



Q&A for NewPay

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Background

The General Services Administration (GSA) intends to respond to the feedback received from the draft Request for Quote (RFQ) issued for the NewPay Software as a Service (SaaS) solution. The draft RFQ was announced on eBuy at www.eBuy.gsa.gov, Federal Business Opportunities (FedBizOpps), Interact, and Github on Friday, December 15, 2017.

The Office of Shared Solutions and Performance Improvement (OSSPI) (MY) within the Office of Government-wide Policy (OGP) of GSA has a requirement to modernize the Payroll and Work Schedule and Leave Management (WSLM) ecosystem. The Government intends to utilize cloud-based technology (e.g., SaaS) to leverage the scale of the Federal Government and enable agencies to focus resources (human and fiscal) on core mission priorities, which will reduce costs, significantly improve security posture, increase user experience and service, and better manage budgets.

The scope includes SaaS solutions and associated support for Payroll ONLY or BOTH Payroll and WSLM. The Government will be seeking Quoters that are able to support either pools:

1. Payroll SaaS solutions and associated support for implementation and integration with other Government systems (e.g., human resources; financial management); and
2. Integrated Payroll and WSLM SaaS and associated support for implementation and integration with other Government systems (e.g., human resources; financial management)

The Federal Government intends to utilize the GSA IT Schedule 70 acquisition vehicle to establish a multiple award Blanket Purchase Agreement (BPA) with an Ordering Period of 10 years, to include a five-year base period plus five one-year option periods.

Contact Information

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Questions and Answers (Q&A)

Frequently Asked Questions (FAQ)

Q1: When does the Government plan to post the RFQ for the NewPay SaaS solution?

A1: The Government plans to post the RFQ on GSA eBuy during Quarter 3 of FY 2018.

Q2: What is the Period of Performance (PoP) of tasks issued under the Blanket Purchase Agreement (BPA)? Will the period of performance go beyond the BPA ten-year Ordering Period.

A2: The PoP for NewPay has been updated to reflect a total of 10 years: 5 year base with 5 one-year option periods. BPA calls (task orders) issued prior to, but not completed before the BPA expires, shall be completed within the period specified in the BPA call (task order). The BPA calls (task orders) shall have their own ordering periods and shall only be placed against active BPAs with active Multiple Award Schedule (MAS) contracts. Task orders shall not extend more than two years beyond the expiration of the BPA.

Q3: Does the Government plan to make awards to multiple vendors to participate on the BPA?

A3: Yes, the Government anticipates that this will be a multiple-award BPA awarding BPAs to the most highly rated vendors.

Q4: Will the Government allow Contractor Team Arrangements (CTA) in this procurement?

A4: Yes. Quoters are permitted to establish any arrangements that provide a total solution that meets the Government's needs. In a CTA, the arrangement must consist of Schedule contract holders under the GSA Multiple Award Schedule (MAS) IT Schedule 70 Program. Given this procurement is technology driven, the IT Schedule 70 Program will be the only source for the RFQ announcement. Quoters participating in a CTA must complete a Small Business Utilization Chart and provide a one-page summary to explain their projected small business utilization. Quoters shall also provide a copy of the CTA signed by each participating contractor.

Q5: At what Federal Risk and Authorization Management Program (FedRAMP) level should the SaaS solution be Authorized to Operate (ATO)?

A5: The SaaS solution must be FedRAMP-authorized at the **high** level, either at the time of the award of the BPA or no later than one-year after award. Quoters that are not FedRamp-authorized at the time of award must complete the FedRAMP Assessment included in the final solicitation. The final FedRAMP level will be specified in the RFQ.

Q6: Will this procurement be conducted via Open Market?

A6: The acquisition strategy for this procurement is to utilize the GSA eBuy system. Use of the Multiple Award Schedules (MAS) IT 70 Program acquisition vehicle is considered a full and open competition.

Q7: What solution is the Government seeking to procure under the Human Capital Business Reference Model (HCBRM)?

A7: The scope of this multiple award BPA consists of two components of HCBRM A5, Compensation and Benefits. The specific components to be delivered are A5.1 Compensation Management and A5.2 Work Schedule Leave Management. Quoters are to submit their quotes under the following two pools: Payroll SaaS solutions and associated support and Integrated Payroll and WSLM SaaS solutions and associated support.

Q8: Will the Government commit to a minimum dollar amount for task orders awarded under the BPA?

A8: The Government will not include a minimum dollar amount for task orders for the awarded BPA.

Q9: What pricing model approach is the Government seeking for the procurement?

A9: The Government is looking for fixed price line items at the BPA level to support implementation task orders based on the required services and required labor categories. The subscription fees should be based on the total volume processed for the Federal Government and NOT based on agency specific numbers.

Q10: Will current payroll service providers stagger the implementation for their customers or expect all customers to convert to the new system at the same time?

A10: The Government is looking at a phased approach to implementation. It is anticipated that the initial phase will include approximately 50,000 federal civilian employees with posts of duty within the Continental United States (CONUS). Additionally, it is anticipated these employees will be exclusively paid under the standard Title 5 rules for pay administration. A second phase will migrate a much larger portion of the employee base while still primarily being Title 5 employees. Third, and potentially subsequent migrations, would migrate the remaining population paid under other authorizing statutes for pay administration.

Q11: Does the Government envision all agencies leveraging a shared environment partitioned through configuration for each agency?

A11: The Government envisions shared solutions that fulfill the needs of the Federal Government, to include service quality, security, and cost effectiveness. Vendors should propose solutions that fulfill the requirements in a manner that accomplishes all the goals of the Government. However, it should be noted, the Government does desire one common baseline

that is consistently updated, kept, and maintained within the standard, commercially available solutions of the vendor.

Q12: Will the Government include an optional CLIN for proposed work and costs that are not mentioned in the existing pricing spreadsheet?

A12: The Government does not believe it is in its best interest to provide for an optional CLIN at the BPA level. Vendors can identify additional tasks that may be required and align them to a CLIN in the existing pricing structure.