



DEPARTMENT OF THE ARMY
PROGRAM EXECUTIVE OFFICE SOLDIER
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FORT BELVOIR, VIRGINIA 22060-5422

JUN 15 2019

SFAE-SDR

MEMORANDUM FOR U.S. Army Acquisition Support Center (Ms. Vicky Deguzman)
9900 Belvoir Road, Building 201, Suite 101, Fort Belvoir, VA, 22060-5567

SUBJECT: 2019 Undersecretary of Defense for Acquisition and Sustainment
David Packard Excellence in Acquisition Award Nomination

1. I highly recommend the Sub Compact Weapon team for the 2019 Undersecretary of Defense for Acquisition and Sustainment David Packard Excellence in Acquisition Award.
2. The Sub Compact Weapon team is most deserving of this award based on its excellence in acquisition and teamwork through its recent contract award and ability to accelerate fielding of a new capability. Due directly to the hard-work and innovative spirit of the team, the Army delivered a new capability that supports the U.S. Army's Protective Services Battalion mission to provide continuous, protective close-in security to senior High Risk Personnel in under 12 months which was 30 months earlier than originally projected.
3. The point of contact for this award is Ms. Stephanie Jarrett, Director, Military and Civilian Personnel, Program Executive Office Soldier, (703) 704-0726 or stephanie.j.jarrett.civ@mail.mil.

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ANTHONY W. POTTS
Brigadier General, USA
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Administrative Information

Award coordinator POC:

Name: Stephanie Jarrett, PEO Soldier

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Email: stephanie.j.jarrett.civ@mail.mil

Organization, Group, or Team

Name: Sub Compact Weapon Team

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Address (continued):

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State: NJ

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Primary Organization Point of Contact (POC)

Name: Peter Rowland

Title: Operations and Public Affairs Specialist, Project Manager Soldier Weapons

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Alternate Organization POC

Name: Michael Babler

Title: Operations & Plans, Product Manager Individual Weapons

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Current Number of Employees: The Sub Compact Weapon Team consists of 22 individuals from Product Manager Individual Weapons, Project Manager Soldier Weapons, CCDC-AC, Army Research Lab - Human Research and Engineering Directorate, Aberdeen Test Center, TACOM, ACC-NJ and Defense Logistics Agency Distribution-Anniston, Alabama. The management of the program resides in Product Manager Individual Weapons which has 23 employees.

Your organization, group, or team's mission statement:

Product Manager Individual Weapons: Deliver Lethal Capabilities at the Speed of War.

Brief description of your organizational structure: The Sub Compact Weapon Team consisted of experts in the following areas: engineering, testing, quality assurance, contracting, logistics, safety, leadership, business and acquisition.

Chain of command to whom your organization, group or team reports: The team reports to Product Manager Individual Weapons under Project Manager Soldier Weapons, under Program Executive Officer Soldier.

Names and position titles of individual(s) contributing to organization, group or team:

Mahmoud David Ahmad, Project Officer, Product Manager Individual Weapons
William Boyle, Program Officer, CCDC-AC
David Ng, Weapon Engineer, CCDC-AC
Breanna Meierdiercks, Logistics Lead, Project Manager Soldier Weapons
Racheal Counts, Individual Weapons Supervisor, TACOM
Veronica Cook, Weapon Systems Manager, TACOM
Randolph Sanda, Equipment Specialist, TACOM
Julie Ferrigno, Technical Writer, TACOM
Randal VanDeGenachte, Training Specialist, TACOM
Richard Rathburn, Training Specialist, TACOM
Terry Mercer, Total Package Fielding Team Lead, TACOM
Nolan Lowe, Total Package Fielding, TACOM
Travis James, Contracting Officer, ACC-NJ
Tariq Miakhel, Contract Specialist, ACC-NJ
Peter Resotka, Test Lead, QE&SA
Alex Vines, Test Officer, Aberdeen Test Center
William Harper, ARL-HRED
Patrick Wiley, Test Lead, ARL-HRED
Justin Houston, Defense Logistics Agency Distribution-Anniston, Alabama
Paul Ellison, Defense Logistics Agency Distribution-Anniston, Alabama
Matthew Hernandez, Defense Logistics Agency Distribution-Anniston, Alabama

Award Narrative

Challenge: In 2018 the United States Army Criminal Investigation Command (USACIDC) provided a Capabilities Need Statement (CNS) with an urgent request for a new weapon that would support the U.S. Army's Protective Services Battalion (PSB) mission to provide continuous, protective close-in security to senior High Risk Personnel, while maintaining stringent discretion in attire and profile. Failure to satisfy this need posed a substantial risk to personnel and a major threat of operational failure in the protection of Senior Army Leadership. In June 2018, the Secretary of the Army was concerned about the risk and saw an opportunity for the Army to select this capability in 12 months.

Context: For over 30 years, PSB agents had been using risk-laden MP5 submachine guns on protective service missions. The MP5 had exhibited drop test failures and required unique temporary maintenance arrangements that were not sustainable. As late as May 2017, USACIDC had accepted additional MP5s to prevent mission failure, as the command's existing MP5s were below 50% operational rate. PSB agents required a new concealable weapon capable of accurately engaging threat personnel with lethal force at close range with minimal collateral damage.

In spring 2018, the Government posted a Request for Information to obtain information and feedback from industry regarding sub compact weapons and shortly thereafter, posted a synopsis on FedBizOpps indicating the intent to make multiple Firm Fixed Price contract awards, on sole source basis, for thirteen commercially available off-the-shelf (COTS) systems. The Army planned to test and evaluate these weapons to inform the requirement for a concealable weapon.

Action: To address the SECARMY's challenge, Product Manager Individual Weapons (PM IW) established a Sub Compact Weapon (SCW) team to execute this effort. The SCW team consisted of members from the program management office, Combat Capabilities Development Command – Armaments Center (CCDC-AC), the Aberdeen Test Center (ATC), the Army Evaluation Command (AEC), the Army Research Lab - Human Research and Engineering Directorate (ARL-HRED), Army Contracting Command – New Jersey (ACC-NJ), and Tank-automotive and Armaments Command (TACOM). The team reached out to the User community, including Army, Air Force, and Navy, to identify agents who could represent each service's needs for the Soldier Touch Point and for source selection activities.

Based on the Secretary of the Army's guidance to select a Sub Compact Weapon in 12 months, the Sub Compact Weapon Team cancelled the Request for Information that had been released to support the development of a Capabilities Development Document (CDD) and adjusted the acquisition strategy. The team re-structured the testing to support a down selection decision. Additionally, the contracting strategy was changed to meet the 12 month timeline, moving from a standard DoD 5000.01 acquisition approach using Federal Acquisition Regulation (FAR) based contracting to using an Other Transaction Authority (OTA) approach. On July 26, the ACC-NJ released a Prototype Opportunity Notice (PON) to support the procurement of sub compact weapons for evaluation, testing, down-selection, and fielding. The PON was a full and open competition and featured a more streamlined testing and down select approach.

The team structured the effort based on an innovative two-phase down-selection process and lessons learned from a recent OTA. To maintain an accelerated schedule, this two-stage down-selection used a video based first stage. In this stage, offerors submitted videos to visually demonstrate how their weapons met the minimum Go/No-Go requirements along with pricing

information. This enabled the number of guns to enter into live fire to be controlled and planned for, so cost and schedule targets could be maintained. Technical tests were limited to those that would be true discriminators in the selection, were required for the safety release for the Soldier tests, and for safety certification to enable fielding of the selected weapon.

The team worked closely with the Special Agents from each of the services to develop test scenarios that were appropriate for the protective services mission. This collaborative effort resulted in a Soldier Touch Point event that incorporated vignettes that were representative of the Special Agents' mission sets and provided a relevant assessment of how the characteristics of each weapon would support or hinder the Special Agent's mission.

Technical testing on the candidate systems was conducted at Aberdeen Test Center, MD, starting in November 2018, and a Soldier Touch Point was conducted in January 2019 at Quantico, VA to assist in the selection. The Soldier Touch Point evaluation consisted of a mix of 42 agents from Army PSB as well as Navy Criminal Investigation Service and Air Force Office of Special Investigations, whose agencies planned to adopt the Army's sub compact weapon.

Representatives from each service provided input into the development of the Soldier Touch Point critical tasks such as concealing, drawing the weapon from various postures, engagement types, etc. which provided critical user feedback that assisted in the selection of a replacement weapon for the MP5.

During the Soldier Touch Point event, TACOM conducted reviews of each of the offeror's technical manuals and maintenance concepts, preparing for final selection to reduce the amount of time required between contract award and fielding of the weapon system.

The team's logistics and fielding leads coordinated closely with TACOM Total Package Fielding and Defense Logistics Agency Distribution-Anniston, Alabama (DDAA) to ensure weapons were quickly processed through Army logistics systems to meet the required First Unit Equipped (FUE) date of May 31, 2019. The OTA contracting approach produced several roadblocks that prevented efficient transfer of equipment from the manufacturer to the government. Defense Contract Management Agency was unable to conduct acceptance inspections, so coordination was made with DDAA to conduct Kind, Count, and Condition inspections. Additionally, the OTA contract number was incompatible with the Depot receiving systems, which required DDAA, TACOM, and the team to develop creative, manpower intensive efforts to overcome the difficulties that became evident when the weapons were attempted to be picked up to meet fielding deadlines. Ultimately, close coordination between these agencies allowed the weapons to be delivered in time for the FUE.

Result: On March 29, 2019, the Army awarded a production delivery order to Brugger and Thomet (B&T) USA, LLC for their APC9K Semi-Automatic Carbine. The award will furnish 350 APC9Ks, with an option to acquire up to 1,000 of the sub compact 9mm weapons, with a total ceiling amount of \$2.5M. Under this Production-OTA award, B&T will deliver 350 APC9K sub machine guns with associated twenty and thirty round magazines, slings, cleaning kits, technical manuals and cases for the US Army PSB. On May 31, 2019, the team fielded the first set of 10 weapons to the 701st Military Police Protective Services Battalion at Ft. Belvoir, VA. This first fielding occurred approximately 2 ½ years earlier (Oct 2021 to May 2019) than it would have if the program had pursued a FAR based contract approach with a formal Joint Capabilities Integration and Development System (JCIDS) approved requirement.

Award Citation Abstract

Representing a fundamental shift in how the Army acquires a new capability, the Sub Compact Weapon team, structured an innovative contracting approach, moving from a standard Federal Acquisition Regulation based contracting approach to an Other Transaction Authority approach, to deliver a new Sub Compact Weapon system in 12 months. Subject matter expertise from Product Manager Individual Weapons, Project Manager Soldier Weapons, U.S. Army Combat Capabilities Development Command Armaments Center, Aberdeen Test Center, U.S. Army Evaluation Command, U.S. Army Research Lab - Human Research and Engineering Directorate, Tank-automotive and Armaments Command and Army Contracting Command-New Jersey, was instrumental in developing a streamlined testing and down select approach. Working together, the team provided a new capability that supports the U.S. Army's Protective Services Battalion mission to provide continuous, protective close-in security to senior High Risk Personnel. The team successfully fielded this capability approximately two and one-half years earlier than if a traditional Federal Acquisition Regulation based contract approach with a formal Joint Capabilities Integration and Development System requirement had been pursued. The achievements of the Sub Compact Weapon Team and Product Manager Individual Weapons reflect great credit upon them, the Program Executive Office Soldier, the Office of the Assistant Secretary of the Army (Acquisition, Logistics and Technology), and the Department of the Army.