

# ANSWERS TO QUESTIONS FOR RFP# TCAS-2021-02-AJ HUMAN CAPITAL MANAGEMENT APPLICATION

**Issue Date:**  
May 4, 2021 *Estimate*

The following document shall be incorporated as part of the above-mentioned RFP.

## ***ALL OTHER REQUIREMENTS, TERMS, AND CONDITIONS REMAIN UNCHANGED***

1. Would the Council consider providing unlocked versions of the above-mentioned RFP Excel documents?

***Answer:***

***Editable versions of the documents have been uploaded to Web Content at <https://www.courts.ca.gov/45280.htm>.***

2. Can we get editable version of attachments 1-13 and exhibit 4 in order to complete them?

***Answer:***

***Attachment 2 is now in Word Track Change and uploaded to the Web Content at <https://www.courts.ca.gov/45280.htm>***

***Attachment 3-12 are now in Word and uploaded to the Web Content at <https://www.courts.ca.gov/45280.htm>.***

***Exhibit 4 is now in Word and uploaded to the Web Content at <https://www.courts.ca.gov/45280.htm>.***

***Attachment 1 and 13 will remain in PDF form, as there are no fillable requirements.***

3. Can the JCC reconfirm the preferred model would be a single contract that encompasses both the software and associated implementation services, versus a software contract and then the possibility of multiple certified partner contracts for implementation of the software?

**Answer:**

***The JCC intends to award one up to five leveraged procurement agreements. Each JBE may select the vendor that best meets the JBE's individual requirements and provides the best value to the JBE.***

4. As a point of clarification on Section 15 (Confidential or Proprietary Information), is JCC's position that, notwithstanding the protections of the California Public Records Act, Trade Secret and Proprietary Information submitted as part of the response will be subject to disclosure? If so, would JCC be open to signing a nondisclosure agreement that provides for protection of a vendor's trade secret information in a similar manner as the California Public Record Act?

**Answer:**

***Nondisclosure Agreements will not be considered.***

5. Our Company was unable to attend the mandatory bidders conference, however, our two partners with who we will bid did attend. Will a bid submitted by us as the prime with our two partners as subcontractors be considered?

**Answer:**

***Bidders are allowed to designate their own representative(s) for meeting attendance.***

6. Can subcontractor references be used to satisfy the 5 reference requirements?

**Answer:**

***No, the JCC is requesting customer references.***

7. Given the differences between the Judicial Branch Entities, would the JCC entertain a tiered cost structure based on varying size and complexities? (i.e. Employee Count, Functional Modules, Assumed # of Integrations, etc.)

**Answer:**

***Yes, the cost or price list must include the product and/or service (functional area) description and the cost frequency.***

8. Should travel be included in the implementation cost?

**Answer:**

***Each prospective bidder has the discretion on how to display travel costs.***

9. Would the JCC be interested in a best practice/prescriptive approach to implementation for the JBE's or a more "tailored to your needs" deployment option?

**Answer:**

***Either implementation approach will be considered. The participating JBE will make the final decision by approving the option that best meets their needs.***

10. Would it be helpful to breakout cost based on functional area? (i.e. Training, Change Management, Strategy, Core Implementation, etc.).

**Answer:**

***See Question 7 for response.***