

SECTION J-2 CONTACT ATTACHMENTS

ATTACHMENT (7) PHASE II STATEMENT OF
OBJECTIVES, DATED 15 APRIL 2002

Phase II Statement of Objectives

C.1 GENERAL

The Department of Defense (DoD) requires a fully integrated personnel and pay capability. This capability not only needs to provide Military Services and their Components the capability to effectively manage their members across the full operational spectrum -- during peacetime, war, through mobilization and demobilization – but also provide an environment in which individual Service members can better manage their own careers.

A suite of Commercial-Off-The-Shelf (COTS) products, based on the *PeopleSoft* Human Resources Management System (HRMS), has been selected as the core products upon which DIMHRS (Pers/Pay) will be developed and fielded. The Government intends to use the *PeopleSoft* HRMS product without modification to the greatest extent possible, through Business Process Re-engineering, to meet the DIMHRS (Pers/Pay) requirements.

C.1.1 Purpose and Scope

The purpose of this Statement of Objectives (SOO) is to provide a framework for the Phase I Contractor to develop a Statement of Work (SOW) for Phase II that maps to the contract requirements, and will thereby satisfy the overall objectives of the program. The SOW, as negotiated, will be incorporated into the Phase II option exercise.

This contract provides two categories of documents, those providing fundamental requirements that must be satisfied by the Contractor (and therefore reflected in its SOW), and those providing information regarding the environment, scenarios, and other analyses regarding the PeopleSoft HRMS. The requirements documents are the ORD and DRM. Government Furnished Information (GFI) is provided in Section H-13 of the solicitation/contract.

C.2 OBJECTIVES

The objectives of this DIMHRS (Pers/Pay) contract are as follows:

- a. Design DIMHRS (Pers/Pay) such that it is a single, integrated standard military personnel and pay system capable of supporting approximately 3.1 million military personnel of all Services and their Components at the Services' personnel support activities. DIMHRS (Pers/Pay) shall also be capable of supporting a surge of 33%.
- b. Maximize use of native PeopleSoft HRMS functionality as a means to reducing life cycle costs associated with COTS product upgrades and minimizing time and operational impact from upgrades. Minimize custom-developed solutions.
- c. Identify and reconcile any conflicts in the contract requirements to ensure a solid, executable functional baseline.
- d. Identify any gaps between the requirements and the PeopleSoft HRMS capability to enable technical, cost and business process engineering discussions potentially impacting DIMHRS business rules to be implemented by the D&I contractor. Ensure continued focus on COTS to develop solutions.
- e. Identify the legacy environment, including legacy systems that may be replaced by DIMHRS (Pers/Pay), and those with which DIMHRS (Pers/Pay) will be required to interface. Migrate data from legacy environment to DIMHRS (Pers/Pay) environment.
- f. Provide a data mart functionality, as well as an industry standard interfacing mechanism to provide a single, standardized interface for all systems external to DIMHRS (Pers/Pay), as a means to reducing DIMHRS system development and enable interfacing system evolution.

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- g. Enable Government participation in controlling or reducing system development costs and risks through a series of system design and implementation reviews including in-depth review of final design, technical accomplishments, and remaining technical risks and major tasks to be accomplished. Enable the government to ensure all program requirements are satisfied by demonstrating, through tests or analyses, that the design and implementation satisfies all contract requirements.
- h. Using the design derived from the contract requirements, develop, implement, and deploy DIMHRS (Pers/Pay) for the Military Services and their components.
- i. In addition to the training requirements set forth in the DRM under “Deployment,” provide training mechanisms (such as computer- or classroom-based training for DIMHRS (Pers/Pay)) and train Government designated trainers (“train-the-trainer”) and maintainers on the use and maintenance of the DIMHRS (Pers/Pay) system, and supporting logistics, to enable the Government to support end user self-training, enable successful Government training of end users and maintainers, and enable Government assumption of responsibility for system maintenance.
- j. Provide sustainment and life cycle support for DIMHRS (Pers/Pay) to ensure cost effective maintenance of the system operational capability.
- k. Ensure all data, manuals, drawings, and information required to operate DIMHRS (Pers/Pay) is transferred to the Government to ensure configuration management of the system.
- l. Transfer ownership of any and all DIMHRS (Pers/Pay) hardware, software, licenses, database engines and associated data to the Government to enable government long-term maintenance, change, redesign or reprocurement in a cost effective manner. Also, see Section B, Note 9 of the contract regarding data rights.