



INTEGRATED PERSONNEL AND PAY SYSTEM – ARMY (IPPS-A) INDUSTRY DAY

PROGRAM MANAGEMENT OFFICE, IPPS-A

MAY 22, 2023

INDUSTRY DAY AGENDA - 22 MAY

TIME	TOPIC	SPEAKER
0930-0940	<ul style="list-style-type: none"> Administrative Remarks 	MAJ Lauri Blair
0940-1000	<ul style="list-style-type: none"> Opening Remarks 	<p>Mr. Young Bang, Principal Deputy Assistant Secretary of the Army, Acquisition, Logistics and Technology</p> <p>Mr. Ross Guckert, Program Executive Officer, Enterprise Information Systems</p>
1000-1010	<ul style="list-style-type: none"> IPPS-A Leadership Team and Key Contracting Personnel Industry Day Mission, Ground Rules, and Disclaimers 	Mr. Larry Helton
1010-1040	<ul style="list-style-type: none"> Problems We Are Attacking What is IPPS-A? IPPS-A Capability Support IPPS-A Future Capability Requirements System High Level Architecture 	COL RJ Mikesh & COL Rebekah Lust
1040-1110	<ul style="list-style-type: none"> IPPS-A Capabilities Support Overview Capabilities support Enhanced HR Capabilities 	Mr. Vince Hayes
1110-1140	<ul style="list-style-type: none"> IPPS-A Future Capabilities Overview Military Pay Roll Additional HR Capabilities 	Mr. Michael Van Buskirk
1140-1150	<ul style="list-style-type: none"> Additional Contracting Opportunities 	Mr. John Scott
1150-1200	<ul style="list-style-type: none"> Closing Comments 	COL RJ Mikesh
1200-1230	<ul style="list-style-type: none"> Q & A 	FSO/CSO/CMD Team

OPENING REMARKS



MR. YOUNG BANG
Principal Deputy
Assistant Secretary of the Army,
Acquisition, Logistics and Technology



MR. ROSS GUCKERT
Program Executive Officer,
Enterprise Information Systems

IPPS-A INDUSTRY DAY 2023

GROUND RULES

- This brief is marked “Distribution Statement A. Approved for Public Release, Distribution Unlimited.”
- The Government will not publish Industry-Proprietary questions/comments or their responses.
- The Government intends to publish Industry-General frequently asked questions (FAQs) with Government-prepared responses.
- Nothing presented in this Industry Day commits the U.S. Army to any acquisition approach, agreement or contract.
- Any future published opportunity will take precedence over information presented today or in response to questions.
- The “final” version of these slides and a list of the registered companies will be posted to www.beta.SAM.gov
- The Government is livestreaming this Industry Day event, and a video of the event will be published on YouTube at <https://www.youtube.com/user/PEOEIS>



MR. LARRY HELTON

Contract Management Division Chief
PMO, IPPS-A

IPPS-A INDUSTRY DAY 2023

IPPS-A OVERVIEW

- Problems We Are Attacking
- What is IPPS-A?
- IPPS-A Capability Support
- IPPS-A Future Capability Requirements
- IPPS-A Organizational Chart
- System High Level Architecture
- Agile Transformation



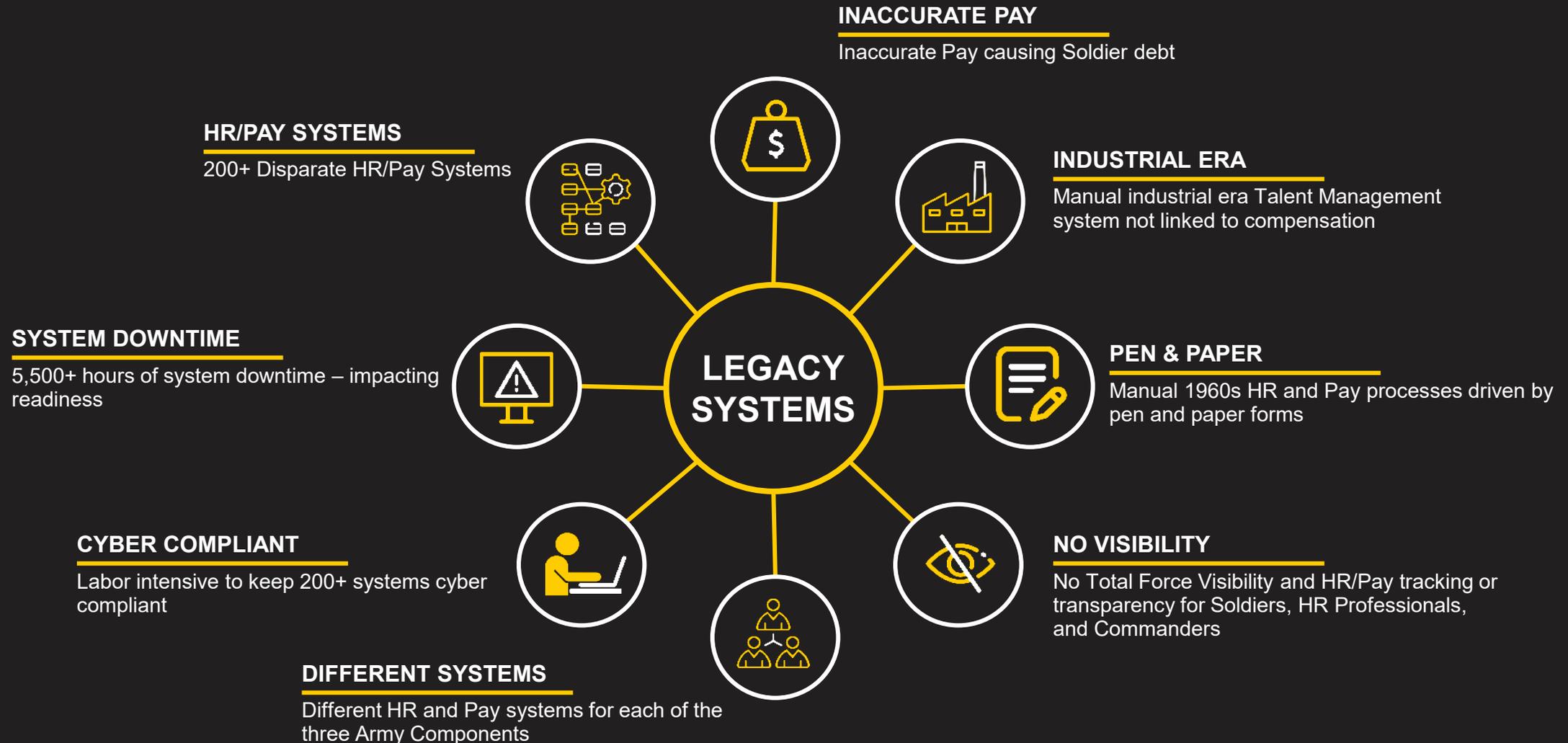
**COLONEL
RJ MIKESH**
Project Manager
PMO, IPPS-A



**COLONEL
REBEKAH LUST**
Deputy Director
FMD, IPPS-A

PROBLEMS WE ARE ATTACKING

(MODERNIZING ARMY HR)



IPPS-A OVERVIEW

MISSION

ENABLE a better quality of life for soldiers and families; **PROVIDE** robust tools to enable Mission Command for Commanders and Leaders; **DELIVER** a modern suite of Capabilities to Human Resource Professionals; and **SUPPORT** Army G-1 Priorities.

WHAT IS IPPS-A?

The Integrated Personnel and Pay System - Army (IPPS-A) is an online Human Resources (HR) system that provides **INTEGRATED PERSONNEL, PAY** and **TALENT MANAGEMENT** capabilities in a single system to all Army Components for the first time ever.

IPPS-A **DELIVERS VISIBILITY** over the entire force and maximizes the potential of the Army's greatest asset, the Soldier, to enhance Army Readiness.

Release 3 development started in **DECEMBER 2019**, and after a rigorous and robust **36-MONTH** build, we successfully launched in **DECEMBER 2022** with a phased deployment across all Army components.

UNIQUE USERS



700K

Unique Users have **LOGGED INTO** IPPS-A as of May 5th

DESKTOP VS MOBILE



270K

IPPS-A has been **DOWNLOADED** over 270 thousand times

TRANSACTIONS



10M

IPPS-A performs over 10 million pay impacting transactions **DAILY**

TOTAL LOGINS



11M

Over **11 MILLION** users have logged into IPPS-A since R3 launch

CAPABILITY GROUPINGS

Aligning contract activities into three different Groupings:

- IPPS-A Baseline: Capability Support plus HR Enhancements that align with work to be implemented within IPPS-A Baseline
- Pay: Army Payroll currently does not have enough information to determine optimal Army Payroll implementation
- Outside Software Solutions: Additional HR Capabilities that may or may not fit well within the IPPS-A baseline (i.e., don't customize an ERP unless required)

IPPS-A Baseline		Pay Solution	Outside Software Solutions
R3 Backlog (181x)	HR Enhancements	Army Payroll (One Pay System)	Additional HR Capabilities
<ol style="list-style-type: none"> 1. Foundation 64x 2. Develop 40x 3. Acquire 23x 4. Maintain 2x 5. Transition 3x 6. Reporting 4x 7. Technical 12x 8. Distribute 30x 9. Pay 3x 	<ol style="list-style-type: none"> 1. Assignments/Transfers 2. Separations/Retirements 3. Crew Manning/Command Slating 4. BOP/ACS/GOMO/COMO 5. Packet Repository 6. Awards 7. OCS/WOCS/WIAS 8. Guided Self-Service Activity Guided PAR 9. Checklists In-/Out-Processing 10. Internal Controls 11. Mass Update 12. Interest Inventory/Targeted Recruiting 13. Officer/SGM CSL Vacancies and Selection 14. Promotions (Decentralized/ Semi/Centralized) 	<ol style="list-style-type: none"> 1. Base Pay 2. BAH/BAS (Allowances) 3. Taxes 4. Disbursing (treasury) 5. Accounting <ol style="list-style-type: none"> 1. Incentives Pay 2. Special Duty Pay 3. Benefits 4. Payroll Processing 5. Reimbursements <ol style="list-style-type: none"> 1. Separations/Retirements 2. Contracts 3. Reenlistment / Extension 4. Bonuses <ol style="list-style-type: none"> 1. Reliable Cost Estimate 2. Reporting & Analytics 3. Disability/Incapacitation Pay 4. Leave and Earnings Statement 5. Duty Participation <ol style="list-style-type: none"> 1. TSP/TSP Catchup 2. Allotments 3. Collections 4. Death Gratuity 	<ol style="list-style-type: none"> 1. Archive 2. Talent and Strength Management <ul style="list-style-type: none"> • IRR muster • Army Coaching Program • Strength Forecasting • KSB Validation (Anticipated ECRs) 3. Audit 4. Sponsorship 5. User Security/Audit Trail

IPPS-A ORGANIZATIONAL CHART



PROGRAM MANAGEMENT OFFICE

ASA(ALT)



PEO EIS
Mr. Ross Guckert (SES)



Project Manager, IPPS-A
COL RJ Mikesh



Capability
Support
Office (CSO)

Future
Capabilities
Office (FCO)

FUNCTIONAL MANAGEMENT DIVISION

Army G-1



TBAI
Ms. Terry Watson (SES)



Division Chief, IPPS-A
COL Rebecca Eggers



Senior Enlisted
Advisor, IPPS-A
SGM Gary Krese



IPPS-A ORGANIZATIONAL CHANGE



PROJECT MANAGEMENT OFFICE

CAPABILITY SUPPORT OFFICE (CSO)

PRODUCT LEAD: Mr. Vince Hayes

DEPUTY PRODUCT LEAD: Vacant

RESPONSIBILITIES:

- Daily operations
- Application & Infrastructure maintenance
- Data management
- Minor enhancements
- Integration of future capabilities

FUTURE CAPABILITES OFFICE (FCO)

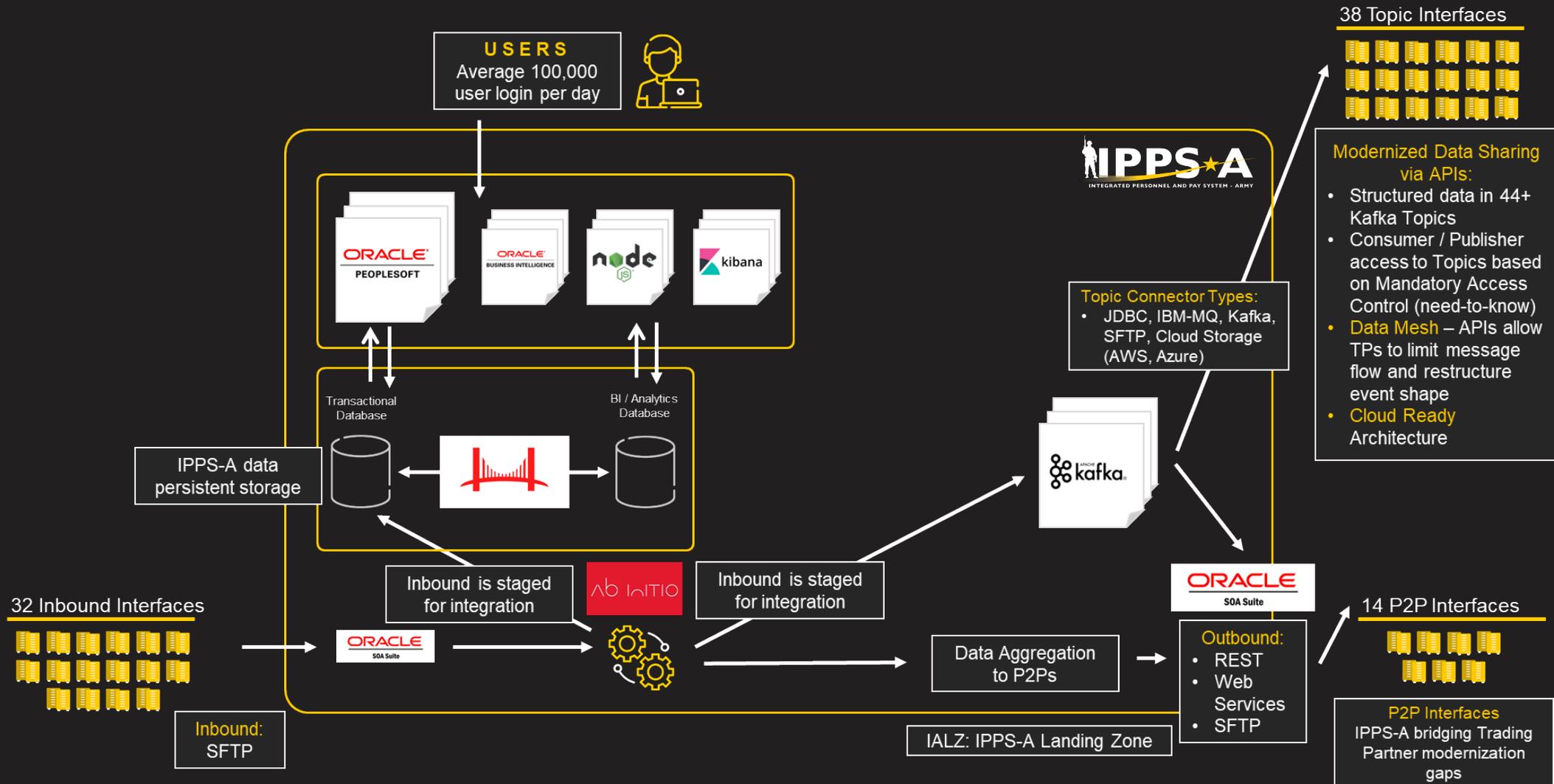
PRODUCT MANAGER: LTC Ryan Martin

DEPUTY PRODUCT LEAD: Mr. Mike Van Buskirk

RESPONSIBILITIES:

- Primary development organization
- Army Military Payroll
- Major enhancements
- Additional HR capabilities

IPPS-A HIGH LEVEL ARCHITECTURE



IPPS-A'S AGILE TRANSFORMATION



OBJECTIVE

To improve the lives of our Soldiers by improving the range and quality of services that IPPS-A provides as quickly and sustainably as possible.



PROCESS

IPPS-A's Agile transformation aligns with the Army's Digital Transformation initiatives which will accelerate the timeline for developing and fielding software capabilities.



OUTCOME

Measurable improvements in user satisfaction and system availability and performance.

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IPPS-A CAPABILITIES SUPPORT OVERVIEW

- Procurement Overview
- Key Personnel
- FCO / CSO Integration Points
- HR Enhancements Implementation, Test, & Integration
- Place of Performance

WHAT'S NEXT

IPPS-A CAPABILITY SUPPORT CONTRACT OVERVIEW

TENTATIVE PROCUREMENT TIMELINE

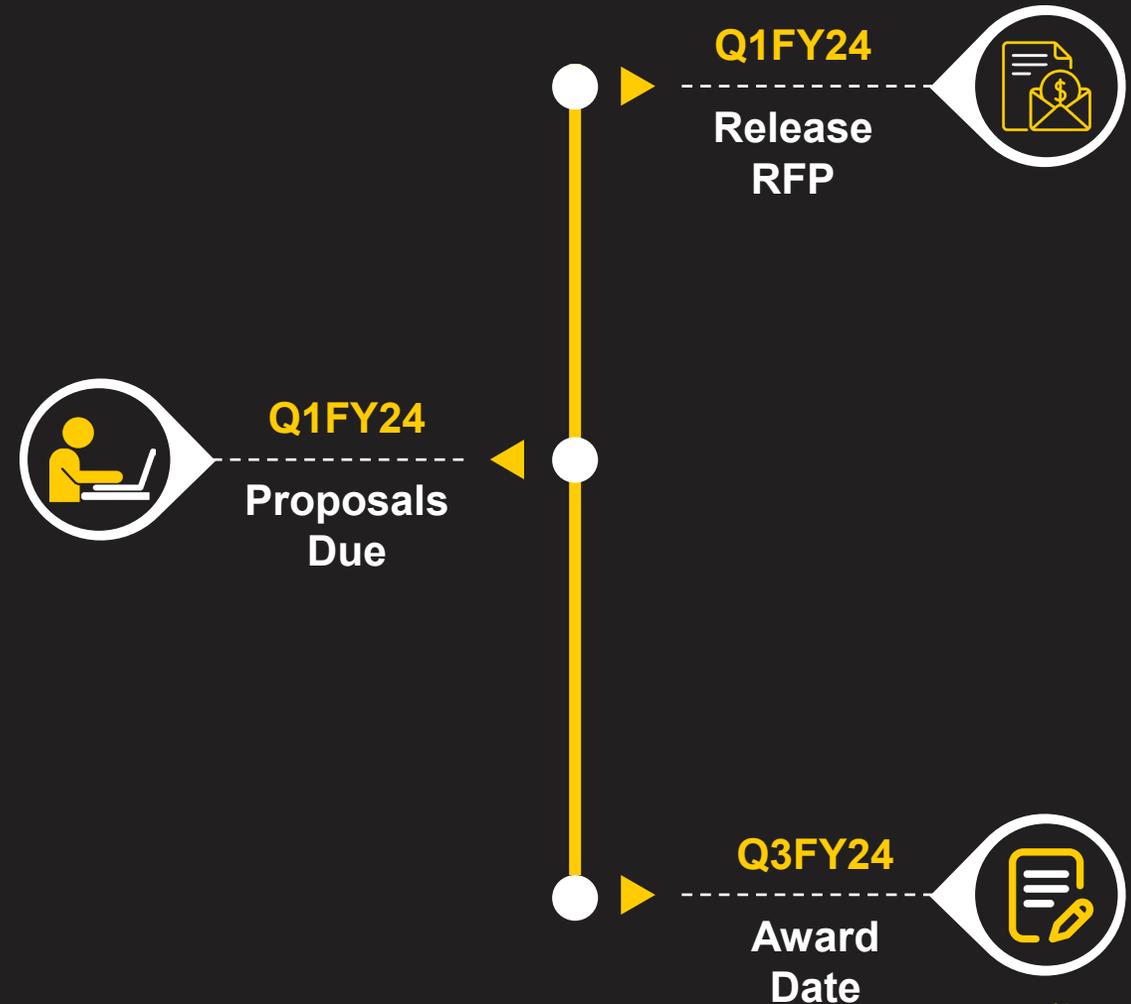
RESPONSIBLE ORGANIZATION: CSO

INTENT: Continued and stable operations of the deployed IPPS-A baseline and ability to conduct continuous modernization of the system

SCOPE:

- Capability support to maintain applications and infrastructure of the IPPS-A system
- Development, integration, and deployment of HR enhancements to the IPPS-A Oracle PeopleSoft baseline
- Integration of additional capability to the IPPS-A baseline as delivered by the IPPS-A FCO
- Provide incremental releases based on DevSecOps principles and automated Continuous integration / continuous delivery (CI/CD) pipelines
- Data management

CONTRACT DURATION: Seven-year contract (one base year and six option years) to sustain the deployed baseline



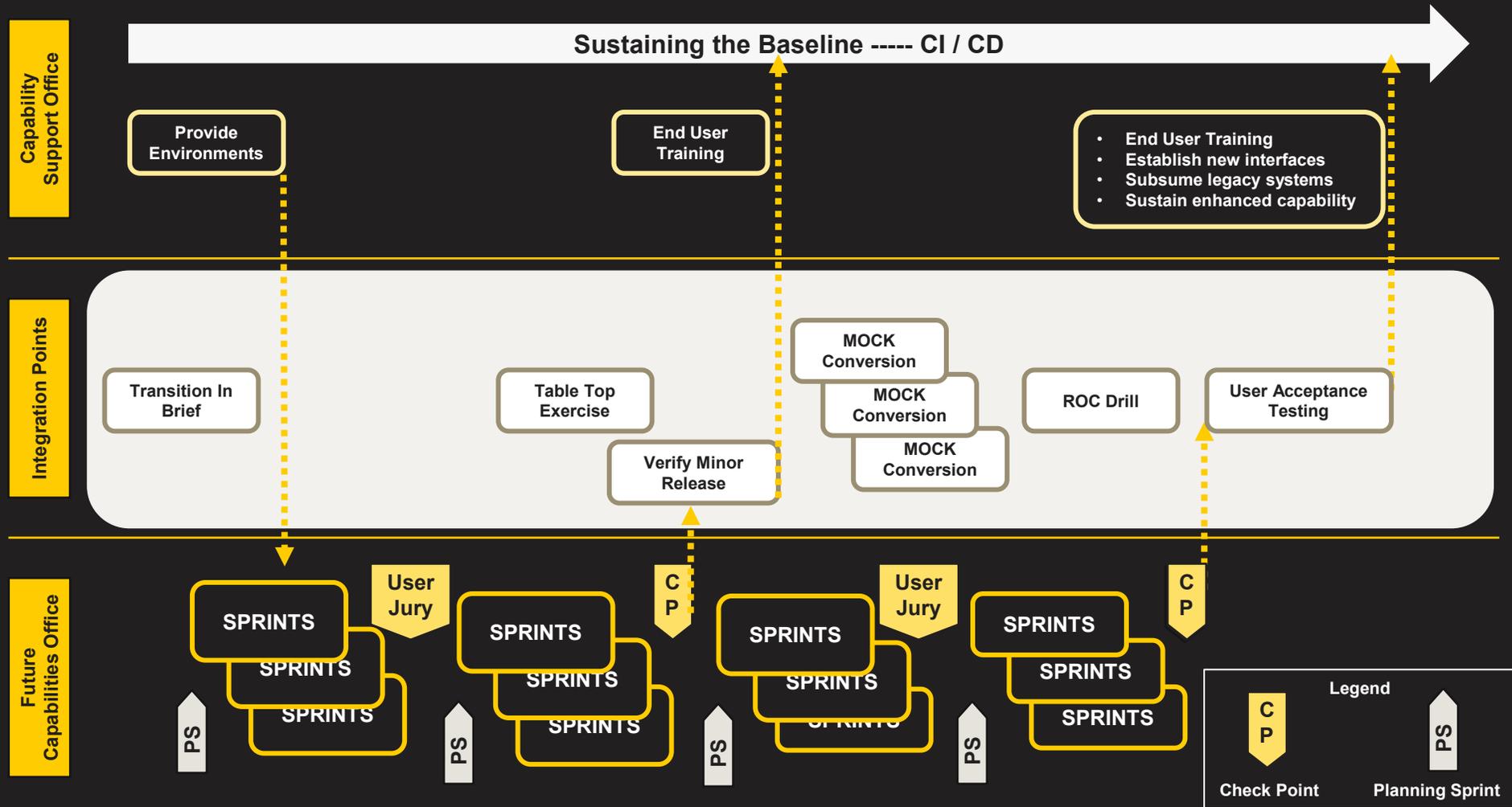
CONTRACT TASK STRUCTURE

TASK	DESCRIPTION	TYPE
1	TO / Program Management	FFP
2	Systems Engineering and Management	FFP
3	Capability Support / Sustainment	FFP
4	HR Enhancements Implementation, Test, and Integration	CPFF
5	Cybersecurity Operations and Accreditation	FFP
6	Data Management	FFP
7	Integration Management	FFP
8	Transition (OPTIONAL)	FFP
9	Cloud Migration (OPTIONAL)	CPFF
10	Technical Studies (OPTIONAL)	CPFF
11	Archive Capability Integration (OPTIONAL)	CPFF
12	Talent and Strength Management Capability Integration (OPTIONAL)	CPFF
13	Sponsorship Capability Integration (OPTIONAL)	CPFF
14	Audit Capability Integration (OPTIONAL)	CPFF
15	User Security / Audit Trail Capability Integration (OPTIONAL)	CPFF
16	Army Military Payroll Capability Integration (OPTIONAL)	CPFF

KEY PERSONNEL

PeopleSoft Human Resources Functional Lead	Technical Lead (<i>Senior Systems Administrator</i>)	Business Intelligence Lead
Technical Lead (<i>Senior Database Administrator</i>)	Technical Lead (<i>Infrastructure</i>)	System Integrator Contract Manager
Lead Program Engineer	Program Manager	Scrum Master
Training & Deployment Manager	Chief Tester	Chief Architect
Sustainment Operations & Capability Support Lead	Transition Lead	

CAPABILITY INTEGRATION CONCEPT



HR ENHANCEMENTS OVERVIEW

Assignments/Transfers	Separations/Retirements
BOP/ACS/GOMO/COMO	Crew Manning/Command Slating
Packet Repository	Guided Self-Service Activity Guided PAR
Awards	Internal Controls
OCS/WOCS/WIAS	Interest Inventory/Targeted Recruiting
Checklists In-/Out-Processing	Officer/SGM CSL Vacancies and Selection
Mass Update	Promotions (Decentralized/ Semi/Centralized)

The contractor is responsible for design, implementation, test, and integration initiatives for the following HR enhancements into the IPPS-A product baseline

These enhancements either build upon existing deployed capabilities or are planned to be built within the Oracle PeopleSoft application

The contractor will participate in prioritization discussions with the Government to determine the sequence and concurrency of HR enhancements

PLACE OF PERFORMANCE

CURRENT APPROACH

- All activities requiring Government participation will take place at the IPPS-A PMO facility, located at the Polk Building, 2521 South Clark Street, Arlington, VA
 - Planned relocation to Taylor Building, 2530 Crystal Drive, Arlington, VA in 2024-2025

CONSIDERING

- Government only facility
 - Dedicated space for Key Personnel
 - Telework and remote work
 - Potential for “hotel” seats
 - Planning for surge capacity for demonstrations and planning sessions
 - All classified work will occur onsite

ALTERNATIVE APPROACH

- Hybrid Government and vendor facility
 - Open for discussion

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IPPS-A FUTURE CAPABILITIES OVERVIEW

- FCO Efforts
- FCO Contract Strategy



MR. MICHAEL VAN BUSKIRK

Deputy Product Manager
FCO, IPPS-A

WHAT'S NEXT

FCO EFFORTS

ARMY MILITARY PAYROLL – *Has implications across the Army enterprise*

- Executing Payroll learning journey to define technical and programmatic approach
- Requires a shared understanding of the Army's pay environment (multiple pay elements)
- Requires close partnership with Defense Finance and Accounting System (DFAS) and key stakeholders

ADDITIONAL HUMAN RESOURCES (HR) CAPABILITIES – *Solutions deemed to not be solely dependent on the IPPS-A Oracle PeopleSoft baseline*

- Archive
- Talent and Strength Management
- Audit
- Sponsorship
- User Security/Audit Trail
- Human Resources Command Toolkit Functionality

FCO CONTRACT STRATEGY

OVERALL APPROACH

- Utilize Requests for Information (RFIs) to inform types of viable solutions and provide requirements feedback / validation
- Compete capabilities separately to promote Trade Space, Innovation, Best of Breed, and Best Value; opens the aperture for technology efficiencies
- Incorporate language for agile execution, to include performance metrics, and continuous integration / continuous delivery requirements
- Incentivize vendors for innovation, frequent capability delivery to the user, and partnership(s) with industry

ARMY MILITARY PAYROLL

- Full and open RFI suspense 2 June 2023
- Researching technical approaches to fulfill Payroll requirements
- Based on feedback from RFIs, may consider Other Transaction Agreement (OTA) to look at prototypes or FAR based contract

ADDITIONAL HR CAPABILITIES

- Potential for multiple contracting actions (e.g., separate contracts for each, or combination of similar functionality)
- Contract type and vehicle to be determined for each
- PMO is weighing readiness of user requirements and technical priorities
- Archiving and Talent/Strength Management will likely be FCO's initial focus

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ADDITIONAL CONTRATING OPPORTUNITIES

PM IPPS-A SERVICE SUPPORT CONTRACTS

TECHNICAL SERVICES		
Systems Engineering Support	Sustainment Operations	Cyber
Infrastructure	Data Management	Test Support
Risk Management	Training and Deployment	Configuration Management

- RFI in development
- Working toward a Q2FY24 award

PROGRAM MANAGEMENT SERVICES		
Cost Estimating	Financial Execution	Program Analysis
Program Operations	IT Support	In/Off Boarding
Facility Management	Acquisition Management	Administrative (EA)
Pre-Award Contract Support	Post-Award Contract Support	Software Licensing Support
Property Management	Strategic Communications	

- RFI already released
- Working toward a Q2FY24 award

SUMMARY

IPPS-A

01

Integrated Personnel and Pay System - Army (IPPS-A) is an online Human Resources (HR) system that provides integrated personnel, pay and talent management capabilities in a single system to all Army Components for the first time ever.

REQUIREMENTS

02

Aligning contract activities into three different Groupings:

- IPPS-A Baseline: Capability Support plus HR Enhancements
- Army Military Payroll implementation
- Looking for innovation: Additional HR Capabilities

PROCUREMENT

03

IPPS-A, Capability Support Office will award a seven-year contract (one base year and six option years) to sustain the deployed baseline.

- Maintain the deployed IPPS-A baseline
- Develop/deploy HR enhancements
- Integrate future capabilities

MILITARY PAY

04

Goal is to acquire a cost-efficient, viable long-term Army Military Payroll solution that accurately and timely performs the Army's mission and allows for technology progression to advance process automation and optimization



QUESTIONS & ANSWERS

