?

  A.   See section 1.3.1.1 of RFP.

(91) Q. Which version of OBIEE will be used?

  A.   11g.

(92) Q. How much is the source application customization is there as for PeopleSoft applications has prebuild repository supplied by Oracle, designing a new repository takes most of the time, if there is less customization then we can go ahead with the prebuild repository otherwise we have to design a new one.

  A.   EPM – 100%
  HRMS – 10%

Portal – 1%
FINANCIALS – 10%

(93) Q. How much data they want to show in OBIEE, generally organizations have 2-3 years of data in MDW, this makes reporting performance easier and only the related data is there.

A. Unknown at this time.

(94) Q. Does the report format changes based on the user?

A. Unknown at this time.

(95) Q. Do you want to implement security in OBIEE apart from the usual role based security in OBIEE, if yes then which level (row level/column level)?

A. Unknown at this time.

(96) Q. Will the reports be published on a daily, weekly, monthly basis, refreshed on a batch process or based on demand from the users (Data refresh?)

A. Unknown at this time.

(97) Q. What all functionalities they want in OBIEE apart from usual repository and reports like OBIEE Delivers for alerting mechanisms and Ibots for delivering reports automatically to users, either via dashboards or PDFs on their email.

A. Unknown at this time.

(98) Q. Will they be using BI publisher also as this comes integrated with OBIEE?

A. Unknown at this time.

(99) Q. What are the report delivery mechanisms existing right now? As we have to align OBIEE reports to the current system making users more comfortable.

A. PS Query; SQR; nVision; Crystal

(100) Q. What reporting metrics/KPI are there in existing reports? Are there special/complex formulae being set for reports when bringing data from the

data warehouse or we have to incorporate complex formulae in individual reports.

A. No specific KPI's predefined currently in EPM; No special/complex formula's incorporated within PS Queries. BI Requirements unknown at this time.

(101) Q. Is there report usage tracking mechanism already available? Do we like to see this moving further into OBIEE?

A. No.

(102) Q. Is there any backlog of user's requests for enhancing the existing reports, create a new flavor of report based on the existing report?

A. No.

(103) Q. What are the known gotchas with the existing data in the data warehouse? Do we have reports where multiple versions of truth are always a problem just because the way these reports are set up?

A. Ad Hoc querying can promote several versions of the truth; no formatting capabilities; raw data is downloaded to other programs for manipulation (excel, access, etc.); limited flexibility with SQL in PS Query; data is up to 24 hours old.

(104) Q. **Q.** What output formats are being supported by these reports? Ex: Excel, PDF, web-based

A. Excel, PDF, HTML, CSV

(105) Q. Is there any third tool which will analyze the OBIEE reports and data?

A. No.

(106) Q. Are trees and hierarchies in present source systems customized highly?

A. Yes.

(107) Q. PS EPM 9.0 is currently deployed, and the State appears to be using for data

warehouse and reporting. No references to planning & budgeting.

- Is the State planning to replace EPM data warehouse?
- Will OBIEE be used to report only out of the EPM data warehouse?
- Is the State using EPM for Planning and Budgeting? Should the assumption be that the existing EPM solution will be utilized?

A.   No the State is not planning to replace the EPM data warehouse. It is unknown at this time if the OBIEE will be used to report only out of the EPM data warehouse. No, the State is not using EPM for planning and budgeting and the assumption is not that the existing EPM solution will be utilized.

(108) Q. In the State's list of PS HCM 8.9 modules being used, they list ELM.

- The State lists "ELM" as an HRMS module. Is this the "stand alone" version of ELM, or the Training components contained within HRMS?

A.   The State is using Enterprise Learning within HRMS to track enrollment for Core-CT-specific training classes and user group meetings.

(109) Q. HR Time reporting covers 88 agencies, 4 PR frequencies, and 70 unions. They indicate they have 200 Time & Labor rules.

- Are the 200 Time & Labor rules listed in the RFP considered "Custom Rules", or are they rules generated using the delivered Time & Labor Rule templates?

A. Custom Rules.

(110) Q. Please describe your last upgrade project. Include start and end dates, the most challenging area(s), and did the State execute the upgrade on its own or did it work with a service provider (if so, who).

A.   EPM: 8.8 – 9.0 Jan-Sep 2008; conversion of 500 ETL maps from Informatica to Ascential Data Stage to build 550 staging and reporting tables. No new functionality was implemented.   Biggest challenge: leveraging Ascential delivered and incremental jobs – all jobs were replaced w/ custom views, maps and Oracle materialized views.
HRMS: 8.31 to 8.9 August 2005 – May 2006, followed by implementation of Projects accounting in July 2007.   Challenges include delivered

integration points for Projects, volume of functional testing. Accenture was the implementation partner.

FIN: 8.4 to 8.9 July 2007, with the implementation of Project Costing, Customer Contracts and conversion of billing to be fed from Customer Contracts. Challenges included an implementation alongside a full upgrade, integration with HR and FIN, performance issues and developing methodology to handle federal billing for the largest agency using Project Costing and Customer Contracts. Accenture was the implementation partner.

(111) **Q.** Can you provide a list of respondents to the State's RFI for PeopleSoft Upgrade in November 2010?

    A.   No.

(112) **Q.** Will the State allow any upgrade activities to be completed off-site?

    A.   The State will evaluate proposals for off-site activities on a case by case basis.

(113) **Q.** OBIEE Scope. What is the expectation for the rollout and development needs for the OBIEE solution? How many new reports would be in scope? How many new dashboards would be scope? What would be the role of the upgrade/implementation partner for these areas? Is CT looking for a recommended scope for these areas?

    A. The expectation for the rollout and development needs for the OBIEE solution and how many new report will be in scope is unknown at this time.
Roles needed: Project Lead; BI Architect; Data Modeler/ETL specialist
Yes, the State is looking for a recommended scope for these areas.

(114) **Q.** Is there a planned go-live date for the upgrade project?

    A.   The production implementation is targeted to start in October 2012.

(115) **Q.** Is the plan to bring both the HCM and Financials upgrades live on the same days? Or stagger the go-live dates?

    A.   The State anticipates a staggered implementation schedule.

(116) Q. Pension Payroll. As CedarCrestone has implemented PeopleSoft Pension for several clients, is CT expecting to implement PeopleSoft Pension to support the Pension Payroll areas?

A.   Not at this time.

(117) Q. Pension Payroll. Will CT provide data feeds to PeopleSoft payroll that will support the pension payroll needs? Track the overall payroll processing details.

A.   To be determined as part of the design.

(118) Q. Pension Payroll. Can CT provide a list of the current processes that are handled with the current Retirement Payroll System? (COLA, Garnishments, Disability, Health Benefits…)?

A.   See answer to Question (79).

(119) Q. Pension Payroll. Can CT provide a summary list of key data that is stored and processed within the current RPS system (Beneficiaries data, retiree data, Retiree balances, COLA calculations, Refunds, Service Purchase…)?

A.   See answer to Question (79).

Retirement Payroll File Layout   -   1400 bytes
02 RPM-IDENTIFICATION   PIC X(16).
02 RPM-IDENT REDEFINES RPM-IDENTIFICATION.
** 10 RPM-PAYROLL   PIC X(04).**
** 10 RPM-SECTION   PIC X(03).   Section Number**
** 10 RPM-EMP-NO.   Employee Number with Prefix**
**   15 RPM-PREFIX   PIC 9(03).**
**   15 RPM-EMPNUM   PIC 9(06).**
02 RPM-EMP-NAME.
** 10 RPM-EMP-NAME-16.**
**   15 RPM-EMP-NAME-3   PIC X(03).**
**   15 FILLER   PIC X(13).**
** 10 FILLER   PIC X(08).**
02 RPM-EMP-NAME-RED REDEFINES RPM-EMP-NAME.

```
      10  RPM-EMP-NAME-DIGIT            OCCURS 24      PIC  X(01).
02  RPM-DD-INFO.
      10  RPM-DD-BANK               PIC  XXX.
      10  RPM-DD-ACCT-TYP           PIC  X.
      10  RPM-DD-ACCT-NUM           PIC  X(17).
02  RPM-DD-PRENOTE                  PIC  X.
02  RPM-DD-POVERIDE                 PIC  X.
02  RPM-ADVICE-PRINT-FLAG           PIC  X.
02  RPM-CHECK-ADDRESS.
      10  RPM-CHECK-ADDRESS-1ST     PIC  X(22).
      10  RPM-CHECK-ADDRESS-2ND     PIC  X(22).
      10  RPM-CHECK-ADDRESS-3RD     PIC  X(22).
      10  RPM-CHECK-ADDRESS-4TH     PIC  X(22).
      10  RPM-CHECK-ZIP-CODE        PIC  X(05).
02  RPM-HOME-ADDRESS.
      10  RPM-HOME-ADDRESS-1ST      PIC  X(22).
      10  RPM-HOME-ADDRESS-2ND      PIC  X(22).
      10  RPM-HOME-ADDRESS-3RD      PIC  X(22).
      10  RPM-HOME-ADDRESS-4TH      PIC  X(22).
      10  RPM-HOME-ZIP-CODE         PIC  X(05).
02  RPM-RETIRE-CODES.
      10  RPM-RETIRE-TYPE            PIC  X(01). Retirement Type Code
      10  RPM-RETIRE-PLAN           PIC  X(01).  Retirement Plan Code
      10  RPM-RETIRE-OPTION         PIC  X(01). Retirement Option Code
02  RPM-DATE-RETIRE.
      10  RPM-RET-Y2KYR             PIC  9(4).
      10  RPM-RET-Y2KMO             PIC  9(2).
      10  RPM-RET-Y2KDA             PIC  9(2).
02  RPM-BIRTH-DATE.
      10  RPM-DOB-Y2KYR             PIC  9(4).
      10  RPM-DOB-Y2KMO             PIC  9(2).
      10  RPM-DOB-Y2KDA             PIC  9(2).
02  RPM-ADDED-DATE.
      10  RPM-ADD-Y2KYR             PIC  9(4).
      10  RPM-ADD-Y2KMO              PIC  9(2).
      10  RPM-ADD-Y2KDA              PIC  9(2).
```

```
02  RPM-CHECKDATE.
   10  RPM-LAST-YR                    PIC  9(04).
   10  RPM-LAST-MO                    PIC  9(02).
   10  RPM-LAST-DA                    PIC  9(02).
02  RPM-LENGTH-SERVICE.
   10  RPM-SERVICE-YR                 PIC  9(02).
   10  RPM-SERVICE-MO                 PIC  9(02).
   10  RPM-SERVICE-DA                 PIC  9(02).
02  RPM-LAST-COLA-DATE.
   10  RPM-COLA-Y2KYR                 PIC  9(4).
   10  RPM-COLA-Y2KMO                 PIC  9(2).
   10  RPM-COLA-Y2KDA                 PIC  9(2).
02  RPM-LAST-ACT-AGENCY              PIC  X(04).    Last Employing Agency
02  RPM-SEX                          PIC  X(01).
02  RPM-SOCIAL-SEC-NO.               Social Security Number
   10  RPM-SOC-SEC-1                  PIC  X(03).
   10  RPM-SOC-SEC-2                  PIC  X(02).
   10  RPM-SOC-SEC-3                  PIC  X(04).
02  RPM-COLA-FLAG.
   10  RPM-COLA-MM                    PIC  X(02).
   10  RPM-COLA-IND                   PIC  X(01).
02  RPM-CSEA-CODE                    PIC  X(01).
 02  RPM-DELETE-CODE                 PIC  X(01).
 02  RPM-EQUITY-SWITCH               PIC  X(01).
 02  RPM-DENTAL-FLAG                 PIC  X(01).
 02  RPM-PREV-HEALTH-VENDOR          PIC  X(02).
 02  RPM-BANK-TRANSIT                PIC  X(09).
 02  RPM-LAST-CHECK-NO               PIC  X(08).
02  RPM-MEDICARE-CODE                PIC  X(01).
02  RPM-BARG-UNIT                    PIC  X(02).       Bargaining Unit Code
02  RPM-TIER                         PIC  X(01).          Tier Code
02  RPM-SOC-SEC-SWITCH               PIC  X(01).
02  RPM-MESSAGE-SWITCHES.
   10  RPM-MED-MESS OCCURS 5          PIC  X(01).
   10  RPM-COLA-MESS                  PIC  X(01).
02  RPM-MARITAL-STATUS               PIC  X(01).
```

```
      88  MARRIED                        VALUE 'M'.
      88  SINGLE                         VALUE 'S'.
 02  RPM-EXEMPTIONS.
      10  FIRST-EXEMP                    PIC  9(01).
      10  RPM-NUMB-EXEMPTIONS            PIC  9(02).
 02  RPM-ST-FILING-STATUS               PIC  X.
      88 SINGLE-MFS                      VALUE 'A'.
      88 HEAD-HSHLD-ST                   VALUE 'B'.
      88 MARRIED-FJ                      VALUE 'C'.
      88 NO-EXEMPTIONS                   VALUE 'D'.
 02  RPM-DOLLAR-TABLE.
      10  RPM-AMT1                       PIC S9(05)V99.
      10  RPM-AMT2                       PIC S9(05)V99.
      10  RPM-WITHHOLD-TAX               PIC S9(05)V99.
      10  RPM-WITHHOLD                   PIC S9(05)V99.
      10  RPM-ST-WITHHOLD-TAX            PIC S9(05)V99.
      10  RPM-ST-WITHHOLD                PIC S9(05)V99.
      10  RPM-ALLOWANCE                  PIC S9(07)V99.
      10  RPM-ADDITIONAL                 PIC S9(05)V99.
      10  RPM-RETROACTIVE                PIC S9(07)V99.
      10  RPM-FNL-INT                    PIC S9(05)V99.
      10  RPM-DSBL-ALLOW                 PIC S9(05)V99.
      10  RPM-BLUE-CROSS                 PIC S9(05)V99.
      10  RPM-BLUE-SHIELD                PIC S9(05)V99.
      10  RPM-MAJOR-MED                  PIC S9(05)V99.
      10  RPM-BONDS                      PIC S9(05)V99.
      10  RPM-CSEA-DUES                  PIC S9(05)V99.
      10  RPM-ST-EMP-CU                  PIC S9(05)V99.
      10  RPM-UNION-DUES                 PIC S9(05)V99.
      10  RPM-ST-POL-CU                  PIC S9(05)V99.
      10  RPM-MISC                       PIC S9(07)V99.
      10  RPM-HMO                        PIC S9(05)V99.
      10  RPM-MED-B                      PIC S9(05)V99.
      10  RPM-NET-PAY                    PIC S9(07)V99.
      10  RPM-TOTAL-EQUITY               PIC S9(07)V99.
      10  RPM-STATE-EQUITY               PIC S9(07)V99.
```

```
   10  RPM-IRS-EQUITY              PIC S9(07)V99.
   10  RPM-LTC                     PIC S9(05)V99.
   10  RPM-LDCU                    PIC S9(05)V99.
   10  RPM-CSPCU                   PIC S9(05)V99.
   10  RPM-A-R                     PIC S9(05)V99.
   10  RPM-AFSCME                  PIC S9(05)V99.
   10  RPM-PREM-OFFSET             PIC S9(05)V99.
   10  RPM-DONATION                PIC S9(05)V99.
   10  RPM-LTC2                    PIC S9(05)V99.
   10  RPM-DEDUCTION9              PIC S9(05)V99.
   10  RPM-DEDUCTION10             PIC S9(05)V99.
   10  RPM-DEDUCTION11             PIC S9(05)V99.
   10  RPM-DEDUCTION12             PIC S9(05)V99.
 02  RPM-MONTH-GROSS-TAX.
   10  RPM-PAY-TABLE               OCCURS 13 INDEXED J.
     15  RPM-GROSS-PAY             PIC S9(07)V99.
     15  RPM-INTEREST             PIC S9(05)V99.
     15  RPM-DISABILITY           PIC S9(05)V99.
     15  RPM-INCOME-TAX           PIC S9(05)V99.
     15  RPM-STATE-TAX            PIC S9(05)V99.
 02  RPM-COLA-AWARD.
   10  RPM-COLA-ALLOWANCE          PIC S9(05)V99.
   10  RPM-COLA-ADDITIONAL         PIC S9(05)V99.
 02  RPM-HEALTH-INS-CODE           PIC  X(06).
 02  RPM-HEALTH-ADJ-CODE           PIC  X(03).
 02  RPM-HEALTH-AMT                PIC S9(06)V99.
 02  RPM-EXCL-PCENT                PIC V9(03).
 02  RPM-DENTAL-INS-CODE           PIC  X(06).
 02  RPM-DENTAL-ADJ-CODE           PIC  X(03).
 02  RPM-DENTAL-AMT                PIC S9(04)V99.
 02  RPM-DEDUCT13-CODE             PIC  X(06).
 02  RPM-DEDUCT13-ADJ-CODE         PIC  X(03).
 02  RPM-DEDUCT13-AMT              PIC S9(04)V99.
 02  RPM-DEDUCT14-CODE             PIC  X(06).
 02  RPM-DEDUCT14-ADJ-CODE         PIC  X(03).
 02  RPM-DEDUCT14-AMT              PIC S9(04)V99.
```

```
02  RPM-CHECK-SORT-CD              PIC  X(02).
02  RPM-USPS-ZIP4                  PIC  X(01).
02  RPM-CHECK-ZIP4                 PIC  X(04).
02  RPM-CHECK-ST                   PIC  X(02).
02  RPM-HOME-ZIP4                  PIC  X(04).
02  RPM-HOME-ST                    PIC  X(02).
02  RPM-POSTAX-EQUITY              PIC S9(07)V99.
02  RPM-PRETAX-EQUITY              PIC S9(07)V99.
02  RPM-UCONN1-EQUITY              PIC S9(07)V99.
02  RPM-LTD-GROSS                  PIC S9(08)V99.
02  RPM-TAXABLE-REFUND             PIC S9(08)V99.
02  RPM-NONTAXABLE-REFUND          PIC S9(08)V99.
02  RPM-EQUITY-AUDIT-FLAG          PIC  X.
02  RPM-ROLL                       PIC  X.
02  RPM-DOD.
   10  RPM-DOD-YR                  PIC  9(04).
   10  RPM-DOD-MO                  PIC  9(02).
   10  RPM-DOD-DA                  PIC  9(02).
 02  RPM-QDRO                      PIC S9(05)V99.
 02  RPM-INTEREST-RECD             PIC S9(07)V99.
 02  RPM-INTEREST-REM              PIC S9(07)V99.
 02  RPM-POSTAX-REM-BAL            PIC S9(07)V99.
 02  RPM-PRETAX-REM-BAL            PIC S9(07)V99.
 02  RPM-UCONN1-REM-BAL            PIC S9(07)V99.
 02  RPM-INTEREST-REM-BAL          PIC S9(07)V99.
 02  RPM-EQUITY-ACCUM              PIC S9(08)V99.        .
 02  RPM-HEALTH-DESC               PIC  X(15).
 02  RPM-DENTAL-DESC               PIC X(15).
 02  FILLER                        PIC  X(22)  VALUE SPACES.
```

(120) **Q.** Section 1.4 – State resources: Are we to assume that the FTEs listed in the table are more resources at less than 1.0 FTE? Or are these 1.0 FTEs per resource totally dedicated to this project, and that there will be other subject matter experts involved?

    A.   **More resources at less that 1.0 FTE in some cases.**

(121) Q. Section 2.14.8 – Holdback: Please clarify this process for the 10% holdback of deliverables.

A.   See Section 2.14.8 of the RFP.

(122) Q. Payments for deliverables accepted by the OSC shall be subject to a ten-percent (10%) holdback. The OSC shall hold the ten-percent until the OSC has accepted the deliverable and thereafter, releasing one-half the holdback. Once the warranty period has expired, in accordance with the provisions of Appendix B, "Information Processing Systems Agreement," the OSC will release the remaining holdback."

- This reads that the OSC will pay 90% of the deliverable amount at "acceptance", and holdback 10%, of which half of will be released when the OSC has "accepted the deliverable"… Is the Holdback then really 5%?

A.   No, the holdback is 10%.

(123) Q. Please provide more detail on the Time & Labor remaining rollout. What departments will be included in the remaining rollout and the population counts? What are the new collective bargaining unit agreements that ne! ed to be analyzed and new rules to be developed in Time & Labor?

A. Approximately 80% employees (36,000) users need to be set up in Self Service in 53 state agencies (based on 45,000 eligible employees – approx 9000 already set up)
New collective bargaining unit agreements would be needed in the event that any new agencies are added to Time & Labor.

(124) Q. eRecruit has been replaced with Talent Acquisition Management/Candidate Gateway (TAM/CG) in HCM 9.1. Is the plan to have recruiting open to both internal and external applicants? Are there additional recruiting or job board sites that need to be incorporated in the solution?

A.   Yes, the plan is to have recruiting open to both internal and external applicants. No, there are no additional recruiting or job board sites that need to be incorporated in the solution.

(125) Q. For the requirement "Implement an automated security solution for the provisioning and de-provisioning of User Access in all Core-CT applications," is there a solution in place to be implemented or should the vendor propose a solution, either new software or custom development?

A. The vendor should propose a solution. A very high level custom design using Peoplesoft workflow has been created, however, the vendor should recommend the best solution.

(126) Q. Does the Learning Management solution currently in place implemented on PeopleSoft Enterprise Learning Management, or is the Training Administration functionality in HCM deployed?

A. Enterprise Learning Management

(127) Q. Regarding the statement in 1.4. PROJECT SCOPE "The OSC seeks to establish a working relationship with a qualified professional services Vendor that has been the prime Vendor for other state entities in the successful upgrade, configuration and implementation of an Oracle/PeopleSoft ERP system." Oracle Consulting is able to reference successful upgrade work at the Federal level in a Prime position, and many references at the State level, in a subcontractor role; Oracle has successfully support many of our partners at most States. Will this level of experience be acceptable to the State?

A. Yes.

(128) Q. Is the State willing to provide the names of those who will be on the Evaluation Team?

A.. No.

(129) Q. Does this bid "replace" the one in April asking for general IT PeopleSoft Consulting services: Bid Number: 11ITZ0028 - 5022-760, PeopleSoft IT Consulting Services; Bid Opening Date & Time: Tuesday, May 3, 2011 @ 2:00 p.m. ET?

A. No.

(130) Q. Can proposed services include a combination of: onsite for functional activities, offsite possible for technical upgrade and ongoing support, offshore

for programming related activities?

A.   Please see answer to question # 22 and #23.

(131) Q. Does all agencies run on one PeopleSoft integrated solution – one instance or multiple instances?

A. One Instance.

(132) Q. Please clarify pricing requirements – is the State looking for a fixed fee per milestone cost proposal or a time & materials cost table per activity/labor category (Exhibit D)?

A. The State is seeking a fixed price bid by milestone, as well as your firm's hourly rate by labor class.

(133) Q. Can the State please provide a spreadsheet template for Time & Materials Cost Table (Exhibit D), in the required format?

A.. The OSC can provide potential vendors with the spreadsheet template for Time & Materials Cost Table (Exhibit D), in the required format via email. Requests for this template should be sent to <u>osc.rfp@po.state.ct.us</u>

(134) Q. Continuation of roll-out of ePay and Self Service Time & Labor: How far along with this initial rollout? What phase in rollout? Which agencies using in-production, if any?

A.   20% rolled out, See answer to Question #2.

(135) Q. Recruiting/Talent Acquisition Management: Is this module currently implemented in-production, since asking to implement eRecruit? What are the number of users?

A.   This is not implemented.

(136) Q. Enterprise Learning Management suite vs. HRMS Learning Management module: Please clarify which is currently been implemented in-production?

A.   Enterprise Learning Management