

PROJECT NO. RFP 17-66
PERFORMANCE EVALUATION PROCESS
FOR PERFORMANCE MANAGEMENT CONSULTANT SERVICES

QUESTIONS AND ANSWERS NO. 1

Date: September 8, 2017
To: Prospective Proposers
From: Procurement Operations Department, Houston Community College
Subject: Questions and Answers Responses

1. What technology do you currently use or anticipate using (if any) for the performance evaluation process?

Response: HCC currently use PeopleSoft e-Performance. A decision on whether to stay with this tool will be made based on recommended business process improvements from this RFP.

2. The deliverable includes recommend changes to our current professional and staff performance management processes. It is indicate you have three classifications of employees who are covered in this evaluation, executive, professional/technical, and clerical. Is the intent to provide and evaluate three separate performance evaluation systems?

Response: Not necessarily, but in addition to HCC's staff competencies, HCC have additional supervisory/leadership competencies that would be incorporated into the College processes.

3. What is prompting the study at this point?

Response: A cumbersome delivered business process within PeopleSoft e-Performance.

4. Is the due date still September 19, 2017?

Response: No. Reference HCC's website, Amendment No. 001.

5. Do you envision using competencies in the performance management processes?

Response: Yes

When issued, "Questions & Answers" shall automatically become a part of the solicitation documents and shall supersede any previous specification(s) and/or provision(s) in conflict with the Questions & Answers. All revisions, responses, and answers incorporated into the Questions & Answers are collaboratively from both the Procurement Operations and the applicable HCC Department(s). It is the responsibility of the bidder/respondent to ensure that it has obtained all such letter(s). By submitting a bid on this project, bidders/respondents shall be deemed to have received all Questions & Answers and to have incorporated them into this solicitation and resulting proposal response.

Furthermore, it is the responsibility of each Contractor to obtain any previous Questions & Answers associated with this solicitation.

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