

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2024 Air Force **Date:** March 2023

Appropriation/Budget Activity 3600: <i>Research, Development, Test & Evaluation, Air Force I BA 7: Operational Systems Development</i>	R-1 Program Element (Number/Name) PE 0605018F / <i>AF Integrated Personnel and Pay System (AF-IPPS)</i>
--	---

COST (\$ in Millions)	Prior Years	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
Total Program Element	0.000	25.582	37.901	40.203	0.000	40.203	49.651	19.864	1.401	0.000	0.000	174.602
676003: <i>HRM Structural Development</i>	0.000	25.582	37.901	40.203	0.000	40.203	49.651	19.864	1.401	0.000	0.000	174.602
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-	-	-

Program MDAP/MAIS Code: N86

A. Mission Description and Budget Item Justification

The Air Force Integrated Personnel and Pay System (AFIPPS) is a web-enabled, Enterprise Resource Planning (ERP) solution that integrates existing personnel and pay processes into one self-service system. AFIPPS supports how the Department of the Air Force (DAF) owns and operates the Human Resource Management domain and is a component of the AF/A1 digital transformation journey, currently underway. AFIPPS continues the transformation by providing an accurate and single authoritative source of personnel data to ensure timely delivery of pay, entitlements, allowances, and benefits to all Active Duty Air and Space Force, National Guard (ANG), and Reserve (AFRes) components. AFIPPS represents the DAF's commitment to modernize business practices and provide enhanced support to service members and their families by integrating personnel and pay systems. AFIPPS will eliminate DAF reliance on the unsustainable Defense Finance and Accounting System (DFAS) and the Defense Joint Military Pay System (DJMS) for payroll processing and ensures improved auditability of service member pay.

The AFIPPS program directly increases readiness for total force service members, human resources and financial management specialists, and DAF Commanders. AFIPPS will improve the DAF community's experience by allowing members to self-initiate pay/personnel actions, decreasing pay errors, and providing accurate personnel/pay data for leadership decision-making. AFIPPS modernizes the existing Military Personnel Data System (MilPDS) and adds pay and leave capability. In Jan 2021, the DAF leveraged a MilPDS self-service capability deployment to verify the baseline system had the infrastructure for the new pay and leave capability in place. The self-service capability allowed DAF Airmen and Guardians to initiate self-registration, validate member data and verify operational performance. AFIPPS will subsume MilPDS and launch its pay and leave capabilities achieving Go-Live in January 2025.

This requirement supports performance of a full financial audit as required by title 10 U.S.C Chapter 9A, Sec 240-D.

This program element may include necessary civilian pay expenses required to manage, execute, and deliver weapon system capability. The use of such programs funds would be in addition to the civilian pay expenses budgeted in program element 0605827F, 0605828F, 0605829F, 0605831F, 0605832F, 0605833F, 0605898F, 0606398F. In FY2022 \$0.000M was expended for civilian pay expenses in this program element, and in FY2023 \$0.000M is forecasted for civilian pay expenses in this program element.

This program is in Budget Activity 7, Operational System Development because this budget activity includes development efforts to upgrade systems that have been fielded or have received approval for full rate production and anticipate production funding in the current or subsequent fiscal year.

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2024 Air Force	Date: March 2023
--	-------------------------

Appropriation/Budget Activity 3600: <i>Research, Development, Test & Evaluation, Air Force I BA 7: Operational Systems Development</i>	R-1 Program Element (Number/Name) PE 0605018F / <i>AF Integrated Personnel and Pay System (AF-IPPS)</i>
--	---

B. Program Change Summary (\$ in Millions)	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total
Previous President's Budget	22.010	37.901	1.126	0.000	1.126
Current President's Budget	25.582	37.901	40.203	0.000	40.203
Total Adjustments	3.572	0.000	39.077	0.000	39.077
• Congressional General Reductions	0.000	0.000			
• Congressional Directed Reductions	0.000	0.000			
• Congressional Rescissions	0.000	0.000			
• Congressional Adds	0.000	0.000			
• Congressional Directed Transfers	0.000	0.000			
• Reprogrammings	4.262	0.000			
• SBIR/STTR Transfer	-0.690	0.000			
• Other Adjustments	0.000	0.000	39.077	0.000	39.077

Change Summary Explanation

Funding for FY 2022 and FY 2024 increased due to extended support and reprioritized developmental test activities to ensure compensation accuracy of payroll, ensure auditability of military pay, validate system performance, conduct training, and execute pre-deployment activities.

C. Accomplishments/Planned Programs (\$ in Millions)	FY 2022	FY 2023	FY 2024
---	----------------	----------------	----------------

Title: AFIPPS - System Integrator Development & Test	24.029	36.296	38.607
---	--------	--------	--------

Description: Acquire and develop the activities that support the acquisition of a personnel/pay capability for DAF personnel across all components (i.e., Active Duty Air and Space Force, ANG, and AFRes). Development initiatives can be divided into two objectives: Transactional System development and Reporting System development. The Transactional System references the AFIPPS capability to calculate and transact service member pay. The Reporting System enables service members and functional system users to pull reports and conduct analysis activities. The majority of Transactional System development activities are complete and undergoing Developmental Test & Evaluation (DT&E). These activities primarily drive the AFIPPS critical path. The section below discusses some DT&E obstacles experienced in late-FY21. Subsequent resolution and risk mitigation initiatives reprioritized a few post-deployment Transactional System development activities for incorporation into the baseline capability delivery. Reporting System development is on-going and will be likewise tested.

The AFIPPS Test and Evaluation Strategy encompasses Developmental Test & Evaluation (DT&E), Operational Test and Evaluation (OT&E), and a Cybersecurity Evaluation (CSE).

DT&E consists of two test series: Component Verification and Integration (CV&I) and Qualification Test and Evaluation (QT&E). CV&I is performed primarily by the system integrator and observed by Government Stakeholders. QT&E, on the other hand, is

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2024 Air Force		Date: March 2023		
Appropriation/Budget Activity 3600: <i>Research, Development, Test & Evaluation, Air Force I BA 7: Operational Systems Development</i>		R-1 Program Element (Number/Name) PE 0605018F / <i>AF Integrated Personnel and Pay System (AF-IPPS)</i>		
C. Accomplishments/Planned Programs (\$ in Millions)		FY 2022	FY 2023	FY 2024
<p>performed primarily by numerous Government Stakeholders. The test activities accomplished within this thrust align within the CV&I test series.</p> <p>Late-FY21 CV&I initiatives uncovered integration issues with pay data retrieval from legacy systems. In FY22, the DAF resolved issues with numerous software updates and data conversion solutions. A root cause investigation revealed additional risk in both the configuration management plan and the planned software regression testing. The activities discussed below reflect the additional test and integration initiatives to effectively manage risk.</p> <p>CSE is performed primarily by Government Stakeholders; however, this thrust includes some system integrator-led activities.</p> <p>FY 2023 Plans: (Note: Unless otherwise noted, all test activities fall within the CV&I test series of DT&E.)</p> <ul style="list-style-type: none"> - Complete Reporting System development. - Develop, test and integrate statutory-directed pay requirements. - Complete Data Management Evaluation Testing to validate legacy system data accurately converts to AFIPPS. - Conduct and complete Payroll Integrated Baseline Regression Testing to validate payroll system functionality when integrated with completed additional development initiatives. - Conduct Payroll Reconciliation Testing to validate AFIPPS correctly calculates payroll (originally planned for accomplishment late-FY21; reprioritized to resolve urgent data conversion issues). - Conduct and complete integrator-led Performance Evaluation Testing to validate system key performance for compensation accuracy, military pay auditability, and timeliness payroll processing and disbursement to Airmen and Guardians. - Conduct cybersecurity vulnerability scans on code; will update code as required (aligned within the Cybersecurity Evaluation (CSE)). - Complete DoDAF architectures in support of interoperability certification. - Continue change management activities in support of limited deployment release. - Update contract and acquisition documentation to support the Limited Deployment Authority to Proceed (ATP) approval. - Continue AF information technology efforts and studies (e.g., Common Services/Computing Environment, FIAR/FISCAM audit support, Platform as a Service (PaaS)/Software as a Service (SaaS) architectures, etc.) to ensure AFIPPS is fully integrated into AF & DoD enterprise networks, databases, and information systems. - Continue to maintain the required AFIPPS computing environments (e.g., development, test and production) with DISA. <p>FY 2024 Plans: (Note: Unless otherwise noted, all test activities fall within the CV&I test series of DT&E.)</p>				

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2024 Air Force	Date: March 2023
--	-------------------------

Appropriation/Budget Activity 3600: <i>Research, Development, Test & Evaluation, Air Force I BA 7: Operational Systems Development</i>	R-1 Program Element (Number/Name) PE 0605018F / <i>AF Integrated Personnel and Pay System (AF-IPPS)</i>
--	---

C. Accomplishments/Planned Programs (\$ in Millions)	FY 2022	FY 2023	FY 2024
<ul style="list-style-type: none"> - Will complete Payroll Reconciliation Testing to validate AFIPPS correctly calculates payroll. - Will develop, test and integrate statutory-directed pay requirements. - Will continue cybersecurity vulnerability scans on code and update code as required (aligned within the Cybersecurity Evaluation (CSE)). - Will conduct operating location training to Operational Assessment participants. - Will conduct training for AF and USSF base-level trainers in support of the Limited Deployment release. - Will conduct pre-deployment updates of data conversions and system configurations to the production environment prior to the Go-Live release. - Will continue change management activities in support of the Limited Deployment release. - Will update contract and acquisition documentation to support the Limited Deployment Authority to Proceed (ATP) approval. - Will continue AF information technology efforts and studies (e.g., Common Services/Computing Environment, FIAR/FISCAM audit support, Platform as a Service (PaaS)/Software as a Service (SaaS) architectures, etc.) to ensure AFIPPS is fully integrated into AF & DoD enterprise networks, databases, and information systems. - Will continue to maintain the required AFIPPS computing environments (e.g., development, test and production) with DISA. <p>FY 2023 to FY 2024 Increase/Decrease Statement: Funding for FY 2024 increased due to extended support and reprioritized developmental test activities to ensure compensation accuracy of payroll, auditability of military pay, validate system performance, conduct training, and execute pre-deployment activities.</p>			
<p>Title: AFIPPS - Government-Performed Test and Evaluation</p> <p>Description: The AFIPPS Test and Evaluation Strategy encompasses Developmental Test & Evaluation (DT&E), Operational Test and Evaluation (OT&E), and a Cybersecurity Evaluation (CSE).</p> <p>DT&E comprises two test series: Component Verification and Integration (CV&I) and Qualification Test and Evaluation (QT&E). CV&I is performed primarily by the system integrator and observed by Government Stakeholders. QT&E activities, on the other hand, are performed primarily by numerous Government Stakeholders. CV&I activities within this thrust focus on pre-test planning and post-test analysis. This thrust includes all QT&E activities.</p> <p>The DAF recently restructured the OT&E Strategy as well as the deployment schedule based on the Office of the Secretary of Defense (OSD) Director Operational Test and Evaluation (DOT&E) recommendations to better address system performance risks. Instead of a single Initial Operational Test & Evaluation (IOT&E) event following Go-Live, the DAF will conduct an Operational</p>	1.553	1.605	1.596

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2024 Air Force		Date: March 2023		
Appropriation/Budget Activity 3600: <i>Research, Development, Test & Evaluation, Air Force I BA 7: Operational Systems Development</i>		R-1 Program Element (Number/Name) PE 0605018F / <i>AF Integrated Personnel and Pay System (AF-IPPS)</i>		
C. Accomplishments/Planned Programs (\$ in Millions)		FY 2022	FY 2023	FY 2024
<p>Assessment ahead of a January 2025 Go-Live Limited Deployment. IOT&E will take place thereafter once all interfaces have deployed. This thrust includes all OT&E activities.</p> <p>The CSE activities accomplished within this thrust are performed primarily by Government Stakeholders.</p> <p>FY 2023 Plans: (Note: Unless otherwise depicted, all test events aligned within CV&I.)</p> <ul style="list-style-type: none"> - Conduct and complete government-led Human Resources Integrated Baseline Regression Test (IBRT) to validate human resources functional capability when combined with pay/leave capability. - Analyze integrator-led Payroll IBRT results to validate functional capability given recent development. - Analyze integrator-led Payroll Reconciliation Test results to validate AFIPPS correctly calculates payroll. - Analyze integrator-led Performance Evaluation Test results to validate system key performance for compensation accuracy, military pay auditability, and timeliness payroll processing and disbursement to Airmen and Guardians. - Conduct a Test Readiness Review in preparation for transition to the QT&E test series. - Conduct government-led Performance Evaluation Tests to validate system responsiveness is maintained during periods of high load and stress (QT&E). - Conduct and complete a System Operability Evaluation (SOE) to validate System Partner interfaces, critical technical parameters and key performance parameters (QT&E). - Conduct a User Evaluation Test (UET) and analyze results to validate system readiness for Operational Assessment (QT&E). - Provide support for the Joint Interoperability Test Command (JTIC) -led interoperability certification assessment tests (OT&E). - Conduct Cooperative Vulnerability Identification testing in which a team of cybersecurity specialists will assess AFIPPS' design (aligned with the CSE). <p>FY 2024 Plans: (Note: Unless otherwise depicted, all test events aligned within CV&I.)</p> <ul style="list-style-type: none"> - Will conduct Adversarial Cybersecurity Developmental Evaluation and Testing (ACD), in which a team of cybersecurity specialists perform evaluations of the system's cyber survivability and operational resilience in a mission context using realistic threat exploitation techniques, within a representative operating environment (aligned with the CSE). - Will complete analysis of Payroll Reconciliation Test results to validate AFIPPS correctly calculates payroll. - Will complete an User Evaluation Test (UET) and analyze results to validate system readiness for Operational Assessment (QT&E). - Will conduct end-to-end Treasury interface tests (QT&E). 				

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2024 Air Force	Date: March 2023
--	-------------------------

Appropriation/Budget Activity 3600: <i>Research, Development, Test & Evaluation, Air Force I BA 7: Operational Systems Development</i>	R-1 Program Element (Number/Name) PE 0605018F / <i>AF Integrated Personnel and Pay System (AF-IPPS)</i>
--	---

C. Accomplishments/Planned Programs (\$ in Millions)	FY 2022	FY 2023	FY 2024
- Will conduct an Operational Test Readiness Review in preparation for transition to OT&E. - Will complete support for the Joint Interoperability Test Command (JTIC) led interoperability certification assessment tests (OT&E). - Will support execution of an AFOTEC-led Operational Assessment (OT&E). FY 2023 to FY 2024 Increase/Decrease Statement: Funding in FY 2024 decreased due to a ramp down in Government-performed QT&E test and analysis activities.			
Accomplishments/Planned Programs Subtotals	25.582	37.901	40.203

D. Other Program Funding Summary (\$ in Millions)											
Line Item	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
• OPAF 03 834410: <i>INTEGRATED PERSONNEL AND PAY SYSTEM</i>	8.487	0.000	0.000	-	0.000	-	-	-	-	0.000	8.487

Remarks

E. Acquisition Strategy

The AFIPPS acquisition strategy focuses on expanding the fielded AF Military Personnel Data System (MilPDS) by integrating pay and leave capabilities. MilPDS is implemented using the commercial Oracle ERP E-Business Suite (EBS). The AFIPPS program configures/develops the pay module of EBS and ensures the system is fully integrated and deployed. The primary system integrator contract includes pay system development, test, and deployment. The development activities are fully coordinated and integrated with the on-going operation and sustainment of MilPDS.

AFIPPS is implementing agile principles to the maximum extent practical during the software development effort. The AFIPPS program includes two major releases:

First, the program leveraged a MilPDS self-service capability deployment to ensure infrastructure for pay and leave capability is in place. The self-service capability deployed in Jan 2021, allowing the AF community to initiate self-registration, validate member data, and verify operational performance.

Next, pay/leave capability was organized into stories then incorporated into work packages to be developed in three-week sprints. Each work package was developed and tested by the integrated user/developer team on multiple pre-production environments.

After completing initial development, the DAF will execute an extensive Test and Evaluation Strategy encompassing Development Test & Evaluation (DT&E), Operational Test & Evaluation (OT&E), and a Cybersecurity Evaluation (CSE).

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2024 Air Force		Date: March 2023
Appropriation/Budget Activity 3600: <i>Research, Development, Test & Evaluation, Air Force I BA 7: Operational Systems Development</i>	R-1 Program Element (Number/Name) PE 0605018F / <i>AF Integrated Personnel and Pay System (AF-IPPS)</i>	

DT&E will verify AFIPPS meets specifications and will validate system functionality and associated business processes relative to current payroll and leave systems. System performance will be re-verified upon integration with the existing MilPDS baseline. It is divided into two test series, Component Verification & Integration and Qualification Test & Evaluation (QT&E). Both the system integrator and Government stakeholders accomplish DT&E activities.

The DAF will then conduct OT&E. The OT&E strategy recently changed from a single Initial Operational Test & Evaluation (IOT&E) event following Go-Live to a two-phased approach. The revision was based on OSD(DOT&E) recommendations to better address system performance risks. Phase 1 comprises an Operational Assessment to determine operational effectiveness and suitability prior to Go-Live. AFIPPS pay/leave capability will then be delivered in January 2025 in a single release to all Active Duty Air and Space Force, National Guard (ANG), and Reserve (AFRes) components. (Note: The legacy systems within the existing pay/leave process have a significant interdependency such that incrementally decommissioning systems is not feasible. Therefore, while the program implements agile methodologies, the DAF will conduct only one pay/leave capability release.) This Limited Deployment will be executed with a semi-automated interface with the Defense Enterprise Accounting and Management System (DEAMS). (Note: the development actions DEAMS requires to interface with AFIPPS are independent of the AFIPPS program.) After the fully automated DEAMS interface deploys, Phase 2 will comprise an IOT&E event to further validate system efficacy.

The CSE comprises five test events which take place in parallel with DT&E and OT&E. The evaluation culminates in an Assessment & Authorization (A&A), which will evaluate AFIPPS' information system policies, security controls, documented vulnerabilities, etc. Thus far, the DAF has completed one of five test events.

After successfully completing all test initiatives, the DAF will declare the system fully deployed and transition to the Capability Support Phase.

UNCLASSIFIED

Exhibit R-3, RDT&E Project Cost Analysis: PB 2024 Air Force **Date:** March 2023

Appropriation/Budget Activity 3600 / 7	R-1 Program Element (Number/Name) PE 0605018F / AF Integrated Personnel and Pay System (AF-IPPS)	Project (Number/Name) 676003 / HRM Structural Development
--	--	---

Product Development (\$ in Millions)				FY 2022		FY 2023		FY 2024 Base		FY 2024 OCO		FY 2024 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
AFIPPS Prime Software Developmental Efforts	C/CPIF	ACCENTURE FEDERAL SVCS : ARLINGTON, VA	0.000	13.317	Jan 2022	18.716	Oct 2022	15.293	Oct 2023	-		15.293	Continuing	Continuing	90.482
AFIPPS Application Hosting Environment	MIPR	DISA EIS : Pensacola, FL	0.000	5.267	Nov 2021	5.667	Oct 2022	6.030	Oct 2023	-		6.030	Continuing	Continuing	-
AFIPPS Enterprise Systems Integration/ Deployment	Various	Various : Various	0.000	-		-		4.701	Apr 2024	-		4.701	Continuing	Continuing	-
AFIPPS COTS Licenses	Various	Various : Various	0.000	0.529	Apr 2022	1.009	Apr 2023	1.020	Apr 2024	-		1.020	Continuing	Continuing	-
AFIPPS Financial Improvement and Audit Readiness (FIAR)	C/FP	Various : Various	0.000	-		0.255	Aug 2023	0.257	Aug 2024	-		0.257	Continuing	Continuing	1.080
AFIPPS Direct Mission Support (Other)	C/CPAF	Oasis Systems, LLC : Lexington, MA	0.000	2.237	Jan 2022	4.115	Mar 2023	3.862	Oct 2023	-		3.862	Continuing	Continuing	14.195
Subtotal			0.000	21.350		29.762		31.163		-		31.163	Continuing	Continuing	N/A

Remarks
Target Value of Contract for all applicable Product Development cost categories increased to reflect target values through the 2QFY26 Full Deployment.

Test and Evaluation (\$ in Millions)				FY 2022		FY 2023		FY 2024 Base		FY 2024 OCO		FY 2024 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
AFIPPS Developmental Test & Evaluation (DT&E)	Various	Various : Various	0.000	1.553	Oct 2021	1.553	Oct 2022	0.556	Oct 2023	-		0.556	Continuing	Continuing	-
AFIPPS Operational Test & Evaluation (OT&E)	Various	Various : Various	0.000	-		0.052	Oct 2022	1.040	Oct 2023	-		1.040	Continuing	Continuing	-
Subtotal			0.000	1.553		1.605		1.596		-		1.596	Continuing	Continuing	N/A

UNCLASSIFIED

Exhibit R-3, RDT&E Project Cost Analysis: PB 2024 Air Force **Date:** March 2023

Appropriation/Budget Activity 3600 / 7	R-1 Program Element (Number/Name) PE 0605018F / AF Integrated Personnel and Pay System (AF-IPPS)	Project (Number/Name) 676003 / HRM Structural Development
--	--	---

Management Services (\$ in Millions)				FY 2022		FY 2023		FY 2024 Base		FY 2024 OCO		FY 2024 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			
AFIPPS Engineering, Professional, and Administrative Support Services (EPASS)	C/CPAF	Oasis Systems, LLC : Lexington, MA	0.000	0.533	Dec 2021	2.260	Oct 2022	2.382	Oct 2023	-		2.382	Continuing	Continuing	14.260
AFIPPS Other Program Support Cost	Various	Various : Various	0.000	2.146	Nov 2021	4.274	Nov 2022	5.062	Nov 2023	-		5.062	Continuing	Continuing	-
Subtotal			0.000	2.679		6.534		7.444		-		7.444	Continuing	Continuing	N/A

Remarks
Target Value of Contract for EPASS increased to reflect target values through the 2QFY26 Full Deployment.

	Prior Years	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	0.000	25.582	37.901	40.203	-	40.203	Continuing	Continuing	N/A

Remarks

UNCLASSIFIED

Exhibit R-4, RDT&E Schedule Profile: PB 2024 Air Force		Date: March 2023
Appropriation/Budget Activity 3600 / 7	R-1 Program Element (Number/Name) PE 0605018F / AF Integrated Personnel and Pay System (AF-IPPS)	Project (Number/Name) 676003 / HRM Structural Development

FY 2022				FY 2023				FY 2024				FY 2025				FY 2026				FY 2027				FY 2028			
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

<i>Integrated Personnel and Pay System</i>	
Additional Development Activities (Transactional/Reporting)	
System Integrator Developmental Test (CV&I)	
Government Integrated Test and Evaluation Activities (DT&E, OT&E)	
Cybersecurity Evaluation (CSE)	
Limited Deployment Authority to Proceed	
Limited Deployment / Go-Live	
Engineering Support to Deployment and Evaluation	
Full Deployment Decision / Capability Support Authority to Proceed	
DevSecOps Transition Support for Sustainment and Cloud Migration	

UNCLASSIFIED

Exhibit R-4A, RDT&E Schedule Details: PB 2024 Air Force		Date: March 2023
Appropriation/Budget Activity 3600 / 7	R-1 Program Element (Number/Name) PE 0605018F / <i>AF Integrated Personnel and Pay System (AF-IPPS)</i>	Project (Number/Name) 676003 / <i>HRM Structural Development</i>

Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<i>Integrated Personnel and Pay System</i>				
Additional Development Activities (Transactional/Reporting)	1	2022	1	2024
System Integrator Developmental Test (CV&I)	1	2022	1	2024
Government Integrated Test and Evaluation Activities (DT&E, OT&E)	1	2022	1	2026
Cybersecurity Evaluation (CSE)	1	2022	4	2025
Limited Deployment Authority to Proceed	4	2024	4	2024
Limited Deployment / Go-Live	2	2025	2	2025
Engineering Support to Deployment and Evaluation	2	2025	1	2026
Full Deployment Decision / Capability Support Authority to Proceed	2	2026	2	2026
DevSecOps Transition Support for Sustainment and Cloud Migration	3	2026	3	2027

Note

Component Verification and Integration (CV&I)
 Developmental Test & Evaluation (DT&E)
 Operational Test & Evaluation (OT&E)
 Development, Security and Operations (DevSecOps)