180745

City's ERP Functional Requirements

1	Vendor Response - this column and criteria is only for vendor purposes when they submit their proposal	
2	R1.x refers to HR Requirements	
3	R2.x refers to Finance Requirements	
4	R3.x refers to Risk Requirements	
5	R4.x refers to General Requirements	

Vendor Response	Criteria	Description	Cost
S - Standard	Provided as a part of the base system	No Modification is required. Desired functionality is achieved through user configuration	Included
F - Future	Provide in the base of the next release	Provided in the next scheduled future release within 6 months at no additional cost	Included
T - Third-Party	Provided by third-party	Desired functionality is achieved through a third-party	Included
C1 - Customization Level1	Base will require some enhancements	Enhancements are classified as minor coding	\$1,000 - \$15,000
C2 - Customization Level2	Base will require minor coding	Minor custom coding	\$15,001 - \$35,000
C3 - Customization Level3	Base code needs modification	Substantial coding effort	\$35,001 - \$75,000
C4 - Customization Level4	Extensive modification to base code	Extensive coding effort	\$75,001 - \$100,000
N- Not Available	Does not include	Development not possible	Not included

Requirement ID	Requirement Description	Vendor Response	Is the functionality included in the proposed price (yes or no)	Name of the module that provides the functionality	If not included, provide the solution to capture the needed funtionality (best-of-breed)	Version	Vendor Notes	Product/Preferred Service Implementer
	Ability to generate a report on remitted union dues (e.g., by							
R1.1	year, month, employee, union, etc.)							
	Ability to modify probation periods and to generate							
	reminder alerts to supervisors before the probation period							
R1.2	ends Ability to manage positions							
R1.3	every fiscal year Ability to manage job							
R1.4	titles/subtitles of active and							
KLA	inactive classifications Ability to make job descriptions available on intranet and City's							
R1.5	website Ability to assign pay grades to							
R1.6	job classifications							
R1.7	Ability to manage pay plans and occupational index							
	Ability to manage internal/external salary analysis							
R1.8	requests Ability to analyze salary analysis							
R1.9	data Ability to upload compensation							
	& "benchmark" market data into the system for each job							
R1.10	classification Ability to request and track							
	classification or position review from Class&Comp Review Panel							
	(e.g., job audits, reorganizations, add/delete positions,							
R1.11	reclassifications, title changes)							
	Ability to manage to the employee record (e.g., W4,							
R1.12	Direct Deposit) Ability to manage salary changes							
R1.13	Ability to create a future end							
	date for employee's pay premium after an interim							
	premium after an interim appointment is over (e.g., Acting and Special Assignment)							
R1.14 R1.15	Ability to track pay studies							
	Ability to generate reports on third-party market salary data							
R1.16	for salary analysis/job classifications ranges							
	Ability for employees in acting roles to view their assignment							
R1.17	agenda							
	Ability to automatically increase pay once an employee achieves							
R1.18	a step in their progression plan Ability to track employees							
R1.19	recognized for special and							
	annual merit awards Ability to manage Performance Evaluations end-to-end and							
R1.20	attached to the employee's personnel record							
R1.21	Ability for employees to view their DROP status							
	Ability to automatically increase							
	and track supplemental pay premiums to employees based							
R1.22	on labor agreements							
	Ability to manage pay grade range minimums and maximums							
R1.23	in accordance to Policy C-6 Ability to manage allowances							
R1.24	(e.g. car, cell phone) Ability to manage voluntary and							
R1.25	involuntary separations end-to-							
	Ability to manage the longevity process end-to-end in							
R1.26	accordance to Policy B-4 Ability to search all job							
	descriptions by specified parameters (e.g., pay grade,							
R1.27	title, etc.) Ability to forward modified job							
R1.28	descriptions for approvals Ability to manage a calender							
R1.29	displaying city holidays Ability to generate a union							
R1.30	membership eligibility report							
R1.31	Ability to manage official written reprimands							
01.22	Ability to manage the grievance process in accordance to Policy E-							
R1.32	Ability to attach multiple							
R1.33	documents within a Grievance record							
R1.34	Ability to manage Request For Arbitration Panel Forms							
R1.35	Ability to manage Paid Time Off (PTO) Request forms							
R1.36	Ability to manage multiple FMLA letter templates							
R1.37	Ability to manage termination letters							
	Ability to generate reports based on specified parameters							
R1.38	(e.g., grievances, terminations, etc.)							
	Ability to manage cases (e.g., discipline, grievances, E.O., etc.)							
	by status (e.g., open/closed.							
R1.39	pending, 1st step, 2nd step, arbitration/appeal, etc.)							
	Ability to manage public record requests adhering to FS119							
R1.40	Sunshine Laws and E.O. standards						<u></u>	
R1.41	Ability to manage mandatory nolicy revisions			_				
	Ability to manage Exit Surveys (as part of separation with the							
R1.42	organization) Ability to generate a report on							
R1.43	an employee record							

	Ability to manage employee status based on probationary				
R1.44	period parameters Ability to manage employee				
R1.45	personal data changes				
	Ability to manage employment verifications requests from end-				
R1.46	to-end Ability to auto-populate				
R1.47	employee-related fields on all forms				
R1.48	Ability to manage requests for Employee ID/Security badges				
	Ability to manage requests for parking cards and link to the				
R1.49	employee record Ability for employees to view				
R1.50	their paystubs Ability for employee to				
R1.51	discontinue their Union dues Ability to reserve city pool				
R1.52 R1.53	vehicles Ability to manage claims				
R1.54	Ability to mangage inventory				
	materials Ability to manage division				
R1.55	spendings Ability to maintain documents				
R1.56	attached to employee records Ability to track license				
R1.57	certification compliance Ability to send notifications of				
	upcoming certification renewal due dates to employees and to				
R1.58	their supervisors				
	Ability to maintain an organizational chart of all				
R1.59	employees currently working for the city				
R1.60	Ability to generate and track an "as of" headcount report				
	Ability to generate Employee Demographic reports based on				
R1.61	specified parameters (e.g., age.				
N1.01	gender, ethnicity) Ability to generate contract				
R1.62	reports that aheres to federal, state, and local requirements Ability to calculate leave based				
R1.63	Ability to calculate leave based on union contracts Ability to generate an eligible				
	retirement date report based on				
R1.64	specified parameters (e.g., union contracts)				
	Ability to provide a monthly update to the Union President				
	on eligible employees' statuses due to promotion, retirement,				
R1.65	termination, and/or transfer				
	Ability to track and administer if users of a specific group (or all	<u></u>	 		
	users) to read an HR policy and then take a guiz to score their				
R1.66	understanding Ability to establish a Personal				
	Critical Leave Bank system and enforce policies related to Policy				
R1.67	L-3				
	Ability to apply maximum cap restrictions on vacation and/or				
R1.68	PTO leave hour balances in adherence to Policy L-3 and L-4				
112.00	Ability to monitor employees				
	who have separated from the organization by limiting their				
R1.69	access to only viewing their W2s up to year after separation				
R1.69	Ability to create, track, modify				
R1.70	and archive Tuition Reimbursement Requests				
	Ability for employees to receive tuition reimbursements in				
	adherence to Policy B-1 and the State of Florida's University				
	system credit-hour reimbursement rates				
R1.71	Ability to manage and track				
	tuition reimbursements contingent on employee status				
R1.72	Ability to categorize educational				
	reimbursement requests into distinct subcategories such as:				
R1.73	tuition, lab fees, and books				
	Ability to create an educational				
R1.74	reimbursement requests as per				
	the rules of Policy B-1				
1	Ability to restrict/deny access for those employees who have				
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	Ability to view a progress report (% complete) for an employee				
R1.99	taking an on-line course Ability to manage quizzes and				
R1.100	tests Ability to manage training				
R1.101	course pre-requisites Ability to provide multiple				
R1.102	language capabilities Ability for managers to allow or				
R1.103	deny training requests before enrollment is finalized Ability to notify enrollees their				
	registration has been either approved or transferred to				
R1.104	waiting list Ability to notify enrollees				
R1.105	confirming enrollment Ability to maintain waiting list				
R1.106	for training classes Ability to track training				
R1.107	attendance online Ability to manage a training module dashboard				
	Ability to maintain employee training records per Chapter 119				
R1.109	of the Florida Statutes Ability to conduct training on				
R1.110 R1.111	mobile devices Ability to provide online learning				
R1.111 R1.112	Ability to provide gamification				
	capabilities Ability for employees to download certificates of				
R1.113	completion Ability to manage onboarding				
R1.114	checklists Ability to maintain the status of				
R1.115	the Supervisor Progression Through Training and Progression Through Training				
	Progression Through Training Ability to conduct workforce planning analysis including				
	needs analysis, competency framework and managing talent				
R1.116	pools Ability to automatically assign learning plans to individual				
R1.117	employees or groups by job title				
	or group membership Ability to maintain inventory control of L&OD specific				
R1.118	materials Ability to manage the learning				
R1.119	Ability to maintain a pool for all				
R1.120	external candidate applications for future reference	 			
	Ability to generate application templates based on the job				
R1.121 R1.122	descriptions Ability to create and forward job descriptions for approval				
	Ability to manage the Personnel Requisition Action Form (PRAF)				
R1.123	Ability to track the candidate's status through the selection and				
R1.124	hiring process Ability to manage the				
	recruitment plan (e.g., advertisement, screening				
R1.125	criteria, interview questions, assessments and interview				
R1.125	panel) Ability to advertise a job internally and externally				
	Ability to maintain specific parameters for job				
R1.127 R1.128	advertisements Ability to search internal and				
	external talent pipelines				
	Ability to distribute job advertisements to relevant				
	advertisements to relevant sourcing channels and post electronically on the core				
	advertisements to relevant sourcing channels and post				
R1.129	advertisements to relevant sourcing channels and post electronically on the core government sites, employment				
	advertisements to relevant sourcing channels and post electronically on the core government sites, employment page, job boards, social media, etc. Ability to maintain external third- party vendors and recruitment partners. Ability for internal and external				
R1.129	advertisements to relevant sourcing channels and post electronically on the core government sites, employment page, job boards, social media, etc. Ability to maintain external third- party vendors and recruitment partners. Ability for internal and external candidates to apply for vecancies:				
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R1.156	Ability to manage and track new hire approvals							
R1.157	Ability to manage and track salary approvals electronically							
R1.158	Ability to manage and track							
na.130	online pre-employment testing Ability to distribute a web-based link to candidates for pre-							
R1.159	employment testing Ability to send notifications to							
R1.160	applicants who claim veterans							
114.440	preference Ability for unselected applicants to update or edit application							
R1.161	after submitted Ability to conduct video							
R1.162	interviews Ability to establish evaluated							
	competencies as part of the							
R1.163 R1.164	prescreening process Ability to "auto-score"							
K1.104	applicants Ability to manage leave request							
	(e.g., leave of absence, PTO, etc.) from end-to-end							
R1.165	Ability to manage leave accrual							
	rates based on employment status and years of service, etc.							
R1.166								
	Ability to put an employee on the new PTO leave system who does not have a sufficient							
	accrued PTO balance to cover an unscheduled leave event in							
	"leave without pay" status for the first 16 hours							
K1.107	Ability to adhere to the							
R1.168	overtime policies/rules Ability to notify eligible FMLA							
R1.169	employees when their leave is about to be exhausted							
	about to be exhausted Ability to restore the tenure of service of any laid-off employee	-						
R1.170	recalled in adherence to Policy E- S						<u></u>	
R1.171	Ability to manage job descriptions							
R1.172	Ability to conduct interim pay studies					Ĺ		
	Ability to manage a Performance	-						
R1.173	Management dashboard Ability to manage end-to-end							
R1.174	hiring process Ability to identify "benchmark"							
	jobs, positions, and individuals							
R1.175	critical to the organization Ability to manage suitable							
	successors for "benchmark" jobs, positions, and individuals							
R1.176	based on different types of competencies						<u></u>	<u> </u>
R1.177	Ability to manage a library of re- usable objectives	-						
	Ability to assign specific objectives to employees based	-					1	
R1.178	on defined criteria Ability to manage personal							
R1.179	scorecards for performance related criteria							
	Ability to manage a centralized							
	data center for all employee related data (e.g., salaries,							
R1.180	leaves, disciplinary actions, etc.)							
	Ability to manage a Frequently Asked Questions or Help Page							
R1.181	for end-user support (e.g., chat)							
	Ability to manage the separation process from end-to-end (e.g.,					1		[
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R1.182	seperation checklist) Ability to manage claims in the							
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R1182 R1186 R1187 R1188 R1188 R1199 R1199 R1199 R1199 R1200 R1200 R1200 R1200 R1200 R1200	Ability to manage claims in the Ability to manage twith the Ability to integrate with the Ability to integrate with the Control of the Ability to manage employee checklate (e.g., ordoord). Ability to manage employee checklate (e.g., ordoord) ability to manage employee all ordoordoordoordoordoordoordoordoordoord							
R1183 R1186 R1187 R1188 R1188 R1199 R1199 R1199 R1199 R1200 R1201 R1201 R1202 R1201	Ability to research with the Ability to integrate with the Control of the Ability to manage employee checklist (e.g., ordioard). Ability to manage employee all ordinary and ordinary and ability to manage integrated and ability to manage employment. Ability to image employment and ability to manage employment and ability to manage employment and ability to manage employment ability to manage and position enhance a							
R1183 R1186 R1187 R1188 R1188 R1199 R1199 R1199 R1199 R1200 R1201 R1201 R1202 R1201	Ability to manage claims in the amount of th							
#1.183 #1.186 #1.186 #1.186 #1.187 #1.188 #1.190 #1.192 #1.193 #1.194 #1.195 #1.194 #1.195 #1.196 #1.197 #1.198 #1.199 #1.200 #1.201 #1.201 #1.202 #1.203	Ability to research with the Ability to integrate with the Control of the Ability to manage employee checklist (e.g., ordioard). Ability to manage employee all ordinary and ordinary and ability to manage integrated and ability to manage employment. Ability to image employment and ability to manage employment and ability to manage employment and ability to manage employment ability to manage and position enhance a							
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March Marc								
Auto-								
According to the content of the co		(e.g. add awards,						
And	R2.4	programs, etc.)						
March Marc	R2.5	from end-to-end						
- Controlled Controlle	R2.6	Ability for system to adhere to leap year						
According to the content of the co		Ability to verify leave balances during time entry for payroll						
March Marc	R2.7	processing						
10		timesheets for payroll						
Company	R2.8	Distributions)						
And Comment		Ability to manage (i.e., create						
March 1997 Mar		garnishment payments to						
Signature of the control of the cont		Ability to manage checks						
1	R2.10	including manual checks						
March Control Contro	22.11							
Add	N2.11	Ability to process pension						
1.00	R2.12	plans						
1.	R2.13	Ability to create W2s Ability to distribute W2s to						
Section Sect	22.14	employees based upon their						
Column	NZ.14	Ability to electronically file W2s						
March Marc	R2.15							
A. C.		Ability to calculate Final Average Earnings based on parameters						
10		(e.g., Highest earnings over 36						
Auto-Content of the Content of the	R2.16							
Company Comp		totals for 941 (i.e., IRS Payroll						
Description of the content of the	R2.17	Ability to calculate and file						
1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	R2 18	payroll tax totals for 945 (i.e.,						
Geo. Company		Ability to prepare forms and file						
10 10 10 10 10 10 10 10	R2.19	Active Employees)						
December Control of Control o		1099 to retirees and vendors						
1997 1997	R2.20	or electronic)					<u></u>	<u> </u>
1.00 1.00		Ability to process payroll based						
Microsophysis		Ability to manage multiple Pay						
Color		Ability to manage multiple						
1.00	R2.23	Payroll groups (GG and GRU)						
Market M	D2 24	Payroll numbers (GG and GRU)						
March Contracting Marc		Ability for accounting to be						
Description of Control of Contr	R2.25	Ability to automatically						
We have the content of the content o	R2.26	calculate, track, and distribute						
Age		Ability to automatically calculate						
West		and post retro pay based on						
International Content	R2.27	Ability to assign OT rules based						
Commercial Commercia		on employees hire date (e.g.,						
Angle Angl	R2.28	pensionable OT)						
And the second control of the second control		leave bonuses based on sick						
Met for the control of the control o	R2.29	Ability to automatically reduce						
And the control of th		leave balance on employees						
and of the form to review the second of the								
Way to secondary in your beautiful to the control of the control o		cap of 240 hrs. for employees						
water work 19 to 10 in a common of the commo	R2.30							
Section for the property of th		leave from PTO to PCLB on						
Address control and programme		employees anniversary based on years of service						
Color Colo	R2.31	Ability to automatically adjust						
Service of the control of the contro	R2.32	service						
Service and the state of the system A service and the state of the state of the system A service and the state of the st		Ability to automatically move a						
New or William State Office options 1.3 No. 100 Control Contr	R2.33							
Cash Contract according to the contract of the		leave sellback and the system						
statistics and price and state of the company of th	R2.34	check eligibility and post to the correct pay period						
4.10 September 1 4.10 And the consequence of the c		Ability to add pay without reducing base pay (e.g. active						
extreme the time grow the miles 1	R2.35	assignments)						
1.2.1.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2		Ability for system to validate and reduce base pay when other						
Add to employee to do company to the company of the	R2.36	pay is entered (e.g., leave)						
Court of the Part		Ability for employees to donate						
page 1 many non-current protections and comments of the commen	R2.37							
Author to manager but stores 10		Ability for payroll department to manage non-cash fringe benefits						
withoutfiles based on 16 cas All you accountedly mind general and a second of the sec		Ability to manage W2 boxes						
withoutfiles based on 16 cas All you accountedly mind general and a second of the sec	R2.39	based on pay/deduction codes Ability to calculate pay and						
Asily to administration from the common of t		withholdings based on IRS tax						
Addity to save agreement of substances and substances are substances and substances and substances are substances and substances and substances are substances are substances and substances are substanc	navu	Ability to automatically limit						
Asilty to automated by activities (b) 4, 12, 22, 22, 23, 24, 24, 24, 24, 24, 24, 24, 24, 24, 24	R2.41	garnisnments based on Department of Labor rules						
13.2 display to star benefits of the complete		Ability to automatically calculate						
Ability is accord where based on the property of the property	R2.42	moving expenses)						
Ability to set screenment Ability to see and see and statch Ability to rate or principal Ability to calculate mass Ability to mass principal Ability to the principal Ability		Ability to accrue leave based on						
\$2.4 desired an City appropried stimes 2.5 de Sulfilly to manage decuments in the particular of the p	nz.45	Ability to set incremental						
Author to manage documents All for training documents All for training documents All for training and training documents All for training for the provide any employee for any payed any employee for any payed and extra carring for that period, after other deduction, are less than the amount of the decident meeted All for the	R2.44	based on City approved claims						
Ability to manage decuments \$2.26	R2.45	Applity to scan and attach documents to transactions						
Ability to rank or primitive deficience on the party of the party		Ability to manage documents (e.g., index, upload, attach						
deduction order from the pay of any employee for any payed or any employee for any employee fo	R2.46	retain, scan, etc.)						
any employee for any payroll period in which the employee's incert earnings for thick period. If the employee's incert earnings for thick period. If the employee expending the employee expending the employee expending to the employee expension to the e		deduction order from the pay of						
net earnings for that period, after therefore deficiency, we less that the earning for the period, after therefore deficiency, we less that the earning for th		any employee for any payroll						
than the amount of the diductions needed with the control of the delity to trust FMA hours with the control of the delity to trust FMA hours with the control of the contro		net earnings for that period.						
### Addition to receive MALA SOUTH STATE AND THE STATE AND		than the amount of the						
used by an employee each 2.8 All for the form asset 2.9 All for the form asset 2.1 All form assets and employee 2.2 All form assets and employee 2.3 All form assets and employee 2.4 All form assets and employee 2.5 All form assets and employee 2.5 All form assets and employee 2.5 All form assets and employee 2.6 All form assets and employee 2.7 All form assets and employee 2.8 All form assets and employee 2.9 All form assets and em	R2.47	deductions needed						
### ### ### ### #### #### ############		used by an employee each	-					<u></u>
Ability to calculate mass dependence of the composition of the composi	R2.48 R2.49	calendar year Ability to Reconcile			1			
depreciation for financial 12.5.2 Allity to manager fixed exists (e.g., transfer between fixed, departments ext.) including 22.5.3 Allity to manager fixed exists (e.g., transfer between fixed, departments ext.) including 22.5.3 Allity to manager fixed exists (e.g., transfer between fixed, departments ext.) 42.5.5 Allity to manager fixed exists (e.g., transfer between fixed, departments ext.) 42.5.5 Allity to manager fixed exists (e.g., transfer between fixed, departments ext.) 42.5.5 Allity to manager fixed exists (e.g., transfer between fixed, departments ext.) 42.5.5 Allity to manager fixed exists (e.g., transfer between fixed, department ext.) 42.5.5 Allity to remove and defect a 42.5.5 Allity and the remove and defect a 42.5.5 All the re	R2.50	Ability to Wire to IRS						
### ### ### ### #### #### ############		depreciation for financial						
(e.g., transfer between fund, departments (e.f.) including 12.25 Addition commands (e.g., building) Addition commands (e.g., building) (e.g., transfer between fund, departments (e.g., transfer)	R2.51 R2.52	reporting						
departments etc.) including 12.33 April April April April 12.34 April April April April 12.35 April April April April 12.35 April April April April 12.35 April April April April 12.36 April April April April 12.37 April April April April 12.38 April April April April 12.39 April April April April 12.30 April April April 12.31 April April April April 12.32 April April April 12.35 April April April April April 12.35 April Ap		Ability to manage fixed assets (e.g., transfer between funds						
Ability to maintain (e.g., because, serial numbers, model numbers, serial numbers, model numbers, serial numbers, model numbers, serial number	***	departments etc.) including						
location, resid numbers, model neutrons	R2.53	Ability to maintain (e.g.,						
descriptions/jincrease/ descri		location, serial numbers, model numbers,						
### Asset ### As		descriptions),(increase/						
Ability to remove and delet a great price of a great pric	R2.54	asset						
Ability to remove components from assets and apply 82.55 registerment component 12.27 Ability to track retainage pay Ability to track retainage pay Ability to saley commodity 2.2.68 coldent to workform 82.99 and and returned 82.90 commodity 82.90 commodi		Apility to remove and delete a zero dollar fixed asset		<u></u>				
\$2.56 reglacement component		from assets and apply	-					<u></u>
### READ Codes to windows	R2.56	replacement component						
### READ Codes to windows	KZ.57	Ability to assign commodity						
R2.59 transaction library Ability to electronically accuracy Ability to electronically accuracy	R2.58	codes to vendors Ability to view and print vendor						
R2.60 payment request		transaction history						
	R2.60	payment request						

Company						
Company Comp		Ability to manage payment				
Column C		department, by vendor etc.)				
Company Comp		documentation (e.g., invoices,				
1.00 1.00		packing slips, receipts, shipping				
And	R2.61	Ability to process (in part or				
Company	R2.62					
1.		Ability to schedule payments for				
1.	112.03					
March Control March Contro		accommodate electronic bank				
Company Comp	R2.64	Ability to manage vendor				
Company Comp	R2.65	withholdings (e.g., calculate pay, hold and track retainage)				
An of the property An of t		Ability to pay payroll deductions				
5.00	22.66	to third parties (e.g., Child support, garnishments)				
1.		Ability to track and retain				
1.		Ability to set payment date				
A		Information Ability to adjust vendor				
March Marc	R2.69					
A content of the co		reports by payroll chart of				
Management Man	P2 70	accounts elements (e.g., employee, fund, unit, etc.)				
A. C. A. C	112.70	Ability to drill down on budget				
Commonwealth Comm		(e.g., journal entries, budget				
10	K2./1	Ability to produce				
1.00 1.00	R2.72	financial/operating plans (e.g., budget documents)				
1.00	R2.73					
100 100	R2.74	benefits				
December		Ability to manage budget				
A	na./3	Ability to track changes to the				
Section of the control of the contro	R2.76	and amendatory budget)			ļ	
10 10 10 10 10 10 10 10	R2.77	Accounts elements				
Section of the Control of the Contro	R2.78	Ability to activate and deactivate			<u> </u>	
April		Ability to automatically forecast				
Section Control Contro	R2.79	prior/current YTD totals)				
December 1997 December 199		Ability to add and track supporting documentation				
Wind and Total based	p2 94	(attachments) to budget				
Address	n2.80	Ability to complete, edit,				
Description of the content of the	R2.81	approve and input budget transactions				
100 100		year capital improvement				
10 10 10 10 10 10 10 10		projects Ability to authorize positions				
Amount A	R2.83	and edit FTE count Ability to calculate salary based				
Address Addr	22.04	on employee position change				
1.00		Ability to distribute, assign and				
Additional	R2.85	Ability to budget by various				
Add	R2.86	parameters (e.g., program/activity)				
## Address of the Company of the Com	R2.87	budget versions				
Addition		Ability to apply inflators to				
Age						
May be control marketing and the control of the con	R2.88	elements				
No. of the transple		elements Ability to maintain, edit and report from real-time				
Only on work of an order of the control of the cont		elements Ability to maintain, edit and report from real-time dashboards Ability to export real-time				
1.00 1.00	R2.89	elements Ability to maintain, edit and report from real-time dashboards Ability to export real-time budget data to various document formats (e.g.,				
Column C	R2.89	elements Ability to maintain, edit and report from real-time dashboards Ability to export real-time budget data to various document formats (e.g., Microsoft Suite) Ability to send and receive				
SOURCE Markety and stock years 1. 10. 10. 10. 10. 10. 10. 10. 10. 10. 1	R2.89 R2.90 R2.91	elements Ability to maintain, edit and report from real-time dashboards Ability to export real-time budget data to various document formats (e.g., Microsoft Suite) Ability to send and receive budget notifications Ability to send and receive budget notifications				
About to exclusive bridger. A STATE OF THE PROPERTY OF THE PR	R2.89 R2.90 R2.91 R2.92	elements Ability to maintain, edit and report from real-time dashboards Ability to export real-time dashboards Ability to export real-time budget data to various document formats (e.g., Microsoft Sulte) Ability to sold and receive budget notifications Ability to budget rounding Ability to budget revenues and exports				
Address of contents of the c	R2.89 R2.90 R2.91 R2.92 R2.93	elements Ability to maintain, edit and report from real-time dashboards Ability to export real-time dashboards Ability to export real-time budget data to various document formats (e.g., Microsoft Sutto to send and receive budget to self to send and receive budget notifications Ability to obeing trevenues and expense Ability to budget revenues and expense				
All of the departments in the second control of the second control	R2.89 R2.90 R2.91 R2.92 R2.93	elements Ability to maintain, edit and report from real-time dashboards Ability to export real-time dashboards Ability to export real-time budget data to various document formats (e.g., Microsoft Sultr to send and receive budget to send and receive budget notifications. Ability to obeight revenues and expense Ability to budget revenues and expense Ability to budget revenues and expense Ability to budget and track grant agreements. Ability to manage budget and track grant agreements.				
### April Proposed State of Pr	R2.89 R2.90 R2.91 R2.92 R2.93 R2.94 R2.95	elements: Ability to maintain, edit and report from real-time dischibizards. Ability to maintain, edit and report from real-time dischibizards. Ability to real-dischibizards. Ability to seed and receive budget endifications. Ability to seed budget rounding. Ability to will budget revenues and execute dischibization and track grant zeroements. Ability to budget revenues and execute dischibization and track grant zeroements. Ability to budget the dischibization dischibization and track grant zeroements. Ability to budget executions.				
and the second control of the second control	R2.89 R2.90 R2.91 R2.92 R2.93 R2.94 R2.95	elements: Allility to maintain, edit and Allility to maintain, edit and Allility to maintain, edit dashboards. Allility to resport real-time budget data to various document formatic (e.g., Allility to sport real-time budget data to various document formatic (e.g., Allility to send and receive budget andiffication Allility to do budget rounding Allility to do budget rounding Allility to budget and track grant sperements. Allility to sudget and track grant sperements. Allility to manage budget controls used the budget time items Allility for departments to				
Section of the company page 4.200 page and medical page of the company page of the co	R2.89 R2.90 R2.91 R2.92 R2.93 R2.94 R2.95	elements: Albility to maintain, edit and Albility to maintain, edit and Albility to maintain, edit dashboards. Albility to export real-time budget data to various document formats (e.g., Micropal) Albility to export real-time budget data to various document formats (e.g., Micropal) Albility to do budget reanding. Albility to do budget reanding. Albility to budget rend frack grant data for the common of th				
In a protection described with the control of the c	R2 89 R2 90 R2 91 R2 92 R2 93 R2 94 R2 95 R2 96	elements. Albility to maintain, edit and Albility to maintain, edit and Albility to maintain, dashboards. Albility to export real-time budget data to various document formatility ele- participation of the second				
Name of and year and rothoused	R2 89 R2 90 R2 91 R2 92 R2 93 R2 94 R2 95 R2 96	elements mountain, edit and concept from real-time deathboards. Ability to export real-time budget data to various budget data to various for the concept from the concept budget and to various death to various budget notification. Ability to send and receive budget notification budget notification. Ability to send and receive budget notification death to budget notification. Ability to budget and track grant pagentee. Ability to budget and track grant pagents Ability to budget the items Ability to budget the items Ability to budget the items Ability to budget the items ability for departments to specific budget the items Ability to budget the items Ability to budget the items Ability to budget the items ability to track departments proposed budget Ability to track departments proposed budget and the specific ability to budget the transaction by budget yet transaction by budget yet and the page the page ability to track departments proposed budget and the page the page and the page and the page and the page and the page and the page and the page and and and and and and and and				
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8-200 regreement records and r	R2.89 R2.90 R2.91 R2.92 R2.93 R2.94 R2.95 R2.96 R2.97	elements municipal, edit and traction of the control of the contro				
Basic Segment of material manufacture groups and material groups and material groups and material groups and groups	R2.89 R2.90 R2.91 R2.92 R2.93 R2.94 R2.95 R2.96 R2.97	elements mountain, edit and upper de la companya del la companya de la compan				
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grate flacout de countes 2.10.10 Account promotes face, and Account face,	82.89 82.93 82.93 82.93 82.93 82.93 82.95 82.96 82.96 82.97 82.98 82.99	elements mountain, edit and record from real-time deabbloards. Ability to export real-time budget data to various Microsoft Solling to export real-time budget data to various Microsoft Solling and Ability to send and records accept entirely and ability to send and records accept entirely ability to send and track grant Ability to budget revenues and present Ability to budget revenues and acceptable of the present and acceptable of the present and acceptable of Ability to budget the terms defectly enter the rew proposed budget Ability to track departments Ability to caregivers budget controls Ability to caregivers budget controls and acceptable of acceptable				
According promoters in all system outpoint (e.g., trial) According to entire strong and according to the strong and according to the strong according	82.89 82.93 82.93 82.93 82.93 82.93 82.95 82.96 82.96 82.97 82.98 82.99	elements municipal, edit and record report from real-time destableaced report from real-time destableaced and record from real-time budget data to various. Ability to export from real-time budget data to various from the real-time budget and record sudget anotherable data to various data from the real-time budget anotherable data from the real-time budget anotherable data from the real-time budget anotherable data from the real-time budget controls ability to manage changes to Ability to manage changes to Ability to data from the real-time budget controls anotherable data from the real-time budget controls anotherable data from the real-time budget controls anotherable data from the real-time budget controls and the real-time budget controls and the real-time budget controls. Ability to categorise budget carry forward and year end closopat for the real-time budget carry forward and year end closopat process.				
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Section of the control of the contro	82.89 82.93 82.93 82.93 82.93 82.93 82.94 82.95 82.96 82.96 82.97 82.98 82.98 82.99 82.100	elements. Adulty to manage budget and to warrious and to the Adulty to each to warrious and to the Adulty to each to warrious and to the Adulty to each to warrious and to the Adulty to be seed and receive budget and to the Adulty to budget and track grant agreements. Adulty to manage budget and track grant agreements and track grant agreements and track grant agreements. Adulty to manage budget and track grant agreements adulty to the Adulty to track grantens to directly enter their own Adulty to track grantens to directly enter their own Adulty to track grantens to directly enter their own Adulty to track grantens to directly enter their own Adulty to track grantens to directly enter their own Adulty to the Adulty to track grantens to the Adulty to the				
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## 2.300 ## Ashifty to produce summary trail ## Ashifty to create outsom financial ## Ashifty to create outsom financial ## Ashifty to manage produce ## Ashifty	R2 89 R2 90 R2 91 R2 93 R2 93 R2 94 R2 95 R2 96 R2 97 R2 98 R2 99 R2 100 R2 100 R2 100 R2 100 R2 100 R2 100	selements mountain, edit and record from real-time deshabezeris. Albility to export real-time deshabezeris. Albility to export from real-time budget data to various deshabezeris. Albility to the selement of				
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Ability to create outsem financial statements (e.g., sepanditure treeds, managemal) ### 2.10 treeds, managemal) ### 2.11 treeds, managemal (e.g., sepanditure) ### 2.11 tre	R2 59 82 59 82 93 82 93 82 94 82 95 82 96 82 99 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100	stements, maintain, edit and consequent proposed to the consequent proposed				
R2.10 trends, managemal)	R2 59 82 99 82 91 82 92 82 93 82 94 82 95 82 96 82 99 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100	elements was a service of the control of the contro				
Askilly to manage journal entry (e.g., standard, sudor-evering, standard, st	R2 59 82 99 82 91 82 92 82 93 82 94 82 95 82 96 82 99 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100 82 100	elements was a service of the control of the contro				
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Ability to enter a journal entry ### 12.112 ### 12.113 ### 12.114 ### 12.115 ### 12.1	R2 59 R2 59 R2 91 R2 93 R2 94 R2 94 R2 95 R2 96 R2 99 R2 100	elements was a service of the control of the contro				
### Addity to the are payred centred ### 2.2.112 ### Addity to the are payred centred ### 2.2.115 ### Addity to the are payred centred ### Addity to describe the are the area and area are the area and area and area are the area area are the area area are the area area are the area area are the area area are the area area are the area are the area are the area are the area area are the	82.59 82.59 82.59 82.93 82.93 82.93 82.93 82.96 82.96 82.97 82.08 82.100 82.100 82.100 82.100 82.100 82.100 82.100 82.100 82.100 82.100 82.100 82.100	elements was a service of the control of the contro				
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### Part of the profit of the	R2 50 R2 50 R2 50 R2 91 R2 92 R2 93 R2 94 R2 94 R2 96 R2 100	edemonts' mountain, edit and sedemonts' mountain, edit and serve darbibacon's. Ability to export real-time darbibacon's. Ability to separt real-time darbibacon's. Ability to separt real-time decommend of the sedemont of				
### 22.115 Store ### 22.115	R2 59 82 99 82 91 82 92 82 93 82 94 82 95 82 96 82 99 82 100 83 100 84 100 85 100	elements was a service of the control of the contro				
Ability to create and maintain account classification (e.g., esset, liability, equity, superus, etc.) 19.2.117 19.2.118 19.2.118 19.2.118 19.2.118 19.2.118 29.2.118 Ability to manage and track grant file cycle end of end (e.g., eygluthurs, and cycle) and decreated payed based on etc. 29.2.118 Ability to manage and track grant file cycle end of end (e.g., eygluthurs, and cycle) and decreated and end (e.g., eygluthurs, and cycle) and decreated and end (e.g., eygluthurs, and cycle) and decreated and end (e.g., eygluthurs, and (e.g., eygluthurs, eygluthurs, and (e.g., eygluthurs, eyglu	R2 59 82 99 82 91 82 92 82 93 82 94 82 95 82 96 82 99 82 100 83 100 84 100 85 100	edements was manufactured and elements report from read it mee deathboards. Ability to export read-time deathboards. Ability to export from read-time deathboards. Ability to export from read-time deathboards. Ability to be send and records decument formats is e.g., Market ability to the budget revenues and admitted the send of the				
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end accrued payrol based on ### 2.1186 ### Abbits the required and track Abbits the required of the end first, Abbits the required of the end first, application, award, close) and statudo supporting ### 2.1190 ### Abbits to support are reconclusion ### 2.120 ### Abbits to support are reconclusion ### Abbits to support are reconclusion #### Abbits to support are reconclusion #### Abbits to support are reconclusion #### Abbits to support are reconclusion ###################################	82.89 82.90 82.91 82.93 82.93 82.93 82.95 82.96 82.97 82.00 82.100	selements was an advantage of an advantage of a selement o				
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application, award, clore) and effective apportune and the state apportune appor	82.89 82.90 82.91 82.93 62.92 82.93 62.96 82.97 82.08 82.09 82.100 82.100 82.100 82.100 82.101 82.102 82.105 82.105 82.106 82.107 82.108	selements was a service of the control of the contr				
82.129 documentation Albility to generate recorditation 82.120 regorts Albility to accept various payment methods (e.g., culine, in operand and trose (e.g., culine, in operand and trose (e.g., cut)	82.89 82.90 82.91 82.93 62.92 82.93 62.96 82.97 82.08 82.09 82.100 82.100 82.100 82.100 82.101 82.102 82.105 82.105 82.106 82.107 82.108	selements was a service of the control of the contr				
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payment methods (e.g., culine, line consonal and twee (e.g., culine, line consonal and twee (e.g., cut).	82.50 82.50 82.50 82.51 82.92 82.93 82.95 82.96 82.96 82.97 82.58 82.99 82.100 82.100 82.101 82.102 82.103 82.104 82.105 82.106 82.106 82.107 82.108 82.108 82.108 82.109 82.109 82.100	elsements montain, edit and selements report from read it and read				
in person) and types (e.g., cash.	82.59 82.79 82.79 82.79 82.79 82.79 82.79 82.79 82.79 82.79 82.79 82.70 82.70 82.100 82.100 82.100 82.100 82.100 82.100 82.100 82.101 82.102 82.103 82.104 82.105 82.106 82.107 82.108 82.109 82.109 82.110 82.110 82.111 82.111 82.111 82.111 82.111 82.111 82.111 82.111 82.111 82.111 82.111	selements was marrian, edit and selements service darbhacents. Abbility to export real-time decument formats is e.g., Microseff Steller. Abbility to send and receive abbility to send and receive abbility to desire treading. Abbility to send and receive abbility to desire treading. Abbility to make place treading and abbility to desire treading. Abbility to make place the send of th				
	82.59 82.79 82.79 82.79 82.79 82.79 82.79 82.79 82.79 82.79 82.79 82.70 82.70 82.100 82.100 82.100 82.100 82.100 82.100 82.100 82.101 82.102 82.103 82.104 82.105 82.106 82.107 82.108 82.109 82.109 82.110 82.110 82.111 82.111 82.111 82.111 82.111 82.111 82.111 82.111 82.111 82.111 82.111	selements report from real site of the report from real site of shifteness is considered and shifteness in the report from real site of shifteness is considered and shifteness in the real shifteness in the				

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	Ability to integrate with cashiering systems (e.g., Inovah)					
R2.122	Ability for all payment terminals					
R2.123	to update cashiering system in real time			L	<u></u>	
	Ability for cashiering system to update financial system in real					
R2.124	time Ability to receive notifications					
1	(e.g., when recurring about					
R2.125	receivables are about to expire) Ability to attach/view					
1	supporting documentation relating to payments (e.g.,					
	applications for parking decals/citations, business tax,					
R2.126	landlord licensing, etc.) Ability for customers to upload					
	supporting documentation relating to type of payment					
	(e.g., applications for parking decals/citations, business tax,					
R2.127	landlord licensing, etc.)					
R2.128	Ability to calculate invoice due date		 			
	Ability to manage user accounts in the cashiering system					
R2.129	Ability to write-off					
R2.130	invoices/accounts receivable Ability to override/edit					
	accounting values on payments (e.g., if a payment is allocated to					
	a wrong account) and reflect edits in all related areas					
R2.131	Ability to manage					
R2.132	invoices/accounts receivable in real time Ability to receive and					
1	automatically modify/update					
	invoices for payments (e.g., partial, line item, whole) and					
R2.133	maintain history Ability to send and receive					
1	information with 3rd Party Vendor Applications (e.g.,					
	Business Tax, Landlord Licensing, Innoprise, T2 Flex etc.)					
R2.134	Ability to track payments (e.g.,					
R2.135	mail-in, walk-in, only, wires, inter-departmental Ability to track parking decals					
R2.136	(e.g., commercial, service,					
KZ.136	visitor, temporary and zone) Ability to track/update fee increases on receivables with or					
	without invoice (escalation of a					
	parking citation, decals, landlord licensing and business tax)					
R2.137	contingent on the increased fee schedule					
R2.138	Ability to issue credits (outside sources) and maintain history					
112.130	Ability to automate online credits (Jet pay, iNovah, MPS,					
R2.139	Webapps, T2 Flex) and maintain history					
	Ability to search previous					
1	payments/customer history by various parameters (e.g.,					
R2.140	amount, date, invoice number, customer, account number, etc.)					
R2.141	Ability to view disputed parking citations					
	Ability to acknowledge decal application, process payment					
R2.142	and issue decal Ability to receive payment					
R2.143	notifications (e.g., when a					
	payment is received) Ability to prevent duplicate online payments (e-services)					
R2.144	between 3rd party system and					
R2.145	the financial system Ability to adjust, cancel and void payments					
R2.146	payments Ability to text/email sales receipt					
R2.147	Ability to automate delinquent parking citation notifications					
	Ability to calculated and collect business taxes in compliance					
1	with state and local laws and issue required documents					
R2.148	Ability to correct document					
	entry errors without changing the original transaction date					
R2.149	(maintain history) Ability to suspend and resume a					
R2.150	Ability for the online portal to					
	"shopping cart" payments (e.g., business tax and parking citation					
R2.151	in a single transaction)					
	Ability to create zero dollar payments for tax exempt (e.g. senior citizens that don't pay					
R2.152	senior citizens that don't pay but still need to receive a receipt)					
nZ.15Z	Ability to upload, add and delete digital documents (e.g. receipts,					
R2.153	digital documents (e.g. receipts, invoices) Ability to be in compliance with					
R2.154	payment card industry (PCI) Standards					
114.434	Ability to run analytical wild					
	search reports (at any time- daily, quarterly, bi weekly etc.) showing data metrics for					
	procurement parameters (e.g.,					
	encumbrances, purchase order status, contract status, vendor, vendor performance, internal					
	departmental requests for					
	goods and service (requisitions), solicitation status & responses,					
R2.155	commodity code, workflow timing etc.)					
	Ability to create, modify, (e.g.,					
1	funding distribution, line items,	İ				
	description etc.) delete, close		1			
	description etc.) delete, close and print various types (e.g. standard, regular, blanket, multi-					
R2.156	description etc.) delete, close and print various types (e.g. standard, regular, blanket, multi- year etc.) of Purchase Orders Ability to upload and modify					
R2.156	description etc.) delete, close and print various types (e.g. standard, regular, blanket, multi- year etc.) of Purchase Orders Ability to upload and modify supporting Purchase Order documents (e.g., contract, bid					
R2.156	description etc.) delete, close and print various types (e.g. standard, regular, blanket, multi- year etc.) of Purchase Orders Ability to upload and modify supporting Purchase Order documents (e.g., contract, bid record, commission agenda item etc.) and maintain for the					
	description etc.) delete, close and print various types (e.g., standard, regular, blanket, multi- year etc.) of Purchase Orders Ability to upload and modify supporting Purchase Order documents (e.g., contract, bid record, commission agenda item etc.) and maintain for the retention period as per regulations (e.g., F. Statue and					
R2.156	description etc.) delete, close and print various types (e.g., standard, regular, blanket, multi-year etc.) of Purchase Orders Ability to upload and modify supporting Purchase Order documents (e.g., contract, bid record, commission agenda item etc.) and maintain for the retention period as per regulations (e.g., F. Status and Sunshine Law)					
	description etc.) delete, dose and print various types (e.g. tandard, regular, blanket, multi- year.) and the control of the control of the control of supporting Purchase Order documents (e.g., contract, bid record, commission agenda item etc.) and maintain for the retention period as per regulations (e.g., F. Statue and Sunshine Law) Ability to group Purchase Orders by Fiscal Year and designated date (e.g., close Por I eave					
	description etc.) delete, folse and print various types (e.g., standard, regular, blanket, multi- yava etc.) of Purchase Orders. Ability to uplead and modify supporting Purchase Order documents (e.g., contract, bid ercord, commission aged al tem etc.) and maintain for the recention period as per regulations (e.g., ft. Status and Sanshinas Pan). Ability to group Purchase Orders by Frazil Year and designated date (e.g., close Yo or Base) group for new PF and as desired period for the print of the print of the group for new PF and as desired period for the print of the period for the print of the group for new PF and as desired period for the print of the period for the print of the period for the print of the period for the period period for the period period for the period					
R2.157	description etc.) delete, foliose and print various types (e.g., standard, regular, blanket, multi- year etc.) of Purchase Orders. Ability to upload and modify supporting Purchase Order documents (e.g., contract, bid record, commission aged all tem etc.) and maintain for the record, commission aged all tem etc.) and maintain for the record, commission aged all tem etc.) and maintain for the regulations (e.g., R. Statue and Ability to group purchase Orders by Fiscal Year and designated table (e.g., close Foor leave open for new YT and as designated and the properties of the properties of the properties of the properties of the properties of the properties of the properties of properties of properties of properties of properties of properties of properties of properties p					
R2.157	description etc.) delete, dose dang print various types (e.g., standard, regular, Italanet, multi- pare etc.) of Pruchee Orden. Ability to uplicad and modely documents (e.g., contract, bid record, commission agend a time tec.) and multiplin for the retention period as per regulations (e.g., 15-status and Ability to group Purchase Orden programment of the programment of programment of progra					
R2.157	description etc.) delete, dose description etc.) delete, dose standard, regular, blanker, multi- standard, regular, blanker, multi- schiption, see and modely supporting furchase Order documents (e.g., contract, bid record, commission agend a tem etc.) and multistin for the etc.) and multistin for the regulation (e.g., ft. Sistitus and Sanshine law). Assist of the delete (e.g., does Poor leave open for new PT and as desired etc.) and the sanship of authorities and distribute purpose to the popen for new PT and as desired etc. Ability to retirem significant authorities and distribute purchase Orders. Ability to retirem significant purchase Orders. Ability to retirem significant purchase Orders. Ability to retirem significant purchase Orders. Ability to retirem significant purchase Orders.					
R2.157 R2.158 R2.159	description etc.) delete, dose description etc.) delete, dose tanders, regular, Italaete, multi- variett, or produce delete Ability to upload and modify documents (e.g., contract, bid record, commission agend a tem etc.) and multini for the ercet and multini for the ercet and multini for the ercet and multini for the ercet and multini for the ercet and multini for the ercet and multini for the ercet and multini for the ercet and multini for the ercet and multini for the ercet and multini for the ercet and multini for the ercet and multini for produce and produce produce produce ercet erc					
R2.157 R2.158 R2.159	description etc.) delete, dose description etc.) delete, dose standard, regular, blanker, multi- standard, regular, blanker, multi- standard, regular, blanker, multi- standard, regular, blanker, multi- standard, regular, blanker, blank					
R2.157 R2.158 R2.159	description etc.) delete, dose description etc.) delete, dose standard, regular, blanket, multi- pare etc., i of Pruchee Orden. Ability to uplicad and modify documents (e.g., contract, bid record, commission agend a time tec.) and maintain for the retention period as per regulations (e.g., 15-Sature and Sature br>Sature Sature					

	Ability to publish end-to-end solicitation process (e.g., original and updates) via different				
R2.162	sources per FL Statue and Policy				
	Ability to create, distribute and track (internal and external (incl. vendors) notifications in various				
	forms (e.g., email, letter) (e.g., change of bid date, pre bid meeting date, addenda, etc.)				
R2.163	Ability to track (date/time)				
	vendor notifications Ability to track (date/time) plan holders (e.g., vendors who have				
R2.165	obtained supporting bid documentation) Ability to track supplemental				
R2.166	vendors Ability to create, track and modify requisitions (e.g.,				
R2.167	supplies, services, equipment, etc.) Ability to interact with 3rd Party				
R2.168	Purchasing Solicitations Solution (e.g., Demand Star) Ability for vendors to complete				
R2.169	Ability for vendors to complete online vendor registration/application				
R2.170	Ability to create, modify and maintain purchasing templates				
	Ability to pre populate documents (e.g., bids, purchase				
R2.171	orders) Ability to manage electronic project documents (e.g., bid				
	document, addenda, submittals, dept. backup documentation, bid record, bid award				
R2.172	recommendation, purchase orders, etc.) Ability to interact with 3rd party				
	Ability to interact with 3rd party Purchasing Card applications (e.g., Bank of America VISA				
R2.173	Works) Ability to reject Purchasing Card Transactions				
R2.174	Ability to manage Purchasing Card Transaction				
	Ability to enter/upload and track (project, purchasing contracts) and all related documents				
R2.176	Ability to wild card search uploaded documents (e.g., by				
	contract number, requisition number, vendor, contract				
R2.177	criteria, contract description, assigned buver, etc.) Ability to manage commodity				
	codes to classify procured products and services (e.g., NAICS, NIGP, internally created				
R2.178	codes) Ability to enable centralized				
	purchasing (e.g., capturing and tracking real-time analytics to determine business needs, find				
	strategic sourcing, contract management, vendor				
	performance/ management, internal electronic requisitions, e procurement, cost analysis,				
R2.179	market supply assessments, etc.) Ability to receive, approve,				
	reject, modify electronic requisitions (internal requests				
R2.180	for procurement services) Ability to track requisitions and purchase order status (e.g.,				
R2.181	open, closed, rejected, cancelled, pending, on bid)				
	Ability to track solicitation status (e.g., open, closed, rejected, cancelled, pending, on bid)				
R2.182	Ability to track and indicate vendor performance and				
R2.183	compliance on various parameters (e.g., accuracy, timeliners, quality, etc.)				
	timeliness, quality, etc.) Ability to maintain history of all purchasing transactions (e.g.,				
R2.184	requisitions, bid/quotes, buyer name, etc.) Ability to characterize vendor				
R2.185	status (e.g., active, inactive, grantee, debarred, temporary (one time), hold payment)				
	Ability to create, modify, track, pre approved "pool of vendors"				
	that have been pre-approved for contract based on categories (e.g., architecture)				
R2.186	Ability to create, modify, track vendor groupings for specific				
R2.187	commodities Ability to create, modify, track vendor classifications (e.g., local				*
R2.188	preference, Veteran , small business, disadvantage,				
R2.188	minority, etc.) Ability to generate purchase order from requisition				
	Ability to support various types of solicitations (e.g., RFP, RFQ, ITN. non competitive, etc.)				
R2.190	Ability assign numbers to (e.g.,				
R2.191	purchase order, contract, requisitions, solicitation) (manually or automatically)				
	Ability to aggregate requests (requisitions) for identical				
R2.192	commodity codes into a single Purchase Order Ability to carry over open				
R2.193	purchase orders to the following fiscal year Ability to group individual p-card				
	transaction to the appropriate categorize (e.g., commodity code, payment account, project,				
R2.194	grant, etc.) Ability to create, modify and				
R2.195 R2.196	delete fixed asset shell Ability to accommodate vender self service		 		
R2.197	Ability to distribute invoices (electronically, manual, etc.) Ability create and maintain				
R2.198	customer record Ability for accounts receivable to				
R2.199	offset accounts payable (vendors, customers, employees etc.)				
R2.200	Ability to provide customer balance in real-time (in person, online)				
	Ability to generate an analytical report to project cash flow				
R2.201	receipts based on historical data by accounts receivable type				
R2.202	Ability to generate and distribute delinquent notices Ability to accommodate				
R2.203	decentralized departmental payment entry				
	Ability for customer to view accounts payable and accounts receivable on same screen				
R2.204	Ability to generate and distribute to customers				
R2.205	notifications of debit, credits to their profile Ability to automatically generate				
R2.206	future invoices				

	reason r					
R2.207	Ability to automatically generate recurring invoices Ability to generate variances					
	Ability to generate variances reports (e.g., accrual v					
R2.208	collections; deposits v receipts,					
NZ-200	etc.) Ability to accommodate					
R2.209	Ability to accommodate automatic bank reconciliations					
R2.210	Ability to manage and track petty cash usage					
R2.211	Ability to age accounts					
	receivable Ability to comply with GASB 34					
R2.212	reporting requirements Ability for Purchasing module to					
	automatically create a fixed					
	"asset shell" by category and sub categories (e.g., land, buildings,					
	vehicles, fire arms, drainage, sewers, roads, location, etc.)					
R2.213	Ability to support fixed asset					
	inventory process with					
R2.214	handheld bar code reader capability					
	Ability to run analytical wild					
	search reports (at any time- daily, quarterly, bi weekly etc.)					
	showing data metrics for accounts receivable parameters					
	(e.g., customer, invoice number/					
	type, payment type, etc.) in a defined range (e.g., date, year-to-					
R2.215	date, FY, life- to-date, etc.)					
	Ability to run analytical wild search reports (at any time-					
	daily, quarterly, bi weekly etc.) showing data metrics for fixed					
	assets parameters (e.g.,					
	classification, decal number, type, useful life etc.) in a					
R2.216	defined range (e.g., date, year-to-					
	date, life- to-date, etc.) Ability to age accounts payable					
R2.217	Ability for accounts payable to		1			
R2.218	offset accounts recievable				-	
	Ability to flag vendor/customer when there is an overdue					
R2.219	accounts receivable					
R2.220	Ability to support digital signatures for approvals	 	1	_		<u> </u>
R2.221	Ability to prevent duplicate					
n4.441	vendor entry Ability to retrieve and autofill					
R2.222	default information from purchase order					
R2.223	Ability to create, add, delete	 		 		
n4.443	and modify vendor Ability to notify vendor (e.g.,					
	denied payment, payment processed, need more					
R2.224	documentation, etc.) Ability to split payment between					
R2.225	various account (e.g., by dollar,					
RZ.ZZ5	by %) Ability to capture subcontractor					
	utilization info at the time of					
	accounts payable entry (e.g., amount paid, type of					
R2.226	subcontractor (MBE) etc.)					
R2.227	Ability to maintain and release recurring payments					
	recurring payments Ability to prohibit transactions with insufficient sources					
R2.228	(appropriations, funds, etc.) Ability to check for duplicate					
	Ability to check for duplicate invoices by various parameters					
R2.229	(e.g., invoice #, vendor, item,					
KZ.ZZ9	service, etc.) Ability to consolidate multiple					
R2.230	invoices into a one payment for same vendor					
	Ability to change vendor profile but retain history when name/					
R2.231	owner changes Ability to apply credit memos					
R2.232	Ability to apply credit memos against open invoices					
	against open invoices Ability to run analytical wild search reports (at any time-					
	daily, quarterly, bi weekly, etc.) showing data metrics for					
	accounts payable parameters					
	(e.g., vendor, amount, commodity code, invoice,					
	purchase order, chart of					
	accounts, vendor type, vendor classification etc.) in a defined					
R2.233	range (e.g., date, year-to-date,					
	Ability to track payments issued					
	by (e.g., vendor, product, commodity code, purchase					
R2.234	commodity code, purchase orders, vendor type/class, chart					
	commodity code, purchase orders, vendor type/class, chart of accounts, etc.)					
	commodity code, purchase orders, vendor type/class, chart of accounts, etc.) Ability to generate accounts payable / general ledger					
R2.235	commodity code, purchase orders, vendor type/class, chart of accounts, etc.) Ability to generate accounts					
	commodity code, purchase orders, vendor type/class, chart of accounts, etc.) Ability to generate accounts payable / general ledger reconciliation Ability of Financial applications to meet governmental Generally					
R2.235	commodity code, purchase orders, vendor type/class, chart of accounts, etc.) Ability to generate accounts payable / general ledger reconciliation Ability of Financial applications					
	commodity code, purchase orders, vendor type/class, chart orders, vendor type/class, chart of accounts, etc.) Ability to generate accounts payable / general ledger reconciliation Ability of Financial applications to meet governmental Generally Accepted Account Principles (GAMP) (GASB) (GAMP) (GASB)					
R2.235	commodity code, purchase orders, vendor type/class, chart of accounts, etc.) Ability to generate accounts payable // general ledger reconcillation Ability of Financial applications to meet governmental Generally Accepted Account Principles (GAAPI) (GASS)					
R2.235	commodity code, purchase orders, vendor type/class, chart of accounts, etc.) Ability to generate accounts payable / general ledger reconciliation. Ability of Financial applications to meet governmental Generally Accepted Account Principles (GAAP) (GABP). Ability to account for transaction on a modified account basis.					
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R2 236 R2 236 R2 237	commodity code, purchase orders, water by projects, chart of accounts, etc.) A Albity to general accounts Albity to general accounts Albity to general accounts to meet general degerity exponcializing responsibility and account and account					
R2.235 R2.236 R2.237	commodity code, purchase order, wender typicals, dust dieder, wender typicals, dust dieder, wender typicals, dust die der der der der der der der der der de					
R2 236 R2 236 R2 237	commodity code, purchase order, wender type/just, chart with which will be common the common that will be common the common that will be common to the common that will be common the common that will be common to meet governmental Generally Accepted Account for the common that will be common to meet governmental Generally Accepted Account for the common that will be common to the common to the common that will be comparable with the comparable					
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R2.251	Ability to allow more than one accounting period to be open				<u> </u>
R2.252	Ability to allow more than one fiscal year to be open				
na.434	Ability to export reports to				
	popular desktop applications (i.e., Microsoft Office) and print				
R2.253	Ability to define and post				
R2.254	indirect cost allocations				
	Ability to run analytical wild search reports (at any time-				
	daily, quarterly, bi weekly, etc.) showing data metrics for and				
	across all finance areas (e.g.,				
	budget, Fixed Assets, Accounts Receivable, Accounts Payable,				
	Payroll, Purchasing etc.) in a				
R2.255	defined range (e.g., date, year-to- date, FY, life- to-date, etc.)				
	Ability to run analytical wild				
	search reports (at any time- daily, quarterly, bi weekly etc.)				
	showing data metrics for and across all general ledger and trial				
	balance parameters (e.g.,				
	assets, liability, equity, cash, revenue, expenses, etc.) in a				1
	defined range (e.g., date, year-to-				
R2.256	date, FY, life- to-date, etc.) Ability to run analytical wild				
	search reports (at any time- daily, quarterly, bi weekly etc.)				
	showing data metrics for budget				
	parameters (e.g., budget v actuals, budget amendments,				
	surplus/ deficit, projects, positions, labor allocations,				
R2.257	budget versions/increments/				
	decrements, etc.) Ability to enter time for pay				
R2.258	(hours (reg., special), exceptions for MAPs, etc.) Ability to integrate with third-				
	Ability to integrate with third- party scheduling systems (e.e				
R2.259	party scheduling systems (e.g., Paycheck, Telestaff, ADP, Hastus, etc.)				
	Ability to integrated with third-				
R2.260	party ERP systems Ability to run analytical wild				
	search reports (at any time- daily, quarterly, bi weekly, etc.)				
R2.261	showing data metrics for payroll parameters				
	Ability to submit and receive				
R2.262	claims from vendors Ability for departments to				
	create accounts receivable and attach documentation for				
R2.263	workflow approval (e.g.,				
na-203	invoices) Ability to manage claims (e.g.,				
	facilities, third party associates, outside council, individual				
	proceedings) for Workplace injury - Non Compensable &				
R3.1	Compensable				
R3.2	Ability to manage fraud cases Ability to conduct driving				
R3.3	analysis based on license type (CDL) and frequency				
	Ability to do annual report Workers Compensation state				
R3.4	report based on Risk Code				
R3.5	Ability to manage Safety Program				
R3.6	Ability to manage Safety Manuals	 			
R3.7	Ability to manage awards	 	 		
R3.8	Program Ability to conduct on-site inspections for compliance				
	inspections for compliance Ability to maintain Safety				
R3.9	Violations forms Ability to conduct Safety				
R3.10 R3.11	Training classess Ability to do Video Production				
10.22	Ability for a nurse to be notified				
R3.12	and track walk-in visits				
	Ability for a nurse to manage work related injuries in the				
R3.13	system Ability for a nurse to manage				
	and close pre-employment health evaluations (temp or full				
R3.14	time)				
	Ability for a nurse to track pre- employment offsite evaluations				
R3.15	Ability to maintain lab results				
R3.16	record according to HIPAA regulations				
113.20	Ability to review and maintain				
	annual physical records completed offsite for new hires				
R3.17	and existing employees Ability to manage monthly				
R3.18	health events (e.g., wellness				
	Ability to manage annual				
	assessments for employees and retirees Ability for Employee Health				
	Services (EHS) to have Employee				
R3.20	Information in Health				
R3.21	Management System Ability to manage FMLA approvals				
	Ability to manage drug testing				
R3.22	trainings Ability to generate lists for				
	monthly random drug testing for employees based on union				
R3.23	contract and federal laws Ability to mange the drug				
R3.24	testing process end-to-end				
	Ability to track and record employee's drug testing results				
R3.25	Ability to track and record				
R3.26	employee's return to work after				
	accidents/illness Ability to manage the injury care and prevention process from				
R3.27	and prevention process from end-to-end Ability to track the injury				
	information between third party			Ī	<u> </u>
R3.28	administrators and OHM Ability to manage employee				
R3.29	health consultations and				
	evaluations Ability to manage Pro Club				
R3.30	program Ability to manage EHS records				
	(e.g., leave, return to work, drug testing, pre-employment and				
R3.31	any communication) Ability to maintain Pension				
	Summary plan descriptions				
	(SPD) from City Code of Ordiance Article 7, Chapter 5,				
R3.32	Division 2 Ability to manage Retirement				
R3.33	Ability to manage Retirement Training Program Ability to manage the return to				
	work process from end-to-end				
R3.34	(e.g., slips) Ability to track employee's				
R3.35	health status Ability for the supervisor to				
	analyze the employee's leave				
R3.36	history Ability to notify department of				
R3.37	employee health status Ability to manage accident				
R3.38	analysis process Ability to allow all departments				
	electronic access and submission				
I	of accident analysis form (DWC- 1)				
R3.39					

March Marc		Ability to receive and track		T.			1
A		accident reports from					
Accordance Transport Tra	R3.40						
March Marc		reports as per the policies (e.g.,					
Section of the control of the contro	R3.41						
10.00 10.0		information to and from					
A. C. C. C. C. C. C. C.	R3.42	(OHM)					
Management Man		to third party administrators					
Company Comp	R3.43						
According to the content of the co		Compensation injury report on					
Bernard Control Contro	R3 44	daily basis in third party administrators requested format					
According to the content of the co		Ability to receive a third party					
The control of the co	R3.45	comparing Statute 440)					
Land Control C	R3.46						
Accordance Acc	R3.47	Ability to manage Workers Compensation claim					
According to the content of the co		Ability to adhere to Worker's Compensation Law Chapter, 440					
West And Andrew State West Andrew State	R3.48	Florida Statutes					
Section of the control of the contro		and third party administrator					
10.00 10.0							
Section of the control of the contro	R3.49	and policy number)					
South Control	R3.50	data					
March 1999 Mar	R3.51	Ability to maintain documentation from Attorneys					
Part of Control Control Part of Control Control Part of Control Control Part of Control Part		Ability to manage employee,					
April Apri		plans and related data (e.g.,					
Description of the control of the co	92.52	benefit type, deduction amount, enrollment and exit date, etc.)					
Accordance Acc	11.52	Ability to adhere to the					
According to the content of the co	mm = -	retention on all retirees and					
Part Part	R3.53	dependents Ability of benefit changes to be					
Water Company Water Compan	R3.54	reflected in employee pay and	 				
March 2007 CFT 000		retirees to add, modify, and	-		Ī		
Company Comp		view their information					
March 1997	R3.55	information, etc.)					
And the control of th		retirees to make benefit					
According to the content of the co		enrollment and for life changing					
Auto- Auto	R3.56	events from anywhere					
GOOD WEST CONTROL OF THE CONTROL OF		elections externally during the					
March on the Mid-Lake	R3.57	open enrollment process					
The control of the co		payments per Policy 22.3 (e.g.,					
1.00 1.00	R3.58						
May continue the continue the continue that th	R3.59	payment based on Social Security status					
A Prince of Company and Compan		Ability to calculate Workers					
And the control of th		on Worker's Compensation Law					
And the control of th	R3.60						
In this section, control coulds 100 Medical Control Control 101 Medical Control 102 Medical Control 103 Medical Control 103 Medical Control 104 Medical Control 105 Medica	92.61	offset payments for disability					
Section Section and Part of Section Se		Ability to create, maintain, track,					
Miles Mile	93.67	benefit plans based on policy/					
Activity content was and will Activity content was and will		Ability to switch between retirement plans, based on					
1.00 Common comm		disability status for active and					
180 Secretarian 180	R3.63	changes					
Section of the control of the contro	R3.64	retirement plan					
disease by a year of any region of the control of t	R3.65	to an employee/ retiree					
For any burd of part, actions, and actions,		offered (e.g., benefit plan type,					
Service of metabolish microscopies And Service of the service of		for each benfit plan, deduction					
States in section of the control of	93.66						
Section of the sectio	K3.00	Ability to identify and track					
Addy to recognize selected Addy to be presented Addy to be presented Addy to pay amount after	line-of-duty, not line-of-duty,						
Anthrop to group metabolism Anthrop to group	R3.67	heart disease, etc.) Ability to incorporate benefit					
Active payment and retained and active payment and retained and active payment and retained and active payment and active payment and active payment and active payment act	R3.68	changes for employee selection					
Maintenance of the control of the co		retirement benefits from					
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calculate final average earning R.3.56 Sead on parameter or sea of the control of	R3.85	DROP rate elections Ability for employees to					
contributions for individual R3.87 employees & retrieves Ability to identify all minembers of	R3.86	calculate final average earning				<u></u>	<u> </u>
R.12 menjoves A futires Abity to identify the other in the control of the contro		Ability to manage Pre98 Post tax contributions for individual					
R3.88 each retirement plan		employees & retirees					
	R3.88	each retirement plan					L

	Ability to automatically enroll employees in retirement plans				
	(e.g., defined benefit or defined				
	contribution plan) for employee & employer deductions based				
R3.89	on plan requirements				
	Ability to define employee deductions/ contributions and				
	employer share amount/percentage for multiple				
R3.90	benefit plans Ability to define eligibility for				
	benefit plans (e.g., barganing				
R3.91	unit, employment, job status) Ability to determine eligibility				
	for retirement plans (e.g., defined benefit or defined				
R3.92	contribution)				
	Ability to manage deductions and/or leave policy upon employee DROP entry based on				
	plan requirements (e.g.,				
R3.93	longevity or general increases)				
	Ability to identify and track type				
R3.94	of employee retirement (early, regular, disability, DROP, etc.)				
	Ability to cap PTO hours paid out at retirement based City				
R3.95	Policy (L3, L4) Ability to transfer enrollment				
	and employee data for 401 &				
R3.96	FRS enrollments to outside vendor				
	Ability to track and calculate final average earnings (incl. sick				
R3.97	leave) Ability to keep track of the years				
R3.98	of service Ability to designate & process				
	biweekly deductions for City financed prior City service				
R3.99	including date finance				
R3.99 R3.100	Ability to manage plan				
	dependents Ability to manage rehired retiree				
R3.101	benefits Ability to assign pension plan for				
R3.102	rehired employees based on prior service with the City Ability to manage deductions for				
	employee and dependents		 		
	(e.g., age, amount, policy maturity, salary, retirement,				
R3.103	etc.) Ability to automatically enroll				
***	mandatory benefits on date of				
R3.104	hire based on plan criteria Ability to automatically enroll	<u> </u>	<u> </u>		
	benefits on criteria other than upon hire (health insurance				
R3.105	waiting periods & 1 st of month)				
	Ability to designate deduction eligibility based on plan		 		
	requirements for multiple employee groups (e.g., union,				
R3.106	temporary, full time/part time, etc.)				
HJ.100	Ability to manage beneficiary				
R3.107	information for designated plans (employee and employer plans)				
K3.107	Ability to manage retiree				
	health/Medicare Supplement costs based on unique individual				
	employer contributions (every				
	retiree cost different) and plan costs (e.g., based in yrs of				
R3.108	service and age of retirement)				
	Ability to automatically terminate deductions within the				
	same benefit class when enrolling in different plan				
	(multiple health insurance types, or Medicare Supplement &				
R3.109	health insurance)				
R3.110	Ability to manage employee benefits				
	Ability to transfer enrollment information for new hires, Open				
	Enrollment, and qualifying events to all participating				
	vendors as per HIPAA regulations (utilizing HIPAA				
R3.111	standard file format)				
	Ability to designate & track COBRA status (for notifications				
	and elections) systematically for qualifying events (e.g., FMLA,				
	Medicare eligibility, death, job				
R3.112	loss, divorce, etc.) Ability to designate & track				
R3.113	monthly COBRA billing & payments to participants				
-	Ability to systematically				
	generate and distribute 10958, and 1095C forms for employees,				
	retirees, dependents & COBRA participants per annual 1095				
R3.114	requirements (Affordable Care Act requirements)				
n3.114	Ability to transmit electronically 1095 & 1094 information in				
	required format to IRS annually				
R3.115	(Affordable Care Act requirement) Ability to systematically				
R3.116	generate benefit statements				
	Ability to designate, identify & track employee status for all				
	employees for verification of enrollment or waiver of Health				
R3.117	Insurance for Affordable Care				
R3.118	Act compliance Ability to track FMLA usage and status Ability to designate, identify and				
	Ability to designate, identify and track employee/retirees	 	 		
	track employee/retirees	I .	1		
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R3.119	changing HI divisions (GG to GRU or over 65 division or claims data) Ability to automatically				
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	changing HI divisions (GG to GRU or over 65 division or claims data) Ability to automatically terminate employee deductions upon employee termination or retirement Ability to enter one-time deductions for missed				
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R3.120	changing Ht divisions (GG to GBU or over 65 division or claims data). Ability to automatically terminate employee deductions upon employee termination or retirement. Ability to enter one-time deductions for missed deductions or under/over payments. Ability to conduct multiple Open Enrollment sessions based on Enrollment sessions based on				
R3.120	changing Ht divisions (GG to GBU or over 65 divisions chains data). Ability to automatically terminate employee deductions upon employee termination or retirement. Ability to enter one-time deductions for missed deductions for missed deductions for condectives of the deduction of the deduction or under over sayments. Ability to conduct multiple Open Enrollment sessions based on employee specifics (department,				
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	Ability for employees/retirees to enroll in benefits remotely via				
	employee portal for Open Enrollment, New hire	Ì			
	enrollment and qualifying	İ			
	events, including ability to attach backup documentation	İ			
R3.128	(e.g., applications, marriage	Ì			
R3.128	certificate. etc.) Ability to conduct both passive & positive Open Enrollment				
	processes with customizable	İ			
R3.129	capability Ability to inform employees that				
	open enrollment selections have	İ			
R3.130	been validated and processed Ability for employee to update				
	their benefit information (e.g.,	İ			
R3.131	beneficiaries, dependents, employee information)	Ì			
	Ability for system to promt				
	employee for appropriate/ suggested options or selections	Ì			
	during open enrollment or during qualifying events, and to	İ			
	maintain history of responses to questions (e.g., Do you need to	İ			
	change the number of	İ			
R3.132	dependednts in your health benefit options)	İ			
N3.132	Ability for accident report DWC-				
R3.133	1 to be electronically uploaded, emailed, faxed, etc.				
	Ability for employee (actives and retirees) to review and edit	Ì			
	deductions/benefits both prior	Ì			
R3.134	to and after open enrollment to verify correct enrollments	İ			
K3.134	Ability for employees (actives				
	and retirees) to receive confirmation of benefit	ĺ			
R3.135	enrollment Ability for employees (active and				
	retiree) to see summary of pension contributions to date &	Ì			
R3.136	historically				
R3.137	Ability to get notified of employee time off Ability to store and track	ļ			
R3.138	Ability to store and track document attachments Ability to generate detailed				
	billing statements for the	 		 	
	purpose of carrier claim and billing and payment	Ì			
R3.139	reconciliation Ability to assign drug testing				
	requirements to new	Ì			
	hires/employees according to federal policy for pre-	İ			
R3.140	employment and random	İ			
113.140	testing pool Ability to assign codes to jobs for worker's compensation				
	categorization to determine	Ì			
	amounts due annually based on current Worker's Compensation	Ì			
R3.141	Scopes Manual Ability to manage property costs				
R3.142	for insurance purposes Ability to transfer data to and				
R3.143	from third party administrator				
	Ability to track and be notified of any changes to an employee	Ì			
R3.144	benefit record Ability to maintain different				
R3.145	types of plan providers Ability to identify employees				
	who did not enroll or waive health coverage during Open	Ì			
R3.146	Enrollment Ability to generate ACA				
R3.147	compliant reports				
	Ability to calculate deductions for employee/retiree on Leave	Ì			
R3.148	Without Pay Status Ability to generate report of				
	eligible employees and part- time employees enrolled in plan	İ			
	compared to numer of	Ì			
R3.149	employees who declined enrollment (ACA requirement)				
	Ability to receive notifications on employee status changes for	Ì			
R3.150	Affordable Care Act compliance				
1	Ability to generate reports to				
92 151	Ability to generate reports to identify monthly retirements and DROP entries and exit dates				
R3.151	identify monthly retirements and DROP entries and exit dates Ability to generate a report of				
R3.152	identify monthly retirements and DROP entries and exit dates Ability to generate a report of retiree recertifications Ability to notify retirees of				
	identify monthly retirements and DROP entries and exit dates Ability to generate a report of retiree recertifications Ability to notify retirees of recertification requirement Ability to upload benefit				
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R3.152 R3.153	identify monthly retirements and both derives and evit dates and both derives and evit dates hability to generate a report of retiree recenffications. Ability to notify retirees of recenffication requirement ability to upload benefit where the second of				
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R3.152 R3.154 R3.154 R3.155 R3.156 R3.157 R3.158 R3.158 R3.158	identify monthly retirements and ODPO entries and ent dates and ODPO entries and ent dates and ODPO entries and ent dates and ODPO entries and entries recordifications. Ability to generate a report of retirement entries recordification requirement ability to update benefit evolutions teleplates and track random employee drug testing its according to the Drug Free Vitoriaphee Policy Ability to generate pension recordinates and track random employee drug testing its according to the Drug Free Vitoriaphee Policy Ability to generate pension remarks on the Policy Article 7, Chipper 2, Devision S. Policy Article 7, Chipper 2, Devision S. Ability to determine benefit gland to the Vitoriaphee S. Ability to determine benefit gland to the Vitoria of Ability to determine benefit gland to the Vitoria of Ability to determine benefit gland to the Vitoria of Ability to determine benefit gland to the Vitoria of Ability to determine benefit gland to the Vitoria of Ability to determine benefit gland to the Vitoria of Ability to determine benefit gland and the Vitoria of Ability for the out to change				
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