ADDENDUM #2

1. If application is custom built, is there any specific preference on the development tools and technologies like Java, MS.Net? What are the recommended UI frameworks (React, Angular etc) by Butler County RTA?
   a. As to custom built systems, we would defer to the Proposer for recommendations on development tools/technologies/UI frameworks and any other item that would require specialized knowledge of that type of technology or software building.
2. If the proposed solution is platform/off-the-shelf product, what is the preferred costing model? Is billing per user per month model pricing acceptable?
   a. Billing is a firm, fixed monthly price <u>only</u>.
3. Can the Costing for customization of the platform/off-the-shelf product to suit Butler County RTA requirements be provided as time & material?
   a. No, billing is a firm, fixed monthly price <u>only</u>.
4. Is there a specific geographic preference when hosting HRIS application in a particular cloud environment or a data centre?
   a. We prefer onshore due to firewall issues, but proposers may use others at the discretion of out IT security team. Please name any offshore locations used. Note that we also prefer that the call center/customer service be located or have an office in the Eastern Standard Time Zone (EST).
5. Can we consider integrating and leveraging external payroll systems like ADP for payroll functionality?
   a. Our preference is for one system, but external systems are not excluded. Information must be communicated between systems both ways.
6. What is the expected timelines within which HRIS application must be delivered for Butler County RTA?
   a. Quarter 1, 2023.
7. What is the expected support that must be provided by the vendor post go-live of the HRIS application? How many months of warranty/hypercare is expected from the vendor?
   a. BCRTA requires support during the life of the contract, including troubleshooting and any other customer service type of support. This is in addition to any training or setup support.
8. What is the preferred hosting environment (Google Cloud, Azure, Amazon cloud etc.) for hosting HRIS application?
   a. No preference, we would expect a recommendation from Proposers on the best hosting environment suitable for that system.
9. What is the preference for the databases?
   a. No preference, we would expect a recommendation from Proposers on the best hosting environment suitable for that system.
10. Does Butler County RTA have any integration/middleware platform that can be leveraged for integration?
    a. We are not aware of any platform of this type.

11. Can the vendor form a consortium and bid for this HRIS proposal?
    a. Yes, joint proposals are acceptable.
12. Can you please help explain the requirement of ACA compliance and Governmental Requirements Compliance? Is the system required to generate the 1094 and 1095 forms?
    a. Yes, we need the 1094 and 1095 populated with the correct codes depending on benefits, time of hire, etc.
13. What do you mean when you say, "HR database to keep track of FMLA, Unemployment Claims, OSHA Incidents and OSHA log, Garnishments"?
    a. BCRTA will not provide this information available from other governmental resources. Firms not familiar with this language or these requirements are unlikely to have the necessary technical capacity to meet BCRTA's needs.
14. Some of the functionality requested is one liner/high level. The implementation partner will need more details. Can we assume that Butler County RTA provide business analysts/functional analysts to support/assist in capturing HRIS requirements? E.g. Of one-liner requirements which require additional details are Compensation Management, Performance Review, PAF's, Employee Questions and Survey, etc.?
    a. BCRTA will provide background information and customer specific information for implementation necessary to create business processes. BCRTA will not dedicate personnel directly to this project. The small size of the organization dictates that the provider must complete the work and implementation. Providers should include adequate discovery time and requirement to allow their staff to become familiar with BCRAT business processes and complete implementation without BCRTA assistance after discovery.
15. In LMS Manage courses / content - What content are you referring here? Text based, multiple choice content?
    a. Text based, multiple choice, short answer. Ability to upload prepared course videos. BCRTA also requires industry standard LMS capability, including import and operation of SCORM files.
16. In LMS Video content creator + content creator approval, can you please elaborate on what the requirement is? Do you need video editing options or to upload a video and tag it for a course?
    a. Yes, video upload editing capabilities as well as uploading and tagging/assigning to courses or individuals.
17. The RFP does not talk about security. Is there any need to mask PII data with extra security requirements?
    a. So long as PII data is sufficiently protected according to all applicable rules and regulations, there is not a requirement for additional security requirements. Vendors can choose to submit pricing options for that extra security, but it is not required.
18. RFP says there is requirement of data migration from old system. Can you please share the details of the "Old System"? Is it custom built? Is it a platform? What all modules of the current system data migration is required in the new system?

a. We currently use Paycom. Any modules or required functions for the new system are stated in the solicitation scope and attachments.
19. Is data migration from Payroll with payroll history required? If yes, what is the current payroll application in use?
    a. As noted above, Paycom is our current system. <u>Data Migration is required</u>.
20. Training for staff on system utilization - how many staff? All staff in one location or multiple locations?
    a. We would prefer training for all main users during implementation. Points for print and video resources. Ongoing technical assistance for power users.
21. Employee App (iPhone, Android, Google Phone) - Is a separate mobile app required? Is access of the relevant data through mobile browser acceptable?
    a. As noted in the solicitation, we would prefer an app.