

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2017 Army **Date:** February 2016

Appropriation/Budget Activity 2040: <i>Research, Development, Test & Evaluation, Army / BA 5: System Development & Demonstration (SDD)</i>	R-1 Program Element (Number/Name) PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>
--	--

COST (\$ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Total Program Element	-	62.831	121.011	155.584	-	155.584	150.582	120.395	36.173	36.895	Continuing	Continuing
ED9: <i>Integrated Personnel and Pay System - Army Inc 2</i>	-	62.831	121.011	155.584	-	155.584	150.582	120.395	36.173	36.895	Continuing	Continuing

Note

IPPS-A Increment II (Project ED9) is a designated Major Automated Information System (MAIS) program.

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 43 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 2015</u>	<u>FY 2016</u>	<u>FY 2017 Base</u>	<u>FY 2017 OCO</u>	<u>FY 2017 Total</u>
Previous President's Budget	68.434	136.011	174.749	-	174.749
Current President's Budget	62.831	121.011	155.584	-	155.584
Total Adjustments	-5.603	-15.000	-19.165	-	-19.165
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-15.000			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-3.000	-			
• SBIR/STTR Transfer	-2.603	-			
• Adjustments to Budget Years	-	-	-19.165	-	-19.165

Change Summary Explanation

Program initiated re-phasing of FY17 to align with current program schedule in FY18 & FY19

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2017 Army										Date: February 2016		
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>			
COST (\$ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
ED9: <i>Integrated Personnel and Pay System - Army Inc 2</i>	-	62.831	121.011	155.584	-	155.584	150.582	120.395	36.173	36.895	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

Note

IPPS-A Increment II is a designated Major Automation Information System (MAIS).

A. Mission Description and Budget Item Justification

The Integrated Personnel and Pay System - Army (IPPS-A) Increment II will deliver fully 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 2015	FY 2016	FY 2017
Title: Analysis and Design, Development, and Integration of IPPS-A Increment II	62.831	121.011	155.584
Description: Funding is provided for the following efforts:			
FY 2015 Accomplishments: IPPS-A obtained a Milestone B Decision on 19 December 2014, and authority to award Engineering, Manufacturing and Development contract for System Integration support. IPPS-A began System Requirements Review (SRR). Major activities include Integrated Baseline Review (IBR), blueprinting of Authoritative Data Sources, preparation for DISA migration, Business Process Re-engineering (BPR), support MilPay transition, legacy system analysis with Functional Proponents, define development environment, develop PeopleSoft Training, and evaluating Risk Management Framework.			
FY 2016 Plans: IPPS-A will complete System Requirements Review (SRR), System Functional Review (SFR) and Integrated Baseline Review (IBR) with System Integrator. Begin Preliminary Design Review (PDR) for Increment II. Complete all activities leading to Integrated Baseline Review (IBR), Primary Design Review (PDR), and Critical Design Review (CDR). Begin configuration, development, integration, and testing activities for Release 2.0. Support an Integrated Progress Review (IPR) with Milestone Decision Authority (MDA) for Releases 3.0.			
FY 2017 Plans:			

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2017 Army		Date: February 2016
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>

B. Accomplishments/Planned Programs (\$ in Millions)	FY 2015	FY 2016	FY 2017
IPPS-A will complete the design, development, integration, and developer integration test for Release 2.0. Support an Integrated Progress Review (IPR) with Milestone Decision Authority (MDA) for both Releases 3.0 and 4.0. Prepare for IBR, PDR, and CDR. Begin development, integration, and testing activities for Release 3.0.			
Accomplishments/Planned Programs Subtotals	62.831	121.011	155.584

C. Other Program Funding Summary (\$ in Millions)											
Line Item	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
• System Implementation/Fielding: <i>OPA - Army Integrated Personnel and Pay System - Army (IPPS-A)</i>	16.970	4.446	4.214	-	4.214	16.077	46.378	9.503	9.625	3.500	110.713

Remarks

D. Acquisition Strategy

IPPS-A Increment II will be developed in accordance with DoDI 5000.02, Enclosure 12 requirements and will deliver full integrated personnel and pay services for all Army Components (Active, National Guard, and Reserve), building on the trusted database delivered by the IPPS-A Increment I program. IPPS-A Increment II will consist of four releases (Releases 2.0-5.0). Each release will build upon the previous release, providing pre-defined personnel and/or pay capabilities. IPPS-A will pursue a single MS B decision at the start of Increment II and a separate Authorization to Proceed (ATP) at the start of each subsequent release. Each release will also hold separate Preliminary and Critical Design Reviews prior to the start of development and test activities. The Increment II Full Deployment Decision is anticipated at the conclusion of Release 4.0 when the system will provide integrated personnel and pay capabilities.

Release 2.0 - SIDPERS Functionality Only - Release 2.0, begins in FY15 and delivers capability in FY18, building upon Increment I capabilities and provide the functionality from Peoplesoft necessary to subsume the SIDPERS system for all ARNG locations. End-to-end Business Process development considerations will be evaluated to support various HR activities to include, but not be limited to, promotions/demotions, training requirements, member benefits, duty status, and unit level manning.

Release 3.0 - Accountability and Essential Personnel Services - Release 3.0, begins in FY17 and delivers capability in FY19, supporting accountability and essential personnel services necessary to subsume numerous legacy field systems including eMILPO and TAPDB-R. IPPS-A will establish a consolidated system that provides accountability of Soldiers and tracking of all personnel to include deployed Soldiers. It will allow Commanders in the field to access timely, accurate, and standardized personnel data for Soldiers in all components and provide a basic means to identify Soldiers who should be on the payroll. In addition to delivering most of the functions required to establish an Army-wide HR system, Release 3.0 will bring HR payroll drivers on board to enhance accuracy of pay, credit for service, and benefits. IPPS-A will serve as the authoritative data source for all personnel within the system.

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2017 Army		Date: February 2016
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>

Release 4.0 - Pay Services - Release 4.0, begins in FY17 and delivers capability in FY20, focusing on pay services and building upon Releases 2.0 and 3.0 to provide the basis for the fully integrated personnel and pay system. IPPS-A will incorporate pay functionality to include, but not be limited to, base pay, taxes, allowances, bonuses, allotments and leave. At deployment, Release 4.0 will serve as the authoritative data source for all personnel and pay transactions within IPPS-A and will be able to produce initial data in support of the Army's audit readiness goals.

Release 5.0 - Personnel Services - Release 5.0, begins in FY18 and delivers capability in FY20, focusing on the personnel services not yet addressed by the previous releases. Specifically, it will incorporate remaining functions related to record evaluation and retention management, along with some predominant manual activities.

E. Performance Metrics

N/A

UNCLASSIFIED

Exhibit R-3, RDT&E Project Cost Analysis: PB 2017 Army												Date: February 2016			
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 2015		FY 2016		FY 2017 Base		FY 2017 OCO		FY 2017 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 Support	C/CPIF	TBD : TBD	0.000	2.749		1.991		3.591		-		3.591	Continuing	Continuing	Continuing
In-house Government Management Support	Allot	Program oversight, resource justification, budget and programming, milestone and schedule tracking : Alexandria, VA	0.000	2.993		5.089		4.047		-		4.047	Continuing	Continuing	Continuing
Subtotal			0.000	5.742		7.080		7.638		-		7.638	-	-	-
Product Development (\$ in Millions)				FY 2015		FY 2016		FY 2017 Base		FY 2017 OCO		FY 2017 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	2.720		2.802		3.500		-		3.500	Continuing	Continuing	Continuing
Software Licenses - IBM	C/FFP	Immixtechnology, INC. : Mclean, VA	0.000	1.100		0.417		0.438		-		0.438	Continuing	Continuing	Continuing
Software Licenses - GRC	C/FFP	Mythics : Virginia Beach, VA	0.000	0.906		0.769		0.951		-		0.951	Continuing	Continuing	Continuing
Software License Ab Initio	C/FFP	Various : Various	0.000	-		3.000		0.263		-		0.263	Continuing	Continuing	0
Software Licenses - PeopleSoft Enterprise Licenses	SS/FFP	Oracle America, INC : Reston, VA	0.000	2.348		2.419		0.936		-		0.936	Continuing	Continuing	Continuing
Oracle ULA - Software	C/FFP	Mythics INC. : Virginia Beach, VA	0.000	-		-		1.800		-		1.800	Continuing	Continuing	0
Software Licenses - CA	SS/FFP	ImmixTechnology : McLean, VA	0.000	0.829		0.854		0.897		-		0.897	Continuing	Continuing	Continuing
Software Licenses - Actuate eReport/BIRT	SS/FFP	Actuate Corp : San Mateo, CA	0.000	0.585		0.602		-		-		-	Continuing	Continuing	Continuing

UNCLASSIFIED

Exhibit R-3, RDT&E Project Cost Analysis: PB 2017 Army												Date: February 2016			
Appropriation/Budget Activity				R-1 Program Element (Number/Name)				Project (Number/Name)							
2040 / 5				PE 0605018A / Integrated Personnel and Pay System-Army (IPPS-A)				ED9 / Integrated Personnel and Pay System - Army Inc 2							
Product Development (\$ in Millions)				FY 2015		FY 2016		FY 2017 Base		FY 2017 OCO		FY 2017 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 Product Level SME Consulting Service	SS/FFP	TBD : TBD	0.000	2.158		2.580		2.709		-		2.709	Continuing	Continuing	Continuing
In-house contract support of system development	C/CPFF	TBD : TBD	0.000	10.675		14.812		15.553		-		15.553	Continuing	Continuing	Continuing
Functional In-house contract support of system development - Army National Guard/Army Reserve/FMD	MIPR	Various : Various	0.000	5.000		-		-		-		-	Continuing	Continuing	Continuing
Design, Development, and Integration - Increment II	C/CPIF	CACI, : Chantilly, VA	0.000	7.601		53.982		54.897		-		54.897	Continuing	Continuing	Continuing
Network Support/ Production Hosting Services/Hardware Leasing	MIPR	DEFENSE INFORMATION SYSTEMS AGENCY (DISA) DEFENSE ENTERPRISE COMPUTING CENTER (DECC) : Various	0.000	16.071		15.025		36.722		-		36.722	Continuing	Continuing	0
System Interface	MIPR	Various : Various	0.000	-		7.183		7.542		-		7.542	Continuing	Continuing	0
Peoplesoft V9.2 Talent Management Capability Support	MIPR	TBD : TBD	0.000	-		1.636		1.719		-		1.719	Continuing	Continuing	0
Subtotal			0.000	49.993		106.081		127.927		-		127.927	-	-	-
Support (\$ in Millions)				FY 2015		FY 2016		FY 2017 Base		FY 2017 OCO		FY 2017 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	3.128		3.222		4.675		-		4.675	Continuing	Continuing	Continuing
Equipment and Supplies, MISC	Various	Various : Various	0.000	2.987		0.500		1.000		-		1.000	Continuing	Continuing	Continuing

UNCLASSIFIED

Exhibit R-4, RDT&E Schedule Profile: PB 2017 Army **Date:** February 2016

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>
--	--	---

Event Name	FY 2015				FY 2016				FY 2017				FY 2018				FY 2019				FY 2020				FY 2021			
	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
(1) Milestone B (MS B) - Increment II	▲ Milestone B (MS B)																											
Release 2.0 - SIDPERS Functionality																												
(2) Release 2.0 - System Req Review (SRR)					▲ 2 SRR																							
(3) Release 2.0 - System Functional Review (SFR)					▲ 3 SFR																							
(4) Release 2.0 - Integrated Baseline Review (IBR)					▲ 4 IBR																							
Release 2.0 - Preliminary Design Review (PDR)					■ PDR																							
Release 2.0 - Critical Design Review (CDR)					■ CDR																							
Release 2.0 - Configuration, Development, and Integration									■ Development																			
Release 2.0 - T & E									■ T & E																			
(5) Release 2.0 - Limited Fielding Decision													▲ 5 Limited Fielding Decision															
Release 3.0 - Accountability and Essential Personnel Services													■ Release 3.0															
(6) Release 3.0 - In Progress Review (IPR)									▲ 6 IPR																			
(7) Release 3.0 - Integrated Baseline Review (IBR)									▲ 7 IBR																			

UNCLASSIFIED

Exhibit R-4, RDT&E Schedule Profile: PB 2017 Army **Date:** February 2016

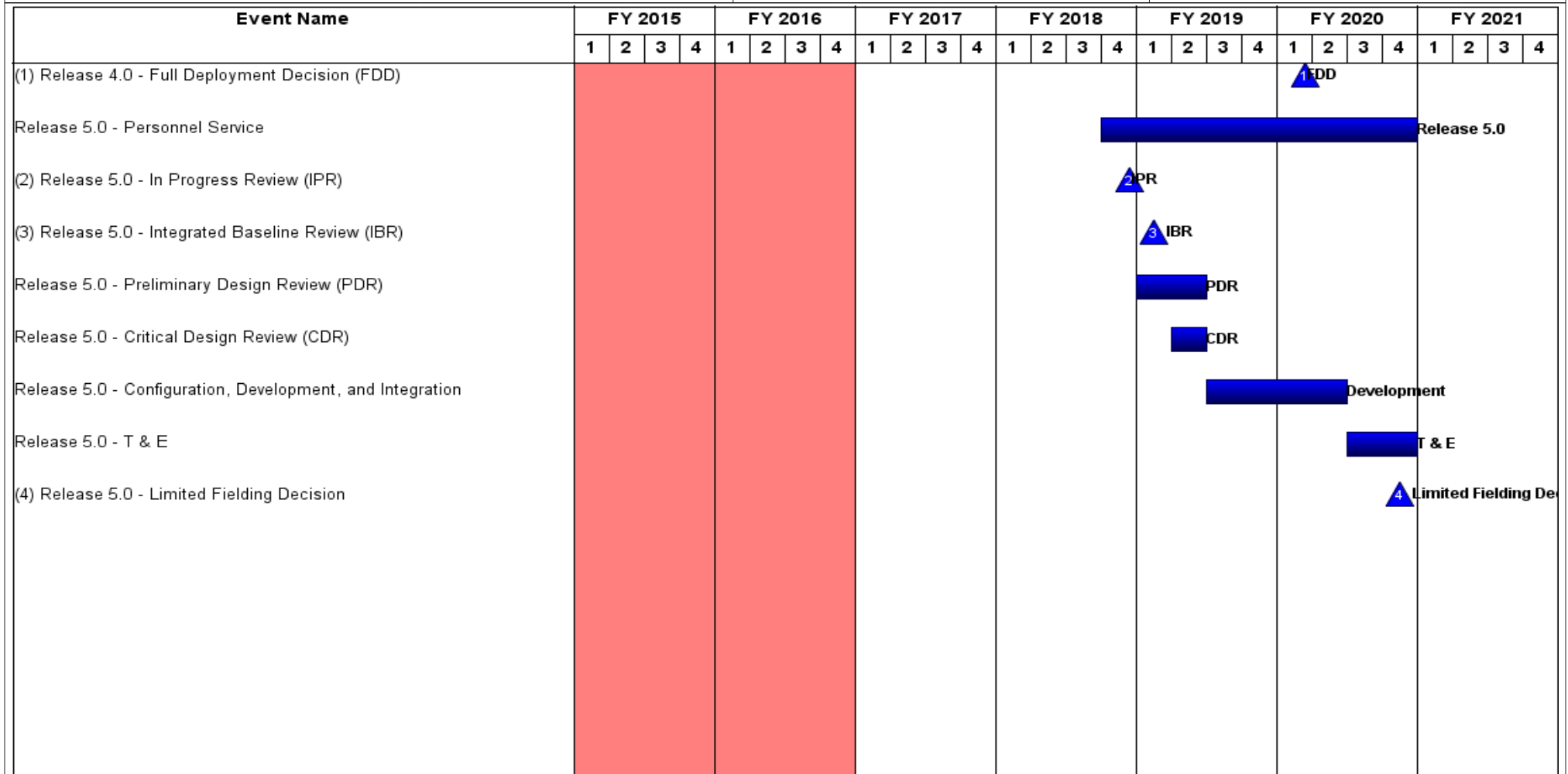
Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>	Project (Number/Name) ED9 / <i>Integrated Personnel and Pay System - Army Inc 2</i>
--	--	---

Event Name	FY 2015				FY 2016				FY 2017				FY 2018				FY 2019				FY 2020				FY 2021			
	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
Release 3.0 - Preliminary Design Review (PDR)									■ PDR																			
Release 3.0 - Critical Design Review (CDR)									■ CDR																			
Release 3.0 - Configuration, Development, and Integration									■ Development																			
Release 3.0 - T & E									■ T & E																			
(1) Release 3.0 - Limited Fielding Decision													▲ Limited Fielding Decision															
Release 4.0 - Pay Services																	■ Release 4.0											
(2) Release 4.0 - In Progress Review (IPR)	▲ IPR																											
(3) Release 4.0 - Integrated Baseline Review (IBR)									▲ IBR																			
Release 4.0 - Preliminary Design Review (PDR)									■ PDR																			
Release 4.0 - Critical Design Review (CDR)									■ CDR																			
Release 4.0 - Configuration, Development, and Integration									■ Development																			
Release 4.0 - T & E									■ T & E																			
(4) Increment II MS C Equivalent									▲ MS C																			

UNCLASSIFIED

Exhibit R-4, RDT&E Schedule Profile: PB 2017 Army **Date:** February 2016

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>
--	--	---



UNCLASSIFIED

Exhibit R-4A, RDT&E Schedule Details: PB 2017 Army		Date: February 2016
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	1	2015	1	2015
Release 2.0 - SIDPERS Functionality	3	2015	2	2018
Release 2.0 - System Req Review (SRR)	1	2016	1	2016
Release 2.0 - System Functional Review (SFR)	2	2016	2	2016
Release 2.0 - Integrated Baseline Review (IBR)	3	2016	3	2016
Release 2.0 - Preliminary Design Review (PDR)	2	2016	3	2016
Release 2.0 - Critical Design Review (CDR)	3	2016	1	2017
Release 2.0 - Configuration, Development, and Integration	1	2017	4	2017
Release 2.0 - T & E	4	2017	2	2018
Release 2.0 - Limited Fielding Decision	3	2018	3	2018
Release 3.0 - Accountability and Essential Personnel Services	2	2017	2	2019
Release 3.0 - In Progress Review (IPR)	2	2017	2	2017
Release 3.0 - Integrated Baseline Review (IBR)	2	2017	2	2017
Release 3.0 - Preliminary Design Review (PDR)	3	2017	3	2017
Release 3.0 - Critical Design Review (CDR)	3	2017	4	2017
Release 3.0 - Configuration, Development, and Integration	4	2017	4	2018
Release 3.0 - T & E	4	2018	2	2019
Release 3.0 - Limited Fielding Decision	3	2019	3	2019
Release 4.0 - Pay Services	4	2017	1	2020
Release 4.0 - In Progress Review (IPR)	4	2017	4	2017
Release 4.0 - Integrated Baseline Review (IBR)	1	2018	1	2018
Release 4.0 - Preliminary Design Review (PDR)	1	2018	2	2018

UNCLASSIFIED

Exhibit R-4A, RDT&E Schedule Details: PB 2017 Army **Date:** February 2016

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>
--	--	---

Events	Start		End	
	Quarter	Year	Quarter	Year
Release 4.0 - Critical Design Review (CDR)	2	2018	2	2018
Release 4.0 - Configuration, Development, and Integration	3	2018	3	2019
Release 4.0 - T & E	3	2019	1	2020
Increment II MS C Equivalent	4	2019	4	2019
Release 4.0 - Full Deployment Decision (FDD)	1	2020	1	2020
Release 5.0 - Personnel Service	4	2018	4	2020
Release 5.0 - In Progress Review (IPR)	4	2018	4	2018
Release 5.0 - Integrated Baseline Review (IBR)	1	2019	1	2019
Release 5.0 - Preliminary Design Review (PDR)	1	2019	2	2019
Release 5.0 - Critical Design Review (CDR)	2	2019	2	2019
Release 5.0 - Configuration, Development, and Integration	3	2019	2	2020
Release 5.0 - T & E	3	2020	4	2020
Release 5.0 - Limited Fielding Decision	4	2020	4	2020