

PITTSBURGH REGIONAL TRANSIT

TRANSMITTAL MEMORANDUM No. 4

SUBJECT: Request for Information No. 26-34
Enterprise Resource Planning (ERP) Replacement Consideration Phase
DATE: September 4, 2026

Please find enclosed the following:

- RFP26-34 Q&A

The following signature acknowledges the receipt of this Transmittal Memorandum 4.

Signature

Name of Company

Date

As a reminder, please include and submit these as part of your Proposal Response rather than prior to the due date – these documents do not need submitted separately.

Sign above and return signature page only promptly upon receipt to:

Pittsburgh Regional Transit
Procurement Department
345 Sixth Avenue, Third Floor
Pittsburgh, PA 15222-2527

Attention: Keith Bayle

PITTSBURGH REGIONAL TRANSIT

**Enterprise Resource Planning (ERP) Replacement Consideration
Phase**

**Request for Proposal No. 26-34
Transmittal Memorandum 4**

Question		Response
No	Section	
1		How many users are “back-office users” (accounting, procurement, master data - heavy users)?
2		How many users might mainly execute transactions, but do not change master data?
3		How many users are light users (e.g. only report hours, change their own personal employee data, or only view data without changing it)?
4		If we are responding to each of the three options identified in the RFI – Is a total of 3 references acceptable or is PRT expecting 3 for each option?
5		For your Microsoft 365 environment (e.g., Office productivity applications), does your Microsoft/Azure tenant currently reside in the Microsoft Government Community Cloud (GCC) or the Commercial Cloud?
6		Is PRT open to considering an ERP solution that is separate from the HCM/Payroll solution? More broadly, is PRT interested in a best-of-breed approach or does it prefer an integrated, all-in-one platform?
7		Please provide a summary of PRT’s current use of PeopleSoft Lease Administration: - Does PRT operate as a lessor, lessee, or both? - Is PRT seeking Lease Administration capabilities for ongoing lease management, GASB reporting, or both?
8	Implementation sequencing	Does PRT have a preferred sequence for replacing PeopleSoft HCM and FSCM, and which domain should go live first?

Reference Transmittal 2 dated August 10, 2026, PRT Key Metrics, table two.

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Please provide 3 references for each option.

Our tenant is Commercial Cloud.

PRT is open to different platforms, but it will be the Proposer’s responsibility to demonstrate the stability and sustainability of the interfaces (e.g., ease of maintenance, troubleshooting, etc.) and provide the size of the support staff that can help manage the interfaces.

- PRT operates as a lessee (in the form of renting office space) and to a lesser extent as a lessor (on real estate at South Hills Village).
- PRT currently adheres to GASB 87 and 96, but we are open to considering an ERP platform with leasing capabilities even if it is not implemented initially.

No, PRT does not have a preference.

Question		Response
No	Section	
9		For the anticipated users of the ERP solution, please provide the following: • Total anticipated number of ERP users • Of that total, the number of users in each category: • High-Touch Users: Full-module users with broad transactional and functional responsibilities • Medium-Touch Users: Moderate users who generate some transactions and perform reporting, inquiries, and/or approvals • Light-Touch Users: Users primarily entering purchasing requisitions and expenses, with limited view/inquiry capabilities • System Administrators: Users responsible for ERP system administration and configuration
		• Reference Transmittal 2 dated August 10, 2026, PRT Key Metrics, table two. • High touch - 25 • Medium touch - every employee will use the ERP for self-service transactions as well as timekeeping. • Light touch – 200 • System Administrators – 6
10		Given the recent implementation of Questica, is the expectation that the ERP solution will integrate with Questica to support budgetary control? Alternatively, would PRT be open to replacing Questica as part of the ERP implementation?
		PRT would consider both a solution that can integrate with Questica and/or replacing with an ERP system that has budgetary control support native.
11	Payroll complexity	Please confirm the number of bargaining units, collective bargaining agreements, employee groups, and major pay/scheduling rule sets that must be supported.
		PRT believes this is beyond the scope of this RFI.
12		How many ledgers, cost centers, or operating units are in scope for this implementation?
		PRT believes this is beyond the scope of this RFI.

Question		Response
No	Section	
13	Payroll complexity	Please provide the number of payroll groups/calendars and approximate volume of earnings codes, deductions, premiums, differentials, and retroactive-pay rules.
14	Transit scheduling	Does PRT require the new WFM solution to support operator assignments, runs, shifts, relief assignments, extra-board management, seniority bidding, or other transit-specific scheduling?
15	Pension integration	Could you please describe the retained pension system and identify the employee, payroll, contribution, service-credit, and other information that must integrate with the new ERP?
16	Euna Budget	Which budgeting functions will remain in Euna Budget, and which budgetary controls, encumbrances, or validations must occur within the ERP?
17	Public-sector financial requirements	Please identify PRT's key fund accounting, grant accounting, GASB, and other governmental accounting requirements.
18	Integration inventory	Please provide the number and inventory of existing interfaces connected to PeopleSoft HCM and FSCM and identify which third-party systems will remain.
19	Integration technology	Are APIs available for PRT's retained systems, and does PRT have an existing enterprise integration platform or preferred integration standards?

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Question		Response	
No	Section		
20	Data conversion	How many years of HR, payroll, financial, procurement, grant, project, and inventory history does PRT expect to convert?	Finance – 3 years of detailed transactional history with 3 years of summary balances. HR – 40 years of HR data should be readily accessible in the HRIS. Benefits, Pension, Employment, and Employee Relations data must be accessible for all historical information in the HRIS system. All other areas of HR, historical data should remain accessible if it is not maintained in the HRIS system.
21	Reporting	Approximately how many PeopleSoft reports, queries, dashboards, and extracts must be replaced, and which are mandatory for Day 1?	PRT believes this is beyond the scope of this RFI. For budgetary cost estimate purposes assume we've accumulated a vast number of reports, queries, and dashboard of varying complexity over the last 28 years, therefore we are hoping that they can be replaced by modern and efficient systems.
22	Implementation timeline	Does PRT have a desired target completion date or maximum acceptable implementation duration?	PRT believes this is beyond the scope of this RFI. This is to allow PRT to learn what is on the market and estimate the total cost of ownership for potential future projects.
23	PRT staffing	What level of PRT subject-matter-expert availability should respondents assume for design, data validation, testing, training, and cutover?	PRT believes this is beyond the scope of this RFI. This is to allow PRT to learn what is on the market, and without knowing what system would be selected, PRT has no way to provide SME availability.
24	Testing and payroll parallel	How many payroll parallel cycles and what testing stages does PRT expect before production go-live?	PRT believes this is beyond the scope of this RFI. This is to allow PRT to learn what is on the market and estimate the total cost of ownership for potential future projects.
25		Has PRT defined a desired enterprise integration and data access architecture for any future ERP?	No

Question		Response
No	Section	
26		To ensure full compliance with collective bargaining agreements, how will PRT evaluate a solution's native capability to automate complex transit-specific rules such as seniority-based shift bidding, split-shift premiums, spread-time calculations, and union-mandated overtime distribution without requiring costly, custom ERP code?
27		In RFI_26-34 - _ERP_Replacement_General_Info.pdf section 2.6 of the Pricing Model states "PRT aims to determine a comprehensive market cost covering all components and aspects of a replacement ERP system. Please reference Exhibit 6.". Can you please provide Exhibit 6?
28		Since a large portion of PRT's workforce consists of mobile frontline operators and maintenance staff, will vendors be scored on the availability of a highly rated, mobile-first experience that allows offline/online shift bidding, real-time schedule changes, and digital HR document/case management?
29		PRT relies on multiple specialized systems (such as dispatch, pension, and Euna Budget). To reduce risk, is PRT open to evaluating solutions that utilize standard, pre-built API frameworks to bi-directionally sync precise labor cost-allocation data with specialized financial ledgers?
30	PeopleSoft Cloud Manager	Would PRT be open to utilizing Oracle PeopleSoft Cloud Manager as part of a proposed PeopleSoft-on-OCI architecture?

Question		Response
No	Section	
31		Would PRT consider best-of-class HCM, PR and WFM solution that could integrate with their selected ERP solution for FSCM?
32	Phasing	Is PRT open to a phased implementation by functional module, or does it anticipate a single cut-over for all ERP functions?
33		Please provide a current system inventory and interface count (including file-based and API) that the existing PeopleSoft environment supports so we can estimate integration scope accurately.
34	Data Migration	How many years of historical HR, payroll, financial, and inventory data does PRT expect to migrate into any new solution, and are there data retention policies that limit conversion depth?
35	User Volumes	Can PRT share the number of named users, concurrent users, and external self-service users expected for each functional area (HR, payroll, finance, inventory) to inform licensing estimates?
36	Hosting/Security	Does PRT require the future ERP to meet specific security certifications (e.g., FedRAMP Moderate, SOC 2 Type II) or data residency constraints?
37	Database Platform	Please confirm the database platform and version currently supporting each PeopleSoft environment (HCM and FSCM), including whether both are currently running on Microsoft SQL Server or Oracle Database.
		Yes, if it can fit the business needs. All integrations must be proven reliable, stable, and easily supportable. Please reference Transmittal No. 3 issued August 14, 2026, question number 4. 41 Please reference Question 19 of this Transmittal No. 4. Reference Transmittal 2 dated August 10, 2026 Please reference the General Information document, page 10, Section 2.4 Technical Requirements, Capabilities, and Methodology, subsections 1) and 2). PRT requires data be physically located within the United States. • HCM-SQL 2022 • FIN- SQL 2019 (will be moving to SQL Server 2025)

Question		Response	
No	Section		
38	Oracle DBCS Licensing	For the planned OCI environment, does PRT intend to provide its own Oracle Database Cloud Service (DBCS) licenses (BYOL), or should respondents assume use of Oracle licensing included with the OCI database service?	There is no planned environment identified yet and PRT requests Respondents not make this assumption. PRT does not own Oracle DBCS licensing; all estimated costs associated with a particular solution should be included with the RFI response.
39	Database Size	What is the approximate current size of the PeopleSoft/ERP database(s)?	• HCM – 380GB • FSCM – 367GB • PRT also maintains copies of each for development, testing, quality assurance, etc. ○ HCM copies – 5 ○ FSCM copies – 4
40	Regional Fault Tolerance / Disaster Recovery	Does PRT require the proposed OCI environment to provide fault tolerance or disaster recovery in a second OCI region? If so, are there specific RTO/RPO or regional redundancy requirements?	PRT requires both fault tolerance and disaster recovery. Please include those costs in the proposal and highlight them as additional line items or sections. RTO of 2 hours with RPO of no data loss. Vendors are encouraged to show how costs are affected by RTO and RPO targets.
41	Number of Users	How many users currently access the PeopleSoft/ERP environment? If available, please provide the approximate number of named users and/or peak concurrent users.	Reference Transmittal 2 dated August 10, 2026
42	Current High Availability / Fault Tolerance	Please describe the redundancy, high-availability, and/or fault-tolerance capabilities currently in place for PRT's PeopleSoft environment.	See questions 39 and 41. Additionally, PRT runs all servers on a multi-node Nutanix cluster with periodic snapshots, backups and replication to a PRT owned DR site.
43	Disaster Recovery and Backup	Does PRT currently have a disaster recovery plan for the PeopleSoft environment? If so, please provide any applicable RTO/RPO requirements and required DR testing/exercise schedule. Please also describe the current backup solution and architecture.	Please reference question 41 of this Transmittal No. 4. PRT would expect the failover to a DR site to be transparent and managed by the vendor with appropriate notification to PRT. Additional details would be topic for an RFP.

Question		Response
No	Section	
44	Monitoring	Does PRT currently use PeopleSoft Health Center or another monitoring/performance management solution for its PeopleSoft environments? If so, please identify the solution(s) currently in use.
		We do monitor the environment with Nutanix AHV at the VM level and LogicMonitor. LogicMonitor will be replaced shortly with a new system that has not yet been solicited.
45		Are there any known SoD conflicts or audit findings that need to be addressed? If SoD is a concern for PRT, we recommend including a Risk Management module as part of the scope — please confirm
		There are no outstanding audit findings. Likewise, there are not SoD conflicts.
46		Can you please share the costing method used in current business model (Standard/ Average)
		Average
47		Is maintenance scheduling integrated with HASTUS today? Is integration with HASTUS required for maintenance planning, labor, or schedule-related processes?
		Yes; Yes
48		Any security customizations (custom permission lists, row-level security) layered on top of delivered security?
		Yes
49		Should respondents include risks, assumptions, pros and cons, and recommended decision criteria for each option?
		Yes, PRT desires to use the RFI responses to better formulate an ERP platform for the future.
50		Does PRT expect respondents to recommend a preferred path, or only provide information for PRT's internal consideration?
		PRT would like both a recommended preferred path and information for internal consideration where possible.
51		Should cost estimates include all software/subscription costs, OCI or other hosting costs, implementation services, integration, conversion, testing, training, change management, managed services, third-party tools, security, disaster recovery, and contingency?
		Yes, all implementation and operating costs are relevant and PRT would like them itemized.

Question		Response
No	Section	
52		Please identify the operating system(s) and versions currently used for the servers supporting the PeopleSoft HCM and FSCM environments. If the current environment is Windows-based, would PRT be open to a proposed OCI architecture using Linux where appropriate, particularly if it provides a more cost-effective solution, or does PRT require the proposed environment to remain Windows-based? Windows Server based and yes PRT is open for consideration of Linux, though with reservations. It is expected that all proposals detail what level of infrastructure access PRT will have, or even need, to servers running the proposed solution. Please state if PRT staff will be expected to provide system administrators for proposed Linux servers. If it is transparent to PRT and is managed by the vendor, the platform is less important. If PRT will need to perform system administration tasks, Windows Server is preferred. PRT has a Microsoft Enterprise Agreement (EA) for all Microsoft licensing. Any new licensing requirements, regardless of vendor, would need to be listed, but PRT would need to speak with the proposer to determine if new Microsoft licenses belong to PRT on our EA or in the name of the proposer.
53		Is Pittsburgh Regional Transit seeking vendor responses solely for a full transition off PeopleSoft to a new ERP platform, or does PRT also want information (experience, methodology and costs) from vendors who can provide ongoing technical and functional support for its existing on-premises PeopleSoft environment including potential enhancements and/or migrating PRT's existing PeopleSoft environments to a cloud infrastructure and then provide ongoing technical and functional PeopleSoft support after the migration of the PeopleSoft applications to a cloud infrastructure? PRT would be interested in both approaches.

Question		Response
No	Section	
54		Which evaluation factors are most important: lower cost, reduced technical risk, faster implementation, long-term modernization, user experience, reporting, security, maintainability, or roadmap alignment? Cost is an important factor, but it is not the most important factor. A modern, extensible, system, with an improved user experience, easier to use reporting, modern security that can still be configured to allow PRT business processes to be implemented without expensive customization is the goal. Ideally there will be more opportunities to automate processes. Data must be accessible outside of the system with documented, stable and robust APIs or other interface mechanisms.
55		What is the total number of physical servers/hosts supporting PRT's current ERP environment, and how are those servers distributed across production and non-production environments? <i>(Continued on next page)</i> • HR ESS ○ Two web servers are in DMZ. The site is accessible over the internet. The web servers communicate with internal application servers. ○ The web servers are load balanced using LoadMaster. • HR Internal ○ Web servers: Two web servers load balanced using LoadMaster. ○ App servers: Two app servers load balanced by Peoplesoft ○ Batch server: One batch server. ○ Search server: one search server. ○ Database server: SQL Server 2022 ○ # of Prod servers: 7 (including DB) • HR Non-Prod ○ Non prod databases: HRDMO, HRDEV, HRDBA, HRTST, HRBOE and HRSBX (refreshed daily). ○ Non-prod servers (4): ○ Dev server – hosts HRDMO, HRDEV, and HRBOE environments. ○ Test server – hosts HRTST, HRDBA, and HRSBX environments. ○ Search server – tied to HRTST environment. ○ Database server – one big SQL Server 2022 hosts all non-prod.

Question		Response
No	Section	
		<i>(Continued from previous page)</i> What is the total number of physical servers/hosts supporting PRT's current ERP environment, and how are those servers distributed across production and non-production environments? ○ #of non-prod servers: 4(including DB) • FIN eBusiness site: ○ Two web servers are in DMZ. The site is accessible over the internet. The web servers communicate with internal application servers. ○ The web servers are load balanced using LoadMaster • FIN Internal: ○ Web servers: Two web servers load balanced using LoadMaster. ○ App servers: Two app servers load balanced by Peoplesoft ○ Batch server: One batch server. ○ Search server: one search server. ○ Database server: SQL Server 2019 ○ VM for nVision: One common VM for all nVision users. ○ # of Prod servers: 8 (including DB) • FIN Non-prod ○ Non prod databases: FINDMO, FINDEV, FINGLD, FINTST, and FINPLY (refreshed daily). ○ Non-prod servers (4): ○ Dev server – hosts FINDMO, and FINDEV environments. ○ Test server – hosts FINTST, FINGLD, and FINPLY (refreshed daily) environments. ○ Search server – tied to FINTST environment. ○ Database server – one big SQL Server 2019 hosts all non-prod. ○ #of non-prod servers: 4(including DB)
56		Can you please share the volume of items (SKU) & Categories to be defined and maintained along with location and count of warehouses (organizations) structure in current business model to store and transfer MRO items/ Expense Items PRT believes this is beyond the scope of this RFI.

Question		Response
No	Section	
57		Could you please provide an overview of your current PeopleSoft Planning & Budgeting processes, including inbound/outbound integrations and any other critical components that are expected to be part of the future-state landscape? Currently, integrated with Questica for budget book ERP is system of record – however there is no expectation of future state as we are considering all relevant options.
58		Bank Management – How many bank accounts and banking relationships does PRT maintain, and what bank connectivity (BAI2, direct feeds) is required for the new ERP? We use financial gateway in Peoplesoft with a direct feed to PNC for AP ACH payments. Payroll and Workers Comp upload a file directly into PNC. A purchasing card interface would be nice to have all the detail.
59		Risk Management – elaborate risk management related requirements Please reference Question 53 of this Transmittal No. 4.
60		What is PRT's current invoice volume and mix (PO-matched vs. non-PO, employee expense reimbursements, recurring/lease payments)? Total vouchers entered in one years' time closing at of June 30, 2025 – 39,351; PRT utilizes PO Match, Non-PO, Expense Reimbursements, and Reoccurring Payments
61		Do we have an approximate count of the objects that have been customized both FSCM and HCM? Approximates • HR – 200 • FIN – 250
62		What are PRT's primary revenue/billing streams processed through AR? Need detail understanding on the revenue recognition preferences for different revenue streams. Our primary revenue streams through AR are farebox Invoicing on the operating side. We receive local, state and Federal funds, as well as advertising revenue.
63		Is there a separate treasury/banking system involved in payment execution, or is it fully within PeopleSoft? Both methods are utilized.
64		Clarify whether Questica/Euna Budget software is expected to remain in place or be replaced by the future ERP. PRT is open to consideration for replacement.

Question		Response
No	Section	
65		Capitalization - How are completed capital projects transitioned into Fixed Assets (CIP-to-asset conversion) ,is this automated in PeopleSoft today?
66		Please provide an inventory of all PeopleSoft customizations and bolt-on applications
67		Do we have any existing documentation that describes the purpose, business requirements, and functionality of the customized objects implemented in the system?
68		Are you open to considering a Learning Management implementation in the new SaaS cloud Solution?
69		Can you elaborate the features of the Employee Recognition Platform, including usage if any third party recognition vendors?
70		Does PRT expect the future-state solution to minimize change to current business processes, or is PRT open to significant business process reengineering?
71		Will PRT evaluate “modernize & retain” alternatives—including PeopleSoft lifecycle remediation and a migration of the current PeopleSoft HCM/FSCM environment to Oracle Cloud Infrastructure—as a comparable option to full ERP replacement?

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Question		Response
No	Section	
72		Please provide a list of applications and interfaces that currently rely on directly database access along with their business purpose and criticality. • Questica (EUNA) FIN 3 interfaces -Budget book • Hastus – payroll • HIPAA - 7 jobs -medical • 3 additional medical jobs • drugpak legal • PennDott - 2 jobs legal • Interface between HR and FIN to update project tables • United Way 3 jobs • Direct Depost • 3 GL jobs HR to FIN • Person, Position, Workforce (3 jobs) HR to FIN • HR to FIN People import • Cost cutter utility job • load budget FIN • load journals FIN • load vendor FIN • load items FIN • Financial Gateway-ACH files • 1099 IRS • Voucher upload In addition to the interfaces listed above which rely on PeopleSoft apps to process data, many systems like arehousing, analytics, reporting, in-house developed applications, rely on data in at least these categories: • Employee, job/position data, reporting structure (who reports to who) • Purchasing and inventory data • Financial data • Company structure data (ex. department trees

Question		Response
No	Section	
73		Should respondents include the cost for change management and training for the shift from PeopleSoft to a different ERP platform?
74		Are any business functions currently handled outside PeopleSoft but expected to move into the new ERP platform?
75		Should subscription costs for a new ERP platform include only licensing, or also hosting, managed services, third-party tools, integrations, reporting, security, and support services?
76		Should cost estimates distinguish one-time implementation costs from recurring subscription, hosting, maintenance, and support costs?
77		For PeopleSoft in the cloud, should ongoing support include infrastructure administration, database administration, PeopleSoft administration, PeopleTools support, and security patching?
78		Does PRT intend to conduct a formal fit-gap or discovery phase before issuing a subsequent implementation procurement? Does PRT have a current-state PeopleSoft assessment available as the input to any such discovery phase that you can share?

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Question		Response
No	Section	
79		Are there any key security, privacy, audit, accessibility, data-retention, public-records, and disaster-recovery requirements that any of the indicated alternatives—including OCI-hosted PeopleSoft—must satisfy? PRT does not currently have any specific compliance frameworks. We expect the security features to meet the base requirements for authentication and encryption listed in the RFI. Privacy, audit and accessibility features should be configurable to allow for changing privacy, audit and accessibility requirements. • Data retention – Please include how your system accounts for the different data retention requirements that different business unit may have. • Privacy and Public Records – Please see RFI spec section 1.7 regarding PA Right to Know laws. • See disaster recovery, business continuity and high-availability responses above. • Additional details for each topic will be covered in future solicitations.
80		Has PRT determined whether historical data must be available in the new ERP or whether an archiving or reporting solution for historical data will be acceptable? How should the cost of any such data conversion requirements be captured in the estimate under this RFI – by functional area, by module, or some other manner? Historical data must be available, and cost by area is acceptable.
81		For FSCM and Inventory, which requirements are mandatory at initial deployment versus candidates for a future phase, particularly work orders, fleet maintenance, warranties, inventory barcoding, serialized parts, core/repairable parts, parts kits, and bus-down tracking? Inventory barcoding, serializable parts, parts kits, and bus-down tracking would be mandatory initial deployment requirements. Fleet maintenance and warranty management are currently done with a third party or custom developed systems. This functionality would be future phase deployment. However, as part of the RFI, please provide itemized cost estimates for any proposed solution.
82		Must the proposed ERP include maintenance-management capabilities or integrate with a specialist product? It is PRTs intention that the ERP solution have the ability to eventually integrate with the Computerized Maintenance Management System (CMMS).

Question		Response
No	Section	
83		Has PRT outlined any general implementation timeframe and/or maximum acceptable disruption levels for payroll, financial close, procurement, inventory operations, and transit maintenance support?
		PRT has not yet considered a timeframe.
84		Identify the primary requirements , goals, and desired outcomes for a future ERP solution?
		• Support business rules • Minimize major change (risk) • Ease of use • Automate manual processes • Maintain existing business functionality • Improve user experience See question 84 on this Transmittal No. 4.
85		Clarify the expected functional scope for a future ERP, including which areas must be included in the core ERP solution versus integrated through third-party or retained systems? Is it PRT's goal to replicate all the modules listed in the tables included in the RFI document Section 4.3 "Current PRT Applications"?
		This RFI is to allow PRT to see what is available on the market as we have a dated system. Assume all third-party systems and modules are staying, but respondents should provide all solutions your ERP can provide to PRT.
86		What implementation assumptions should be used for internal PRT participation, business-process redesign, data cleansing, testing, parallel payroll, training, change management, backfill, and post-go-live support?
		ERP team will be available internally; as PRT has not reviewed the market, therefore PRT would prefer if the respondent provides their methods to address data cleansing, testing, parallel payroll, training (virtual or in person, train the trainer), and provide your solution to post-go-live support, be it support staff with the provider, a third party consultant, or if PRT must view open market.

Question		Response
No	Section	
87		Does PRT have a preferred phased implementation approach, and should vendors price implementation by phase such as discovery/planning, design, configuration/development, and deployment/go-live?
		PRT is considering all options, and yes, pricing by phase is acceptable.
88		What are PRT's required/anticipated future-state relationships among ERP, Questica, capital planning, grants/project accounting, budget commitment control, and reporting?
		PRT is agreeable to keeping or replacing these relationships; PRT is interested in the best solution(s) available in the open market.
89		What are PRT's expectations for data conversion and historical data retention, including how many years of HR, payroll, financial, procurement, inventory, project, grant, budget, and attachment/document history should be converted, archived, or left in legacy inquiry?
		Please reference Question 20 of this Transmittal No. 4.
90		Provide an estimated user population by category, including named users, occasional users, approvers, employee self-service users, finance/procurement users, reporting users, and external vendor/supplier users?
		Reference Transmittal 2 dated August 10, 2026, PRT Key Metrics.
91		Identify the major systems expected to remain in place and integrate with the future ERP?
		Hastus, CMMS (Fiix), and LMS in addition to previous answers in this Transmittal No. 4.
92		Will PRT allow vendors to propose a phased implementation roadmap where core workforce operations—such as Timekeeping, Scheduling, and Payroll—can be deployed independently from, or ahead of, the core financial ledger to accelerate operational ROI?
		Yes

Question		Response
No	Section	
93		What are PRT's highest priority pain points in the current PeopleSoft environment that a future ERP should address? Responses can include: • Are there technology limitations that are important for you to address? • Are there functionality issues you wish to address? Are there processing costs or lengthy time delays you wish to reduce? Pain points: • Pension – please refer to question 31 of this Transmittal No.4. • Heavily customized processes/modules to meet business rules • Travel authorization expense reporting • OEO- lack of reporting capability without customization Are there technology limitations that are important for you to address? • We are investigating the market to see what has improved vs what our current system provides. Are there functionality issues you wish to address? • There is a matrix of requirements being prepared for the future RFP. Highlights include, but are not limited to: Easier access to data with better reports and analytics; modern workflow inside modules, a replacement for our Strategic Sourcing system for managing public purchasing events (RFQs, RFBs, RFPs, RFI, etc...) Are there processing costs or lengthy time delays you wish to reduce? • Very few that are caused by the ERP itself vs PRT business processes. We are investigating the market to see what has improved vs what our current system provides.

Question		Response
No	Section	
94		What are PRT's expectations for training, including whether training should be customized or role-based, live/in-person or virtual, and whether train-the-trainer materials are expected? As this is an RFI and PRT is reviewing market availability, it is too early in the process to know; PRT assumes role based, and virtual training is acceptable.
95		Considering the high volume of grant-funded and transit-specific labor, how critical is the system's ability to automatically track and allocate labor hours to specific federal grants, routes, and work orders in real time prior to exporting to the general ledger? PRT charges labor related to projects the following month of activity (e.g., July T&L charges to projects will be accounted for in August); we do not have functionality to automatically allocate labor charges to projects. It would be beneficial to have the functionality but currently PRT does not view it as critical.
96		Given the short period between the August 21 deadline for vendor questions and the August 31 RFI submission deadline, will PRT consider extending the RFI due date to allow respondents adequate time to review PRT's answers, incorporate any addenda or clarifications, and prepare a more complete and accurate response? Per Transmittal No. 2, Addendum No. 2, dated August 10, 2026, the due date has already been extended to September 15, 2026.
97		Please give a high level overview of the activities and processes in the Pension application. <i>(Continued on next page)</i> 1. Personal Action report select employees to be entered into the Pension module. Includes activity from Job Data - hire, termination, transfers, etc. 2. This brings in all of the pertinent information to setup or update the employees. Personal information, Pension Plan, relevant dates, etc. Track beneficiary data 3. 16 Quarters Earnings – maintained by payroll with a custom page. This is used in pension calculations/estimates. This tracks Total Gross and Pensionable Wages by pay period. 4. Ability to track buy back plans and amounts, keeps history of the pension plan and the movement between plans, Workers' Compensation Time Paid Amounts, Workers' Compensation/Disbursement/Quarter Lost Time, tracking of

Question		Response
No	Section	
		time of service in each plan and overall service time, track yearly contribution and interest earned, Cash Refund, Retro Adjustment, Supplemental payments, track Rollovers/MCRA/Tax Fee Amounts. 5. Ability to have interest calculation and froze interest on specific employees along with their contributions. 6. Pension Benefits tracking including choosing the Retirement/Pension options. Currently have 6 different options. Ability to track Monthly Benefit Amount, Cash Refund/Supplemental Payment and Retiree Medical Tier. 7. Ability to run pension estimates for employees with various retirement dates and generate reports. 8. The normal load/create Pension Employees, adjusting entries, load current contributions, calculating interest including frozen interest, calculating rollover interest, Print Pension statements, create Actuary Files, update entry/term codes. 9. Personal Action report select employees to be entered into the Pension module. Includes activity from Job Data - hire, termination, transfers, etc. 10. This brings in all of the pertinent information to setup or update the employees. Personal information, Pension Plan, relevant dates, etc. Track beneficiary data 11. 16 Quarters Earnings – maintained by payroll with a custom page. This is used in pension calculations/estimates. This tracks Total Gross and Pensionable Wages by pay period.

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Question		Response
No	Section	
		12. Ability to track buy back plans and amounts, keeps history of the pension plan and the movement between plans, Workers' Compensation Time Paid Amounts, Workers' Compensation/Disbursement/Quarter Lost Time, tracking of time of service in each plan and overall service time, track yearly contribution and interest earned, Cash Refund, Retro Adjustment, Supplemental payments, track Rollovers/MCRA/Tax Fee Amounts. 13. Ability to have interest calculation and froze interest on specific employees along with their contributions. 14. Pension Benefits tracking including choosing the Retirement/Pension options. Currently have 6 different options. Ability to track Monthly Benefit Amount, Cash Refund/Supplemental Payment and Retiree Medical Tier. 15. Ability to run pension estimates for employees with various retirement dates and generate reports. 16. The normal load/create Pension Employees, adjusting entries, load current contributions, calculating interest including frozen interest, calculating rollover interest, Print Pension statements, create Actuary Files, update entry/term codes.

Keith Bayles, Procurement Manager

End of Transmittal No. 4 Q&A