



County of Siskiyou

RPF #101-2024 Addendum #1 Q&A **Request for Proposals** **Enterprise Resource Program Replacement**

- 1. Would you consider a response to this RFP that was just 'HR and Payroll' functions? Given that you already have the Time and attendance in place? We could also respond to the Time and Attendance questions in the RFP. But the assumption would be that we would not implement a new system for the county – we would expand what you already have.**
 - a. No. We are not looking for a system that is only replacing HR and payroll functions. We are looking for the complete package, including finance, employee self service reporting, document management, Human Resource management, budgeting, etc. A response to this RFP that is just for one area would not be considered.

- 2. In an effort to follow Federal Government climate change and reduced carbon emission policies would the County consider email submissions of the proposal and waive the requirement for a mailed hard copy, thereby reducing paper waste and delivery services emissions?**
 - a. Yes. The RFP packet is substantial, and we expect the responses to be as well. If a proposer wishes to send their Bid via e-mail, we are willing to waive the hard copy requirements.

- 3. Does the County have an anticipated go-live target date?**
 - a. No. The County acknowledges this is a sizable undertaking that will require time and we are flexible with a go-live timeline. We are looking to bidders to propose a timeline, and this is an attachment in the RFP packet.

- 4. Has the County identified a budget for this initiative, and if so, is it possible to share?**
 - a. We have not, but we are fully prepared for the costs associated with implementing a new ERP system, including annual subscriptions. RFP rating is not solely based on cost, but functionality.

- 5. Has the County seen any product demonstrations in the last 12 months leading up to the release of this RFP? If so, which products have you seen?**
 - a. No, we have not.

- 6. Will the County consider a best-of-breed integrated solution with partnering firm(s) to meet requirements?**
 - a. No. We would prefer one system will all requested modules integrated into one program.

- 7. We are a tech-agnostic consulting firm with a lot of experience in assessment, prep, and RFP finding in ERP solutions. Are you open to that kind of response, or do you want to hear directly from vendors with ERP's?**
 - a. We would be open to having you help us find a system, but that is not our target goal with the RFP. We are looking for vendors that will put forward a proposal that meets our RFP requirements.

- 8. We specialize in dynamics and 365 technology, so that is what we would likely propose. It sounds like this is all encompassing request, but it sounds like you need discovery first, so the estimates are proper, and we have a sense of what you're looking for.**
 - a. It is spelled out in the RFP what we're looking for. We have a budget set aside, but we are looking for the functionality asked for in the RFP. If you can do more, put it in your proposal, you won't be docked points for providing extra features. We are reaching out to you now with what is in the RFP and we don't have plans of workshopping and narrowing the scope of work. We will look at your proposals and see what the best fit is. Discovery is included in the RFP as a part of the selection process.

- 9. We specialize in change management. We believe that the adoption of a technology is successful, if we are able to help you adopt it and welcome it, instead of fighting it. Is there any weight to that part of the process?**
 - a. Yes. This is absolutely important. We anticipate switching to a new system challenging and have found that often people resist change, particularly with the County. We have a system that has been in place for a long time and we would be lean heavily on a prospective vendor to help us with the transition. It's listed as a requirement of the RFP, for the vendor to make sure we, the County, are ready for this change.