



MILWAUKEE PUBLIC SCHOOLS

REQUEST FOR PROPOSAL: RFP 662 for Support for PeopleSoft System, including for Implementation of ePerformance Module

This request for proposal consists of seven pages beginning with this one.

Milwaukee Public Schools ("MPS") is soliciting competitive sealed proposals from qualified professional firms for functional and technical analyst support for MPS's PeopleSoft data system, including for a planned implementation of the PeopleSoft ePerformance module. These proposals must comply with all terms and conditions described in this document.

Proposals will be accepted no later than 2:00 p.m. Central Time, Monday, November 23, 2009. Proposals received after this time will not be accepted.

Mark all documents **RFP 662**. Mail or deliver all proposals and accessory documents to:

MILWAUKEE PUBLIC SCHOOLS
PURCHASING-ROOM 1
5225 WEST VLIET STREET
MILWAUKEE WI 53208

Proposals must be manually signed on this MPS form in the space provided below.

Please submit one original set of your proposal and one electronic copy on CD Rom. Please clearly mark the original copy as "ORIGINAL" on the cover.

I have read the terms and conditions of this RFP and submit for consideration the attached proposal and exhibits, if any.

The fees and costs in this proposal have been arrived at independently, and have not been divulged, discussed, or compared with the proposals of other respondents. No attempt has been made nor will be made to induce any other person or firm to submit or not submit a proposal for the purpose of restricting competition.

I acknowledge I have read and understand the HUB participation requirement, and that any proposed HUB participation is binding, real, and substantial as defined in Section 1.4.

I acknowledge that there is no conflict of interest as defined in the Terms and Conditions for Request for Proposals found at <http://www.milwaukee.k12.wi.us> (click on Vendors, then click on Terms and Conditions) unless otherwise expressly disclosed by attachment to this page.

By signing below, Proposer agrees to the Terms and Conditions for Request for Proposals found at <http://www.milwaukee.k12.wi.us> which are herein expressly incorporated by reference.

Company Name

Company Telephone Number

Company Address

Company Fax Number

City, State, Zip Code

Authorized Signer's Full Name and Title

Authorized Signature

Date

1.0 REQUEST FOR PROPOSAL OVERVIEW

Project Name: Support for PeopleSoft System, including for Implementation of ePerformance Module
RFP Number: RFP 662
RFP Release Date: November 5, 2009
RFP Due Date: November 23, 2009

1.1 Definitions

Contractor means each successful respondent awarded a contract.

DDCE means Division of Diversity & Community Engagement.

District means the Milwaukee Public Schools.

HUB (“Historically Underutilized Business”) means a for-profit business that is 51% or more owned, controlled, and managed by minority, women, disadvantaged, emerging, small or other MPS-targeted business owners who have been certified as such by an MPS-recognized agency.

MPS means the Milwaukee Public Schools.

Proposer/vendor/respondent means a firm submitting a response to this RFP.

RFP means Request for Proposal

Student Engagement means a method of further educating MPS students through required MPS contractor involvement in career education and employment opportunities for students.

1.2 Background

MPS has been successfully using the PeopleSoft system since 1999 and currently uses these modules:

- Human Resources
- Payroll for North America
- Benefits Administration
- Talent Acquisition Manager
- Candidate Gateway
- eBenefits
- ePay
- eDevelopment

Note that MPS does not use PeopleSoft as its financial system, but instead uses the IFAS product.

MPS has deployed PeopleSoft on an Oracle 10g database using Unix servers. MPS is currently using Version 9.0 of PeopleSoft and Version 8.49 of PeopleTools.

MPS has about 15,000 full and part time employees entered on PeopleSoft, plus retirees and an increasing number of persons of interest.

MPS will begin implementing the ePerformance module in early 2010 and is planning to begin training on ePerformance in the summer of 2010.

1.3 Scope of Services Sought

MPS is seeking two forms of analyst support for its development and maintenance of the PeopleSoft data system:

- One or more functional analysts to assist in the implementation of the PeopleSoft ePerformance module.
- One or more technical analysts to assist MPS staff in the general support of the PeopleSoft modules currently in use and possibly also provide support for the implementation of the ePerformance module.

MPS estimates that the number of hours of functional analyst effort for the ePerformance implementation will be about 1,000 hours during 2010. MPS estimates that the number of hours of technical analyst effort for general PeopleSoft plus possible assistance in the ePerformance implementation will be about 1,000 hours during 2010.

The technical analyst will require comprehensive skills in the use of these technologies:

- Oracle 10g
- Unix
- PeopleTools 8.49 including PeopleCode, Application Engine, Application Package, Structured Query Reporter (SQR) and XML Publisher
- Structured Query Language (SQL)
- Crystal Reports

Firms need not propose both types of analysts; firms that are only able to provide one of the types of analysts are encouraged to submit proposals, and MPS may make one or more awards for the services of each type of analyst.

MPS may sign a contract with the selected firms for the remainder of the fiscal year ending June 30, 2010 and may choose to extend this contract for a second and third year.

1.4 Division of Diversity & Community Engagement (“DDCE”) Requirements

In educating the children and youth of Milwaukee, MPS is also a primary purchaser of goods and services in the Milwaukee marketplace. MPS believes it is obligated to display in its own operations the values of excellence, diversity, and economic responsibility that it strives to teach its students.

To that end, many MPS contracts require the use of Historically Underutilized Business (HUB) firms and the engagement of the MPS contract awardee in Student Employment and/or Student Career Education activities.

The **HUB participation requirement** for this RFP is 0%. All information relating to the HUB requirement, including all forms that must be filled out, can be found at <http://www.milwaukee.k12.wi.us> (click on Vendors, then click on Forms), which is herein expressly incorporated by reference.

The **Student Engagement Requirement** for this RFP is:

320 hours of Student Employment per 12 month contract

10 hours of Career Education per 12 month contract

All information relating to the HUB participation requirement and the Student Engagement Requirement, including all forms that must be filled out, can be found at <http://www.milwaukee.k12.wi.us>, which is herein expressly incorporated by reference.

Note: Vendors should fill out the Prime Vendor Information Sheet, found at <http://www.milwaukee.k12.wi.us>. (This information will not be used in making any award and is kept solely for statistical reporting purposes to the Board of School Directors).

2.0 ABOUT MILWAUKEE PUBLIC SCHOOLS

It is expected that successful vendors will establish a strong partnership with MPS. As a strong partner, successful vendors will need to become fully acquainted with the business of MPS: Educating Milwaukee's children. For a full description of Milwaukee Public Schools, its mission, demographics, and vision can be found at <http://www.milwaukee.k12.wi.us>.

3.0 INSTRUCTIONS TO THE VENDOR

3.1 Communication/Questions

Vendors are expected to raise any questions, or additions they have concerning the RFP document as soon as they become aware of them. Any questions or requests for clarifications must be directed **in writing** to mpsrfps@milwaukee.k12.wi.us no later than November 10, 2009. The subject line of the email must be labeled "RFP-662 - Question". The only contact allowed with MPS staff is through mpsrfps@milwaukee.k12.wi.us, as stated above. **Unauthorized contact of any MPS employee is cause for rejection of the bid.** Any additional information or clarifications that are provided to one bidder will be provided to all bidders in the form of an addendum posted to the MPS portal at <http://www.milwaukee.k12.wi.us>. Vendors are responsible for checking this site for any addenda that may be issued.

3.2 Calendar of Events

The dates set forth below are for informational purposes only. All dates are tentative and subject to change.

Milestone	Date
Issue RFP	November 5, 2009
Deadline for Submission of Written Questions	November 10, 2009
Final Addendum Responding to Questions	November 12, 2009
Proposal Due Date	November 23, 2009
Possible Vendor Interviews	December 1 and 2, 2009

3.3 Submission of the Response

Respondent must submit one original set and one CD Rom of your proposal. Please clearly mark the original copy as "ORIGINAL" on the cover:

Milwaukee Public Schools
Purchasing Services
5225 W. Vliet St., Room 1
Milwaukee WI 53208

The original proposal will be time-stamped using the time clock in the Purchasing Office. Proposals not stamped will not be evaluated. **Receipt of a proposal by the District mail system does not constitute receipt of a proposal by the Purchasing Office for purposes of this RFP.**

All responses must be packaged, sealed, and show the following information on the outside of the package: Respondent's name, address, and the request for proposal number and title.

3.4 Evaluation Criteria

An MPS evaluation committee will be established to evaluate proposers' responses to each of the RFP requirements. Each response will be reviewed, discussed, evaluated, and ranked by each of the committee members. Proposals should be complete on their face. However, after opening of responses, MPS reserves the right to waive irregularities in any proposal, to request clarifying information it deems appropriate from one or more respondents, to request supplemental information from all of the respondents, and to factor any additional information into the evaluation. MPS may or may not require oral presentations of a group of finalists, in person or on the telephone and may request further information from those finalists.

Proposals will be ranked based on the following criteria:

Criteria	Description	Points
HUB/Student Engagement Requirements	Compliance with the HUB and Student Engagement requirements set forth in section 1.5.	Pass/Fail
Responsiveness	Compliance with proposal submission requirements	Pass/Fail
References	Satisfaction of past customers	Pass/Fail
Experience of firm	Experience in providing requested services to similar entities	25%
Experience of personnel	Experience of personnel proposed for project implementation	50%
Cost	Pricing of proposed services.	25%

4.0 PROPOSAL FORMAT AND CONTENT

Responses are to be formatted and tabbed in the form and sequence described in Section 4. Responses not following the format outlined will not be considered. The evaluation and selection of a vendor will be based on the information submitted in the vendor's response. Elaborate proposals (*i.e.* expensive artwork) beyond that sufficient to present a complete and effective response, are not necessary or desired. Quality, not quantity, is desired.

4.1 Response Organization

SECTION 1: Signed Cover Page

The MPS cover page must be signed by a vendor representative authorized to make contractual obligations and submitted as Section 1 of the response. Please include all contact information.

By signing the cover page, you are acknowledging and accepting the terms outlined in the RFP and the Terms and Conditions for Request for Proposals found at <http://www.milwaukee.k12.wi.us> are herein expressly incorporated by reference.

SECTION 2: Vendor Qualifications

Provide a brief description of the vendor, including history; number of years the vendor has been in business; type of services provided; and legal status of vendor organization, *i.e.* corporation, partnership, etc.

Include documentation to verify proposer's capacity of adequate financial support, assets, and organization to provide the products and services required in this RFP.

Describe process for identifying and replacing personnel, if necessary, during term of contract. Replacement or substitution of personnel proposed shall require prior approval of MPS.

Lastly, describe successful projects or experiences in successfully providing PeopleSoft support in environments comparable to MPS.

SECTION 3: Vendor References

Provide at least three client references including the names of the individual(s) you would propose MPS contact, together with phone numbers and company names and addresses.

MPS reserves the right to contact or visit any party listed as a reference that has previously used, or is presently using your products or services in a manner similar to those proposed by the vendor. MPS also reserves the right to use other sources to obtain information about the proposed products and services.

SECTION 4: Sample Resumes

Provide resumes and relevant work experience of either or both of the two types of analysts being sought for the PeopleSoft support:

- Provide resumes for one or more functional analysts who will be available January 1, 2010 to assist in the implementation of the PeopleSoft ePerformance module, and/or...
- Provide resumes for one or more technical analysts who will be available January 1, 2010 to assist MPS staff in the general support of the PeopleSoft modules currently in use and possibly also provide support for the implementation of the ePerformance module.

Firms may also provide sample resumes of the types of analysts who are not immediately available of January 1 but may be available later in 2010.

SECTION 5: Price Information

Specify the hourly rate for each type of analyst proposed.

Travel and out-of-pocket costs attributable to the vendor should be included in the vendor's billing rates, as MPS does not reimburse directly for these costs.

MPS does not pay in advance for services.

SECTION 6: DDCE INFORMATION

Because a Student Engagement requirement is assigned, the following forms are required to be filled out: Employer Request for Student Employment; Student Education and Career Awareness Plan; Student Employer/Career Education Commitment Form.

Vendors should submit the Prime Vendor Information Sheet. This information will not be used in making an award and is kept solely for statistical reporting purposes.

All of these forms and comprehensive information regarding these requirements may be found at <http://www.milwaukee.k12.wi.us>.

SECTION 7: Designation of Information as "Confidential" or "Proprietary"

You may fill out and submit the "Request to Designate Information as Confidential or Proprietary" form found at <http://milwaukee.k12.wi.us> (click on Vendors, then Forms) if you seek to designate any portion of your response as confidential or proprietary. Please note that the Board is bound by the Wisconsin Public Records Law, and as such, all of the terms of this Contract are subject to and conditioned on the provisions of Wis. Stat. § 19.21, *et seq.*

SECTION 8: Additional Materials, Brochures, Etc.

Materials added to this section will not count towards the stated page limit size of this RFP. Please only include relevant and necessary information.

5.0 Negotiations/Award

MPS may, at its sole option, open negotiations with the highest ranked vendor after the proposal closing date and prior to award. MPS also reserves the right to open negotiations with the second highest-ranked vendor if negotiations with the highest ranked vendor are not successful. MPS reserves the right to delete or add services until the final contract signing. **As noted above, MPS may also make awards to more than one vendor if otherwise highly rated vendors can only provide one of the types of analysts.**

A contract will be awarded to a responsible and responsive vendor whose proposal is most advantageous to MPS with price and other factors considered. For the purposes of this RFP, responsiveness is defined as a vendor's conformance to the requirements of the solicitation. Being non-responsive includes the failure to furnish information requested.

Responsible vendors are defined as vendors judged to have the ability to perform successfully under the terms of the contract. A responsible vendor has adequate financial resources or the ability to obtain such resources; has a satisfactory performance record; has a satisfactory record of integrity and business ethics; and has the necessary organizational and technical skills.

MPS will not sign a vendor's forms or contracts. Unless otherwise indicated, awarded vendor will be required to sign MPS' Professional Services Contract found at <http://milwaukee.k12.wi.us> (click on Vendors, then click on Forms).

MPS reserves the right to determine which vendor, in its sole judgment, best meets the District's needs. Contract awards are subject to review by the MPS Superintendent. Notification of award will be accomplished by posting the name of the recommended awardee on the MPS portal.