

**UNCLASSIFIED**

**Exhibit R-2, RDT&E Budget Item Justification:** PB 2021 Army **Date:** February 2020

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

COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
Total Program Element	-	158.807	102.073	115.286	-	115.286	1.465	0.000	0.000	0.000	Continuing	Continuing
ED9: <i>Integrated Personnel and Pay System - Army Inc 2</i>	-	158.807	102.073	115.286	-	115.286	1.465	0.000	0.000	0.000	Continuing	Continuing

**Note**

IPPS-A Increment II (Project ED9), formerly designated as an Acquisition Category IA Major Automated Information System (MAIS) program under the authority of DoDI 5000.02, transitioned under the acquisition authority of DoDI 5000.75 to a Business System Category I (BSC 1) program as a result of the Release 2 Limited Deployment Decision Memorandum signed 3 May 2019.

**A. Mission Description and Budget Item Justification**

The Integrated Personnel and Pay System-Army (IPPS-A) Increment II provides an integrated, multi-Component, personnel and pay system, which streamlines the existing Human Resources (HR) systems and processes enhancing efficiency and accuracy of personnel and pay procedures in support of 1.1 million Soldiers and their Families. IPPS-A will subsume approximately 40 legacy systems (full and partial) across the Active, Reserve and National Guard Components into one single integrated system. IPPS-A is a web-based tool, available 24-hours a day, accessible to HR professionals, Combatant Commanders, pay managers and other authorized users throughout the Army. IPPS-A addresses major deficiencies in the delivery of military personnel and pay services by providing the necessary internal control and audit procedures as well as preventing erroneous payments and loss of funds. This program is an essential building block to reform the Department towards achieving greater performance and affordability in support of the National Defense Strategy and the Congressional audit mandate.

IPPS-A Increment II is the #1 HR Modernization effort in the Army and 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. The program is the critical enabler for The Army People Strategy and its transition to a Talent Management System and an HR data-rich environment. Increment II will 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 and Reserve/National Guard Components to ensure accurate credit for service and individual pay as well as enable disciplined human resource management.

FY 2021 requested budget supports the revised Acquisition Strategy approved by the Army Acquisition Executive (AAE) on 24 July 2019, and provides for the development of Release 3 Personnel System supporting the Total Force. The revised Acquisition Strategy removes the schedule concurrency, thereby reducing complexity and shifting risks to the vendor by changing the Release 3 System Integrator development contract structure from cost plus to firm fixed. The new "heel-to-toe" release development strategy is, in part, a result of rescinded statutory acquisition mandate, 10 United States Code Chapter 144A, Major Automated Information System (MAIS) Programs, which originally required completion of a program from initiation to the Full Deployment Decision within five years. This restriction forced substantial schedule compression and necessitated the high risk scheduling of concurrent releases to meet requirements within the prescribed timeframe. The revised schedule allows for a focused and systematic development, integration and delivery of the new HR and Pay system for the Total Force. Further, the revised program has facilitated the execution of Business Process Reengineering on a significant scale - allowing the Army to reduce from 154 HR Business Processes to 52.

**UNCLASSIFIED**

<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2021 Army	<b>Date:</b> February 2020
---	----------------------------

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

<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021 Base</b>	<b>FY 2021 OCO</b>	<b>FY 2021 Total</b>
Previous President's Budget	164.899	142.773	66.045	-	66.045
Current President's Budget	158.807	102.073	115.286	-	115.286
Total Adjustments	-6.092	-40.700	49.241	-	49.241
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-40.700			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-6.092	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Years	-	-	49.241	-	49.241

**Change Summary Explanation**

FY 2021 RDTE increase of \$49.241 million supports the revision of Increment II schedule providing for development of Release 3 (Personnel System for Reserves and Active Duty Components). On 24 July 2019, the Army Acquisition Executive (AAE) signed the revised Increment II Acquisition Strategy. On 7 January 2020, the AAE approved the re-baseline Authority to Proceed (ATP) with revised cost, schedule and performance values.

With AAE re-baseline decision, the department has revised the program's Increment II development schedule by reducing concurrency of its multiple releases and extending the Release 3 development and partial testing for the remainder of FY 2021. Revised FY 2021 RDTE is required to support Release 3 development and testing activities leading up to full operational testing in 1Q FY 2022. Buys: System Integration engineering service, data hosting, technical support contracts, external testing, interfacing and development related software.

**UNCLASSIFIED**

<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2021 Army										<b>Date:</b> February 2020		
<b>Appropriation/Budget Activity</b> 2040 / 5					<b>R-1 Program Element (Number/Name)</b> PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>				<b>Project (Number/Name)</b> ED9 / <i>Integrated Personnel and Pay System - Army Inc 2</i>			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021 Base</b>	<b>FY 2021 OCO</b>	<b>FY 2021 Total</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
ED9: <i>Integrated Personnel and Pay System - Army Inc 2</i>	-	158.807	102.073	115.286	-	115.286	1.465	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**Note**

IPPS-A Increment II (Project ED9), formerly designated as an Acquisition Category IA Major Automated Information System (MAIS) program under the authority of DoDI 5000.02, transitioned under the acquisition authority of DoDI 5000.75 to a Business System Category I (BSC 1) program as a result of the Release 2 Limited Deployment Decision Memorandum signed 3 May 2019.

**A. Mission Description and Budget Item Justification**

The Integrated Personnel and Pay System-Army (IPPS-A) provides an integrated, multi-Component, personnel and pay system, which streamlines the existing Human Resources (HR) systems and processes enhancing efficiency and accuracy of personnel and pay procedures in support of 1.1 million Soldiers and their families. IPPS-A will subsume approximately 40 legacy systems (full and partial) across the Active, Reserve and National Guard Components into one single integrated system. IPPS-A is a web-based tool, available 24-hours a day, accessible to HR professionals, Combatant Commanders, pay managers and other authorized users throughout the Army. IPPS-A addresses major deficiencies by providing the necessary internal control and audit procedures as well as preventing erroneous payments and loss of funds. This program is an essential building block to reform the Department towards achieving greater performance and affordability in support of the National Defense Strategy and the Congressional audit mandate. FY 2021 requested budget supports the revised Acquisition Strategy approved by the Army Acquisition Executive (AAE) on 24 July 2019, and provides for the development of Release 3 (Personnel System for the Total Force).

**B. Accomplishments/Planned Programs (\$ in Millions)**

	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
<b>Title:</b> Analysis and Design, Development, and Integration of IPPS-A Increment II	158.807	97.438	115.286
<b>Description:</b> Requested funding provides for the procurement and renewal of software licenses, engineering support for the product development and system integration, data center hosting, testing and evaluation, and program management services.			
<b>FY 2020 Plans:</b> Under the revised schedule, IPPS-A will complete Release 3 development and integration of 60+ interfaces under the new firm fixed priced contract leading up to Development Integration Testing (DIT) preparation.			
<b>FY 2021 Plans:</b> Under the revised schedule, IPPS-A will complete Release 3 HR development for the Total Force encompassing Active, Reserve and Nation Guard Components. IPPS-A will complete all critical activities concerned with final Testing and Validation in support of Developmental Integration Testing, Government Acceptance Testing and leading to Operational Testing.			
<b>FY 2020 to FY 2021 Increase/Decrease Statement:</b>			

**UNCLASSIFIED**

<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2021 Army		<b>Date:</b> February 2020
<b>Appropriation/Budget Activity</b> 2040 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>	<b>Project (Number/Name)</b> ED9 / <i>Integrated Personnel and Pay System - Army Inc 2</i>

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
FY 2021 increase of \$13.213 million reflects the change in the funding level to support the revised Increment II Acquisition Strategy, which the Army Acquisition Executive (AAE) approved on 24 July 2019. On 7 January 2020, the AAE further approved the re-baseline Authority to Proceed (ATP) with the program's revised cost, schedule and performance values. With this decision, the Army has extended the program's Increment II schedule focusing on the development of a Minimum Viable Solution (MVS) for its new HR and Pay system while reducing concurrent development of multiple releases. The revised cost incorporates Release 2 (Personnel System for National Guard) lessons learned, revised System Integrator contract structure (cost plus to firm fixed) and the complexity of known risks associated with interfacing 60+ systems. FY 2020 Congressionally adjusted funding level reflects, a one-time, FY 2019 System Integrator's cost under-run as a result of successive month-to-month contract extensions during the program re-baseline. With the new approved program baseline and revised firm fixed contract in place, potential for further under-run is not foreseen.			
<b>Title:</b> FY 2020 SBIR/STTR Transfer <b>Description:</b> Funding transferred in accordance with Title 15 USC ?638 <b>FY 2020 Plans:</b> Funding transferred in accordance with Title 15 USC ?638 <b>FY 2020 to FY 2021 Increase/Decrease Statement:</b> Funding transferred in accordance with Title 15 USC ?638	-	4.635	-
<b>Accomplishments/Planned Programs Subtotals</b>	158.807	102.073	115.286

<b>C. Other Program Funding Summary (\$ in Millions)</b>												
<b>Line Item</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021 Base</b>	<b>FY 2021 OCO</b>	<b>FY 2021 Total</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>Cost To Complete</b>	<b>Total Cost</b>	
• B66706: <i>IPPS-A INC 2</i>	16.800	14.100	9.071	-	9.071	9.870	-	-	-	-	Continuing	Continuing
• OMA - Sustainment and Support OMA: <i>OMA - 432612000 / 435107000</i>	55.369	63.429	92.891	-	92.891	94.761	89.598	88.186	59.523	Continuing	Continuing	

**Remarks**  
B66706000 (OPA) funding supports initial system implementation and fielding of IPPS-A to include new equipment training (NET). Training delivery methods include: Instructor-led Training, Distance Learning, and Computer Based Training of 66,000 HR transactional users for Increment II. Training products will be developed using the Oracle Usability Productivity Kit to include instructor manuals and lessons plans, as well as Electronic Performance Support System and job aids. The deployment approach will implement pre-deployment activities at each location beginning 360 days in advance of the deployment start date. Deployment will include an on-site data verification, workflow verification, and "over-the-shoulder" support.

**UNCLASSIFIED**

<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2021 Army		<b>Date:</b> February 2020
<b>Appropriation/Budget Activity</b> 2040 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>	<b>Project (Number/Name)</b> ED9 / <i>Integrated Personnel and Pay System - Army Inc 2</i>

**C. Other Program Funding Summary (\$ in Millions)**

<u>Line Item</u>	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u> <u>Base</u>	<u>FY 2021</u> <u>OCO</u>	<u>FY 2021</u> <u>Total</u>	<u>FY 2022</u>	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>	<u>Cost To</u> <u>Complete</u>	<u>Total Cost</u>
432612000 (O&M, OMA) and 435107000 (civilian pay, OMA) funding supports overall sustainment including Help Desk support (Tier I through Tier II), system maintenance break/fixes, minor enhancements, software licenses, cyber compliance, program office contractor support, civilian salaries, and program office operations.											

**D. Acquisition Strategy**

In accordance with 10 U.S.C. 2222, IPPS-A Increment II (Project ED9) is a Priority Business System Category I (BCAT 1) program that achieved a Milestone (MS) B on 14 December 2014, while under DODI 5000.02 oversight. IPPS-A will deliver fully integrated personnel and pay services to all Army Components (Active, National Guard, and Reserve) building on the trusted database delivered by the IPPS-A Increment I program. In FY 2019, the program transitioned to DODI 5000.75 oversight, and at the direction of Army Senior Leaders, completed a restructure and re-baseline. On 24 July 2019, the Army Acquisition Executive (AAE) signed the new Increment II Acquisition Strategy. The new strategy reduces risk by minimizing concurrent development and focuses on deployment of a Minimum Viable Solution (MVS) for the remaining Increment II releases and defers additional capability to the Capability Support Phase. On 7 January 2020, the AAE signed the new Acquisition Program Baseline approving the program's new cost, schedule and performance values. The re-baselined Increment II schedule consists of three software releases (2.0, 3.0, and 4.0) that build upon one another, culminating in a MVS personnel and pay solution for the Total Force.

Release 2.0 Full Release - The full Release 2.0 replaces the Standard Installation/Division Personnel System (SIDPERS) at Army National Guard (ARNG) units in all 54 states and territories. The release 2.0 design effort began in FY15. End-to-end Business Process development considerations were evaluated to support various activities to include, but not limited to, promotions/demotions, training requirements, member benefits, duty status, and unit level manning. The program achieved a successful Release 2 Limited Deployment ATP in May 2019. By the end of calendar year 2019 the program deployed Release 2 to the ARNG in 27 states (180k users) and is on schedule to complete all deployments by April 2020.

Release 3.0 MVS - Release 3.0 MVS will provide all accountability and essential personnel services necessary to subsume numerous legacy field systems including Electronic Military Personnel Office (eMILPO) and Total Army Personnel Database-Reserve (TAPDB-R). It will allow Commanders in the field to access timely, accurate, and standardized personnel data for Soldiers in all Components. In addition to delivering most of the functions required to establish an Army-wide personnel system, Release 3.0 MVS 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. Design work began in FY 2017, but was not completed due to the program's need to focus on completing Release 2.0. The final design effort was completed in November 2019, and the program awarded a contract modification for Release 3.0 MVS build, testing and deployment on 22 November 2019. Release 3 MVS is scheduled for deployment to the Total Force in December 2021.

Release 4.0 MVS - Release 4.0 MVS will provide a fully integrated personnel and pay system to the Total Force. The program began work on Release 4.0 in FY 2018 but executed a stop work order in January 2019 as a result of the program's need to focus on Release 3.0 and re-baseline Increment II. As part of the new program strategy, the program will conduct a full and open competition for Release 4.0 MVS and other follow-on activities, including system Capability Support, with the goal to award a contract in 1QFY22 to support delivery to the Total Force in 3QFY25. Release 4.0 MVS will incorporate pay functionality to include, but not limited to, base pay,

**UNCLASSIFIED**

<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2021 Army		<b>Date:</b> February 2020
<b>Appropriation/Budget Activity</b> 2040 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>	<b>Project (Number/Name)</b> ED9 / <i>Integrated Personnel and Pay System - Army Inc 2</i>
<p>taxes, allowances, bonuses, allotments and leave. At deployment, Release 4.0 MVS will serve as the authoritative data source for all personnel and pay transactions and will satisfy Army audit goals.</p> <p>Capability Support Phase (CSP) - Anticipated in FY26, after Release 4.0 MVS is deployed and the program achieves Full Operational Capability, the program will conduct a CSP Authority to Proceed (APT) decision. During this ATP, the Functional Sponsor will approve entry of the Inc II capability into the CSP. The IPPS-A Inc II program will continue to sustain, modernize, and enhance the IPPS-A capability during this phase. Depending on available funding in FY 2026-FY 2030, the program may develop the Release 3.0 and Release 4.0 additional capabilities ahead of the planned schedule. These additional capabilities were deferred earlier in the program to focus on development and deployment of the Release 3.0 and Release 4.0 MVS. In accordance with Army leader direction, the program remains poised to begin development of a limited number of the Release 3.0 additional capabilities as early as FY 2023, in parallel with Release 4 MVS development, if so directed. This may be necessary to ensure evolving Talent Management, Strength Management, Archiving and Internal Control requirements can be addressed to support Army objectives and audit requirements in a timely manner. Early development of these limited additional capabilities will only be done when directed by Army senior leaders.</p>		

**UNCLASSIFIED**

**Exhibit R-3, RDT&E Project Cost Analysis: PB 2021 Army** **Date:** February 2020

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

<b>Management Services (\$ in Millions)</b>				FY 2019		FY 2020		FY 2021 Base		FY 2021 OCO		FY 2021 Total	Cost To Complete	Total Cost	Target Value of Contract
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost			
Program Management Support	C/CPIF	Program oversight, resource justification, budget and programming, milestone and schedule tracking : Various	17.541	6.055	Jun 2019	3.609	Jun 2020	4.246	Jun 2021	-		4.246	Continuing	Continuing	Continuing
In-House Government Management Support	Allot	Program oversight, resource justification, budget and programming, milestone and schedule tracking : NCR	15.846	0.171	Apr 2019	0.060	Apr 2020	0.082	Apr 2021	-		0.082	Continuing	Continuing	Continuing
FY 2020 SBIR/STTR Transfer	TBD	Various : Various	-	-		4.635		-		-		-	0.000	4.635	-
<b>Subtotal</b>			33.387	6.226		8.304		4.328		-		4.328	Continuing	Continuing	N/A

<b>Product Development (\$ in Millions)</b>				FY 2019		FY 2020		FY 2021 Base		FY 2021 OCO		FY 2021 Total	Cost To Complete	Total Cost	Target Value of Contract
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost			
Software License -All Others	C/FFP	Various : Various	11.438	0.958	Jan 2019	0.358	Jan 2020	0.365		-		0.365	Continuing	Continuing	Continuing
Software Licenses - IBM	C/FFP	Immixtechnology INC : McLean, Va	2.776	-		-		-		-		-	0.000	2.776	-
Software Licenses - GRC	C/FFP	Mythics : Virginia Beach, VA	3.974	-		-		-		-		-	0.000	3.974	-
Software Ab Initio	C/FFP	Various : Various	3.154	2.843	Mar 2019	-		-		-		-	Continuing	Continuing	Continuing
Oracle Bundle - Software	SS/FFP	Oracle America INC : Reston, VA	20.112	-		-		-		-		-	0.000	20.112	-
Oracle - ULA	C/FFP	Myhtics : Virginia Beach, VA	7.145	-		-		-		-		-	Continuing	Continuing	Continuing

**UNCLASSIFIED**

Exhibit R-3, RDT&E Project Cost Analysis: PB 2021 Army												Date: February 2020			
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							
Product Development (\$ in Millions)				FY 2019		FY 2020		FY 2021 Base		FY 2021 OCO		FY 2021 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- CA	SS/FFP	Immix Tech : McLean, VA	0.859	-		-		-		-		-	0.000	0.859	-
Software Licenses -ESB	SS/FFP	Actuate Corp : San Mateo, CA	3.750	-		-		-		-		-	Continuing	Continuing	Continuing
Software Product Level SME Consulting Support	SS/FFP	Various : Various	12.451	0.946	May 2019	0.328	May 2020	1.009		-		1.009	Continuing	Continuing	Continuing
in House contract support of system development	C/CPFF	Various : Various	61.034	17.032	May 2019	15.064	May 2020	15.758	May 2021	-		15.758	Continuing	Continuing	Continuing
Functional in house contract support of system development-Army National Guard/Army Reserve/FMD	C/FFP	BAH : NCR	11.383	-		-		-		-		-	0.000	11.383	-
Design, Development and Integration - Increment II	C/CPFI	CACI : Chantilly, VA	190.028	77.858	May 2019	50.150	May 2020	61.364	Jan 2021	-		61.364	Continuing	Continuing	Continuing
Network Support/ Production Hosting Services/Hardware Leasing	MIPR	Defense Information Systems Agency (DISA) Defense Enterprise Computing Center (DECC) : various	92.226	36.922	May 2019	23.972	May 2020	27.063	May 2021	-		27.063	Continuing	Continuing	Continuing
Software Licenses -m Factory C	C/FP	ACC -NJ : New Jersey	1.806	-		-		-		-		-	Continuing	Continuing	Continuing
Software Licenses- PeopleSoft Enterprise Licenses	C/FFP	PeopleSoft : Pleasanton, CA	4.746	0.146		-		-		-		-	0.000	4.892	-
Systems Interfaces	C/FFPLOE	FMS, DMDC, GFEB, HRC : Various Locations	9.002	7.813	Jul 2019	0.782	Jul 2020	1.762	Mar 2021	-		1.762	Continuing	Continuing	Continuing
<b>Subtotal</b>			435.884	144.518		90.654		107.321		-		107.321	Continuing	Continuing	N/A

**UNCLASSIFIED**

Exhibit R-3, RDT&E Project Cost Analysis: PB 2021 Army												Date: February 2020			
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							
Support (\$ in Millions)				FY 2019		FY 2020		FY 2021 Base		FY 2021 OCO		FY 2021 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/Leases/Rents : Various	17.437	0.575	Oct 2018	-		-		-		-	Continuing	Continuing	Continuing
Equipment and Supplies MISC	Various	Various : Various	5.243	0.036	May 2019	-		-		-		-	Continuing	Continuing	Continuing
<b>Subtotal</b>			22.680	0.611		-		-		-		-	Continuing	Continuing	N/A
Test and Evaluation (\$ in Millions)				FY 2019		FY 2020		FY 2021 Base		FY 2021 OCO		FY 2021 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/ Operational Test and Evaluation	MIPR	Various Government Agencies : Various	11.353	4.616	Oct 2018	-		-		-		-	Continuing	Continuing	Continuing
Increment II - Capability Acceptance Testing (CAT) /DT	Various	Government & Support Contractors : Various	14.069	2.836	Oct 2018	3.115	Oct 2019	3.637	Oct 2020	-		3.637	Continuing	Continuing	Continuing
<b>Subtotal</b>			25.422	7.452		3.115		3.637		-		3.637	Continuing	Continuing	N/A
<b>Project Cost Totals</b>			517.373	158.807		102.073		115.286		-		115.286	Continuing	Continuing	N/A
<b>Remarks</b>															

**UNCLASSIFIED**

<b>Exhibit R-4, RDT&amp;E Schedule Profile: PB 2021 Army</b>		<b>Date:</b> February 2020
<b>Appropriation/Budget Activity</b> 2040 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>	<b>Project (Number/Name)</b> ED9 / <i>Integrated Personnel and Pay System - Army Inc 2</i>

Event Name	FY 2019				FY 2020				FY 2021				FY 2022				FY 2023				FY 2024				FY 2025			
	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 2.0 - SIDPERS Functionality (ARNG)	[Redacted]				[Redacted]																							
Release 2.0 - T & E	[Redacted]																											
Release 2.0 - Limited Deployment Authority To Proceed (ATP)	1 Limited Deployment ATP																											
Release 3.0 - Accountability and Essential Personnel Services (ARNG)	[Redacted]				[Redacted]				[Redacted]																			
Release 3.0 - Preliminary Design Review (PDR)	2 PDR																											
Release 3.0 - Critical Design Review (CDR)					3 CDR																							
Release 3.0 - Configuration, Development, and Integration					[Redacted]				[Redacted]																			
Release 3.0 - T & E									[Redacted]				[Redacted]															
Release 3.0 - Limited Deployment Authority To Proceed (ATP)													4 Limited Deployment ATP															
Release 4.0 - Pay Services (All Compos)													[Redacted]				[Redacted]				[Redacted]							
Release 4.0 - Preliminary Design Review (PDR)													5 PDR															
Release 4.0 - Critical Design Review (CDR)													6 CDR															
Release 4.0 - Configuration, Development, and Integration													[Redacted]				[Redacted]				[Redacted]							

**UNCLASSIFIED**

<b>Exhibit R-4, RDT&amp;E Schedule Profile: PB 2021 Army</b>			<b>Date: February 2020</b>		
<b>Appropriation/Budget Activity</b> 2040 / 5		<b>R-1 Program Element (Number/Name)</b> PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>		<b>Project (Number/Name)</b> ED9 / <i>Integrated Personnel and Pay System - Army Inc 2</i>	

Event Name	FY 2019				FY 2020				FY 2021				FY 2022				FY 2023				FY 2024				FY 2025			
	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 4.0 - T & E																					<div style="background-color: blue; color: white; padding: 2px;">T &amp; E</div>							
Release 4.0 - Full Deployment Authority To Proceed (ATP)																					<div style="background-color: blue; color: white; padding: 2px;">7</div> Full Deployment							

**UNCLASSIFIED**

<b>Exhibit R-4A, RDT&amp;E Schedule Details:</b> PB 2021 Army		<b>Date:</b> February 2020
<b>Appropriation/Budget Activity</b> 2040 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605018A / <i>Integrated Personnel and Pay System-Army (IPPS-A)</i>	<b>Project (Number/Name)</b> 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 (ARNG)	4	2015	3	2020
Release 2.0 - Configuration, Development, and Integration	3	2017	3	2018
Release 2.0 - T & E	4	2018	2	2019
Release 2.0 - Limited Deployment Authority To Proceed (ATP)	3	2019	3	2019
Release 3.0 - Accountability and Essential Personnel Services (Active and AR)	4	2017	1	2022
Release 3.0 - In Progress Review (IPR)	2	2018	2	2018
Release 3.0 - Integrated Baseline Review (IBR)	3	2018	3	2018
Release 3.0 - Preliminary Design Review (PDR)	4	2019	4	2019
Release 3.0 - Critical Design Review (CDR)	1	2020	1	2020
Release 3.0 - Configuration, Development, and Integration	1	2020	3	2021
Release 3.0 - T & E	1	2021	1	2022
Release 3.0 - Limited Deployment Authority To Proceed (ATP)	1	2022	1	2022
Release 4.0 - Pay Services (All Compos)	1	2022	3	2025
Release 4.0 - Preliminary Design Review (PDR)	3	2022	3	2022
Release 4.0 - Critical Design Review (CDR)	4	2022	4	2022
Release 4.0 - Configuration, Development, and Integration	4	2022	1	2025
Release 4.0 - T & E	3	2024	3	2025
Release 4.0 - Full Deployment Authority To Proceed (ATP)	3	2025	3	2025