Exhibit R-2, RDT&E Budget Item Justification: PB 2012 Army										DATE: February 2011	
APPROPRIATION/BUDGET ACTIVITY 2040: *Research, Development, Test & Evaluation, Army* BA 5: *Development & Demonstration (SDD)*					**R-1 ITEM NOMENCLATURE** PE 0605018A: *Army Integ Military Human Resources Sys (A-IMRS)*						

COST ($ in Millions)	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
Total Program Element	-	100.500	68.693	-	68.693	53.968	64.534	-	-	0.000	287.695
HR5: *ARMY INTEG MILITARY HUMAN RESOURCES SYS (A-IMRS)*	-	100.500	68.693	-	68.693	53.968	64.534	-	-	0.000	287.695

A. Mission Description and Budget Item Justification

The Army Integrated Military Human Resources System (A-IMHRS) will provide the Army with an integrated, multi-component, personnel and pay system. The system will streamline Army Human Resources (HR), enhancing the efficiency and accuracy of Army personnel and pay procedures. A-IMHRS will provide each Service member with a single, comprehensive record of service that will feature a self-service capability that allows the Service member to update selected personal information. HR Specialists, Commanders and others will have access to Soldiers' personnel and pay information as required to support their decisions and responsibilities across the Army. This web-based HR tool will be available 24 hours a day.

B. Program Change Summary ($ in Millions)

	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total
Previous President's Budget	-	100.500	68.600	-	68.600
Current President's Budget	-	100.500	68.693	-	68.693
Total Adjustments	-	-	0.093	-	0.093
• Congressional General Reductions		-			
• Congressional Directed Reductions		-			
• Congressional Rescissions	-	-			
• Congressional Adds		-			
• Congressional Directed Transfers		-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Years	-	-	0.093	-	0.093

Exhibit R-2A, RDT&E Project Justification: PB 2012 Army										DATE: February 2011	

APPROPRIATION/BUDGET ACTIVITY 2040: *Research, Development, Test & Evaluation, Army* BA 5: *Development & Demonstration (SDD)*	R-1 ITEM NOMENCLATURE PE 0605018A: *Army Integ Military Human Resources Sys (A-IMRS)*	PROJECT HR5: *ARMY INTEG MILITARY HUMAN RESOURCES SYS (A-IMRS)*

COST ($ in Millions)	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
HR5: *ARMY INTEG MILITARY HUMAN RESOURCES SYS (A-IMRS)*	-	100.500	68.693	-	68.693	53.968	64.534	-	-	0.000	287.695
Quantity of RDT&E Articles											

A. Mission Description and Budget Item Justification

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 will more accurately identify the program as the military personnel and pay solution for the Army.

The Army Integrated Military Human Resources System (A-IMHRS) /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. A-IMHRS /IPPS-A will subsume approximately 70 Army legacy systems across the Army, Army Reserve, and National Guard, into one integrated system. A-IMHRS /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. A-IMHRS/ 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. Accomplishments/Planned Programs ($ in Millions, Article Quantities in Each)	FY 2010	FY 2011	FY 2012
Title: Analysis and Design, Development, and Integration of IPPS-A *Articles:*	- 	100.500 0	68.693
Description: Funding is provided for the following efforts: *FY 2011 Plans:* Efforts associated with the delivery of a fully integrated system which includes the following major activities: Fit/Gap, requirements decomposition, Preliminary Design Review, Critical Design Review, development environments/ data centers build out, development of configuration, customization, and integration, unit level testing, product level testing, data conversion, interface conversion, security (roles & permissions, provisioning, GRC, DIACAP), reports and queries. *FY 2012 Plans:* In FY2012, A-IMHRS/IPPS-A will complete system Design, Development, and Integration efforts as well as System Development Testing for Release 1. In Q3 FY2012, the Program will begin Government Acceptance Testing. In addition, A-IMHRS/IPPS-A will engage in multiple other activities related to system development and deployment, including the build-out of the Production			

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Exhibit R-2A, **RDT&E Project Justification:** PB 2012 Army		**DATE:** February 2011
APPROPRIATION/BUDGET ACTIVITY 2040: *Research, Development, Test & Evaluation, Army* BA 5: *Development & Demonstration (SDD)*	**R-1 ITEM NOMENCLATURE** PE 0605018A: *Army Integ Military Human Resources Sys (A-IMRS)*	**PROJECT** HR5: *ARMY INTEG MILITARY HUMAN RESOURCES SYS (A-IMRS)*

B. Accomplishments/Planned Programs ($ in Millions, Article Quantities in Each)	**FY 2010**	**FY 2011**	**FY 2012**
environment and data centers; training of test participants; deployment planning; data conversion; interface conversion; security planning; reports and queries; and development of all program Milestone C documentation.			
Accomplishments/Planned Programs Subtotals	-	100.500	68.693

C. Other Program Funding Summary ($ in Millions)

Line Item	FY 2010	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	FY 2013	FY 2014	FY 2015	FY 2016	Cost To Complete	Total Cost
• 0308610A: *OMA - Army Integrated Military Human Resources System (A-IMHRS)*								66.799	65.003	0.000	196.805

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 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.

Army intends to design, develop, and implement IPPS-A using the enterprise DIMHRS IT Investment initially developed by the BTA and transitioned to the Services beginning in October 2009. The Army will build out the Army-specific attributes and functionality of the DIMHRS personnel and pay system to develop an integrated, Army-specific system. As part of this strategy, IPPS-A will be built using commercial-off-the-shelf (COTS) Enterprise Resource Planning (ERP) software, upgrading the DIMHRS IT Investment platform to the latest version of PeopleSoft (v9.1), and migrating the DIMHRS environment to an Army Data Center. The Army anticipates approval of a Defense Acquisition Milestone (MS) B in Q2 FY2011.

E. Performance Metrics

Performance metrics used in the preparation of this justification material may be found in the FY 2010 Army Performance Budget Justification Book, dated May 2010.

Exhibit R-3, RDT&E Project Cost Analysis: PB 2012 Army		DATE: February 2011

APPROPRIATION/BUDGET ACTIVITY 2040: *Research, Development, Test & Evaluation, Army* BA 5: *Development & Demonstration (SDD)*	R-1 ITEM NOMENCLATURE PE 0605018A: *Army Integ Military Human Resources Sys (A-IMRS)*	PROJECT HR5: *ARMY INTEG MILITARY HUMAN RESOURCES SYS (A-IMRS)*

Management Services ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Total Prior Years Cost	FY 2011 Cost	FY 2011 Award Date	FY 2012 Base Cost	FY 2012 Base Award Date	FY 2012 OCO Cost	FY 2012 OCO Award Date	FY 2012 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Program Management Contract Support	C/FP	Booz Allen Hamilton INC.:Mclean, VA	-	11.000		5.000		-		5.000	Continuing	Continuing	Continuing
In-house Government Management Support	Allot	Program oversight, resource justification, budget and programming, milestone and schedule tracking:Alexandria, VA	-	-		3.000		-		3.000	Continuing	Continuing	Continuing
Independent Verification and Validation (IV&V)	C/FP	Capgemini Government Solutions LLC:Herndon, VA	-	-		2.000		-		2.000	Continuing	Continuing	Continuing
Subtotal			-	11.000		10.000		-		10.000			

Product Development ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Total Prior Years Cost	FY 2011 Cost	FY 2011 Award Date	FY 2012 Base Cost	FY 2012 Base Award Date	FY 2012 OCO Cost	FY 2012 OCO Award Date	FY 2012 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Design, Development, and Integration	C/CPAF	Northrop Grumman Information Technology:Mclean, VA	-	68.500		20.000		-		20.000	Continuing	Continuing	Continuing
Software Licenses	SS/FP	Various:Various	-	4.000		10.000		-		10.000	Continuing	Continuing	Continuing
In-house contract support of system development	C/FP	Booz Allen Hamilton INC:Mclean, VA	-	13.000		19.263		-		19.263	Continuing	Continuing	Continuing
Oracle Consulting Service	C/FFP	Oracle America INC.:Redwood City, CA	-	2.000		2.930		-		2.930	Continuing	Continuing	Continuing
Network Support	MIPR	Network support from various activities:Various	-	2.000		3.100		-		3.100	Continuing	Continuing	Continuing
Subtotal			-	89.500		55.293		-		55.293			

Exhibit R-3, RDT&E Project Cost Analysis: PB 2012 Army											DATE: February 2011		

APPROPRIATION/BUDGET ACTIVITY 2040: *Research, Development, Test & Evaluation, Army* BA 5: *Development & Demonstration (SDD)*	R-1 ITEM NOMENCLATURE PE 0605018A: *Army Integ Military Human Resources Sys (A-IMRS)*	PROJECT HR5: *ARMY INTEG MILITARY HUMAN RESOURCES SYS (A-IMRS)*

Support ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Total Prior Years Cost	FY 2011		FY 2012 Base		FY 2012 OCO		FY 2012 Total	Cost To Complete	Total Cost	Target Value of Contract
				Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost			
Facilities/Lease/Rents	MIPR	Facilities/Lease/Rents:Various	-	-		3.400		-		3.400	Continuing	Continuing	Continuing
		Subtotal	-	-		3.400		-		3.400			

	Total Prior Years Cost	FY 2011	FY 2012 Base	FY 2012 OCO	FY 2012 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	-	100.500	68.693	-	68.693			

Remarks

Exhibit R-4, RDT&E Schedule Profile: PB 2012 Army | **DATE:** February 2011

APPROPRIATION/BUDGET ACTIVITY 2040: *Research, Development, Test & Evaluation, Army* BA 5: *Development & Demonstration (SDD)*	R-1 ITEM NOMENCLATURE PE 0605018A: *Army Integ Military Human Resources Sys (A-IMRS)*	PROJECT HR5: *ARMY INTEG MILITARY HUMAN RESOURCES SYS (A-IMRS)*

	FY 2010				FY 2011				FY 2012				FY 2013				FY 2014				FY 2015				FY 2016			
	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 I (R1)																												
Design, Development, and Integration																												
System Development Test																												
GAT																												
OT & E																												
Deployment																												
Operations and Support																												
Release II (R2)																												
Development and Integration - R2																												
Integrated Development and Operational Test - R2																												
Deployment - R2																												
Operations and Support - R2																												
Release III (R3)																												
Development and Integration - R3																												
Integrated Development and Operational Test - R3																												
Deployment - R3																												
Operations and Support - R3																												

Exhibit R-4A, **RDT&E Schedule Details:** PB 2012 Army | **DATE:** February 2011

APPROPRIATION/BUDGET ACTIVITY 2040: *Research, Development, Test & Evaluation, Army* BA 5: *Development & Demonstration (SDD)*	R-1 ITEM NOMENCLATURE PE 0605018A: *Army Integ Military Human Resources Sys (A-IMRS)*	PROJECT HR5: *ARMY INTEG MILITARY HUMAN RESOURCES SYS (A-IMRS)*

Schedule Details

Events	Start		End	
	Quarter	Year	Quarter	Year
Release I (R1)	1	2011	2	2014
Design, Development, and Integration	1	2011	1	2012
System Development Test	3	2011	2	2012
GAT	3	2012	1	2013
OT & E	1	2013	3	2013
Deployment	3	2013	2	2014
Operations and Support	3	2013	2	2014
Release II (R2)	2	2013	3	2014
Development and Integration - R2	2	2013	4	2013
Integrated Development and Operational Test - R2	4	2013	2	2014
Deployment - R2	3	2014	3	2014
Operations and Support - R2	3	2014	3	2014
Release III (R3)	4	2013	4	2014
Development and Integration - R3	4	2013	2	2014
Integrated Development and Operational Test - R3	2	2014	3	2014
Deployment - R3	4	2014	4	2014
Operations and Support - R3	4	2014	4	2014