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Exhibit R-2, RDT&E Budget Item Justification: PB 2015 Army										Date: March 2014		
Appropriation/Budget Activity 2040: Research, Development, Test & Evaluation, Army I BA 5: System Development & Demonstration (SDD)					R-1 Program Element (Number/Name) PE 0605018A I Integrated Personnel and Pay System-Army (IPPS-A)							
COST (\$ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Total Program Element	-	122.168	69.253	138.465	-	138.465	141.521	123.112	121.261	12.126	-	727.906
ED9: Integrated Personnel and Pay System Army Inc 2	-	-	-	138.465	-	138.465	141.521	123.112	121.261	12.126	-	536.485
HR5: Integrated Personnel And Pay System - Army Inc 1	-	122.168	69.253	-	-	-	-	-	-	-	-	191.421

The FY 2015 OCO Request will be submitted at a later date.

A. Mission Description and Budget Item Justification

The Integrated Personnel and Pay System - Army (IPPS-A) provides the Army with an integrated, multi-Component, personnel and pay system which streamlines Army Human Resources (HR), enhances the efficiency and accuracy of Army personnel and pay procedures, and supports Soldiers and their families. IPPS-A will subsume approximately 50 Army legacy systems across the Army, Army Reserve, and National Guard, into an integrated system. IPPS-A will be a web-based tool, available 24 hours a day, accessible to HR professionals, combatant commanders, personnel and pay managers, and other authorized users throughout the Army. IPPS-A addresses major deficiencies in the delivery of military personnel and pay services and also provides internal controls and audit procedures that prevent erroneous payments and loss of funds.

B. Program Change Summary (\$ in Millions)	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015 Base</u>	<u>FY 2015 OCO</u>	<u>FY 2015 Total</u>
Previous President's Budget	158.646	137.290	147.273	-	147.273
Current President's Budget	122.168	69.253	138.465	-	138.465
Total Adjustments	-36.478	-68.037	-8.808	-	-8.808
• Congressional General Reductions	-22.100	-68.037			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Other Adjustments 1	-10.503	-	-8.808	-	-8.808
• Other Adjustments 2	-3.875	-	-	-	-

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Exhibit R-2A, RDT&E Project Justification: PB 2015 Army										Date: March 2014		
Appropriation/Budget Activity 2040 / 5					R-1 Program Element (Number/Name) PE 0605018A / Integrated Personnel and Pay System-Army (IPPS-A)				Project (Number/Name) ED9 / Integrated Personnel and Pay System Army Inc 2			
COST (\$ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
ED9: Integrated Personnel and Pay System Army Inc 2	-	-	-	138.465	-	138.465	141.521	123.112	121.261	12.126	-	536.485
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		
# The FY 2015 OCO Request will be submitted at a later date.												
Note												
Please note that effective from PB15 and beyond, Project HR5 has realigned to IPPS-A Increment I; all funding under PE 0605018A prior to FY14 has realigned to Project HR5 and all funding under PE 0605018A from FY15 and beyond has realigned to IPPS-A Increment II under Project ED9, respectively.												
A. Mission Description and Budget Item Justification												
The Integrated Personnel and Pay System - Army (IPPS-A) Increment II will deliver full integrated personnel and pay services for all Army Components, building on the trusted database delivered by the IPPS-A Increment I program. Increment II will be able to link the personnel and pay functions for all Army personnel, eliminating duplicate data entry, reducing complex system maintenance, and minimizing pay discrepancies. IPPS-A Increment II will account for status changes between Active, Reserve, and National Guard components to ensure accurate service time minimizing impact on individual pay, credit for service, and other benefits as well as enable disciplined human resource management.												
B. Accomplishments/Planned Programs (\$ in Millions)									FY 2013	FY 2014	FY 2015	
Title: Analysis and Design, Development, and Integration of IPPS-A Increment II									-	-	138.465	
Description: Funding is provided for the following efforts:												
FY 2015 Plans:												
IPPS-A will complete critical activities to obtain Limited Fielding Decision for Release 2.0. Major activities will include completion of Primary Design Review, Critical Design Review, as well as development and integration associated critical activities and proceed to Government Acceptance Test (GAT). IPPS-A will also initiate critical activities to support an Authority to Proceed Decision for Both Releases 3.0 and 4.0. IPPS-A will complete the Primary Design Review and Critical Design Review for Release 3.0 and will continue support the data management activities to include data call from legacy systems, data analysis, data cleansing, and data conversion; design and build out the system technical architecture for IPPS-A; and configure the Enterprise Resource Planning system against functional personnel specifications. IPPS-A will complete the Limited User Testing (LUT) for Increment 1 Wave 3 in Q1 FY2015 and begin sustainment of Increment I.												
Accomplishments/Planned Programs Subtotals									-	-	138.465	

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Appropriation/Budget Activity 2040 / 5				R-1 Program Element (Number/Name) PE 0605018A / Integrated Personnel and Pay System-Army (IPPS-A)				Project (Number/Name) ED9 / Integrated Personnel and Pay System Army Inc 2			
C. Other Program Funding Summary (\$ in Millions)											
Line Item	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
• Sustainment and Support: OMA - Army Integrated Personnel and Pay System - Army (IPPS-A)	-	-	5.080	-	5.080	5.245	6.004	5.600	40.133	-	62.062
• System Implementation/Fielding: OPA - Army Integrated Personnel and Pay System - Army (IPPS-A)	-	-	32.970	-	32.970	18.383	17.083	11.483	0.370	-	80.289
Remarks											
0308610A (OMA): Funding will be used for the operations and maintenance support of IPPS-A which includes civilian salaries, program office contractor support, travel and training for program office personnel, software license renewal, and Help Desk support.											
B66706000 (OPA): Funding will be used for initial system implementation and fielding of IPPS-A, to include New Equipment Training (NET) as well as procurement of hardware and software which is required to build out the infrastructure of IPPS-A Data Centers.											
D. Acquisition Strategy											
On September 8, 2009, the USD(AT&L) issued an Acquisition Decision Memorandum (ADM) directing the Services to develop Service-specific integrated personnel and pay systems (IPPSs). The ADM also directed the Services to use the DIMHRS IT Investment to the maximum extent practical to develop their IPPS system from a DoD program to a Service-specific program. As a result of this decision, on October 1, 2009, the DoD Business Transformation Agency (BTA) began to transition the work done on DIMHRS to the Services. The Army G-1 and Program Executive Office Enterprise Information Systems (PEO EIS) are partnered to develop the Integrated Personnel and Pay System - Army (IPPS-A), leveraging the IT investment to the maximum extent practical. This new direction for the program will ensure the system meets Army specific requirements while also feeding a planned DoD Enterprise Data Warehouse to satisfy joint Services and Office of the Secretary of Defense (OSD) information requirements. The Army will address personnel and pay management requirements by implementing a COTS Enterprise Resource Planning (ERP) product using the Oracle PeopleSoft software and building on the DIMHRS solution delivered by BTA.											
The Army will employ a hybrid solution using ERP software and Agile Development to deliver integrated personnel and pay capabilities, capitalizing on the PeopleSoft product delivered by BTA as part of the DIMHRS program. The Army plans to use current Army upgraded PeopleSoft 9.1 ERP and Oracle 11g database capabilities, along with Application Technologies outside of the core ERP to meet user requirements.											
IPPS-A will be developed in two Increments with multiple releases. The Army will follow the new DoDI 5000.02 Defense Acquisition Program Model 3 dated 26 Nov 2013 to develop each release with the goal of fielding capabilities every year. Each Release will include Fit/Gap analysis, development, testing, training and fielding. Fielding of Increment I will lay the foundation for the authoritative database in Increment II and will allow for development of Increment II functionalities. Increment I will build out the infrastructure to provide Increment II with the ability to support all three Army components with accurate and timely data needed to track the movement of Active, Reserve, and National Guard personnel from location to location in support of operational requirements. Increment II will be able to link the personnel and pay											

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Exhibit R-2A, RDT&E Project Justification: PB 2015 Army		Date: March 2014
Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>	Project (Number/Name) ED9 / <i>Integrated Personnel and Pay System Army Inc 2</i>
functions for all Army personnel eliminating duplicate data entry, reducing complex system maintenance, and minimizing pay discrepancies. IPPS-A will account for status changes between Active, Reserve, and National Guard components to ensure accurate service time minimizing impact on individual pay, credit for service, and other benefits as well as enable disciplined human resource management. Increment II will deliver total integrated personnel and pay capabilities across four releases: SIDPERS Functionality in FY2015 (Release 2.0), Accountability and Essential Personnel Services in FY2016 (Release 3.0), Pay Services in FY2017 (Release 4.0), and remaining Personnel Services in FY2017 (Release 5.0). The Army is on-track to obtain Increment II MS B in Q3 FY2014. The Army will begin the Design, Development and Integration efforts for Increment II, Release 2.0 and plans to obtain Limited Fielding Decision in FY2016. <u>E. Performance Metrics</u> N/A		

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2015 Army												Date: March 2014			
Appropriation/Budget Activity 2040 / 5						R-1 Program Element (Number/Name) PE 0605018A / Integrated Personnel and Pay System-Army (IPPS-A)					Project (Number/Name) ED9 / Integrated Personnel and Pay System Army Inc 2				
Management Services (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Program Management Contract Support	C/CPIF	TBD : TBD	0.000	-		-		2.327		-		2.327	Continuing	Continuing	Continuing
Independent Verification and Validation (IV&V)	C/CPIF	TBD : TBD	0.000	-		-		2.570		-		2.570	Continuing	Continuing	Continuing
In-house Government Management Support	Allot	Program oversight, resource justification, budget and programming, milestone and schedule tracking : Alexandria, VA	0.000	-		-		3.190		-		3.190	Continuing	Continuing	Continuing
Subtotal			0.000	-		-		8.087		-		8.087	-	-	-
Product Development (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Software Licenses - All Others	C/FFP	Various : Various	0.000	-		-		3.000		-		3.000	Continuing	Continuing	Continuing
Software Licenses - IBM	C/FFP	Immixtechnology, INC. : Mclean, VA	0.000	-		-		1.558		-		1.558	Continuing	Continuing	Continuing
Software Lincenses - GRC	C/FFP	Mythics : Virginia Beach, VA	0.000	-		-		0.906		-		0.906	Continuing	Continuing	Continuing
Software Licenses - PeopleSoft Enterprise Licenses	SS/FFP	Oracle America, INC : Reston, VA	0.000	-		-		2.437		-		2.437	Continuing	Continuing	Continuing
Software Licenses - CA	SS/FFP	ImmixTechnology : McLean, VA	0.000	-		-		0.872		-		0.872	Continuing	Continuing	Continuing
Software Licenses - Actuate eReport/BIRT	SS/FFP	Actuate Corp : San Mateo, CA	0.000	-		-		0.512		-		0.512	Continuing	Continuing	Continuing
Software Product Level SME Consulting Service	SS/FFP	TBD : TBD	0.000	-		-		2.500		-		2.500	Continuing	Continuing	Continuing

UNCLASSIFIED

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Product Development (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
In-house contract support of system development	C/CPFF	TBD : TBD	0.000	-		-		14.000		-		14.000	Continuing	Continuing	Continuing
Functional In-house contract support of system development - Army National Guard/Army Reserve/FMD	MIPR	Various : Various	0.000	-		-		5.000		-		5.000	Continuing	Continuing	Continuing
Design, Development, and Integration - Increment II	C/CPIF	TBD : TBD	0.000	-		-		70.465		-		70.465	Continuing	Continuing	Continuing
Network Support/ Production Hosting Services/Hardware Leasing (SLAs)	MIPR	Network support from various : various	0.000	-		-		10.966		-		10.966	Continuing	Continuing	Continuing
Subtotal			0.000	-		-		112.216		-		112.216	-	-	-
Support (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Facilities/Lease/Rents	MIPR	Facilities/Lease/ Rents : Various	0.000	-		-		3.000		-		3.000	Continuing	Continuing	Continuing
Equipment and Supplies, MISC	Various	Various : Various	0.000	-		-		0.832		-		0.832	Continuing	Continuing	Continuing
Subtotal			0.000	-		-		3.832		-		3.832	-	-	-
Test and Evaluation (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Increment II - Government Acceptance Testing/	MIPR	Various Government Agencies : Various	0.000	-		-		10.070		-		10.070	Continuing	Continuing	Continuing

UNCLASSIFIED

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Test and Evaluation (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Operational Test and Evaluation															
Increment II - Capability Acceptance Testing (CAT)/DT	Various	Government & Support Contractors : Various	0.000	-		-		4.260		-		4.260	Continuing	Continuing	Continuing
Subtotal			0.000	-		-		14.330		-		14.330	-	-	-
			Prior Years	FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals			0.000	-		-		138.465		-		138.465	-	-	-
Remarks															

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Appropriation/Budget Activity
2040 / 5

Project (Number/Name) ED9 / <i>Integrated Personnel and Pay System</i> <i>Army Inc 2</i>

R-1 Program Element (Number/Name)
PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*

Milestone B (MS B) - Increment II

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Exhibit R-4A, RDT&E Schedule Details: PB 2015 Army		Date: March 2014
Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>	Project (Number/Name) ED9 / <i>Integrated Personnel and Pay System Army Inc 2</i>

Schedule Details

Events	Start		End	
	Quarter	Year	Quarter	Year
Milestone B (MS B) - Increment II	3	2014	3	2014

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Exhibit R-2A, RDT&E Project Justification: PB 2015 Army										Date: March 2014		
Appropriation/Budget Activity 2040 / 5					R-1 Program Element (Number/Name) PE 0605018A / Integrated Personnel and Pay System-Army (IPPS-A)				Project (Number/Name) HR5 / Integrated Personnel And Pay System - Army Inc 1			
COST (\$ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
HR5: Integrated Personnel And Pay System - Army Inc 1	-	122.168	69.253	-	-	-	-	-	-	-	-	191.421
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		
# The FY 2015 OCO Request will be submitted at a later date.												
Note												
Please note the name of Army Integrated Military Human Resources System (A-IMHRS) has changed to Integrated Personnel and Pay System - Army (IPPS-A) effective 22 September 2010. IPPS-A more accurately identifies the program as the military personnel and pay solution for the Army.												
Please note that effective from PB15 and beyond, Project HR5 has realigned to IPPS-A Increment I; all funding under PE 0605018A prior to FY14 has realigned to Project HR5 and all funding under PE 0605018A from FY15 and beyond has realigned to IPPS-A Increment II under Project ED9, respectively.												
A. Mission Description and Budget Item Justification												
The Integrated Personnel and Pay System - Army (IPPS-A) Increment I will provide a single, multi-Component trusted database with a single record for all Army Soldiers, and serve as a trusted data source for personnel and human resources data for the entire Army. Increment I will provide Soldiers with 24/7, web-based access to their personnel data from a single source, enabling them to better manage their careers and ensure accuracy of information through generation of new multi-Component reports, including a Soldier Record Brief. Overall, IPPS-A Increment I will provide three capabilities not currently available within the Army: consolidation of personnel data from all Components into a single, trusted source, enhanced visibility of personnel across all Components, and a Soldier Record Brief for all Army Component Soldiers (Active, Guard and Reserve).												
B. Accomplishments/Planned Programs (\$ in Millions, Article Quantities in Each)												
Title: Analysis and Design, Development, and Integration of IPPS-A									FY 2013	FY 2014	FY 2015	
									122.168	69.253	-	
Articles:									-	-	-	
Description: Funding is provided for the following efforts:												
FY 2013 Accomplishments:												
IPPS-A completed the following critical activities for an Increment I Milestone C Decision and an Increment II Milestone B decision: (1) Built-out of the Production environment and data centers. (2) developed interfaces with legacy systems to support data management activities (3) Developed acquisition documentation for Increment II Milestone B and conducted Source Selection activities to award the Increment II System Integrator contract. (4) Finalized Increment II System Integrator solicitation package and complete all source selection activities for award in FY14.												
FY 2014 Plans:												

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Appropriation/Budget Activity 2040 / 5				R-1 Program Element (Number/Name) PE 0605018A / Integrated Personnel and Pay System-Army (IPPS-A)				Project (Number/Name) HR5 / Integrated Personnel And Pay System - Army Inc 1				
B. Accomplishments/Planned Programs (\$ in Millions, Article Quantities in Each)										FY 2013	FY 2014	FY 2015
IPPS-A anticipates a Increment I MS C and Full Deployment Decision (FDD) in Q2 FY2014 and Full Deployment in Q4 FY2014. IPPS-A Increment I critical activities include loading and testing all Army Components (Active, National Guard, and Reserve) data in three waves and meets the established Full Deployment Decision exit criteria for full deployment. IPPS-A also anticipates a MS B Decision for Increment II and begin preliminary design efforts to support the Preliminary Design Review. Major activities include: development of regulatory and statutory acquisition documentation to support Increment II Milestone B Decision; award the Increment II System Development and Integration Services contract; continue data management activities to include legacy systems data calls, data analysis, data cleansing and data conversion.												
Accomplishments/Planned Programs Subtotals										122.168	69.253	-
C. Other Program Funding Summary (\$ in Millions)												
Line Item	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost	
• Sustainment and Support: OMA - Army Integrated Personnel and Pay System - Army (IPPS-A)	-	11.346	20.460	-	20.460	20.712	20.968	21.228	21.493	Continuing	Continuing	
• System Implementation/Fielding: OPA - Army Integrated Personnel and Pay System - Army (IPPS-A)	0.460	-	-	-	-	-	-	-	-	Continuing	Continuing	
Remarks												
0308610A (OMA): Funding will be used for the operations and maintenance support of IPPS-A which includes civilian salaries, program office contractor support, travel and training for program office personnel, software license renewal, and Help Desk support.												
0219900A (OPA): Funding will be used for procurement of hardware and software which is required to build out the infrastructure of IPPS-A Data Centers, as well as Hardware lifecycle refresh.												
D. Acquisition Strategy												
On September 8, 2009, the USD(AT&L) issued an Acquisition Decision Memorandum (ADM) directing the Services to develop Service-specific integrated personnel and pay systems (IPPSs). The ADM also directed the Services to use the DIMHRS IT Investment to the maximum extent practical to develop their IPPS system from a DoD program to a Service-specific program. As a result of this decision, on October 1, 2009, the DoD Business Transformation Agency (BTA) began to transition the work done on DIMHRS to the Services. The Army G-1 and Program Executive Office Enterprise Information Systems (PEO EIS) are partnered to develop the Integrated Personnel and Pay System - Army (IPPS-A), leveraging the IT investment to the maximum extent practical. This new direction for the program will ensure the system meets Army specific requirements while also feeding a planned DoD Enterprise Data Warehouse to satisfy joint Services and Office of the Secretary of Defense (OSD)												

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information requirements. The Army will address personnel and pay management requirements by implementing a COTS Enterprise Resource Planning (ERP) product using the Oracle PeopleSoft software and building on the DIMHRS solution delivered by BTA. The Army will employ a hybrid solution using ERP software and Agile Development to deliver integrated personnel and pay capabilities, capitalizing on the PeopleSoft product delivered by BTA as part of the DIMHRS program. The Army plans to use current Army upgraded PeopleSoft 9.1 ERP and Oracle 11g database capabilities, along with Application Technologies outside of the core ERP to meet user requirements. IPPS-A will be developed in two Increments with multiple releases. The Army will follow the new DoDI 5000.02 Defense Acquisition Program Model 3 dated 26 Nov 2013 to develop each release with the goal of fielding capabilities every year. Increment I will provide a multi-component Trusted Database with single record for all Army Soldiers. Fielding of Increment I will lay the foundation for the authoritative database in Increment II and will allow for development of Increment II functionalities. Increment I will build out the infrastructure to provide Increment II with the ability to support all three Army components with accurate and timely data needed to track the movement of Active, Reserve, and National Guard personnel from location to location in support of operational requirements. On July 29, 2011, the Deputy Chief Management Officer (DCMO) granted an ADM for IPPS-A Increment I to enter the Engineering and Manufacturing Development (EMD) phase of the acquisition life-cycle. Increment I will deliver a Trusted Database with reporting capabilities. The Army is on-track to obtain Increment I MS C and Full Deployment Decision (FDD) in Q2 FY2014 and Full Deployment (FD) in Q4 FY2014. <u>E. Performance Metrics</u> N/A		

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Appropriation/Budget Activity 2040 / 5						R-1 Program Element (Number/Name) PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>						Project (Number/Name) HR5 / <i>Integrated Personnel And Pay System - Army Inc 1</i>			
Management Services (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Program Management Contract Support	C/T&M	Booz Allen Hamilton INC. : Mclean, VA	5.449	2.891	Jul 2013	2.327		-		-		-	-	10.667	-
Independent Verification and Validation (IV&V)	C/T&M	Capgemini Government Solutions LLC : Herndon, VA	2.634	-		-		-		-		-	-	2.634	-
In-house Government Management Support	Various	Program oversight, resource justification, budget and programming, milestone and schedule tracking : Alexandria, VA	7.573	2.995		3.012		-		-		-	-	13.580	-
Subtotal			15.656	5.886		5.339		-		-		-	-	26.881	-
Product Development (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Software Licenses - All Others	SS/FP	Various : Various	9.737	13.927		3.719		-		-		-	-	27.383	-
Software Licenses - IBM	SS/FFP	Immixtechnology, INC. : Mclean, VA	5.344	2.263	Mar 2012	1.610		-		-		-	-	9.217	-
Software Licenses - GRC	C/FFP	Mythics : Virginia Beach, VA	5.069	0.822	May 2013	0.836		-		-		-	-	6.727	-
Software Licenses - PeopleSoft Enterprise Licenses	SS/FFP	Oracle America, INC : Reston, VA	4.654	2.327	Dec 2012	2.327		-		-		-	-	9.308	-
Software Licenses - CA	SS/FFP	ImmixTechnology : McLean, VA	1.993	0.810	Aug 2013	0.816		-		-		-	-	3.619	-
Software Licenses - Actuate eReport/BIRT	SS/FFP	Actuate Corp : San Mateo, CA	1.200	0.423	Aug 2013	0.465		-		-		-	-	2.088	-

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2015 Army												Date: March 2014			
Appropriation/Budget Activity 2040 / 5						R-1 Program Element (Number/Name) PE 0605018A / Integrated Personnel and Pay System-Army (IPPS-A)				Project (Number/Name) HR5 / Integrated Personnel And Pay System - Army Inc 1					
Product Development (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
In-house contract support of system development	C/T&M	Booz Allen Hamilton INC : Mclean, VA	23.063	15.259	Jul 2013	15.000		-		-		-	-	53.322	-
Functional In-house contract support of system development - Army National Guard/Army Reserve/FMD	MIPR	Various : Various	6.074	2.887		3.002		-		-		-	-	11.963	-
Design, Development, and Integration - Increment I	C/CPIF	EDC Consulting, LLC : Washington, DC	13.415	15.651		-		-		-		-	-	29.066	27.849
Design, Development, and Integration of Increment II	C/CPIF	TBD : TBD	0.000	52.084	Sep 2013	16.793		-		-		-	-	68.877	-
Design, Development, and Integration	C/CPAF	Northrop Grumman Information Technology : Mclean, VA	16.070	-		-		-		-		-	-	16.070	16.070
Network Support/ Production Hosting Services/Hardware Leasing (SLAs)	MIPR	Network support from various activities : Various	15.695	5.689		10.000		-		-		-	-	31.384	-
Subtotal			102.314	112.142		54.568		-		-		-	-	269.024	43.919
Support (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Facilities/Lease/Rents	MIPR	Facilities/Lease/Rents : Various	4.750	2.060		3.000		-		-		-	-	9.810	-
Equipment and Supplies, MISC	Various	Various : Various	0.400	0.200		0.400		-		-		-	-	1.000	-
Subtotal			5.150	2.260		3.400		-		-		-	-	10.810	-

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Test and Evaluation (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Increment I - Government Acceptance Testing/ Operational Test and Evaluation	MIPR	Various Government Agencies : Various	0.780	1.330		4.887		-		-		-	-	6.997	-
Increment I - Capability Acceptance Testing (CAT)	C/T&M	Booz Allen Hamilton INC : Mclean, VA	1.060	0.550		1.059		-		-		-	-	2.669	Continuing
Subtotal			1.840	1.880		5.946		-		-		-	-	9.666	-
			Prior Years	FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals			124.960	122.168		69.253		-		-		-	-	316.381	-
Remarks															

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Exhibit R-4, RDT&E Schedule Profile: PB 2015 Army			Date: March 2014		
Appropriation/Budget Activity 2040 / 5		R-1 Program Element (Number/Name) PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>			Project (Number/Name) HR5 / <i>Integrated Personnel And Pay System - Army Inc 1</i>

	FY 2013				FY 2014				FY 2015				FY 2016				FY 2017				FY 2018				FY 2019			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Increment I, Release 1.0 - Trusted Database and Reports																												
Increment I, Release 1.0 - Design, Development, and Integration																												
Increment I, Release 1.0 - T & E																												
Milestone C - Release 1.0																												
Full Deployment Decision (FDD) - Increment I																												
Full Deployment (FD)- Increment I																												

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Exhibit R-4A, RDT&E Schedule Details: PB 2015 Army			Date: March 2014
Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>	Project (Number/Name) HR5 / <i>Integrated Personnel And Pay System - Army Inc 1</i>	

Schedule Details

Events	Start		End	
	Quarter	Year	Quarter	Year
Increment I, Release 1.0 - Trusted Database and Reports	2	2012	4	2014
Increment I, Release 1.0 - Design, Development, and Integration	2	2012	1	2014
Increment I, Release 1.0 - T & E	2	2014	4	2014
Milestone C - Release 1.0	2	2014	2	2014
Full Deployment Decision (FDD) - Increment I	2	2014	2	2014
Full Deployment (FD)- Increment I	4	2014	4	2014