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HR Solutions completes \$7.6B acquisition to support HR requirements through 2028

BY GLENN HERSHFELD, HR SOLUTIONS



The HR Solutions program office, in conjunction with Army Contracting Command - New Jersey, has awarded its personnel lifecycle support (PLS) suite of indefinite delivery indefinite quantity (IDIQ) multiple award task order contracts (MATOCs). This \$6.1 billion acquisition follows the award of HR Solutions' \$1.5 billion recruitment - management and administrative support (R-MAS) IDIQ MATOCs and completes HR Solutions' \$7.6 billion fifth generation contract awards. HR Solutions' PLS and R-MAS IDIQ MATOCs are capable of supporting a wide range of human resource services requirements across the Army and the DOD through 2028.

"This acquisition is a significant accomplishment for HR Solutions," said Brent Thomas, HR Solutions director. "These contracts have the capability to support most of the Army's human resource requirements for the next decade."

The source selection team responsible for evaluating offeror proposals was comprised of government subject matter experts (SMEs) from multiple organizations, with a wide range of knowledge and experience in military human capital management programs. They included HR Solutions, Army G1, Army Human Resources Command, Army Installation Management Command and Army Cadet Command. Offerors were extensively vetted for their corporate experience, past performance and management approach. They were also evaluated on their proposed technical and staffing solutions for a variety of real-world Army HR program requirements to demonstrate their capabilities. The complex and extensive source selection process provided a strong mechanism to obtain the "best-of-the best" contractors to support our crucial Army and DOD HR programs for the next decade.

HR Solutions successfully employed innovative approaches to streamline the source selection process, using corporate experience as a gatekeeper to competition. Accordingly, solicitation documents stipulated that any offeror's proposal that received a rating of "unacceptable" for corporate experience would be eliminated from the competition without further evaluation, thereby streamlining the overall technical evaluation process.

Offerors who were eliminated based on the gatekeeper criteria, as well as those eliminated from the competitive range were immediately provided de-briefings detailing their proposal's shortcomings and rationale for being eliminated. A small number of offerors protested their eliminations, but the level of fidelity applied to the evaluation process resulted in all protests either being withdrawn or being dismissed by the proper authority.

"These contracts have the capability to support most of the Army's human resource requirements for the next decade."

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“All of the members of the two source selection teams did an amazing job,” Thomas said. “Their hard work and diligence achieved my intent to only award contracts to the best of the best. I’m excited for the future of the HR Solutions program office and what we can do for the Army and DOD.”

The Secretary of the Army designated HR Solutions as the Army’s preferred strategic source for enterprise-level HR services based on its streamlined processes that reduce acquisition lead times, the strong competitive environment for task orders, and its standardized and centralized management practices. HR Solutions provides expertise to Army and DOD organizations navigating the complex procurement process and developing acquisition requirements packages. This assisted acquisition service significantly reduces the administrative burden of acquisition and contract management on the requiring activity.

For additional information on HR Solutions capabilities or to request assisted acquisition support, please call (502) 624-4226 or email usarmy.knox.peo-eis.mbx.hr-solutions@mail.mil.



Brendan Burke, right, passes the PEO EIS flag to Col. Enrique Costas, left, during a relinquishment of charter ceremony Nov. 30, 2018. (U.S. Army photo by Rachel Larue.)

Brendan Burke relinquishes charter at I3MP ceremony

BY SCOTT SUNDSVOLD, I3MP

Brendan Burke, the acting deputy program executive officer for Enterprise Information Systems, formally relinquished his leadership of the Installation Information Infrastructure Modernization Program (I3MP) to Col. Enrique Costas on Nov. 30, 2018, during a ceremony at Fort Belvoir, Virginia. Costas is the project manager for Defense Communications and Army Transmission Systems, which has responsibility for I3MP. Before his current position, Burke also served as the product director for General Fund Enterprise Business System Increment II (GFEBIS Inc II) and the project director for Computer Hardware Enterprise

Software and Solutions (CHESS) at PEO EIS. At GFEBIS Inc II, he was responsible for establishing a team to support the Army Acquisition Executive’s material development decision of a defense business system. At CHESS, Burke was responsible for providing a flexible procurement strategy through which Army users procure IT hardware, software and services via the IT e-mart, the Army’s e-commerce site. Burke left I3MP to transition to his new role as Deputy Program Executive Officer for PEO Command Control Communications -Tactical.

From Fort Belvoir to Afghanistan: deploying network and cybersecurity expertise

BY ELLEN SUMMEY, PEO EIS STRATEGIC COMMUNICATION DIVISION

In October 2018, PEO EIS welcomed the return of two staff members from a 90-day deployment to Afghanistan. John Lammé and Mathew Beardall, both of the G-6 Cybersecurity Division, had been given a challenge: assist the Combined Security Transition Command – Afghanistan (CSTC-A) with conducting a survey of



John Lammé and Mathew Beardall, both of the G-6 Cybersecurity Division, are transported to Kabul, Afghanistan onboard a CH-47. (Courtesy photo.)

(continued)

the nation’s network and cybersecurity resources, and develop a “way ahead” strategy for the Afghan Ministry of Defense (MoD) and Ministry of Interior (Mol).

After decades of conflict, Afghanistan’s government IT structure is in need of upgrades and repairs, a complex process that requires the right “know how” to achieve. Enter Lammé and Beardall, the two cybersecurity experts who answered the call.

Lammé and Beardall traveled to Kabul in the fall of 2018 and immediately set to work. Though they faced some unforeseen challenges, the two were able to set up productive meetings with Afghan government and cybersecurity officials and write a thorough report about their findings. After conducting a review of systems and procedures in place, the pair provided a strategy that would allow MoD and Mol to conduct their daily operations and develop effective command and control architecture, a secure voice solution, and stable video and data networks.

Both Lammé and Beardall say they learned a great deal during their deployment and felt they were accomplishing important goals in support of CSTC-A. When asked about their greatest lessons learned during this deployment, however, both pointed to a renewed appreciation for the professionalism and work ethic of their PEO EIS teammates.

“I came away with an appreciation for the rule of law and acquisition ethics,” Beardall said. “I took for granted ethics and how it has such an impact at the level of cybersecurity.”

“The ability to leverage skilled cybersecurity resources on behalf of PEO EIS headquarters to support a coalition effort was a great thing,” Lammé said. “The fact that we have more to contribute outside our own channels, and the fact that we could muster the right team at the right time, on target.”



Lammé and Beardall present certificates of appreciation to Afghan MoD staff members. (Courtesy photo.)



Lammé, right, and Beardall, left, walk on foot patrol to the Afghan MoD. (Courtesy photo.)

JANUARY 2019

UPCOMING EVENTS

SUN	MON	TUE	WED	THUR	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 1 JAN:** New Year’s Day
- 17 JAN:** Newcomers Brief,
PEO EIS HQ, Fort Belvoir, Virginia
- 21 JAN:** Martin Luther King, Jr. Day
- 28 JAN:** LMP Relinquishment of Charter,
Picatinny Arsenal, New Jersey

CHESS, ACC-RI & ISEC host ITES-3S post award kick-off meeting

BY AMANDA GILBERT, CHESS



Doug Haskin, CHESS product lead, addresses the audience during a question and answer session. (U.S. Army photo by Racquel Lockett-Finch.)

Computer Hardware Enterprise Software and Solutions (CHESS), in collaboration with Army Contracting Command - Rock Island (ACC-RI) and Information Systems Engineering Command (ISEC), hosted the Information Technology Enterprise Solutions – 3 Services (ITES-3S) post award kick-off meeting with the recently awarded vendors on Dec. 18, 2018 at Thurman Auditorium on Ft. Belvoir, Virginia.

The kick-off event was divided into two separate sessions, in order to accommodate the large number of attendees. More than 30 representatives from CHESS, ACC-RI and ISEC were present, along with all 135 awardees. CHESS product lead, Doug Haskin welcomed attendees and provided an overview of the ITES-3S contract, as well as the benefits it provides to both vendors and customers.

Keith Copeland, CHESS product officer for the ITES-3S contract, introduced the members of ACC-RI, ISEC and the CHESS office, and presented information regarding their roles and responsibilities for the contract vehicle.

Copeland then briefed the vendors on reporting requirements, including the Order Transaction (OT) report, noting the importance of complete, accurate and timely submissions. He concluded his presentation with information on the ordering process, the CHESS IT e-mart, the customer survey process and vendor website recommendations.

David Gannon, contracting officer for ACC-RI, provided a contract overview which included information on the contract scope, bid rate requirements, and a breakdown of the base contract sections. Gannon noted that the ITES-3S contract is the first CHESS Services contract large enough to allow for small business set asides down to the social-economic status level. A brief narrative of the Army Cloud Computing Enterprise Transition (ACCENT) contract vehicle was provided to the attendees by Scott Knudson from Enterprise Computing. Knudson delivered an overview of the requirements for the contract, making note of the requirement for vendors to provide DOD provisional authorization and information regarding the sun-setting of the ACCENT vehicle.

Haskin then concluded the presentations with an overview of several forecasted opportunities that will be available to the vendors once the contract opens for ordering. Following a short recess, vendors were able to address the members of CHESS, ACC-RI and ISEC during a question and answer panel. The questions centered on the bid rate and reporting requirements, as well as availability of forecasting data.

CHESS and ACC-RI conducted separate one-on-one meetings with the individual vendors.

Ordering through ITES-3S is expected to open on Jan. 7, 2019. For additional information about the kick-off meeting or ITES-3S, please visit the [CHESS IT E-mart](#).



ITES-3S vendors attend the post award kick-off. (U.S. Army photo by Racquel Lockett-Finch, PEO EIS Strategic Communication Division.)

PEO EIS welcomes university students for meet and greet

BY ELLEN SUMMEY, PEO EIS STRATEGIC COMMUNICATION DIVISION

In the world of technology, it is a widely accepted truth that change is a constant. New challenges, new opportunities, new risks and new ideas are always on the horizon, but perhaps most crucial are the new minds to make it all possible. With that vision in mind, PEO EIS hosted its first “meet and greet” for local university students on Dec. 19, 2018, at Fort Belvoir, Virginia. Program executive officer Chérie Smith welcomed students to the event, thanked them for their interest and encouraged them to ask questions.

Attendees included PEO EIS leaders, senior representatives from each of the program offices, members of local community organizations, and 17 students from eight local and regional universities. The students represented a variety of academic fields, from IT and engineering, to communications and biology, but all expressed an interest in pursuing IT as a career. After seeing presentations from each of the PEO EIS programs, students also heard from Nikki Wilson of CHES and Lauren Pavlik of HQ Cyber Team, who told their personal stories of beginning their careers as interns at PEO EIS. The event concluded with a presentation about the federal hiring process, followed by a question and answer session.

Based on the success of this first event, and positive feedback from students in attendance, PEO EIS plans to host other such student engagement opportunities in 2019.



Program Executive Officer Chérie Smith greets students before making her remarks. (U.S. Army photo by Cecilia Tueros.)

GFEBBS-SA tool facilitates discussion

BY STEVE JASAK, GFEBBS-SA



General Fund Enterprise Business System - Sensitive Activities (GFEBBS-SA) is being developed to be a fully functional SAP Enterprise Resource Planning (ERP) solution hosted on the Secret Internet Protocol Router Network (SIPRNet). GFEBBS-SA will provide capabilities like distribution and execution of appropriated funds, cost management, financial reporting and asset management.

The “heavy lift” for this effort will be to include additional performance and national security requirements that protect the secret-level information it processes and limit user access to “need to know” organizational information, while also ensuring compliance with the DOD directive for audit readiness. This is no small task, especially for those responsible for managing the change that comes with such a technically complex solution.

Enter change discussion guides! The GFEBBS-SA change discussion guide is a tool for supervisors and key personnel to use when they discuss with end-users specific process changes, role changes and training curricula that will come with the implementation of

the GFEBBS-SA solution. The guide is intended to help supervisors facilitate meaningful change discussions with their staff and to focus on the business process impacts of GFEBBS-SA on their day-to-day operations.

Change discussion guides are divided into six business process areas, like financials, funds management, and others. Each guide contains a description of business processes and sub-process areas, associated user roles, role descriptions and responsibilities, activities performed and integration with other roles. The contents of the change discussion guide, along with the supervisor workshops, are the backbone of the change discussion process.

Stacy Watson (CHESS) awarded Contracting Professional of the Year

BY TRICIA SHELLEY, CHESS



Stacy Watson, center left, Enterprise Services Division Director, receives the Secretary of the Army Award for Excellence in Contracting, Nov. 29. She is joined by (L to R) Dr. Bruce Jette, ASA(ALT); Doug Haskin, CHESS product lead; Wayne Sok, CHESS deputy product lead; Brendan Burke, acting deputy PEO EIS; and Stuart Hazlett, Deputy ASA(P). (U.S. Army photo by Tricia Shelley.)

The Deputy Assistant Secretary of the Army for Procurement, Mr. Stuart Hazlett, in coordination with the ASA(ALT), Dr. Bruce Jette, presented the 2017 Contracting Professional of the Year Award to Ms. Stacy Watson at the Excellence in Contracting Awards ceremony on Nov. 29, 2018 in Alexandria, Virginia. Watson is the PEO EIS Enterprise Solutions Division (ESD) Director for the Computer Hardware, Enterprise Software and Solutions (CHESS) program office.

The Contracting Professional of the Year award is given to individuals who have excelled in productivity, process improvement, client satisfaction and quality enhancement within the contracting community.

"Stacy embodies the very best of what the Army contracting community has to offer" said Mr. Doug Haskin, Product Lead for CHESS. "Her professional work ethic and her unrivaled knowledge of information technology contracting have enabled CHESS to provide the best contracts possible to the Army. We are extremely lucky to have her as a key leader on the CHESS team."

"Stacy embodies the very best of what the Army contracting community has to offer."

Watson capitalizes on her experience as a prior warranted contracting officer as she oversees a team of seven project officers at CHESS. She and her team are responsible for sustaining the current generation of indefinite delivery/indefinite quantity (IDIQ) contracts and agreements, ensuring an efficient award of the next generation contracts, and planning for future contracts. She has done this all with enthusiasm and professionalism, never missing a beat, and ensuring that the Army has uninterrupted access to these critical IT contracts.

"PEO EIS could not be prouder of Stacy for her selection as the Contracting Professional of the Year. Not only does this recognize the outstanding accomplishments of Stacy and the CHESS program, but also highlights that there are outstanding contracting professionals working in program offices throughout the acquisition community" said Brendan Burke, acting deputy program executive officer for Enterprise Information Systems.

Congratulations to Stacy Watson!

PEO EIS hosts 2018 "HOOAH" holiday party

BY ELLEN SUMMEY, PEO EIS STRATEGIC COMMUNICATION DIVISION

At PEO EIS, Santa drops his standard "ho ho ho," and instead gives a jolly "HOOAH" during the holidays! Last month, the organization celebrated the season's festivities with classic Army flair, hosting its annual holiday party Dec. 7, 2018, at the Waterford in Springfield, Virginia. Program executive officer Chérie A. Smith welcomed the 600 attendees to the event, which is a perennial favorite among staff and guests.

In her remarks, Smith noted the accomplishments and highlights of 2018, emphasizing the diverse portfolio of PEO EIS and its meaningful work in supporting Soldiers around the globe. Smith thanked staff members and industry partners for their commitment to the PEO EIS mission, and stated her enthusiasm for great things to come in the New Year.

"Thank you again for the hard work that you do every day. It is important, it is noticed, and it is appreciated," Smith said. "I am honored to be in this role and to work alongside you, and I can't wait to see the things we accomplish together in 2019."

Smith also gave a special thanks to Pat Ocasio and Nicole Woodruff, both of Integrated Personnel and Pay Systems - Army (IPPS-A), who were the event's primary organizers.

"I am honored to be in this role and to work alongside you, and I can't wait to see the things we accomplish together in 2019."



Partygoers react to a joke at the PEO EIS holiday party.



Revelers take to the dance floor.



Pat and Ralph Ocasio pose for a photo.



Acting Deputy PEO Mr. Brendan Burke, smiles with Ms. Liane Raymann and Ms. Jane Flowers, of PEO EIS.

(U.S. Army photos by Racquel Lockett-Finch.)

Did you know? ACWS is your one-stop-shop for warrant management

BY ARMY CONTRACT WRITING SYSTEM

ACWS conducts contracting, grants and warrant management processes all in one place! Are you a Warrant Manager in search of pending warrant applications or the status of a warrant? The warrant dashboard can help you locate and view these items, and initiate the appointment, change, suspension or termination of a warrant authority. Once initiated, all warrant actions move through a business process management (BPM) process using a pre-defined workflow to review and approve all requests.

ACWS' BPM process ensures data integrity and compliance by using business rules and validations. This means that ACWS checks your award instrument against the warrant maintenance table, which includes the status (active, suspended or terminated) and warrant authority (classes I-IV) for each user. If your request exceeds your warranted authority, you will receive an error message.

Additionally, ACWS automatically stores warrant package documentation, including the warrant application, supporting documentation and Standard Form 1402, as part of the user record (known in ACWS as the principal record). This automation saves the system administrator the extra step of maintaining the warrant table on his or her own.

Lastly, ACWS' end-to-end process includes the ability for an appointing official or a principal assistant responsible for contracting to apply electronic signatures to appointment letters and certificates of appointment. ACWS provides a single location for you to perform all of your warrant management needs!

ACWS provides a single location for you to perform all of your warrant management needs.

The screenshot shows the ACWS 'Warrant' application interface. At the top, there is a search bar and a 'Generate Form' button. The main heading is 'Warrant' with a 'NEW' tag, followed by the sub-heading 'Capture Candidate Details'. Below this, there is a 'Select Warrant Template' dropdown menu. The form is divided into sections: 'A. IDENTIFICATION AND PERSONAL DATA' and 'B. CONTRACTING EXPERIENCE'. Section A includes fields for Candidate ID, Current Job Title, Requires Special Accommodation for Warrant Test? (Specify), Candidate Name, DoDAAC, Security Org, Employee Type, Series, Rank, Pay Plan, and Pay Grade. Section B includes fields for Total Length of Service (Military or Civilian) and Total Length of Government Contracting Experience (Military and Civilian). There are also checkboxes for 'Has the Candidate ever had a warrant terminated with prejudice?' and 'Has the Candidate passed the CORB?'. A 'Need Help?' link is visible in the bottom right corner.

Example warrant candidate application. (U.S. Army graphic, courtesy of ACWS)



Lt. Col. **Robert Wolfe**, left, and **Bryan Crist**, center, of the Strategic Initiatives Group, bid a fond farewell to **Maj. Brandon Pye**, right, at Pye's farewell ceremony Dec. 14, 2018.



PEO EIS staff and guests show off their dance moves at the annual holiday party, Dec. 7, 2018



Program executive officer **Chérie Smith** speaks at the farewell ceremony of **Maj. Brandon Pye**, Dec. 14, 2018.



DASM Director **Heather Putman** presents an award to **Robert Riddick** at his retirement ceremony, Dec. 20, 2018.



Acting deputy program executive officer, **Brendan Burke** is always a crowd pleaser in his festive holiday suit, seen here at the PEO EIS holiday party Dec. 7, 2018.



Peter Bartley accepts an award from DASM Director **Heather Putman** at Bartley's retirement ceremony Dec. 20, 2018.



Program executive officer **Chérie Smith**, speaks about the way ahead at the PEO EIS ERP Day event, Dec. 17, 2018.

EIS SNAPS



Remember! Celebrate! Act!
A Day On, Not A Day Off!

January 21, 2019



Martin Luther King, Jr. Day

