



STATE OF WASHINGTON
OFFICE OF FINANCIAL MANAGEMENT

RFI NO. 14-900

Job Measurement Tool/System

AMENDMENT NO. ONE (1)

OFM RESPONSE TO QUESTIONS

January 7, 2015

OFM Answers to Questions

Note: This OFM Answer to Questions may only explain or clarify some aspect that is already addressed in the RFI. But some of the answers may also supplement or change what was previously stated in the RFI or in an exhibit.

Questions & Answers

Question 1: Has any funding been allocated for the system and if so, from where? If not, where will the OFM look for funding?

Answer: This will be determined by the results of this RFI. No funds have been specifically allocated at this time.

Question 2: In the event the OFM decides to move forward with the solicitation, is there an estimated time frame for when the OFM would like that to happen?

Answer: The time frame has not yet been approved but it is anticipated to begin during the first half of 2015.

Question 3: Is there a technical contact available in regard to this project?

Answer: Please continue to contact Bonnie Lindstrom at this time.

Question 4: The RFI indicates that there are currently several methodologies in place to classify state employees. Is there any tool or system in place right now to aid with this process and if so who provided it?

Answer: None of the tools currently in place were designed to be used statewide.

Question 5: Which, if any, systems currently in place at the OFM will need to integrate with the proposed Job Measurement Tool/System and which vendor(s) provided those systems?

Answer: Once we have collected responses from the RFI, we can begin to assess what system support will be necessary. We do anticipate the end product to be entered into our existing HRMS system where statewide employee information is housed.

The evaluation tools that we currently use for non-represented positions include:

Willis Point Factor Method for Appointed State Officials

3 Job Valuation Assessment Charts (JVAC) for Certain Exempt positions and Washington Management Services. More information about these tools can be found here:

<http://www.dop.wa.gov/CompClass/CompAndClassServices/Pages/HRProfessionalTools.aspx> within the "Reference" section.

Question 6: Can you advise who provided the HRMS and what the acronym stands for?

Answer: Our HRMS system built by SAP and was customized for our use.

HRMS: The Human Resource Management System is the enterprise HR and payroll system for Washington State government.