



# County of Allegheny

SARA INNAMORATO  
COUNTY EXECUTIVE

DEPARTMENT OF MANAGEMENT AND BUDGET  
DIVISION OF PURCHASING AND SUPPLIES

REQUEST FOR PROPOSAL

FOR

Procurement of a Human Capital Management (HCM) System

SPECIFICATION NO. 9474

**This Request for Proposal contains requirements for Vendors to assist the County in meeting M/W/DBE goals and our Veteran owned small business goals. Therefore, Vendors must document their plan or good faith efforts to meet those goals. Please see the Requirements and fill out the Participation Statement.**

**RFP DUE DATE:** Friday, May 1, 2026, 11:30 A.M., Eastern

**PROPOSAL SUBMITTAL:** All proposals shall be submitted electronically. No proposals shall be accepted in person, by U.S. Mail, by private courier service, via oral or email communication, telephone, or fax transmission.

**PERIOD OF CONTRACT:** Five Years With Options to Extend

**Jim Stillwagon  
Purchasing Agent  
412-350-1478**

[James.Stillwagon@AlleghenyCounty.us](mailto:James.Stillwagon@AlleghenyCounty.us)