

STATE OF DELAWARE
Office of Management and Budget
Government Support Services

Online Bid Submission Portal Instructions

Responses to solicitation **Payroll/HCM & Financial Accounting and Management Delaware Employees' Payroll/Human Capital Management System Delaware Financial Management System, GSS26936-ERP_SI** must be submitted through the Online Bid Submission Portal (portal). Submissions by other methods **will not** be accepted for this solicitation.

A. Questions

The State of Delaware will allow written requests for clarification of this solicitation. All questions with regard to the interpretation of this solicitation, drawings, or specifications, or any other aspect of this solicitation must be received through the [online bid submission portal](https://gss.bonfirehub.com/) by 4:30PM (Local Time) February 23, 2026, referencing the section, page number, text of passage being questioned, and the question. All questions will be answered in writing by March 5, 2026, with responses posted on <https://bids.delaware.gov> and <https://gss.bonfirehub.com/>.

B. Proposal Contents

Each vendor's proposal should contain at a minimum the following information:

1. Cover Letter on the letterhead of the company or organization submitting the proposal. The cover letter must briefly summarize the Vendor's ability to provide the services specified in the RFP. The cover letter shall be signed by a representative who has the legal capacity to enter the organization into a formal contract with Government Support Services.
2. Table of Contents which clearly identifies the structure of the proposal and showing page numbers for each of the required sections and attachments.
3. The remaining vendor proposal package shall identify how the vendor proposes meeting the contract requirements and shall include pricing. This part of the proposal may also include descriptions of any enhancements or additional services or qualifications the Vendor will provide that are not mentioned in this RFP. (Refer to Section C for instructions on how to submit the components of the proposal response.)

The purpose of the proposal is to provide Vendors with an opportunity to demonstrate their qualifications, competence, and capacity to undertake the services described herein, in a manner which complies with the requirements of this RFP.

C. Bid Submission

Solicitation responses must be submitted through the portal at:

<https://gss.bonfirehub.com/>. The portal will have you break your submission as follows:

- **Proposal Original** – This upload will include your technical response to the solicitation, excluding any Questionnaire, BidTables, and Vendor Information Forms.
- **Proposal Redacted** –
 - **If Confidentiality Form is checked NO**, upload the Confidentiality Form, with the box checked.
 - **If Confidentiality Form is filled out identifying portions of the proposal as confidential**, upload the Confidentiality Form, along with all documents that have

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information you are looking to redact, with those sections redacted.

- **Appendices** – Complete each Appendix, as instructed, in the format provided, save and upload each.
 - **Appendix A Technical Requirements**
 - **Appendix B1 FMS Functional Requirements**
 - **Appendix B2 PHCM Functional Requirements**
 - **Appendix C1 FMS User Stories**
 - **Appendix C2 PHCM User Stories**
 - **Appendix D1 FMS KPI**
 - **Appendix D2 PHCM KPI**
 - **Appendix E Functional Area Implementation Order & Durations**
 - **Appendix F Project Management**
 - **Appendix G Data Migration Readiness Assessment**
 - **Appendix H Risk Management**
 - **Appendix I Training**
 - **Appendix J Change Management**
 - **Appendix K Post-Implementation Support**
 - **Appendix L1 FMS Forms, Letters, Reports**
 - **Appendix L2 PHCM Forms, Letters, Reports**
 - **Appendix M1 FMS Interfaces**
 - **Appendix M2 PHCM Interfaces**
 - **Appendix N1 FMS System User Counts and other Statistics** – provided for informational purposes
 - **Appendix N2 PHCM System User Counts and other Statistics**– provided for informational purposes
 - **Appendix O Workday Follow-Up Responses**
 - **Appendix P Cost Proposal**
 - **Appendix Q DTI Technology Policies:** Signed Data Agreement or redlined version. Redlines must be noted on the Exceptions form.
 - **Appendix R Vendor Information Forms** Complete the packet and upload, preferably as one pdf file. The Vendor Information Forms include:
 - **Non-Collusion Statement** – Both signatures and notary stamp/seal must be visible
 - **Vendor Information Sheet**
 - **Business References** – Required for responding vendor, as well as any identified sub-contractors.
 - **Confidentiality Form** – Check the box to indicate No redactions, otherwise complete the form to summarize what you have redacted. (See Proposal Redacted section above.)
 - **Exceptions Form** – Check the box to indicate No Exceptions, otherwise complete the form to notate all exceptions for consideration.
 - **Subcontractor Information** – Check the box to indicate No Subcontracts, otherwise complete one form for each sub-contractor.
 - **Appendix T Professional Services Agreement Draft:** upload a redlined version. Redlines must also be noted on the Exceptions form.
 - **Appendix U Benefits Realization**

Please note: Minimum system requirements: Microsoft Edge, Google Chrome, Safari, or

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Mozilla Firefox. Javascript and browser cookies must be enabled.

Submission materials must be submitted in the File Type identified in the portal. The maximum upload file size is 1000 MB. Documents should not be embedded within uploaded files, as the embedded files will not be accessible or evaluated.

Excel files provided through the portal manipulated in any way will result in a failed upload. Do not use special formatting, special characters or formulas.

D. Submission Deadline –

Per Delaware Code, the online bid submission portal will not permit incomplete nor late submissions. Uploads must be complete by 3:00 p.m. March 26, 2026. Respondents are encouraged not to wait until the last hour to upload documents.

E. Technical Issues –

Allow time for any technology challenges you may experience. **Be advised that Bonfire Support Service Level Agreement has a maximum response time of 2 hours. Support tickets submitted should be specific, in order to minimize the “research” time before responding.** Technical questions related to your submission should be directed to the portal provider at Support@GoBonfire.com or visit their help forum at <https://vendorsupport.gobonfire.com/hc/en-us>. Common issues are due to modifications to the BidTable and/or Questionnaire.