U.S. ARMY

PEO ENTERPRISE | IPPS-A INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

IPPS-A Increment II

MAHC-III INDUSTRY DAY #2

June 5, 2025

Integrated Personnel and Pay System – Army (IPPS-A)
Managing Army's Human Capital – Innovation, Integration and Implementation (MAHC-III)

DISTRIBUTION STATEMENT A. Approved for public release. Distribution is unlimited.

AGENDA

TIME	TOPIC	SPEAKER
9:30 - 9:35	Opening Remarks	**Vincent Hayes** Chief, Program Management Division, IPPS-A Increment II (Inc II)
9:35 - 9:40	MAHC-III Opportunities for Industry Innovation	**Col. Matthew Paul** Project Manager, IPPS-A
9:40 - 9:50	Army Open Solicitation (AOS) Call for Solution (CFS) Process	**Ashley Moore** Contracting Officer, Army Contracting Command – Rock Island
9:50 - 9:55	MAHC-III Strategy	**Lt. Col. Ryan Martin** Product Manager, IPPS-A Inc II
9:55 - 10:10	Call for Solution: Phases and Timeline	**Vincent Hayes**
10:10 - 11:00	Technical Overview	**Katherine Seifert** Chief, Applications Division, IPPS-A Inc II
	Training and Deployment: Challenges and Opportunities	**Michael Valdez** Chief, Product Support Division, IPPS-A Inc II
11:00 - 11:10	IPPS-A Functional Priorities	**Col. Rebekah Lust** Director, Functional Management Division, IPPS-A
11:10 - 11:15	Next Steps and Conclusion	**Vincent Hayes**

MAHC-III Opportunities for Industry Innovation

Col. Matthew Paul
Project Manager
IPPS-A

Army Open Solicitation (AOS) Call for Solution (CFS) Process

Ashley Moore
Contracting Officer
Army Contracting Command – Rock Island

CONTRACTING OFFICE INFORMATION

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INDUSTRY DAY: INSTRUCTIONS AND WHAT TO EXPECT

Welcome! Here's what you need to know for a productive Industry Day:

Q&A Process:
- Question Submission: Please submit questions via Teams Live Q&A feature.
- * Opportunity to ask questions and gain clarity.
- ** The Government will not publish Industry Proprietary questions/comments or their responses.

Key Etiquette & Guidelines:
- Respectful Communication: Maintain professional conduct throughout the event.
- No Solicitation: This event is for information gathering, not direct sales pitches.

Materials & Resources:
- The slide deck is on the PEO Enterprise website at https://www.peoenterprise.army.mil/opportunities.

What's Next:
- Next step information will be provided later in this presentation by Vincent Hayes.

* This presentation is for interaction with Industry and is for information purposes only. The Government reserves the right to evolve the contract strategy approach as necessary to align with the most recent senior leader guidance.
** Any future published opportunity will take precedence over information presented today or in response to questions.

OPEN SOLICITATION: 3 PHASES TO SUCCESS

Key Takeaway: A successful commercial launch isn't a single event, but a structured process!

Here's the breakdown:

Phase 1: Solution Brief:
White paper including a technical discussion explicitly addressing the target problem statement and how the proposed solution meets the MAHC-III Objectives and evaluation criteria in section 10 of the Call for Solution.

Phase 2: Live Pitch (unless bypassed):
An oral briefing/demonstration with a technical challenge with instructions provided following phase 1.

Phase 3: Solution Proposal:
Written technical approach, statement of work and pricing proposal in response to a request for solution proposal.

Remember: Customer feedback and iterative improvement are critical throughout all phases!

MAHC-III Strategy

Lt. Col. Ryan Martin
Product Manager
IPPS-A Inc II

MAHC-III: SAME REQUIREMENTS, NEW APPROACH

What we need

IPPS-A seeks a vendor to maintain and operate the baseline solution and provide:

- HR software development
- Product integration and testing
- Tier II help desk (break, fix etc.)
- Training support

Required vendor skills

- Knowledge and experience with Oracle PeopleSoft products in organizations with at least 10K end users
- Knowledge and experience implementing working software using the Scaled Agile Framework (SAFe 6.0)

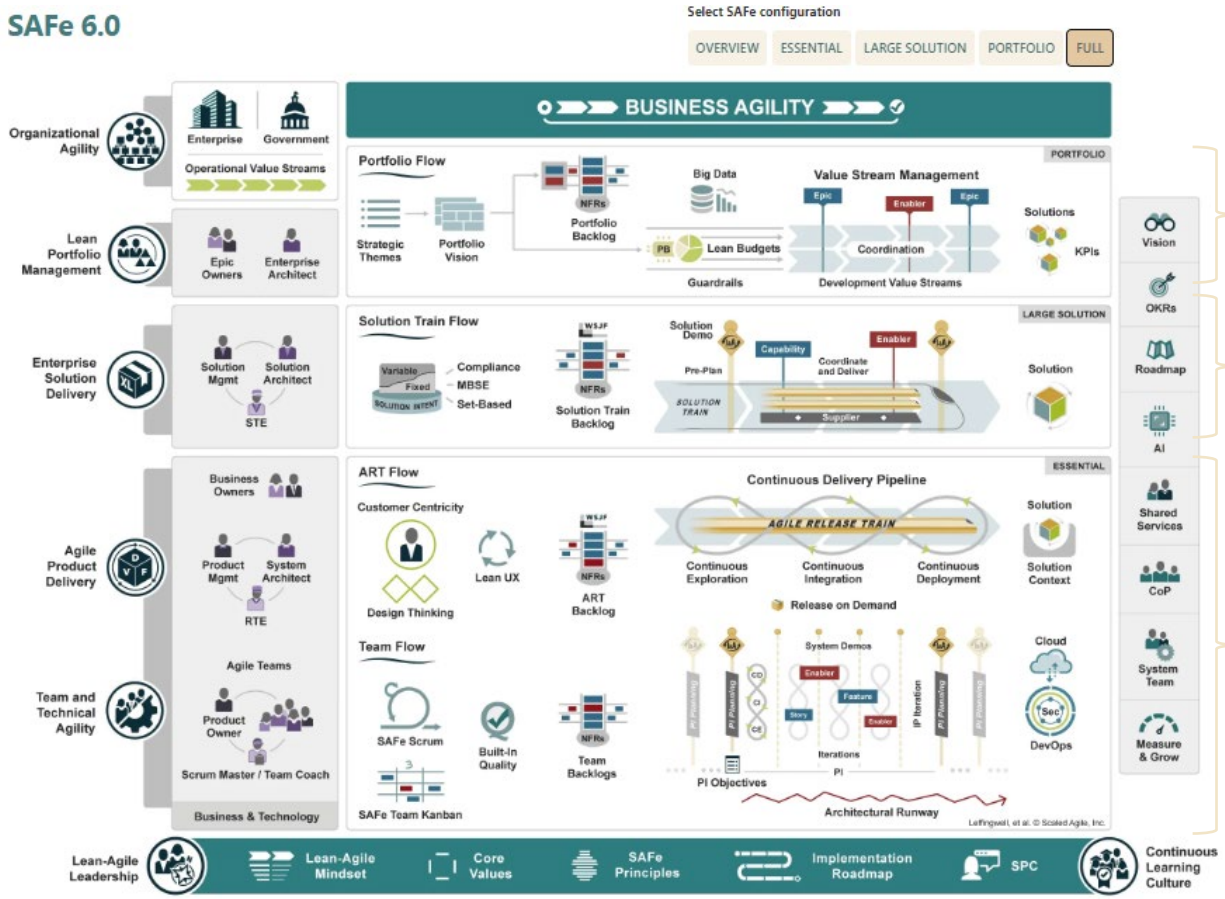
Vendor differentiators

- Experience “transitioning in” on a project already in production
- Demonstrated experience implementing a modern DevSecOps pipeline in legacy systems
- Experience supporting cloud migration
- Skills and experience using low-code/no-code tools
- Ideas to minimize labor cost and management layers
- Experience with a modern Digital Adoption Platform

Watch the team’s May 20 presentation at AFCEA Belvoir Industry Days here: https://www.youtube.com/watch?v=OqwO8b_CQzY

IPPS-A INC II OPERATING APPROACH: SAFE 6.0

The MAHC-III requirements support the integrated solution delivery through the solution train and the delivery of HR capabilities, interfaces and data sharing through product teams via the HR Agile Release Train (ART) and Enabling Rail.



PM IPPS-A and PdM Inc II

- Strategic program planning
- Funding and acquisition decisions
- Program priorities (epic/capability)

IPPS-A Solution Train

- Prioritizing solution development to meet program priorities
- Planning and assigning work to ARTs/ sprint teams (capability/feature)
- Managing cross-ART dependencies

IPPS-A ARTs, Enabling Rail and Product Teams

- Managing work assigned to sprint teams (features/user stories)
- Planning work to meet priorities & address dependencies
- Identifying, communicating and escalating blockers

Vision

Alignment

MAHC-III Call for Solution: Phases and Timeline

Vincent Hayes
Chief, Program Management Division
IPPS-A Inc II

ACQUISITION APPROACH: A NEW RUNWAY

SOLUTION BRIEF
- 10-page white paper

PITCH (Army may bypass)
- Oral presentation
- Tech challenge

SOLUTION PROPOSAL
- Technical approach
- Statement of Work
- Pricing

AWARD

MAHC-III Call for Solution released May 9 includes:
- Statement of Objectives
- Software list
- Operating model by function
- Program roadmap

PATH TO PHASE I SOLUTION BRIEF

May 1
AOS released on SAM.gov

May 9
IPPS-A Call for Solution released on SAM.gov

June 5
Second Industry Day

June 13
Publish any amendments and Q&A responses

June 27
Solution briefs due

AOS allows Inc II to solicit additional work outside the scope of the MAHC-III requirement.

PHASE I SOLUTION BRIEF EVALUATION

Gate Criteria

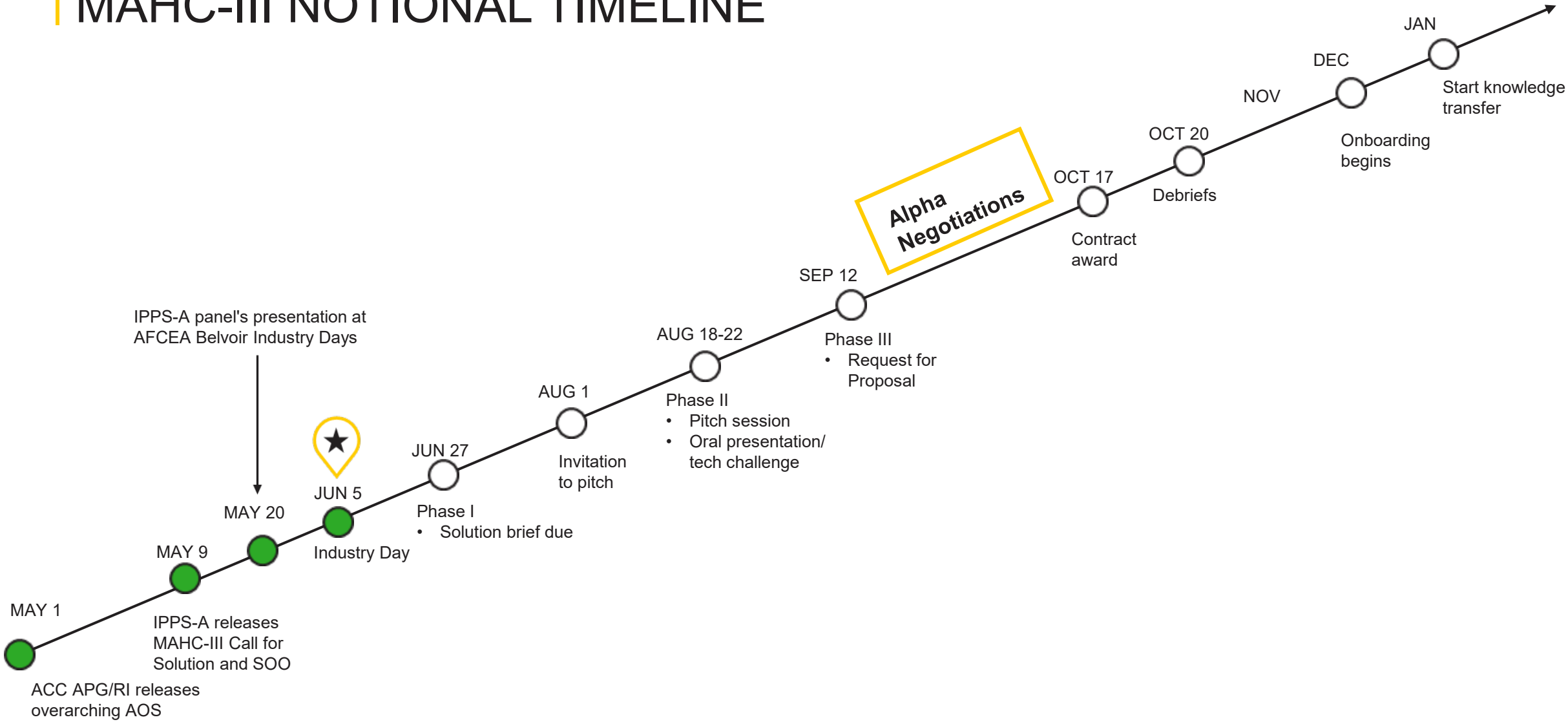
- Referenceable project to highlight experience implementing Oracle PeopleSoft products in organizations with at least 10K end users
- Referenceable project to highlight experience delivering working software using the Scaled Agile Framework (SAFe 6.0)

Evaluation Factors

- Problem You Solve
- Solution
- Impact
- Differentiation
- Pricing Model
- Content Quality

Solution Briefs must meet Gate Criteria to be evaluated. Phase II invitations will be determined using Evaluation Factors.

MAHC-III NOTIONAL TIMELINE



Technical Overview

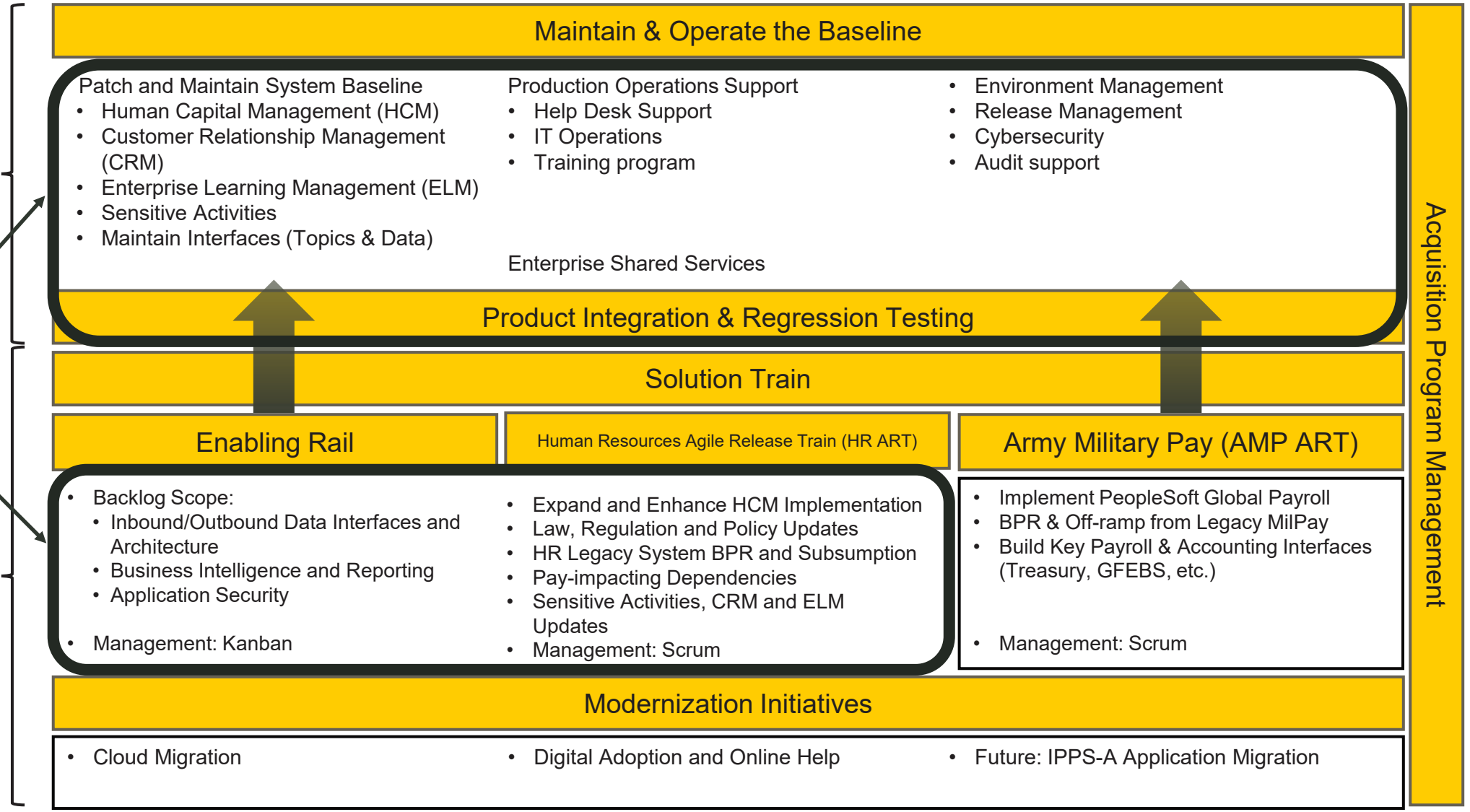
Katherine Seifert
Chief, Applications Division
IPPS-A Inc II

IPPS-A OPERATING MODEL BY FUNCTION

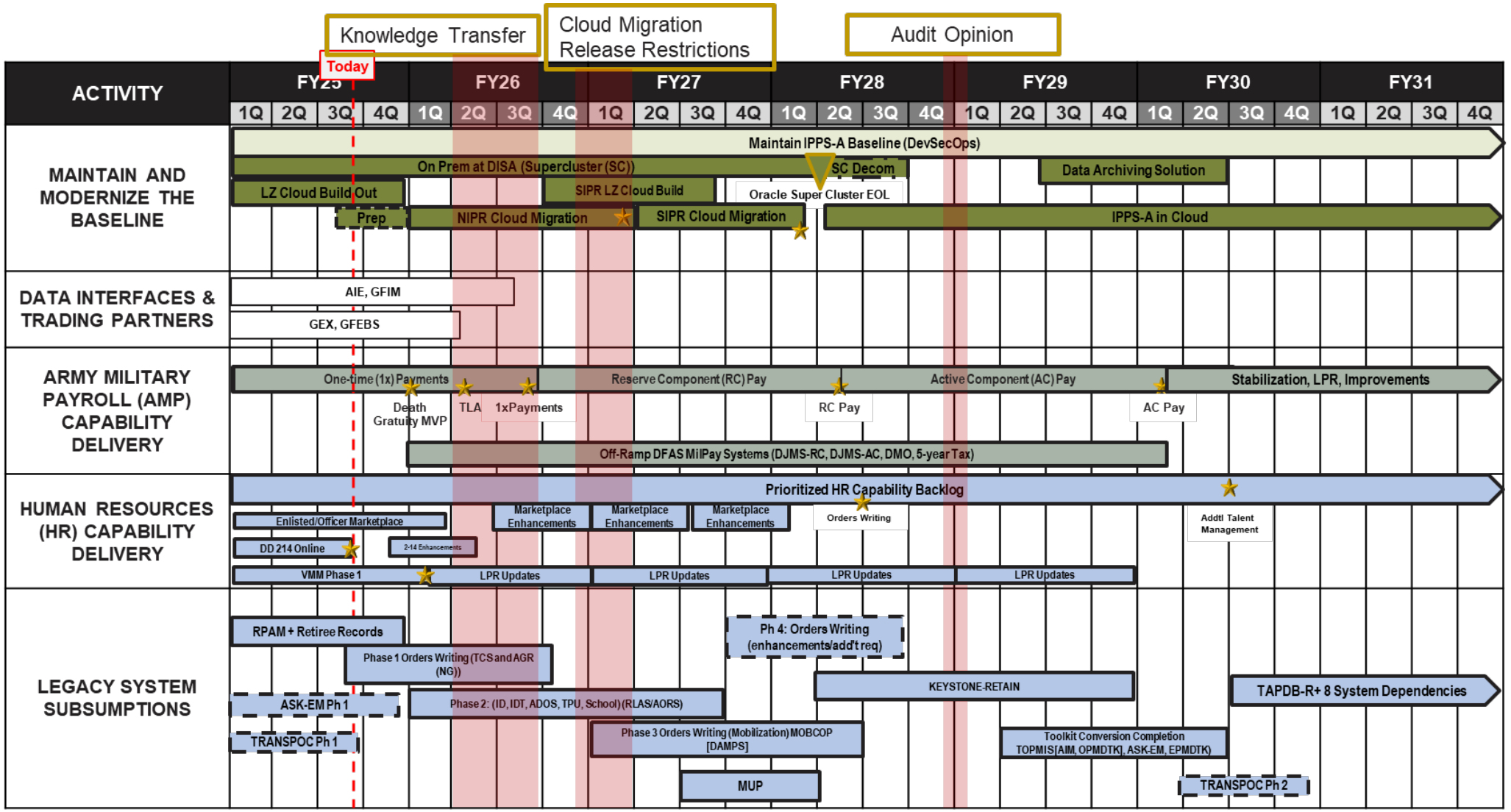
DevSecOps practices enable continuous integration, security and delivery of a reliable system

MAHC-III Responsibilities

SAFe practices manage capability development driven by the prioritized backlog



IPPS-A INC II ROADMAP



Systems Subsumed/Off-Ramped after FY31:

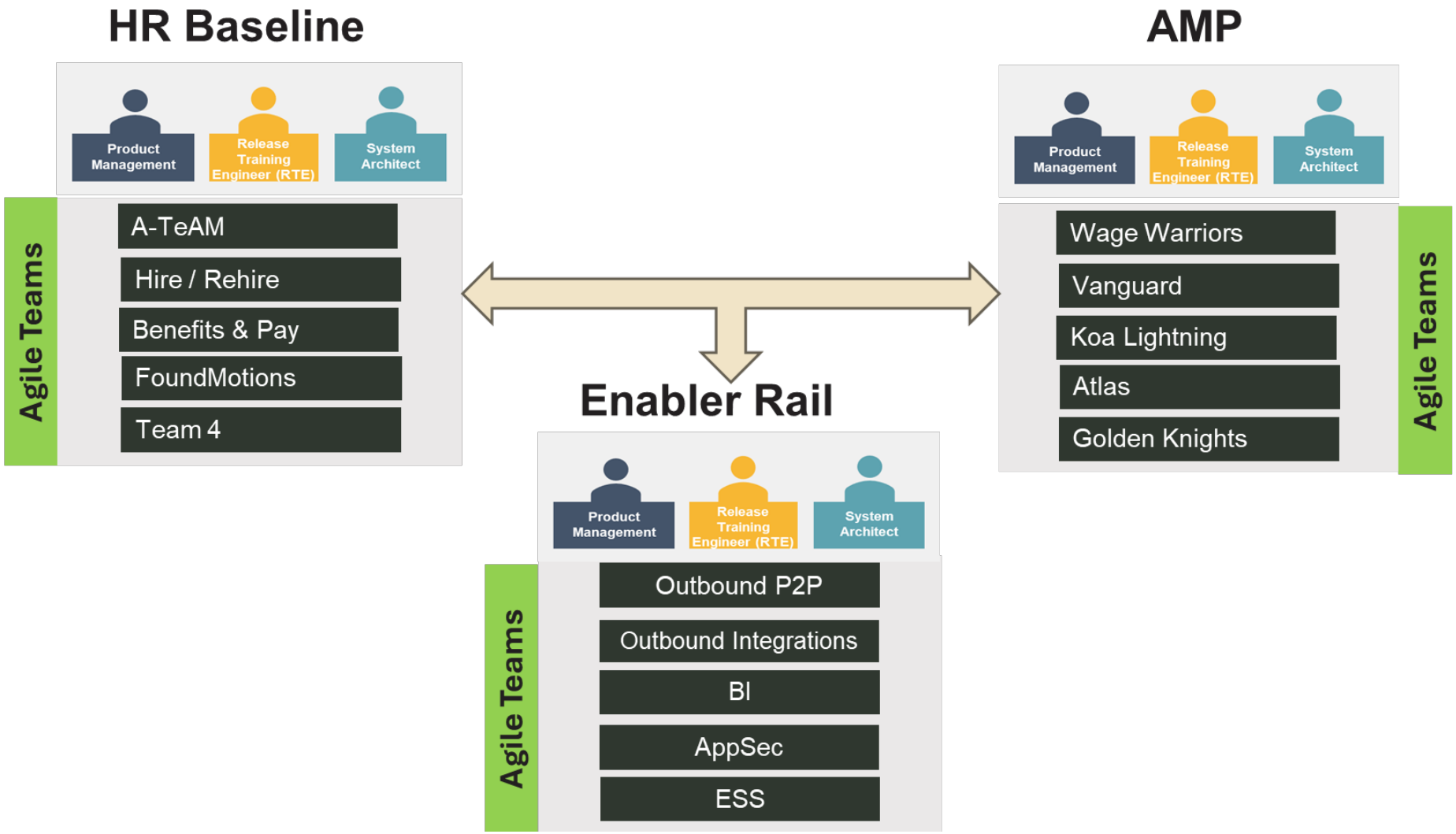
FY32 - TAPDB-R+
- ARPIMS
- ARTRMS
- RDMS
- RICS
- RPAS
- RSAS/RCCPDS
- RSDQS
- UIC

FY33 - ISM[PERSLOC, INOUTPROC]

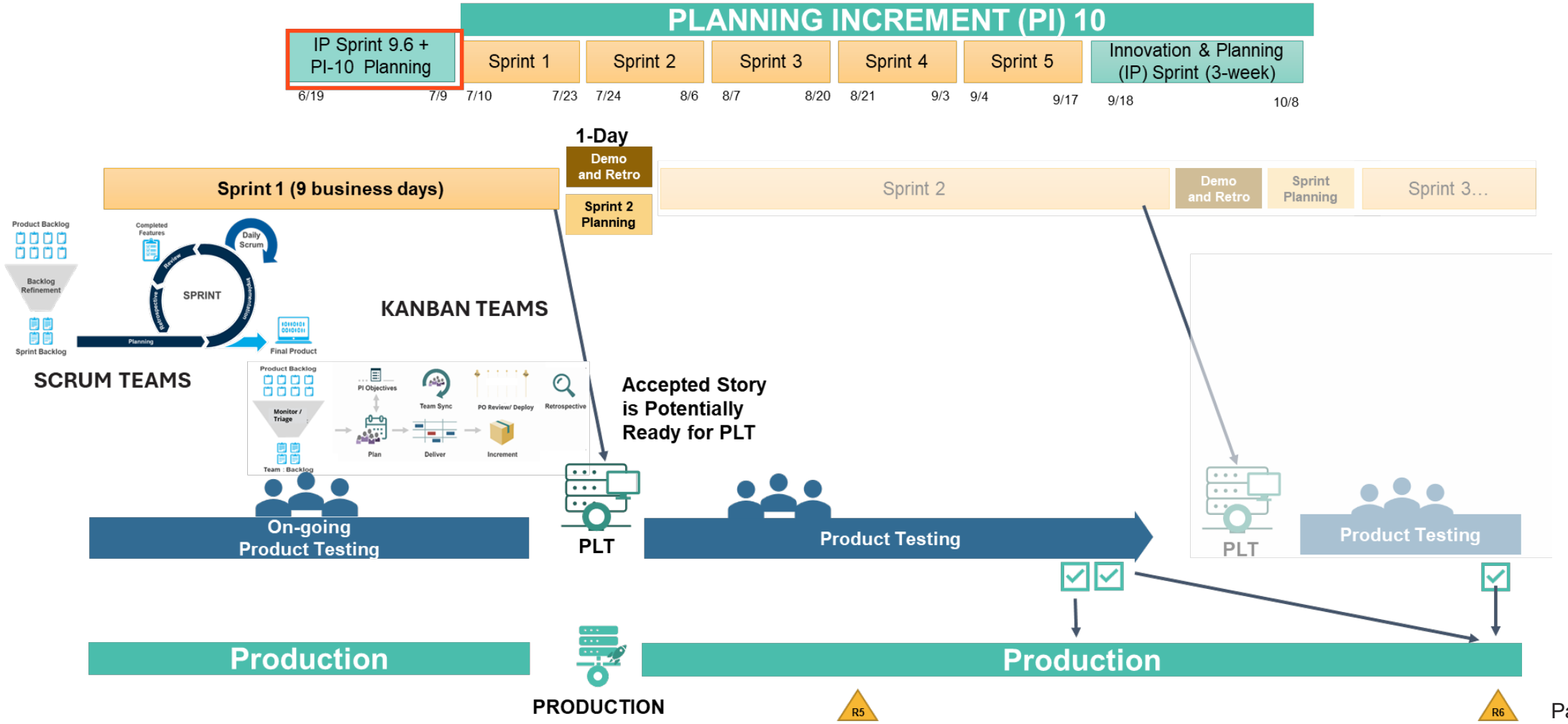
FY34 - DAPMIS

FY34 - PAM(POSCEdit)

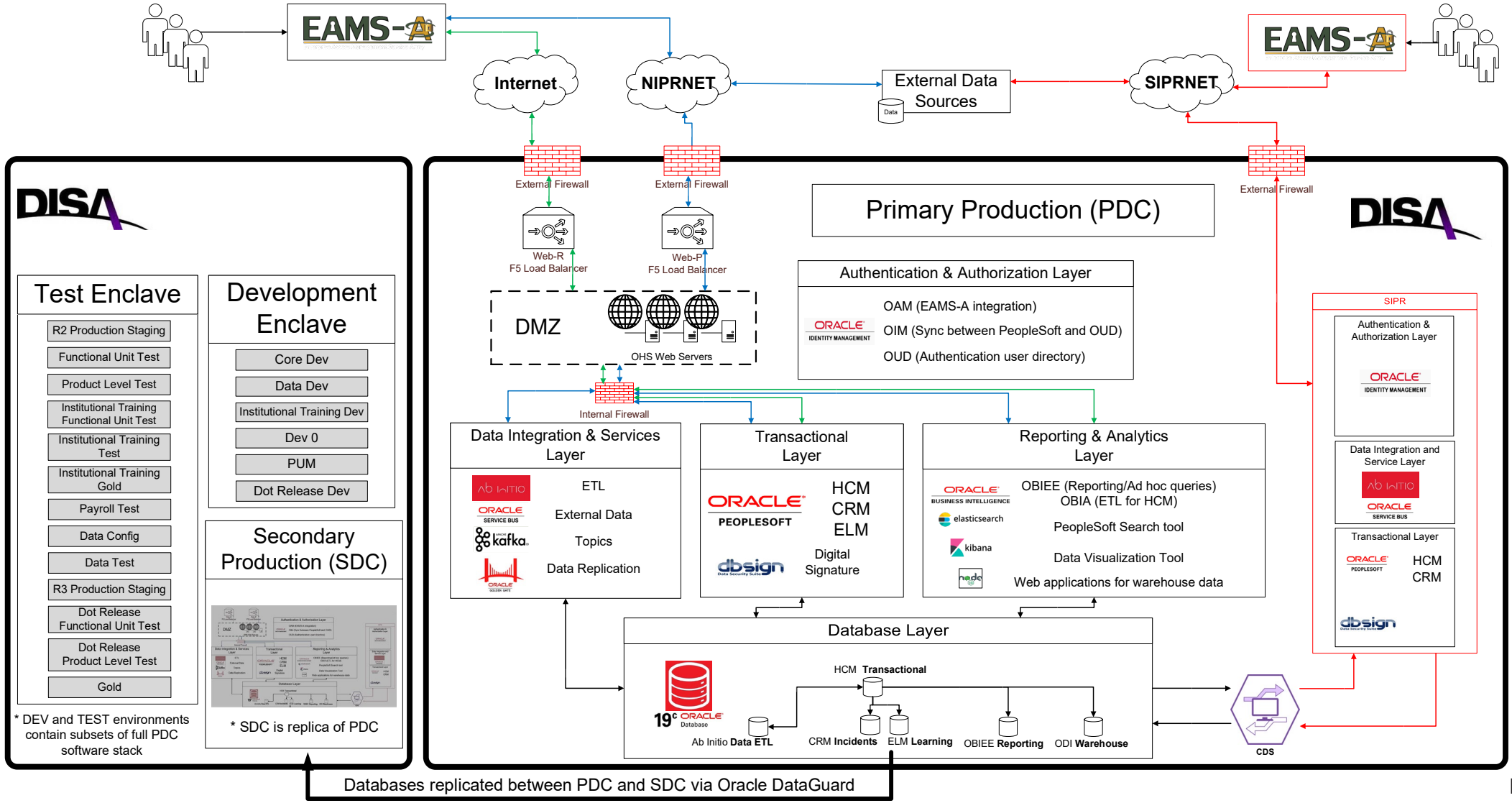
BASELINE AND AMP ARTS AND ENABLER RAIL



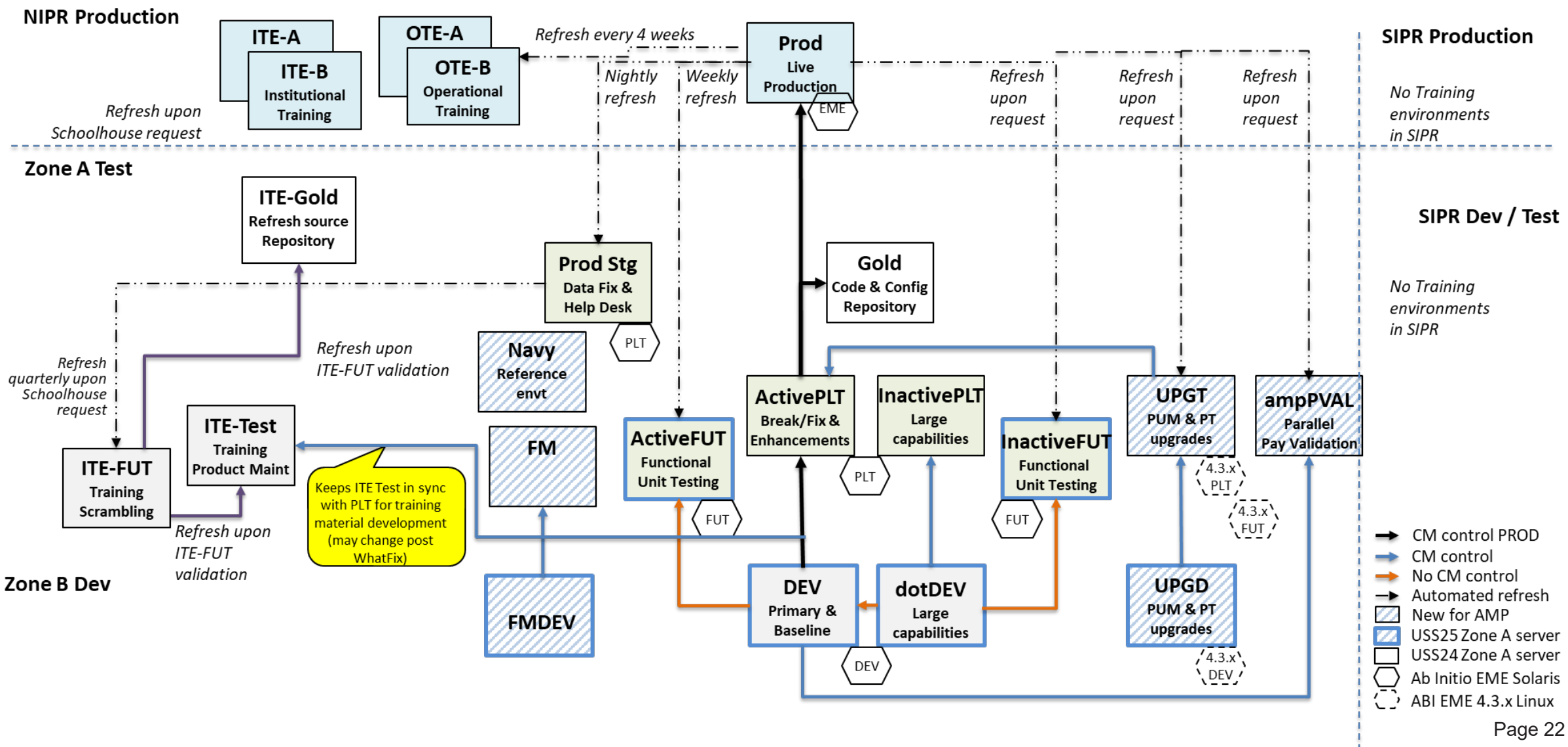
SPRINT CADENCE



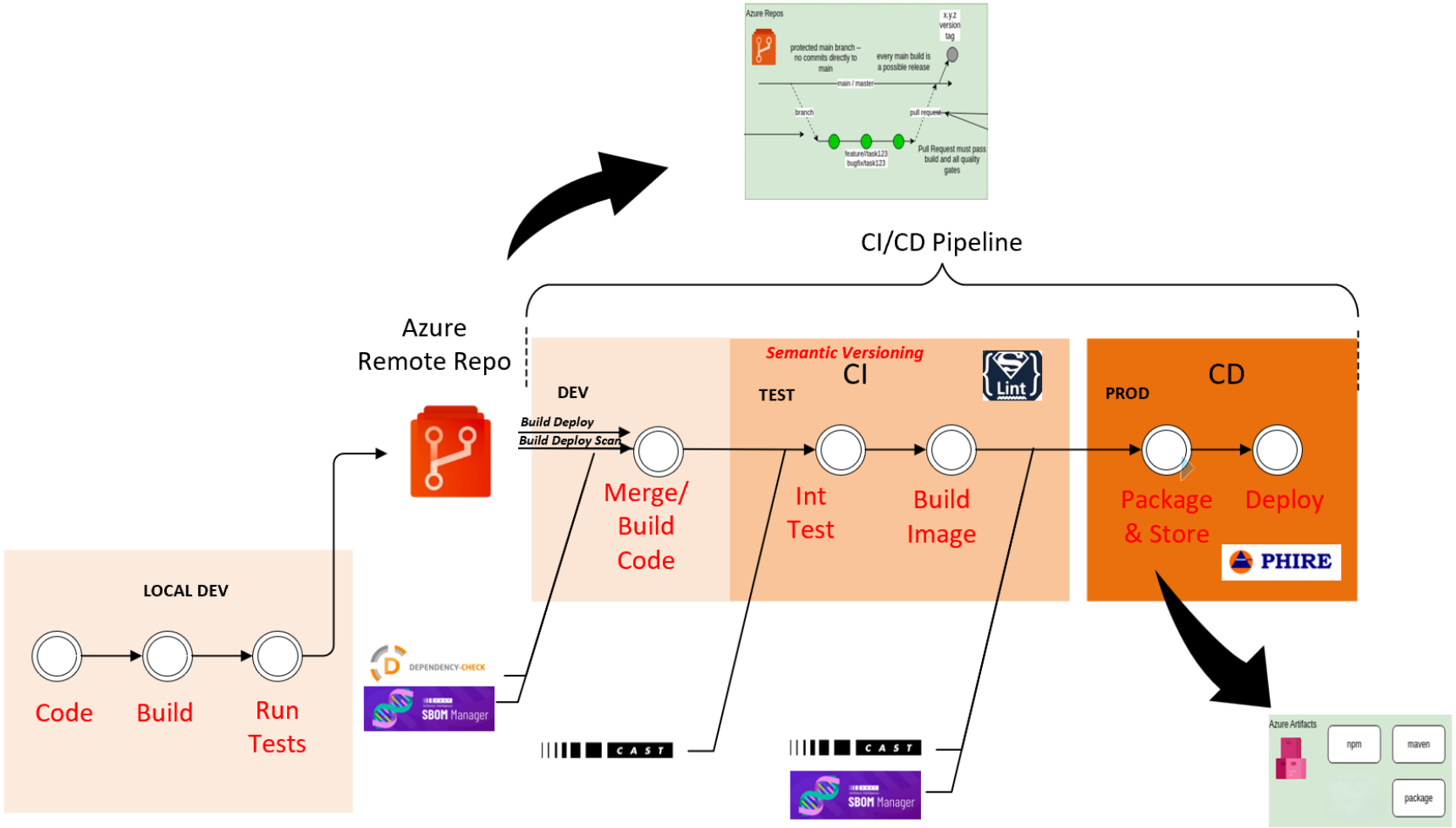
IPPS-A ARCHITECTURE (ON-PREMISE SYSTEM)



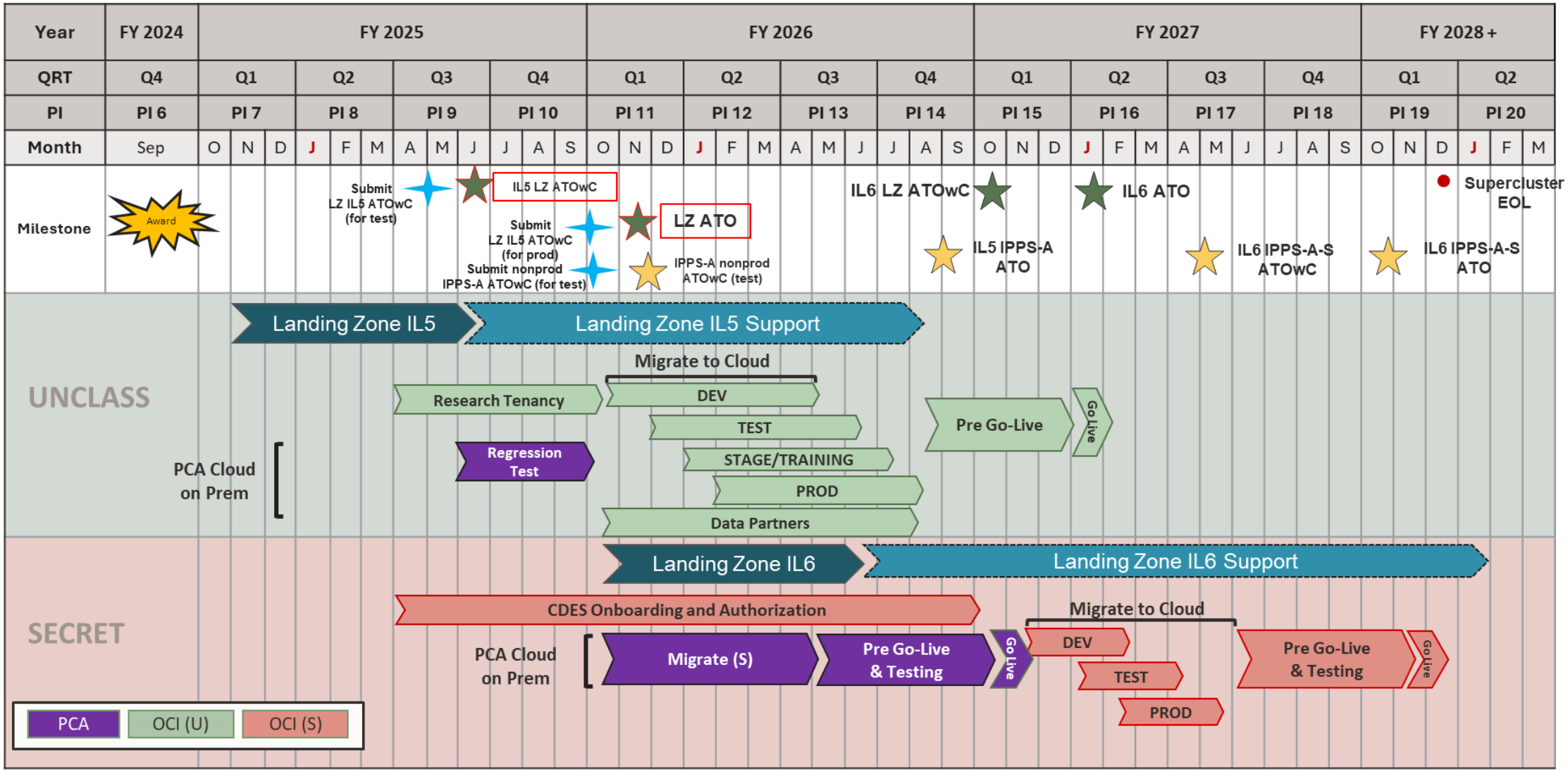
IPPS-A ENVIRONMENTS AND CODE FLOWS (ON-PREMISE)



IPPS-A CI/CD (ON-PREMISE APPROACH)



HIGH-LEVEL CLOUD MIGRATION TIMELINE



TEST AUTOMATION

Specific tool for test automation and performance testing under evaluation

Timeline: Expect new testing environment to be available late CY 25 or early CY 26
Skills required: Low-code testing
Testing Scope: End-to-end testing across web, mobile, API, desktop and legacy system

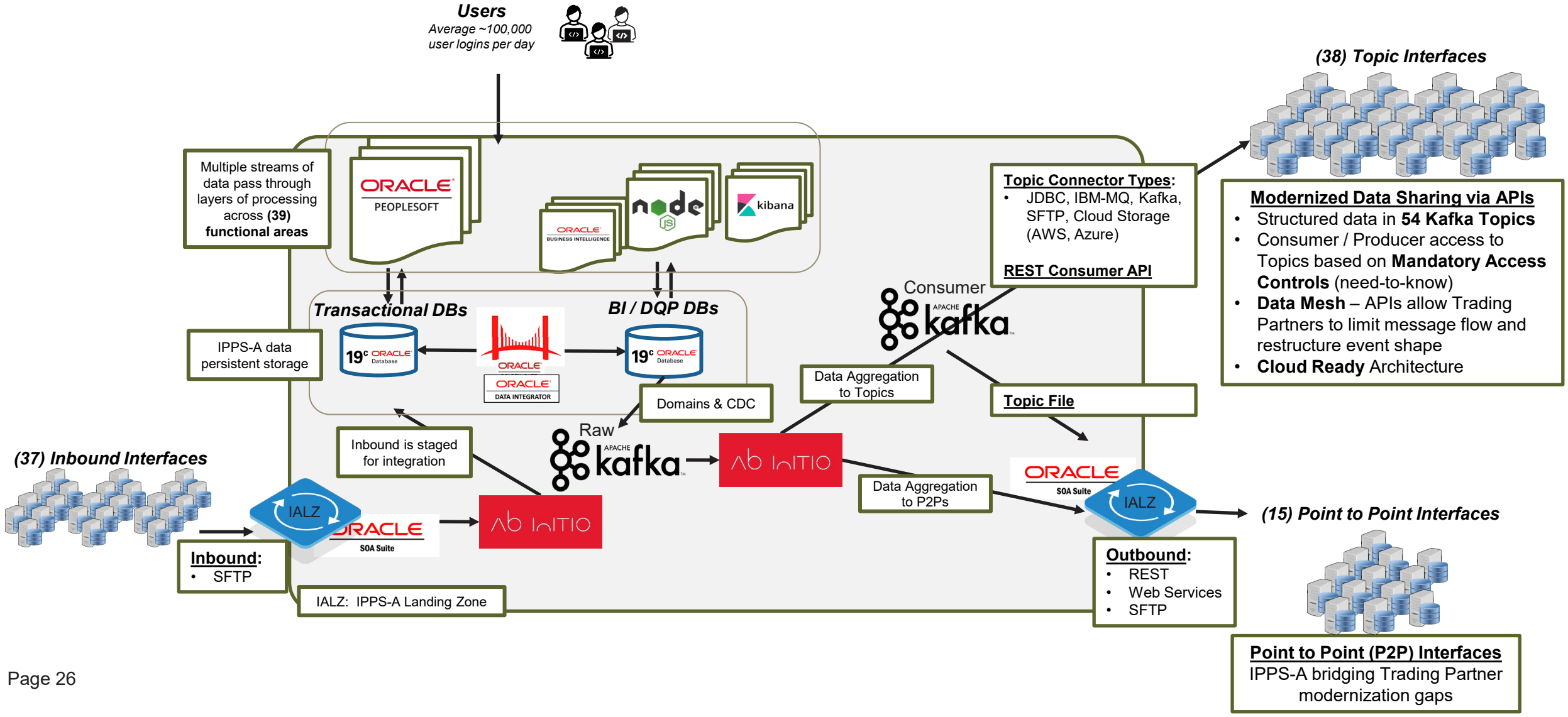
Government provides testing environment and licenses

- Software vendor responsible for executing testing

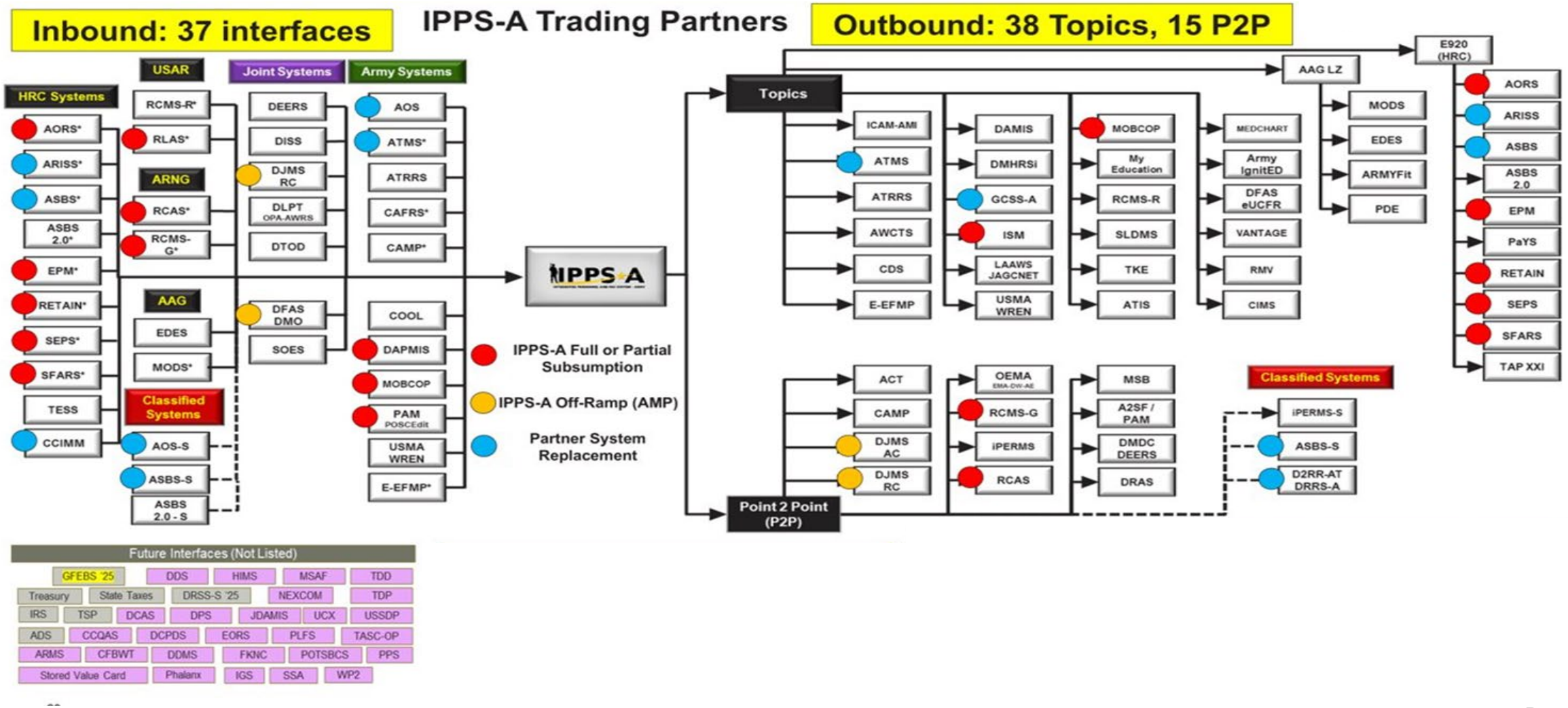
Transitioning away from UFT script-based testing

- May retain some residual UFT capabilities

IPPS-A ECOSYSTEM (ON-PREMISE SYSTEM)



IPPS-A TRADING PARTNERS



LOW-CODE/NO-CODE CITIZENS DEVELOPMENT KIT (CDK)

BLUF: IPPS-A is launching a CDK pilot program to enhance human resources and pay capabilities.

A **CDK** is used to enable non-technical users to build, modify, deploy and manage applications or automations using no-code or low-code platforms without extensive coding skills. Citizen Developers (CDs) can innovate and solve problems without needing deep technical skills. The objectives of CDK are innovation, collaboration and empowerment.

Features and Capabilities:

- **Advanced Automation**: Ability to design and implement complex automation, AI-driven workflows and custom code snippets (if necessary)
- **Full API Access**: Direct access to APIs, enabling advanced integrations and custom solutions
- **Data Analytics and Reporting**: Advanced analytics, data visualizations and reporting capabilities to derive insights from the built applications
- **Custom Component Development**: Ability to create and integrate custom components or advanced integrations using low-code or code

Training and Deployment: Challenges and Opportunities

Michael Valdez
Chief, Product Support Division
IPPS-A Inc II

TECHNICAL OVERVIEW: PRODUCT SUPPORT

Operational Monitoring

- Maintaining system availability of the largest global implementation of PeopleSoft Human Capital Management and Global Pay
- Enabling data sharing with 54 outbound Trading Partners (38 Topics/15 P2P) and 37 Inbound System Interfaces

Help Desk Tier II/Tier III

- Support 2nd level of triage of trouble tickets (avg. 730 tickets per month) and escalate code fixes to Tier 3
- Apply Tier III code fix of escalated tickets

Training

- Enabling continuous adoption of delivered capability
- Managing a training environment to support institutional training and HR schoolhouses
- Develop and maintain training products for new and existing capabilities
- Facilitate virtual and in-person training at CONUS and OCONUS locations
- Build and deploy training content in a Digital Adoption Platform

IPPS-A Functional Priorities

Col. Rebekah Lust
Director
Functional Management Division
HQDA DCS G-1, FMD, IPPS-A

PROBLEMS WE ARE ATTACKING

(Modernizing Army HR)

Disparate systems
200+ various HR and Pay systems

Disconnected processes
for HR and Pay systems; untimely Pay impacting readiness

Different systems
for HR and Pay for each Component

Labor intensive
to keep 200+ systems cyber compliant

System downtime
5500+ hours of system downtime in legacy systems impacting readiness

Inaccurate pay
causing significant Soldier debt ($1B total)

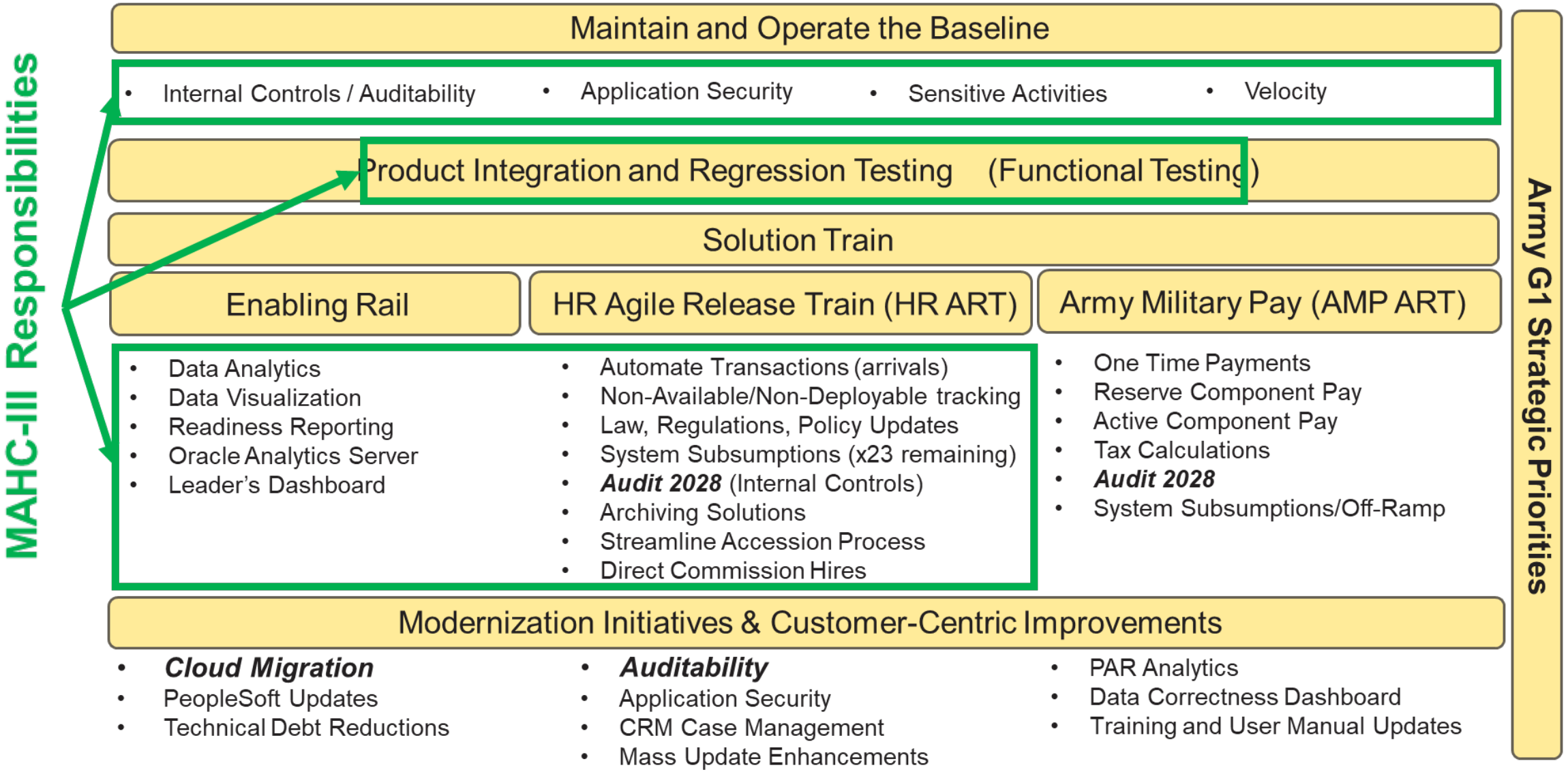
Army paying DFAS
for separate Pay transactions linked to HR actions (~$150M per year)

Not auditable
Army HR/Pay systems; Recurring AAA/DAIG/GAO audit findings and KPMG NFRs

Lack of visibility
for the Total Force and HR and Pay tracking/transparency for Soldiers, HR Professionals and Leaders

Industrial Era processes
Manual Talent Management not system linked to compensation; HR and Pay processes driven by pen and paper forms

IPPS-A INC II REQUIREMENTS



Next Steps

Vincent Hayes
Chief, Program Management Division
IPPS-A Inc II