



February 6, 2015

**Subject:** Letter of Clarification No. 2:  
Answers to Questions from Prospective Proposers

**Reference:** Applicant Tracking System – Request For Information (RFI #Q25315)

**To:** All Prospective Proposers

Question 1: Number of full access users in the tool. I have provided a document attached that will outline how we define a “full access user”. We don’t charge for what we consider to be “Hiring Manager Access”. These can be unlimited.

Answer: 120

Question 2: Number of Portals. Portals could be identified as unique candidate experiences on your site.

Answer: 4

Question 3: Can you confirm 3 integrations? (SAP, OnBase and Talent Mgmt)

Answer: Yes (SAP, OnBase)

Question 4: Can you tell me what your current employee headcount is so I can provide an accurate quote?

Answer: 22K

Question 5: In your Note for filling out the attachment you have the following statement: “Standard means feature/capability comes standard (out-of –the-box) in the proposed system” Can you change or can we assume that “(out-of-the-box)” means “(out-of-the-box with user configuration)”? To Oracle this means the feature/capability comes standard, is configurable and requires no customization.

Answer: Yes, this is correct

Question 6: Approximately how many Hiring Managers will be given user accounts?

Answer Approximately 230 Future 5000

Question 7: Approximately how many Recruiters will be given user accounts?

Answer 120

Question 8: Approximately how many total Employees will be given user accounts?

Answer Unlimited

Question 9: Approximately how many Administrators will your organization appoint for their zone?

Answer Currently 5

Question 10: Approximately how many Career Sections/Sites will your organization be needing to post jobs?

Answer 4

Question 11: Is there candidate / employee information within your organizations hiring processes which they would not like certain people in your organization, who have access to the system, to view?

Answer Yes

Question 12: Approximately how many Candidates will your organization need to migrate into the new system?

Answer To be determined

Question 13: Does your organization have any other platforms which will need to be integrated with the new system?

Answer Yes (SAP and OnBase)

Question 14: Do all of your organization's candidates go through the same application flow process or are there more interviews / different steps for executive level candidates? If they do not use the same application flow, then how do they vary?

Answer Approval process is different for executives

Question 15: Does your organization have different onboarding processes for executive level candidates vs. professional level candidates and, if so, then how do they vary?

Answer No

Question 16: What are some things your organization doesn't like about their current processes that they would like to see changed in the new system?

Answer SAP integration, ability for automatic notifications to applicants throughout the process, ability to electronically add classifications specs, ability to add positions in mass updates easily.

Question 17: Are there any bottlenecks that slow down your organization's current hiring processes which they would like to eliminate by using a new system?

Answer Yes, seek real time SAP uploads from app tracking system

Question 18: Which vendor(s) provided the current System?

Answer Neogov

Question 19: Estimated time frame in which the RFP for the new System, may be released?

Answer To be determined (approximately w/in 6mths)

Question 20: Estimated cost of the new System?

Answer To be determined

Question 21: How will the new System be funded (budget/grants/etc.)?

Answer To be determined

Question 22: Technical contact for the new System effort?

Answer Dr. Modeane Walker, HR Staff Analyst

Sincerely,

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