The Army is in the process of developing the next increment of the Integrated Personnel and Pay System Army Capability Support (IPPS-A). IPPS-A Increment II is a new HR and pay system that will replace many old and outdated systems. It will make it easier and faster for the Army to manage Soldiers and their pay, and it will provide Soldiers and their families with more support.

Here is a summary of the key development objectives:

* Create a single system for managing personnel and pay, instead of having to use many different systems.
* Make changes to HR processes and procedures to improve efficiency and accuracy.
* Release new features and capabilities to users on a regular basis.
* Use the latest security technologies to protect user data and prevent unauthorized access.
* Give Soldiers and their families a complete view of their status in the Army in one system.
* Ensure that the Army is using its human capital dollars wisely by auditing pay, benefits, and HR transactions.
* Use the latest data storage and processing technologies to make it easier to access and use HR data.

IPPS-A Increment II is a major undertaking, but it has the potential to revolutionize the way the Army manages its human capital.

High level skillset required to be successful will be:

* In-depth knowledge of how military HR and pay systems work.
* Proven ability to manage large amounts of complex data.
* A commitment to protecting user data and cybersecurity.
* Experience in a multi-pronged Agile environment.

The proposal is expected out late this calendar year with an award date sometime in the June-Juy timeframe of next year. The Army hasn’t detailed the ceiling amount for this one but it could be as much as $1 Billion. The current contract was issued as a task order under the Alliant 2 contract and, at this point, it’s unknown if the Army will re-compete under Alliant or if they will go a different route.We do know that the Army published a revised set of RFI questions that did request information concerning small business subcontracting as well as small business capabilities. Responses to those questions are due no later than October 10th.

All work will be performed under NAICS 541512 Computer Systems Design Services. There is speculation that this will be a full and open/unrestricted competition, but the Army has not committed to that as of yet. If they determine a reduced number of contractors is prudent, it could be a single award to a large business o, perhaps 1 large, and 1 small. They could also decide to go IDIQ with multiple awards.