

**NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
GEORGE C. MARSHALL SPACE FLIGHT CENTER**

JUSTIFICATION FOR OTHER THAN FULL AND OPEN COMPETITION

I recommend that NASA, George C. Marshall Space Flight Center negotiate with Will Technology, Inc. only for the Center-wide Office of Human Capital (OHC) Support Services. This effort is Cost-Plus Incentive Fee (CPIF) contract type and was competed as an 8(a) Small Business set-aside. The total estimated cost of this effort is \$5,500,000 and the estimated period of performance is 12 months through March 31, 2013.

The current 5-year contract with Will Technology, NNM07AA77C, provides a wide range of human capital support services to various NASA/MSFC programs and projects. Currently, OHC supports Center management, major space programs as well as smaller programs and projects, Center staff offices, and Center directorates which conduct engineering and scientific research, space hardware and software, development, and operations in space exploration. The OHC organization must understand the direction of the Agency and the Center, anticipate Center needs and requirements, and be responsive, prompt, and effective in providing its day-to-day products and services. OHC customers and partners are managers, Center employees, NASA Headquarters and other NASA Centers, other Government agencies, academia, and industry. This action will allow NASA/MSFC to continue receiving human capital support services from Will Technology, without disruption and at the appropriate levels, throughout the Center and through the upcoming Center reorganization. These services are required to meet the Agency's needs.

This recommendation is made pursuant to FAR 6.302-1, which implements the authority for 10 U.S.C. 2304(c)(1) for acquisition of supplies or services from only one source and no other supplies or services will satisfy agency requirements. Competition is impractical, at this time, for the following reasons:

1. The Center will soon be undergoing a major reorganization due to the change in Agency and Center programs which will demand a high commitment of the OHC personnel as well as the OHC's support contractor, Will Technology. Will Technology is certified as an 8a, Woman-Owned, Small-Disadvantaged business. Due to budgetary constraints as well as the on-going changes in the Center's programs and mission, there is a great uncertainty about the magnitude of the impact of these changes on the OHC requirements. The OHC heavily utilizes Will Technology to analyze workforce data and develop workforce planning recommendations, support the Center workforce (employees, supervisors, and management officials) in addressing transition impacts, and assist in partnering with organizations to identify and procure training to support retraining of the workforce and competency development. Will Technology has performed exceptionally well in supporting the OHC not only with the reorganization activities thus far, but with Strategic Workforce Planning, Academic Affairs, Training and Incentives, and Employee and Operations Services as required by the contract. It is anticipated that there will be

additional impacts as the Center realigns its programs, mission, and budget. With the level of uncertainty in the Center's future mission and roles it would be extremely difficult to establish the requirements for a contract re-competition during this critical time and, therefore, would not be in the best interest of the Government. Due to the expertise already available and the time spent by Will Technology in assisting the OHC in the Center's reorganization, as well as providing exceptional support for the overall contract requirements, it is recommended that the Center extend the OHC support services contract with Will Technology for an additional 12 months. This extension will allow the OHC to utilize the existing expertise to implement and complete the Center reorganization as well as provide continued day to day support during this critical time.

2. Approval of this action will allow for continuation and stability of these services through the upcoming Center reorganization due to the change in Agency and Center programs which will demand highly committed OHC personnel. This extension will provide time for the Center to determine the course of action for implementing this new reorganization, which in turn will allow appropriate planning for a successful recompetition of the OHC contract. MSFC intends to initiate a competitive procurement for its follow-on requirements for human capital services in March 2012 that will result in a new contract award in March 2013. If this extension is not approved, a Source Evaluation Board must be stood up no later than April 1, 2011.

Pursuant to NFS 1804.570, this proposed contract action will be published on the NASA Acquisition Internet Service (NAIS) and pursuant to FAR 5.201, this proposed contract action will be synopsisized in the Federal Business Opportunities. The results received in writing will be added to this document by addendum.

Market research was conducted by an informal review of the market which revealed that there is no other source capable of immediately providing the unique skills and expertise required by MSFC, particularly in support of workforce strategy and planning requirements. Based on this knowledge of the market place, additional market survey activities will not be pursued since no other potential sources exist to provide the required support services. (See attached)

There are no known actions which the agency may take to remove or overcome barriers to competition before any subsequent acquisition for the services required. This extension will enable continued performance of the contract through the disposition and reorganization of Shuttle and Ares 1 personnel and through the complex planning on NASA's new direction.

For the above reasons, full and open competition is not feasible. Therefore, purchase of the services from Will Technology, Inc. is the only practical approach.

I hereby certify the facts in this justification and any supporting data used for this justification are complete and accurate to the best of my knowledge.

Original Signed By:

Tereasa H. Washington
Director
Office of Human Capital

3/14/11
Date

I hereby certify that the above justification is accurate and complete to the best of my knowledge and belief. In addition, I hereby determine that the anticipated cost to the Government will be fair and reasonable.

Original Signed By:

Harry B. Craig
Contracting Officer

3-15-11
Date

Concurrences:

Original Signed By:

Byron W. Butler
Procurement Officer

5/24/11
Date

Approved:

Original Signed By:

Arthur E. Goldman
Center Competition Advocate

5/25/11
Date

ADDENDUM TO
JUSTIFICATION FOR OTHER THAN FULL AND OPEN COMPETITION

In accordance with FAR part 5.2, Federal Business Opportunities (FedBizOps) and the NASA Acquisition Internet Service (NAIS), notice of a 12-month extension was publicized on March 16, 2011. The synopsis was posted for a period of 15 days with a response date of March 31, 2011 delineated therein. The date specified passed and two responses were received by this office. The responses were forwarded to the Contracting Officer's Technical Representative (COTR). The responses were deemed to be, by the COTR and CO, capabilities statements only and did not address the issue of planning for and establishing requirements in this budgetary period of uncertainty. Therefore, it was determined that they did not change this justification and the need for a sole-source 12 month contract extension.

It is therefore recommended that Will Technology be negotiated with on a sole-source basis for the performance of a 12-month extension of the "Office of Human Capital (OHC)" contract NNM07AA77C.

Original Signed By:

✓ Harry B. Craig
Contracting Officer

4-20-11
Date