

Question	Response
Is the expectation a system conversion (brownfield), selective data transition, or full redesign (greenfield)?	The County is open to any approach.
Are there modules expected to be re-implemented rather than converted?	No.
Are all current ECC modules in scope?	Yes.
Are there any modules or business areas explicitly out of scope?	No.
Is SuccessFactors limited to specific modules (e.g., EC only, no Performance/Recruiting)?	We are planning to implement all modules as well as SAP Workforce Management.
How many Z programs currently exist?	There are approximately 1000-2000 Z programs.
Has a custom code inventory and remediation analysis been completed?	No.
Are there known custom objects that must be preserved?	Unknown.
How many active employees?	Approximately 5500.
How many bargaining units?	11.
How many payroll schemas?	1.
Frequency of payroll (bi-weekly, weekly, etc.)?	Bi-weekly.
Number of off-cycle runs per year?	There are 26 pay periods per year. Every 11 years, there are 27 pay periods.
How many payroll parallel cycles are expected?	Unknown.
What tolerance threshold is acceptable for payroll variance?	Unknown.
Are there civil service-specific workflows that must be preserved?	Yes.
Is there historical roster data in non-SAP systems?	No.
Are post-employment benefits managed inside SAP?	Yes.
Are there actuarial or state reporting integrations required?	Yes.
How many company codes and controlling areas?	There is one company code and one controlling area.

Volume of open items and historical documents to migrate?	There are approximately 250,000 open GL items, 15,000 open vendor items, and 500,000 customer items. There are approximately 13,000,000 documents in table BKPF.
How many active grants?	There are approximately 200 records in table GMGR for valid to date 02/01/2026 to 12/31/9999.
Multi-year grant complexity?	Yes.
Is there document splitting in New GL?	Yes.
Are special ledgers used?	Yes.
What is the expected historical data cutover window (how many years)?	Approximately 26 years.
Is archiving required?	To be determined.
Has data quality profiling been performed?	No.
Are there duplicate vendor/customer master records?	Yes.
Expected number of migration cycles?	Unknown.
Full inventory of inbound/outbound interfaces?	No.
Are any real-time interfaces required?	Yes.
Are APIs already used?	Yes.
Will third-party vendors support S/4 compatibility?	Yes.
Are banking interfaces changing?	Unknown.
Who manages Basis today and post-go-live?	Erie County staff manage Basis.
Disaster recovery requirements?	Yes.
Security model changes expected are required to be included in the proposal?	Yes.
Are you moving to Embedded Analytics?	Unknown.
Is there an existing BW/BI environment?	We are using BW inside ECC (Not a separate landscape for BW) to run some ITSM reports.

What statutory reporting requirements exist?	Erie County must adhere to Generally Accepted Accounting Principles (GAAP) and implement Governmental Accounting Standards Board (GASB) statements.
Are Fiori apps mandatory for all roles?	Unknown.
Target go-live date?	This is flexible.
Fiscal year constraints?	No.
Hypercare duration expectations?	This is flexible.
Onsite support required for how long?	This is flexible.
Expected contract structure (T&M vs fixed fee)?	This is flexible.
Is there a not-to-exceed budget?	No.
Payment milestones?	This is flexible.
Are travel costs reimbursable or included in blended rate?	The blended rate should be loaded to include all travel costs.
MBE/WBE participation expectations?	This is not required.
Is there a preference for prime vs joint venture?	No.
Do they expect named resources in proposal?	Yes.
Are remote / offshore resources acceptable?	Yes.
What % onsite presence is required?	This is flexible.
Background check requirements?	No.
Visa restrictions?	Must be U.S. Citizen or have H1-Visa.
Known pain points with current system?	This will be determined during the planning process.
Political or public sensitivity or Union risks?	Unknown.
Prior failed SAP initiatives?	No.
Organizational resistance anticipated?	Unknown.
Any pending audits?	Unkown.
When must resources mobilize?	This is flexible.
Blackout periods?	No.
Major events impacting project availability?	Unknown at this time.
Is the internal team backfill available?	Unknown at this time.
What is weighted highest: cost, experience, methodology?	The County will select the vendor with the best overall value.
Does Erie County have resources available from each module to work on the project alongside consultants?	Yes.

How many SAP Users? How many people in total are employed at Erie County?	There are approximately 5500 employees. All employees access ESS.
Who are the primary user groups and what are their maturity levels on SAP transformation projects?	The primary user groups are the departments of Budget, Comptroller, Purchasing, Personnel, and Sewers. Most users have not experienced a significant SAP transformation.
What user adoption challenges are anticipated?	Unknown.
Is time going to be tracked through SuccessFactors or another platform?	Unknown.
What kind of training format is anticipated? (i.e. train the trainer, in-application help, in-person training, PowerPoints, quick reference guides, etc.)	This is flexible.
Is there a Learning Management System (LMS) currently in place?	We use a hosted Skillsoft solution. We no longer integrate it with SAP PI, but we do have an interface where we send Employee Information to Skillsoft .
Is Erie County looking to purchase license(s) for a digital adoption platform to create learning materials?	This is flexible.
SAP Private Cloud is mentioned for the deployment model, but is this also an SAP RISE migration? If so, have the licenses already been purchased? Would Erie County be interested having a partner included in the sales BOM discussions?	This is also an SAP RISE migration. No, we do not need a partner for sales discussions.
RFP states all historical data is required for migration for payroll and other personnel information, is this for a compliance reason? If historical data (either transactional or master) beyond a certain number of years were to be archived (not brought over to S4), would this be acceptable?	This is flexible.
Is the S/4 Business Partner functionality active in your ECC system today?	No.

Please describe the current level of utilization and key functionalities in use within PM/EAM today (e.g., asset master structuring, preventive and corrective maintenance, work order planning and scheduling, notifications, integration with MM/Inventory, mobile maintenance, material disposition for assets, and reporting)? In addition, are there any PM/EAM functions that are licensed but not yet deployed, or planned enhancements the County would like this project to address?	Erie County uses all of this functionality. Additional functionality is to be determined.
Are any Test Tools currently in use or anticipated to be used for the upcoming project? If so, which?	No.
Has Erie County considered Test Automation in potential past projects and would that be an approach the bidding party shall consider?	This can be considered.
Will there be a dedicated Test Manager / Coordinator provided by Erie County for the duration of the project?	Unknown.
Number of overall assigned single roles (direct and indirect assignments)	737.
Is role derivation in use? If yes, how many derived roles does the concept consist of?	No.
Do you use enabling roles? (Meaning: roles which do only contain organizational levels)	No.
Do you have composite role concept? Total number of overall assigned composite roles?	Yes. 338.
How many org-sets are there?	Unknown.
How many org levels does your SUPO configuration contain?	34.
How many of them are non-SAP standard org levels?	0.
How many Z-Authorization objects & Z* fields do you have in place?	4 Z-authorization objects. 4 Z* fields.
Do you have manual entries in assigned roles? What % of your AGR_1251 table does correspond to manual entries? Please specify total numbers	Yes. ~28,000 manual entries out of ~70,000 total entries.
Are there SAP-Standard roles assigned in the system? (SAP* or ZSAP*)	Yes (11).
Are there role sets for support teams in place (inhouse, consultants, basis admins)?	Not formally.
Does your internal Authorizations team have experience with Fiori catalog, spaces and pages authorizations?	Only Fiori Tile Catalogs and Groups.
Do you use third-Party tools for the authorizations or user management?	No.
Do you intent to keep them during/after the project?	N/A.
Does your system gather user data (ST03n)? And if so for how many months?	Yes. 2 months.
Do you have an implemented Segregation of Duties Rule Book? (SoD)	No.

Do you use a tool (standard/other) for the SoD risk evaluation? If so, which tool is in use?	No.
Do you currently partner with an external Basis provider for your SAP landscape management? If yes, will this provider be involved in the technical upgrade planning and technical execution?	No.
What is the current system landscape, including details on development, quality assurance, production environments, and any high availability or disaster recovery setups?	The landscape is described in Exhibit A of the RFP.
Please list the Add-ons currently installed on your ECC SAP system	<p>Besides the core components listed in RFP (i.e. SAP_HR, SAP_FI...) we also installed Add-Ons GBX01HR, GBX01HR05, IW_PGW, Personas, SAP_BW, ST_UI, UIHR002, UITRV001, and UIX01HCM.</p> <p>We may not use some of these Add-Ons when we move to S4.</p>
Which hyperscaler provider (e.g., AWS, Azure, Google Cloud) has your organization selected for this project? If no, will you request advisory in this selection?	Microsoft Azure.
Is the source system Unicode?	Yes.
Has the cloud private environment been sized already? If yes, could you please share the results?	No.
Are there any custom Basis configurations in the current ECC setup, such as batch jobs, printers, or email servers, that need to be replicated or redesigned, including background jobs, RFC destinations, printers, spool servers, and email (SCOT) configuration?	Yes.
Please provide a list of all interfaces and integrations, including:	The county has approximately 20-30 interfaces in system. The county is not running PI. A comprehensive list is not available.
- Type (IDoc, RFC, API, file, etc.)	
- Direction (inbound / outbound)	
- Middleware (PI/PO, CPI, 3rd-party)	

Beyond interfaces, list any third-party integrations (e.g., via PI/PO, CPI) and their versions.	The County is not running PI.
Will a sandbox environment be utilized for this project? If yes, could you provide details on its intended purpose (e.g., prototyping, custom code testing), sizing, and integration with the main landscape?	Yes.
For each add-on, was the S/4HANA compatibility and target version (vendor-certified) confirmed ?	No.
Are outline agreements (contracts and scheduling agreements) used in	Yes.
Is SAP used for the RFx process?	No.
Is the the full requisition-to-pay process executed in SAP? Please describe the process steps that happen within SAP.	Yes. Purchase requisitions are entered, requisitions are approved, purchase orders are created, good receipts are posted, invoices are posted, and invoices are paid.
Do you use any 3rd party software as part of the procurement process?	Invoices are uploaded to Onbase.
Do you use release strategies for purchase requisitions and/or purchase orders	Yes.
Are source lists used?	No.
Are quota arrangements used?	No.
Which SAP SuccessFactors modules are in scope for Phase 1?	We are planning to implement all modules as well as SAP Workforce Management. The phases are flexible.
Will Payroll remain in SAP S/4HANA or migrate to a SuccessFactors Payroll variant?	Unknown.
Is Workforce Forecasting and Scheduling delivered as SAP standard or third-party software?	We are planning to implement SAP Workforce software.
Are later phases planned beyond the initial HR scope?	The phases are flexible.
Will HR go-live follow a big-bang or phased rollout approach?	This is flexible.
How many active employees, retirees, and terminated employees exist?	Approximate numbers are: Active: 5,500 Retirees: 10,000 Terminated: 16,000
How many bargaining units are in place?	11.

How many pay plans and step progressions exist?	Each union has their own pay scales and step progression rules.
What percentage of payroll runs involve retro adjustments?	There is always an employee(s) who have retroactivity in their check.
How many years of HR and payroll history must be migrated?	22 years.
Which HR data types must be migrated (results, time, benefits, pension)?	All.
How many HR-related custom Z-programs exist?	Approximately 500-1000.
Is an archive system currently used?	Yes.
Has a HR data-quality assessment been conducted?	No.
Are civil-service roster cards digital or paper based?	Both.
Are ECM or workforce systems in scope for integration?	Yes.
How many statutory payroll and pension reports are required?	1 (NYS Retirement).
How many HR custom reports currently exist?	There are approximately 500-1000 custom programs.
Are fixed regulatory deadlines driving the go-live?	No.
What is the maximum allowable business interruption (downtime)? (e.g., 48 hours, 36 hours, 24 hours)	Ideally, downtime will be over the weekend.
Is there a preferred cutover time (e.g., weekend, public holidays, month-end)?	Ideally, downtime will be over the weekend.
Are specific Key Performance Indicators (KPIs) or metrics defined to assess the success of the cutover?	No.
Are Technical Objects (Equipments & Functional Locations) in use? If yes, can you specify rough volumes?	There are approximately 83,000 pieces of equipment and 2700 functional locations.
Do you integrate the PM Module to MM in the extend of creating material reservations or purchase requisitions for material and services?	Yes.
Do you integrate the PM Module to CO/FM for the documentation of costs and cost settlement?	Yes.
Do you integrate the PM Module to HR by assigning personnel numbers to PM work centers?	Yes.
How many maintenance plants, PM work centers do you have?	There are 5 maintenance plants with 92 work centers.

Can you quantify volumes for PM Notifications and Orders per day or month?	There are approximately 1,000 notifications and 2,500 work orders per per month.
Do you use Maintenance Plans for preventive maintenance?	Yes.
Do you have relevant modifications (Z-Code, Add-Ons etc.) that are critical for the use of the PM Module?	Yes.
	Internal.
Are there specific requirements towards regulations, work documentation or reporting?	Yes.
How do you assign & schedule capacities and resources for upcoming maintenance tasks?	Erie County uses default capacity categories.
What types of objects (machinery, vehicles etc.) do you manage with the PM Module?	Machines, vehicles, and portable equipment.
Do you use linear asset management functionalities?	No.
How many custom reports for financials do you use currently?	There are approximately 200-300 custom financial programs.
How many custom transactions for financial postings are in use currently?	There are approximately 200-300 custom financial programs.
What budgeting model is currently in place (former budgeting or BCS)?	BCS.
Which, if any, external systems in use that must integrate with SAP S/4HANA for Funds and Grants management?	A comprehensive list is not available.
Will you require implementation of any non-leading ledgers in FI?	Unknown.
Does Erie County maintain an up-to-date inventory of custom objects (Z/Y programs, enhancements, user exits, BADIs, forms)?	No.
Has Erie County performed an SAP S/4HANA readiness analysis using SAP standard tools (e.g., ATC with S/4 checks, Simplification Item Catalog, Custom Code Migration App)?	No.
If available, can summary results be shared (e.g., volume of findings by priority/severity)?	N/A..
If not yet performed, is Erie County open to executing such an analysis as part of the project preparation phase?	Yes.
Is there an explicit Clean Core policy defined (what may stay in-core vs. what must move to side-by-side on BTP)?	No.

Can Erie County provide an overview of all current inbound/outbound integrations (SAP and non-SAP)?	A comprehensive list is not available.
Which middleware is currently in use (e.g., SAP PI/PO, CPI, third-party ETL tools)?	The County is not running PI.
What integration technologies are used today (IDoc, RFC, SOAP, REST, flat file, SFTP)?	A comprehensive list is not available.
Is SAP BTP currently licensed and active for Erie County?	Yes.
If yes, which services are in use (e.g., Integration Suite, SAP Analytics Cloud, Side-by-side extensibility, Workflow, etc.)?	SAP Analytics Cloud.
Is Fiori expected to be the primary user interface for all business users post go-live?	Unknown.
Are custom Fiori apps anticipated beyond standard delivered content?	Unknown.
Are UX guidelines, branding, or accessibility requirements mandated by Erie County?	No.
For Fiori, how much adoption/innovation is desired? Mandatory only, selective/some based on functional area (process), or high adoption to effectively replace GUI as much as possible?	This will be determined in the planning phase.
What reporting and analytics solutions are currently used by Erie County in conjunction with SAP?	See below.
SAP BW / BW on HANA	N/A.
SAP BusinessObjects (e.g., WebI, Crystal Reports)	Erie County is not running Business Object or using Crystal Reports for ECC.
SAP Analytics Cloud (SAC)	We are planning on using SAP Analytics Cloud for Enterprise Service Manager.
Non-SAP BI tools (e.g., Power BI, Tableau, custom solutions)	N/A.
Is there an active SAP BW system in place today?	We are using BW inside ECC (Not a separate landscape for BW) to run some ITSM reports.
If yes: Is it BW on AnyDB or BW on HANA?	We are using BW inside ECC (Not a separate landscape for BW) to run some ITSM reports.
What is the primary usage (financial reporting, HR/payroll, operational reporting, etc.)?	The primary usage is for ITSM reports.
Is there a defined target strategy for BW as part of or following the S/4HANA migration?	No.
Is Erie County planning to leverage S/4HANA Embedded Analytics (CDS views, Fiori analytical apps) as part of the target solution?	Unknown.

Are there existing custom reports (ABAP reports, ALV, Z-reports) that are heavily used today and expected to be replaced or modernized?	Yes.
Is SAP Analytics Cloud (SAC) currently licensed or in use at Erie County?	Yes.
Will the use of offshore personnel be permitted?	Yes.
Has the County selected a hosting provider or hyperscaler for the SAP S/4HANA Cloud Private Edition environment, or should proposers assume responsibility for supporting hosting selection and environment provisioning?	The County has not selected a provider.
Is SAP S/4HANA Cloud Private Edition expected to be procured under a RISE with SAP commercial agreement, or under a separate SAP license and hosting arrangement?	Erie County will use RISE.
Are SuccessFactors and Workforce Forecasting & Scheduling expected to go live concurrently with S/4HANA, or may they be phased independently?	They may be phased independently.
Are there known complexities related to retroactive pay, longevity pay, or bargaining unit rules that the County expects to materially affect data conversion or testing efforts?	Yes.
Does the County have an inventory or estimate of existing custom developments (Z-programs, reports, interfaces, enhancements) that will require remediation or redesign as part of the S/4HANA migration?	No.
Are any interfaces expected to be retired or replaced as part of the modernization effort, or should proposers assume like-for-like replacement unless otherwise directed?	Proposers assume like-for-like replacement.
What governance structure does the County anticipate for decision-making, issue escalation, and scope control during the project?	To be determined.
Is a remote service delivery model acceptable for the consulting team?	The County requires on-site support during and immediately following Go-Live.
Are there any on-going or upcoming initiatives and/or projects that will impact end users' capacity to adopt the changes of this implementation? If so, please describe	No.
Does the County have any in-house testing tools available? If so, please name the solution and if it will completely or partially used	No.
Please confirm if the County will assign County employees to the project and if so, the job title, department and time commitment (FTE) to the project	Yes. Staffing is to be determined.

Will the County assign a dedicated Project Manager and Executive Sponsor with decision-making authority, and what level of availability should proposers assume for these roles?	Yes. The Project Manager and Sponsor will be available as necessary.
Does the County anticipate assigning internal resources to support post-go-live stabilization and knowledge transfer, and if so, for what duration?	To be determined.
Are there known blackout periods (e	No.
Does the County intend to provide internal change management, communications, and training resources, or should proposers assume responsibility for these activities?	Proposers should assume responsibility for these activities.
In the Functional Requirements (section 1.5) - Human Resources it indicates the County wants to: "Implement SAP SuccessFactors and Workforce Forecasting and Scheduling". Please explain which SuccessFactors modules are in scope for the project and if the Workforce Forecasting and Scheduling is an SAP or other software vendor application. Also, please confirm for the applications to be included as part of the S/4HANA migration project scope if the software has been or will be procured prior to the start of the project.	We are planning to implement all SuccessFactors modules as well as SAP Workforce Management.
Please confirm if there is a target date for the S/4HANA migration project go-live	No.
Can you provide a copy of the SAP S/4HANA readiness report	N/A.
Please describe the level of detail, audience and goal of the blueprint document	To be determined.
Have all required software licenses been procured? If not, please provide the anticipated procurement timeline	Software licenses will be procured by the project start.
Is there an intended order of precedence or relative importance among the stated evaluation criteria (Expertise/Experience, Rate, Implementation Methodology, and Project Schedule), particularly as it relates to public-sector HR/Payroll migration experience? Will the County be able to provide the specific weighting or percentage allocation assigned to each evaluation criterion (Expertise/Experience, Rate, Implementation Methodology, and Project Schedule)?	The County will select the vendor with the best overall value.
How many bargaining units does the County have and are any new bargaining units expected the next 15 months	11. No.
How many pay plans does the County have and are any new bargaining units expected the next 15 months	Each union has their own pay scales and step progression rules. No.

Does the County have concurrent employment scenarios? If so, what percentage of the County's employees have concurrently employee scenarios?	Yes. 4%.
Upon completion of the new G/L migration project will the County have any additional changes to the SAP posting and budgeting objects - for example introduction of a standard cost object, FM Funded Program, etc	To be determined.
Does the County have SAP's Grantee Management solution in the SAP ECC production system which will need to be migrated to S/4HANA?	Yes.
What business processes are supported by Hyland Onbase software and what SAP applications will it integrated with in the County's future state S/4 + SF systems?	Hyland Onbase is used for procurement.
What business processes are supported by Aurigo Masterworks software and what SAP applications will it integrated with in the County's future state S/4 + SF systems?	Aurigo Masterworks is used for capital project management.
Does the County require the S/4HANA migration and SuccessFactors project(s) go-live to be on the same date or can there be staggered go-live dates?	There can be staggered go-live dates.
Does the County currently conduct parallel payroll testing when past SAP ECC Enhancement Packs have been applied? If so, have any material differences ever occurred? If so, what was the source of the errors?	Yes. No.
How many updates for the current County Payroll and various fringe benefit programs are anticipated?	Unknown.
Are the anticipated updates for the County's Payroll and various fringe benefit programs a result of the planned SuccessFactors implementation? If not, please summarize the reason for the changes to the anticipated changes to the County's Payroll and various benefits changes	No. The County wants to improve the Payroll process.
Does the County support online, searchable access to historical payroll records for Human Resources and Payroll staff, including earnings, deductions, hours, and adjustments, to support retirement system inquiries, audits, corrections, grievances, and benefit determinations? If so, what reporting tool is used? Who accesses the reports - for example the County central HCM team, employees	SAP transactions are used for payroll reporting.
Is the updated functionality for Core Human Resources, Position Management, and Personnel Action Processing a result of the S/4HANA migration or move to the planned SuccessFactors applications?	This is applicable to both.
Does the County support Position Control and Personnel Action Authorization workflows now? If so, are the workflows supported by SAP Workflow or a third-party provider?	Yes. There are SAP workflows and third-party applications.

<p>If the County uses SAP Workflow to support Position Control and Personnel Action Authorization workflows, then are any updates to the Workflows planned or is the County's requirement to ensure the SAP Workflows continue to work as-is following the SAP S/4HANA migration?</p>	<p>To be determined.</p>
<p>Are any new Position Control and Personnel Action Authorization workflows planned during the S/4HANA migration project?</p>	<p>Unknown.</p>
<p>Does the County's current SAP HCM solution support civil service-compliant hiring, appointments, and employee status changes? If so, are any changes to these processes planned or is it the County's requirement to ensure the current solutions and process continue to work as-is following the S/4HANA migration?</p>	<p>Yes. This is to be determined.</p>
<p>Will the County's civil service-compliant hiring, appointments, and employee status changes solutions and processes be supported in the future using SuccessFactors?</p>	<p>To be determined.</p>
<p>Does the County's current SAP HCM solution functionality support Employee Self-Service (ESS) and Manager Self-Service (MSS)? If so, please summarize the number and processes are supported by ESS and MSS currently and if are any changes to these processes planned, for example replaced by SAP Fiori apps, or is it the County's requirement to ensure the current ESS and MSS solutions and process continue to work as-is following the S/4HANA migration?</p>	<p>Yes. This is to be determined.</p>
<p>Will any of the County's HCM ESS and MSS solutions/processes be supported by SuccessFactors? If so, please summarize the ESS and MSS processes to be provided by SuccessFactors</p>	<p>To be determined.</p>
<p>Please confirm the County currently supports the multiple bargaining units, pay plans, step progressions, longevity pay, and specialty differentials in SAP HCM or if any third party applications are used to support managing these processes</p>	<p>Yes, SAP HCM supports these.</p>
<p>Please confirm the County plans to update and/or and bargaining units, pay plans, step progressions, longevity pay, and specialty differentials in SAP HCM or if any third party applications are used to support managing these processes</p>	<p>To be determined.</p>
<p>Please confirm the County plans to support any details of the current and planned bargaining units, pay plans, step progressions, longevity pay, and specialty differentials in SAP HCM and/or third party applications used to support managing these processes in SuccessFactors</p>	<p>To be determined.</p>

Is the County's current position budgeting, vacancy tracking, and headcount reporting maintained in SAP HCM? Of not please indicated what third party applications participate support these processes	Yes.
If the County plans to continue maintaining current position budgeting, vacancy tracking, and headcount reporting processes in SAP HCM, it is the County's requirement to for the processes to continue to work as-is following the SAP S/4HANA migration?	To be determined.
Is the County planning to support any of the processes for position budgeting, vacancy tracking and headcount reporting processes in SuccessFactors?	To be determined.
Please confirm all HCM workflows are currently maintained in SAP HCM or if some workflows are maintained in any third-party applications	These are third-party applications HR uses: OnBase, NeoGov (website) NYS Retirement and NYS Retirement Health Benefits (websites), P&A (for retiree health payments received, reported back to us).
Please provide summary of the workflows currently maintained and the system the HCM workflow is maintained in currently	A comprehensive summary is not available.
Does the County intend to have any additional/new workflows or current HCM workflows supported configured in SuccessFactors? If so, please indicate what HCM workflows are planned for SuccessFactors	To be determined.
Does the County plan to change, add or delete any of the current HCM workflows or is it the County's requirement for the current HCM workflow to work as-is following the SAP S/4 migration	To be determined.
Please provide a summary of the HCM reports, analytics, ad hoc queries, dashboards currently used	This will be provided during project planning.
Does the County intend to have any additional/new or current reports, analytics, ad hoc queries, dashboards configured in SuccessFactors? If so, please indicate which ones are planned for SuccessFactors	To be determined.
Does the County plan to change, add or delete any of the current HCM reports, analytics, ad hoc queries, dashboards or is it the County's requirement for the current HCM reports, analytics, ad hoc queries, dashboards to work as-is following the SAP S/4 migration	To be determined.

<p>Please confirm employee and position master data and preservation of historical civil service roster card information to be convert/migrated to S/4HANA resides only in SAP HCM currently</p>	<p>There are paper-based roster cards as well.</p>
<p>Please indicate if any employee and position master data and preservation of historical civil service roster card information will reside in SuccessFactors</p>	<p>To be determined.</p>
<p>Please confirm conversion of legacy civil service data to be convert/migrated to S/4HANA resides only in SAP HCM currently</p>	<p>Yes.</p>
<p>Please indicate if any legal civil service data will reside in SuccessFactors</p>	<p>To be determined.</p>
<p>Please confirm supporting the administration of post-employment benefits, including retiree medical and related fringe benefits, is currently maintained in SAP HCM? If not, please indicate what systems the data needed to manage administration of post-employment benefits, including retiree medical and related fringe benefits is maintained</p>	<p>Yes.</p>
<p>Is it the County's requirement to have the administration of post-employment benefits, including retiree medical and related fringe benefits remain as-is in SAP S/4HANA following the S/4HANA migration? If not, please summarize where and how the County requires to administer post-employment benefits, including the retiree medical and related fringe benefits</p>	<p>To be determined.</p>
<p>Is supporting the administration of post-employment benefits, including retiree medical and related fringe benefits remain as-is in SAP S/4HANA following the S/4HANA migration? If not, please summarize where and how the County requires to administer post-employment benefits, including the retiree medical and related fringe benefits planned for SuccessFactors? If so, please summarize the County's requirements for how they wish to post-employment benefits, including retiree medical and related fringe benefits remain as-is in SAP S/4HANA following the S/4HANA migration? If not, please summarize where and how the County requires to administer post-employment benefits, including the retiree medical and related fringe benefits will be performed in SuccessFactors</p>	<p>Yes. The details are to be determined.</p>
<p>Given the technical scope of the SAP S/4HANA Cloud Private Edition migration, the proximity of clarification responses to the proposal due date, and the requirement for multiple hard-copy submissions, would the County consider extending the proposal due date by two weeks to support submission of fully responsive and compliant hardcopy proposals?</p>	<p>No late submissions will be accepted.</p>