Exhibit R-2, RDT&E Budget Item Justification: PB 2016 Army											Date: February 2015	
Appropriation/Budget Activity 2040: *Research, Development, Test & Evaluation, Army I* BA 5: *System Development & Demonstration (SDD)*					R-1 Program Element (Number/Name) PE 0605018A *I Integrated Personnel and Pay System-Army (IPPS-A)*							
COST ($ in Millions)	**Prior Years**	**FY 2014**	**FY 2015**	**FY 2016 Base**	**FY 2016 OCO**	**FY 2016 Total**	**FY 2017**	**FY 2018**	**FY 2019**	**FY 2020**	**Cost To Complete**	**Total Cost**
Total Program Element	-	34.400	68.434	136.011	-	136.011	174.749	142.774	111.706	36.344	Continuing	Continuing
ED9: *Integrated Personnel and Pay System - Army Inc 2*	-	-	68.434	136.011	-	136.011	174.749	142.774	111.706	36.344	Continuing	Continuing
HR5: *Integrated Personnel And Pay System - Army Inc 1*	-	34.400	-	-	-	-	-	-	-	-	Continuing	Continuing

Note

The name of this PE has changed from Army Integrated Military Human Resources System (A-IMHRS) to Integrated Personnel and Pay System - Army (IPPS-A). IPPS-A more accurately identifies the program as the military personnel and pay solution for the Army.

The FY 2016 adjustment is due to IPPS-A Increment II obtaining a Milestone B decision requiring Army to fund the program to the the Army Cost Position.

A. Mission Description and Budget Item Justification

IPPS-A Increment I (Project HR5) and Increment II (Project ED9) are both designated Major Automated Information System (MAIS) programs.

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

Exhibit R-2, RDT&E Budget Item Justification: PB 2016 Army					Date: February 2015
Appropriation/Budget Activity 2040: *Research, Development, Test & Evaluation, Army* / BA 5: *System Development & Demonstration (SDD)*			R-1 Program Element (Number/Name) PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*		
B. Program Change Summary ($ in Millions)	**FY 2014**	**FY 2015**	**FY 2016 Base**	**FY 2016 OCO**	**FY 2016 Total**
Previous President's Budget	69.253	138.465	141.521	-	141.521
Current President's Budget	34.400	68.434	136.011	-	136.011
Total Adjustments	-34.853	-70.031	-5.510	-	-5.510
• Congressional General Reductions	-	-0.031			
• Congressional Directed Reductions	-	-70.000			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-34.853	-			
• SBIR/STTR Transfer	-	-			
• Other Adjustments 1	-	-	-5.510	-	-5.510

Exhibit R-2A, RDT&E Project Justification: PB 2016 Army			Date: February 2015
Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	Project (Number/Name) ED9 / *Integrated Personnel and Pay System - Army Inc 2*	

COST ($ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
ED9: *Integrated Personnel and Pay System - Army Inc 2*	-	-	68.434	136.011	-	136.011	174.749	142.774	111.706	36.344	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 2014	FY 2015	FY 2016
Title: Analysis and Design, Development, and Integration of IPPS-A Increment II	-	68.434	136.011
Description: Funding is provided for the following efforts: ***FY 2015 Plans:*** 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 will begin System Requirements Review, System Functional Review and Integrated Baseline Review with the System Integrator to begin Preliminary Design Review for Increment II. Major activities will include Integrated Baseline Review and continue blueprinting efforts including determination of Authoritative Data Sources, preparation activities for the DISA migration, further Business Process Re-engineering (BPR) activities to take advantage of known capabilities within PeopleSoft Human Capital Management (HCM) 9.2, support for the MilPay transition, continue legacy system analysis with the Functional Proponent and system owners, define a more robust integrated development environment, develop PeopleSoft Training, and evaluating the Risk Management Framework. ***FY 2016 Plans:*** IPPS-A will complete the Primary Design Review and Critical Design Review for the entire Increment and begin the design, development, integration, and testing activities for Release 2.0. Release 2.0 activities include data call from legacy systems, data analysis, data cleansing, and data conversion; design and build out the system technical architecture for IPPS-A; and configure the Enterprise Resource Planning system against functional personnel specifications. IPPS-A will also initiate critical activities			

Exhibit R-2A, RDT&E Project Justification: PB 2016 Army		Date: February 2015
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*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2014	FY 2015	FY 2016
to support an Integrated Progress Review (IPR) with the Milestone Decision Authority (MDA) for Releases 3.0 and begin the Preliminary Design Review (PDR).			
Accomplishments/Planned Programs Subtotals	-	68.434	136.011

C. Other Program Funding Summary ($ in Millions)

Line Item	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
• Sustainment and Support: *OMA - Army Integrated Personnel and Pay System - Army (IPPS-A)*	-	-	-	-	-	-	42.061	56.574	84.507	1,077.691	1,260.833
• System Implementation/Fielding: *OPA - Army Integrated Personnel and Pay System - Army (IPPS-A)*	-	16.970	4.446	-	4.446	4.246	16.140	46.359	9.504	3.500	101.165

Remarks

0308610A (OMA): Funding will be used for the operations and maintenance support of IPPS-A which includes civilian salaries, program office contractor support, travel and training for program office personnel, software license renewal, and Help Desk support.

B66706000 (OPA): Funding will be used for initial system implementation and fielding of IPPS-A, to include New Equipment Training (NET) as well as procurement of hardware and software which is required to build out the infrastructure of IPPS-A Data Centers.

D. Acquisition Strategy

On September 8, 2009, the USD(AT&L) issued an Acquisition Decision Memorandum (ADM) directing the Services to develop Service-specific integrated personnel and pay systems (IPPSs). The ADM also directed the Services to use the DIMHRS IT Investment to the maximum extent practical to develop their IPPS system from a DoD program to a Service-specific program. As a result of this decision, on October 1, 2009, the DoD Business Transformation Agency (BTA) began to transition the work done on DIMHRS to the Services. The Army G-1 and Program Executive Office Enterprise Information Systems (PEO EIS) are partnered to develop the Integrated Personnel and Pay System - Army (IPPS-A), leveraging the IT investment to the maximum extent practical. This direction will ensure the system meets Army specific requirements while also feeding a planned DoD Enterprise Data Warehouse to satisfy joint Services and Office of the Secretary of Defense (OSD) information requirements. The Army will address personnel and pay management requirements by implementing a COTS Enterprise Resource Planning (ERP) product using the Oracle PeopleSoft software and building on the DIMHRS solution delivered by BTA.

The Army will employ a hybrid solution using ERP software and Agile Development to deliver integrated personnel and pay capabilities, capitalizing on the PeopleSoft product delivered by BTA as part of the DIMHRS program. The Army plans to use current Army upgraded PeopleSoft 9.2 ERP and Oracle 12c database capabilities, along with Application Technologies outside of the core ERP to meet user requirements.

Exhibit R-2A, RDT&E Project Justification: PB 2016 Army		Date: February 2015
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*

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 FY16 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.

Release 4.0 - Pay Services - Release 4.0, begins in FY17 and delivers capability in FY19, 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

Exhibit R-3, RDT&E Project Cost Analysis: PB 2016 Army			Date: February 2015
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)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2014 Cost	FY 2014 Award Date	FY 2015 Cost	FY 2015 Award Date	FY 2016 Base Cost	FY 2016 Base Award Date	FY 2016 OCO Cost	FY 2016 OCO Award Date	FY 2016 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Program Management Support	C/CPIF	TBD : TBD	0.000	-		2.749		1.991		-		1.991	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		-		5.089	Continuing	Continuing	Continuing
		Subtotal	0.000	-		5.742		7.080		-		7.080	-	-	-

Product Development ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2014 Cost	FY 2014 Award Date	FY 2015 Cost	FY 2015 Award Date	FY 2016 Base Cost	FY 2016 Base Award Date	FY 2016 OCO Cost	FY 2016 OCO Award Date	FY 2016 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Software Licenses - All Others	C/FFP	Various : Various	0.000	-		2.720		2.802		-		2.802	Continuing	Continuing	Continuing
Software Licenses - IBM	C/FFP	Immixtechnology, INC. : Mclean, VA	0.000	-		1.100		0.417		-		0.417	Continuing	Continuing	Continuing
Software Lincenses - GRC	C/FFP	Mythics : Virginia Beach, VA	0.000	-		0.906		0.769		-		0.769	Continuing	Continuing	Continuing
Software License Ab Initio	C/FFP	Various : Various	0.000	-		-		3.000		-		3.000	-	3.000	-
Software Licenses - PeopleSoft Enterprise Licenses	SS/FFP	Oracle America, INC : Reston, VA	0.000	-		2.348		2.419		-		2.419	Continuing	Continuing	Continuing
Software Licenses - CA	SS/FFP	ImmixTechnology : McLean, VA	0.000	-		0.829		0.854		-		0.854	Continuing	Continuing	Continuing
Software Licenses - Actuate eReport/BIRT	SS/FFP	Actuate Corp : San Mateo, CA	0.000	-		0.585		0.602		-		0.602	Continuing	Continuing	Continuing
Software Product Level SME Consulting Service	SS/FFP	TBD : TBD	0.000	-		2.158		2.580		-		2.580	Continuing	Continuing	Continuing

Exhibit R-3, RDT&E Project Cost Analysis: PB 2016 Army			Date: February 2015
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)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2014 Cost	FY 2014 Award Date	FY 2015 Cost	FY 2015 Award Date	FY 2016 Base Cost	FY 2016 Base Award Date	FY 2016 OCO Cost	FY 2016 OCO Award Date	FY 2016 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
In-house contract support of system development	C/CPFF	TBD : TBD	0.000	-		10.675		14.812		-		14.812	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	-		13.204		53.982		-		53.982	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		30.025		-		30.025	-	46.096	-
System Interface	MIPR	Various : Various	0.000	-		-		7.183		-		7.183	-	7.183	-
Peoplesoft V9.2 Talent Management Capability Support	MIPR	TBD : TBD	0.000	-		-		1.636		-		1.636	-	1.636	-
		Subtotal	0.000	-		55.596		121.081		-		121.081	-	-	-

Support ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2014 Cost	FY 2014 Award Date	FY 2015 Cost	FY 2015 Award Date	FY 2016 Base Cost	FY 2016 Base Award Date	FY 2016 OCO Cost	FY 2016 OCO Award Date	FY 2016 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Facilities/Lease/Rents	MIPR	Facilities/Lease/ Rents : Various	0.000	-		3.128		3.222		-		3.222	Continuing	Continuing	Continuing
Equipment and Supplies, MISC	Various	Various : Various	0.000	-		2.987		0.500		-		0.500	Continuing	Continuing	Continuing
		Subtotal	0.000	-		6.115		3.722		-		3.722	-	-	-

Exhibit R-3, RDT&E Project Cost Analysis: PB 2016 Army			Date: February 2015
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*	

Test and Evaluation ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2014 Cost	FY 2014 Award Date	FY 2015 Cost	FY 2015 Award Date	FY 2016 Base Cost	FY 2016 Base Award Date	FY 2016 OCO Cost	FY 2016 OCO Award Date	FY 2016 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Increment II - Government Acceptance Testing/ Operational Test and Evaluation	MIPR	Various Government Agencies : Various	0.000	-		-		1.761		-		1.761	64.037	65.798	Continuing
Increment II - Capability Acceptance Testing (CAT)/ DT	Various	Government & Support Contractors : Various	0.000	-		0.981		2.367		-		2.367	-	3.348	Continuing
		Subtotal	0.000	-		0.981		4.128		-		4.128	64.037	69.146	-

	Prior Years	FY 2014		FY 2015		FY 2016 Base		FY 2016 OCO		FY 2016 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	0.000	-		68.434		136.011		-		136.011	-	-	-

Remarks

Exhibit R-4, RDT&E Schedule Profile: PB 2016 Army		Date: February 2015
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*

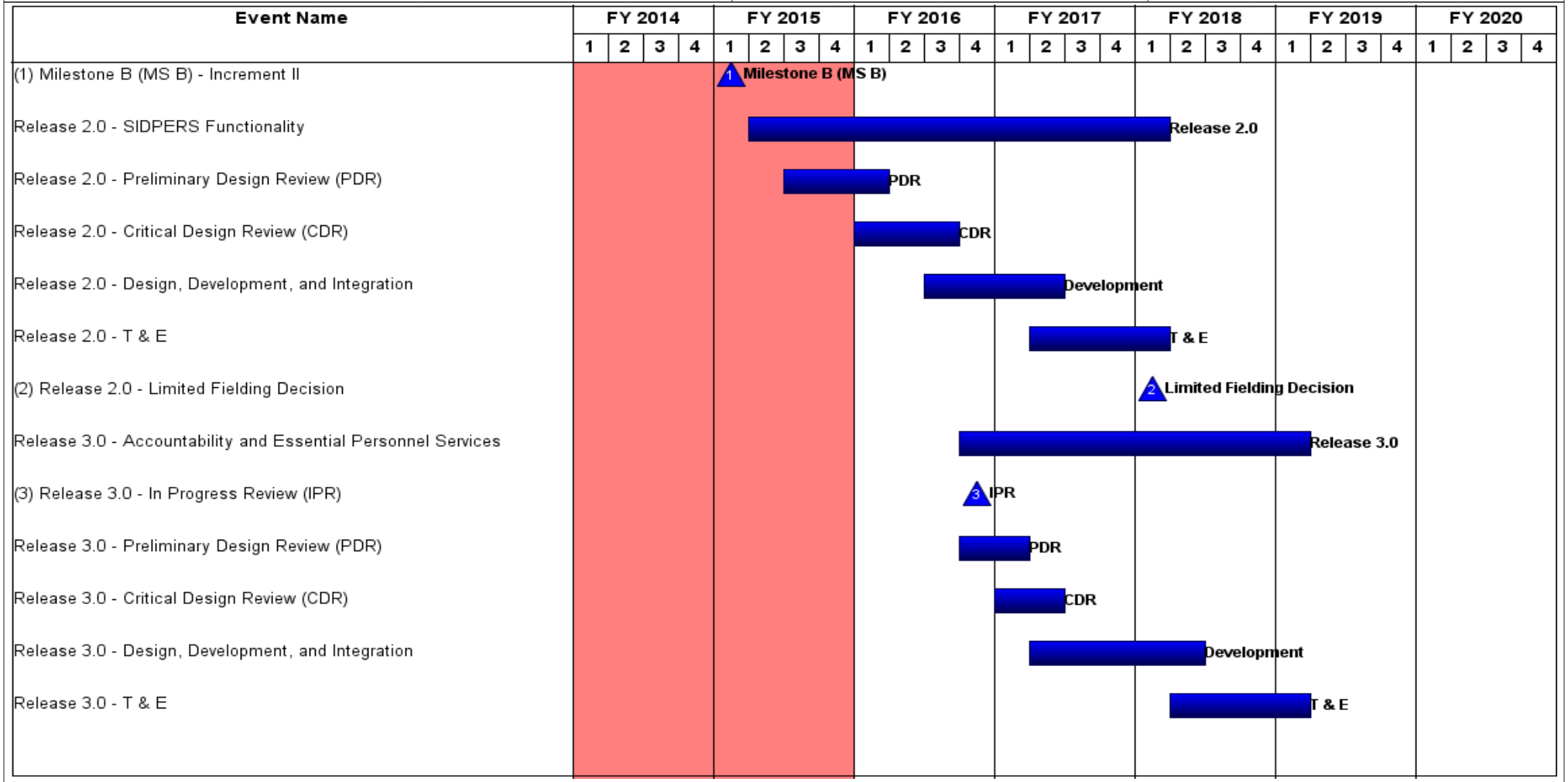

Exhibit R-4, RDT&E Schedule Profile: PB 2016 Army		Date: February 2015
Appropriation/Budget Activity 2040 / 5	**R-1 Program Element (Number/Name)** PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	**Project (Number/Name)** ED9 / *Integrated Personnel and Pay System - Army Inc 2*

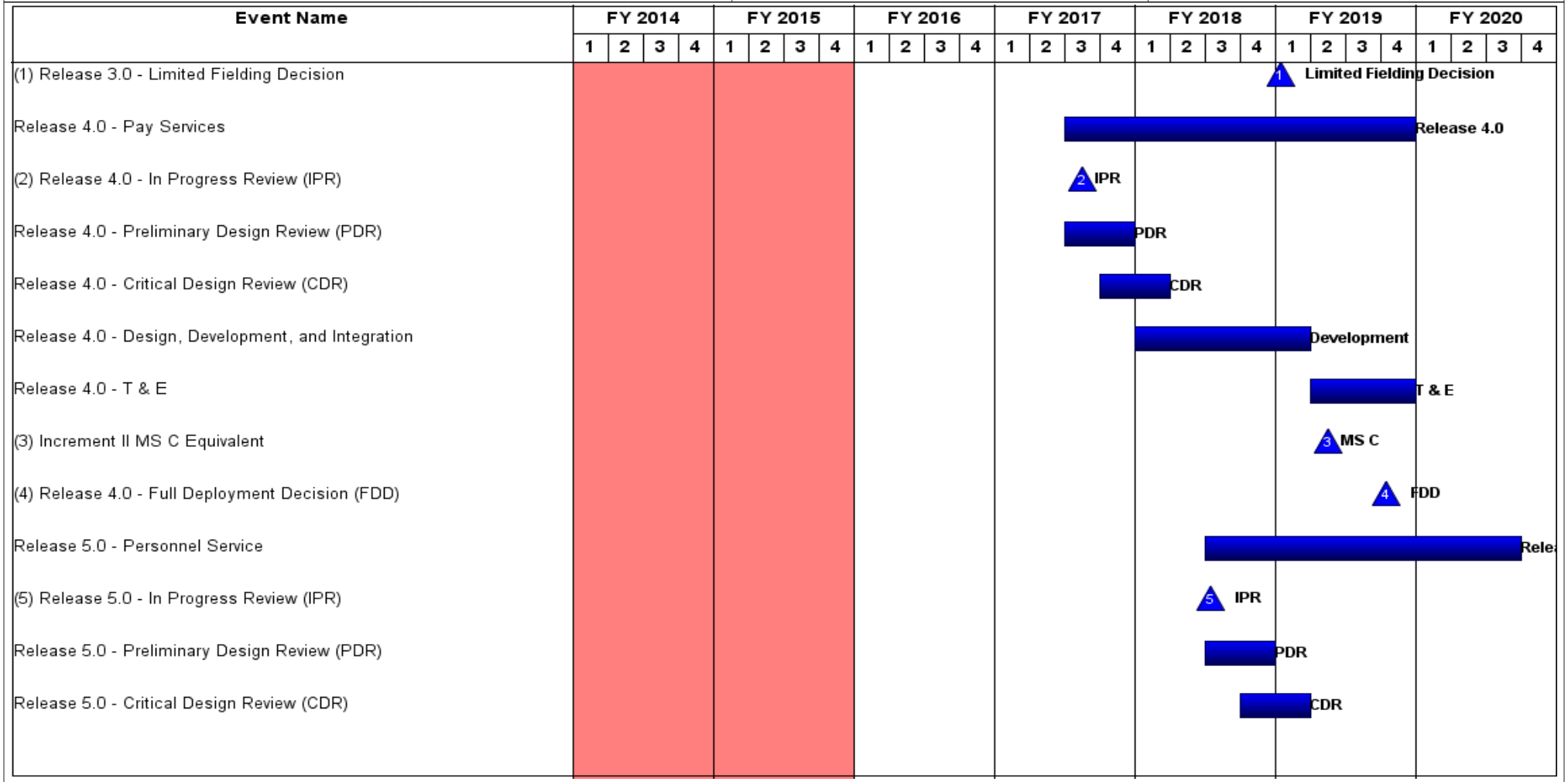

Exhibit R-4, RDT&E Schedule Profile: PB 2016 Army		Date: February 2015
Appropriation/Budget Activity 2040 / 5	**R-1 Program Element (Number/Name)** PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	**Project (Number/Name)** ED9 / *Integrated Personnel and Pay System - Army Inc 2*

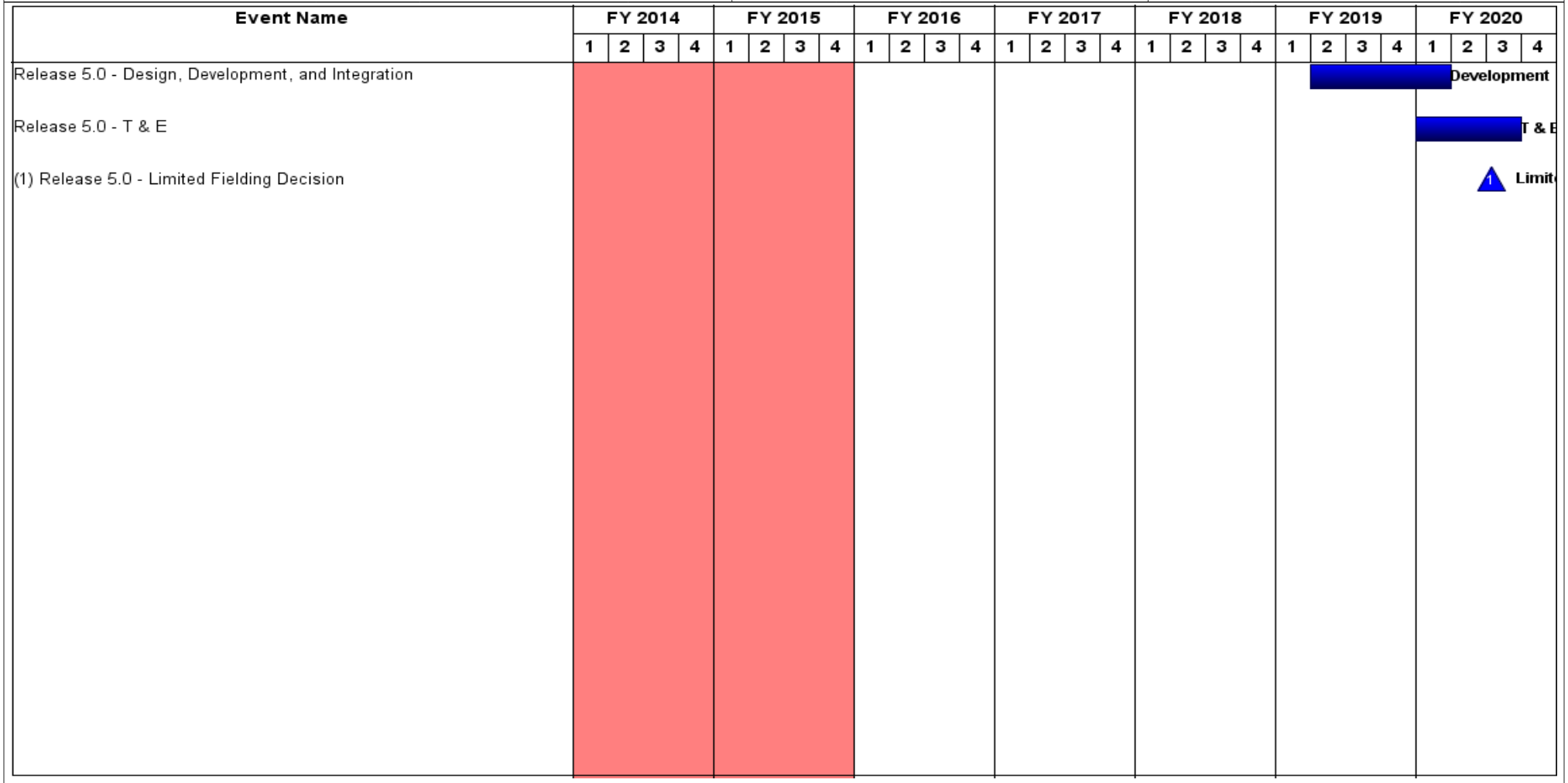

Exhibit R-4A, RDT&E Schedule Details: PB 2016 Army		Date: February 2015
Appropriation/Budget Activity 2040 / 5	**R-1 Program Element (Number/Name)** PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	**Project (Number/Name)** ED9 / *Integrated Personnel and Pay System - Army Inc 2*

Schedule Details

	Start		End	
Events	**Quarter**	**Year**	**Quarter**	**Year**
Milestone B (MS B) - Increment II	1	2015	1	2015
Release 2.0 - SIDPERS Functionality	2	2015	1	2018
Release 2.0 - Preliminary Design Review (PDR)	3	2015	1	2016
Release 2.0 - Critical Design Review (CDR)	1	2016	3	2016
Release 2.0 - Design, Development, and Integration	3	2016	2	2017
Release 2.0 - T & E	2	2017	1	2018
Release 2.0 - Limited Fielding Decision	1	2018	1	2018
Release 3.0 - Accountability and Essential Personnel Services	4	2016	1	2019
Release 3.0 - In Progress Review (IPR)	4	2016	4	2016
Release 3.0 - Preliminary Design Review (PDR)	4	2016	1	2017
Release 3.0 - Critical Design Review (CDR)	1	2017	2	2017
Release 3.0 - Design, Development, and Integration	2	2017	2	2018
Release 3.0 - T & E	2	2018	1	2019
Release 3.0 - Limited Fielding Decision	1	2019	1	2019
Release 4.0 - Pay Services	3	2017	4	2019
Release 4.0 - In Progress Review (IPR)	3	2017	3	2017
Release 4.0 - Preliminary Design Review (PDR)	3	2017	4	2017
Release 4.0 - Critical Design Review (CDR)	4	2017	1	2018
Release 4.0 - Design, Development, and Integration	1	2018	1	2019
Release 4.0 - T & E	2	2019	4	2019
Increment II MS C Equivalent	2	2019	2	2019
Release 4.0 - Full Deployment Decision (FDD)	4	2019	4	2019

Exhibit R-4A, RDT&E Schedule Details: PB 2016 Army		Date: February 2015
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*

	Start		End	
Events	**Quarter**	**Year**	**Quarter**	**Year**
Release 5.0 - Personnel Service	3	2018	3	2020
Release 5.0 - In Progress Review (IPR)	3	2018	3	2018
Release 5.0 - Preliminary Design Review (PDR)	3	2018	4	2018
Release 5.0 - Critical Design Review (CDR)	4	2018	1	2019
Release 5.0 - Design, Development, and Integration	2	2019	1	2020
Release 5.0 - T & E	1	2020	3	2020
Release 5.0 - Limited Fielding Decision	3	2020	3	2020

Exhibit R-2A, RDT&E Project Justification: PB 2016 Army			Date: February 2015
Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	Project (Number/Name) HR5 / *Integrated Personnel And Pay System - Army Inc 1*	

COST ($ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
HR5: *Integrated Personnel And Pay System - Army Inc 1*	-	34.400	-	-	-	-	-	-	-	-	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

Note

IPPS-A Increment I 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 I will provide a single, multi-Component trusted database with a single record for all Army Soldiers, and serve as a trusted data source for personnel and human resources data for the entire Army. Increment I will provide Soldiers with 24/7, web-based access to their personnel data from a single source, enabling them to better manage their careers and ensure accuracy of information through generation of new multi-Component reports, including a Soldier Record Brief. Overall, IPPS-A Increment I will provide three capabilities not currently available within the Army: consolidation of personnel data from all Components into a single, trusted source, enhanced visibility of personnel across all Components, and a Soldier Record Brief for all Army Component Soldiers (Active, Guard and Reserve).

B. Accomplishments/Planned Programs ($ in Millions)	FY 2014	FY 2015	FY 2016
Title: Analysis and Design, Development, and Integration of IPPS-A	34.400	-	-
Description: No RDT&E Funding is requested for Increment I FY16. IPPS-A is expected to achieve official Full Deployment during FY15 and start sustainment. ***FY 2014 Accomplishments:*** IPPS-A Obtained a MS C in Feb 2014 and a Full Deployment Decision in April 2014. IPPS-A Increment I critical activities include loading and testing all Army Components (Active, National Guard, and Reserve) data in three waves and meets the established Full Deployment Decision exit criteria for full deployment, which is anticipated in Q2 FY2015. IPPS-A is also working the Increment II blueprinting and acquisition documentation requirements supporting a MS B decision. Major activities include: development of regulatory and statutory acquisition documentation to support Increment II Milestone B Decision; award the Increment II System Development and Integration Services contract; continue blueprinting efforts including determination of Authoritative Data Sources, preparation activities for the DISA migration, further Business Process Re-engineering (BPR) activities to take advantage of known capabilities within PeopleSoft Human Capital Management (HCM) 9.2, support for the MilPay transition, continue legacy system analysis with the Functional Proponent and system owners, define a more robust integrated development environment, develop PeopleSoft Training, and evaluating the Risk Management Framework.			
Accomplishments/Planned Programs Subtotals	34.400	-	-

Exhibit R-2A, RDT&E Project Justification: PB 2016 Army		Date: February 2015
Appropriation/Budget Activity 2040 / 5	**R-1 Program Element (Number/Name)** PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	**Project (Number/Name)** HR5 / *Integrated Personnel And Pay System - Army Inc 1*

C. Other Program Funding Summary ($ in Millions)

Line Item	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
• Sustainment and Support: *OMA - Army Integrated Personnel and Pay System - Army (IPPS-A)*	0.537	12.245	18.213	-	18.213	16.381	15.044	13.815	14.694	80.309	171.238

Remarks

0308610A (OMA): Funding will be used for the operations and maintenance support of IPPS-A which includes civilian salaries, program office contractor support, travel and training for program office personnel, hosting service for primary and secondary data center, software license renewal, and Help Desk support.

D. Acquisition Strategy

On September 8, 2009, the USD(AT&L) issued an Acquisition Decision Memorandum (ADM) directing the Services to develop Service-specific integrated personnel and pay systems (IPPSs). The ADM also directed the Services to use the DIMHRS IT Investment to the maximum extent practical to develop their IPPS system from a DoD program to a Service-specific program. As a result of this decision, on October 1, 2009, the DoD Business Transformation Agency (BTA) began to transition the work done on DIMHRS to the Services. The Army G-1 and Program Executive Office Enterprise Information Systems (PEO EIS) are partnered to develop the Integrated Personnel and Pay System - Army (IPPS-A), leveraging the IT investment to the maximum extent practical. This new direction for the program will ensure the system meets Army specific requirements while also feeding a planned DoD Enterprise Data Warehouse to satisfy joint Services and Office of the Secretary of Defense (OSD) information requirements. The Army will address personnel and pay management requirements by implementing a COTS Enterprise Resource Planning (ERP) product using the Oracle PeopleSoft software and building on the DIMHRS solution delivered by BTA.

The Army will employ a hybrid solution using ERP software and Agile Development to deliver integrated personnel and pay capabilities, capitalizing on the PeopleSoft product delivered by BTA as part of the DIMHRS program. The Army plans to use current Army upgraded PeopleSoft 9.1 ERP and Oracle 11g database capabilities, along with Application Technologies outside of the core ERP to meet user requirements.

IPPS-A will be developed in two Increments with multiple releases. The Army will follow the new DoDI 5000.02 Defense Acquisition Program Model 3 dated 26 Nov 2013 to develop each release with the goal of fielding capabilities every year. Increment I will provide a multi-component Trusted Database with single record for all Army Soldiers. Fielding of Increment I will lay the foundation for the authoritative database in Increment II and will allow for development of Increment II functionalities. Increment I will build out the infrastructure to provide Increment II with the ability to support all three Army components with accurate and timely data needed to track the movement of Active, Reserve, and National Guard personnel from location to location in support of operational requirements. On July 29, 2011, the Deputy Chief Management Officer (DCMO) granted an ADM for IPPS-A Increment I to enter the Engineering and Manufacturing Development (EMD) phase of the acquisition life-cycle.

Increment I will deliver a Trusted Database with reporting capabilities. The Army Obtained a MS C in Feb 2014 and a Full Deployment Decision (FDD) in April 2014 and is on-track to achieve Full Deployment (FD) in Q2 FY2015.

Exhibit R-2A, RDT&E Project Justification: PB 2016 Army		Date: February 2015
Appropriation/Budget Activity 2040 / 5	**R-1 Program Element (Number/Name)** PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	**Project (Number/Name)** HR5 / *Integrated Personnel And Pay System - Army Inc 1*

E. Performance Metrics

N/A

Exhibit R-3, RDT&E Project Cost Analysis: PB 2016 Army			Date: February 2015
Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	Project (Number/Name) HR5 / *Integrated Personnel And Pay System - Army Inc 1*	

Management Services ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2014 Cost	FY 2014 Award Date	FY 2015 Cost	FY 2015 Award Date	FY 2016 Base Cost	FY 2016 Base Award Date	FY 2016 OCO Cost	FY 2016 OCO Award Date	FY 2016 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Program Management Contract Support	C/T&M	Booz Allen Hamilton INC. : Mclean, VA	8.340	0.592		-		-		-		-	-	8.932	-
Independent Verification and Validation (IV&V)	C/T&M	Capgemini Government Solutions LLC : Herndon, VA	2.634	-		-		-		-		-	-	2.634	-
In-house Government Management Support	Various	Program oversight, resource justification, budget and programming, milestone and schedule tracking : Alexandria, VA	10.568	0.329		-		-		-		-	-	10.897	-
		Subtotal	21.542	0.921		-		-		-		-	-	22.463	-

Product Development ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2014 Cost	FY 2014 Award Date	FY 2015 Cost	FY 2015 Award Date	FY 2016 Base Cost	FY 2016 Base Award Date	FY 2016 OCO Cost	FY 2016 OCO Award Date	FY 2016 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Software Licenses - All Others	SS/FP	Various : Various	23.664	0.526		-		-		-		-	-	24.190	-
Software Licenses - IBM	SS/FFP	Immixtechnology, INC. : Mclean, VA	7.607	0.270		-		-		-		-	-	7.877	-
Software Lincenses - GRC	C/FFP	Mythics : Virginia Beach, VA	5.891	-		-		-		-		-	-	5.891	-
Software Licenses - PeopleSoft Enterprise Licenses	SS/FFP	Oracle America, INC : Reston, VA	6.981	-		-		-		-		-	-	6.981	-
Software Licenses - CA	SS/FFP	ImmixTechnology : McLean, VA	2.803	0.030		-		-		-		-	-	2.833	-
Software Licenses - Actuate eReport/BIRT	SS/FFP	Actuate Corp : San Mateo, CA	1.623	-		-		-		-		-	-	1.623	-

Exhibit R-3, RDT&E Project Cost Analysis: PB 2016 Army			Date: February 2015
Appropriation/Budget Activity 2040 / 5	R-1 Program Element (Number/Name) PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	Project (Number/Name) HR5 / *Integrated Personnel And Pay System - Army Inc 1*	

Product Development ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2014 Cost	FY 2014 Award Date	FY 2015 Cost	FY 2015 Award Date	FY 2016 Base Cost	FY 2016 Base Award Date	FY 2016 OCO Cost	FY 2016 OCO Award Date	FY 2016 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
In-house contract support of system development	C/T&M	Booz Allen Hamilton INC : Mclean, VA	38.322	2.527		-		-		-		-	-	40.849	-
Functional In-house contract support of system development - Army National Guard/Army Reserve/FMD	MIPR	Various : Various	8.961	1.085		-		-		-		-	-	10.046	-
Design, Development, and Integration - Increment I	C/CPIF	EDC Consulting, LLC : Washington, DC	29.066	3.398		-		-		-		-	-	32.464	27.849
Design, Development, and Integration of Increment II	C/CPIF	CACI : Chantilly VA	52.084	16.213		-		-		-		-	-	68.297	-
Design, Development, and Integration	C/CPAF	Northrop Grumman Information Technology : Mclean, VA	16.070	-		-		-		-		-	-	16.070	16.070
Network Support/ Production Hosting Services/Hardware Leasing	MIPR	Defense Information Systems Agency (DISA) Defense Enterprise Computing Center (DECC) : Various	21.384	4.074		-		-		-		-	-	25.458	-
		Subtotal	214.456	28.123		-		-		-		-	-	242.579	43.919

Support ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2014 Cost	FY 2014 Award Date	FY 2015 Cost	FY 2015 Award Date	FY 2016 Base Cost	FY 2016 Base Award Date	FY 2016 OCO Cost	FY 2016 OCO Award Date	FY 2016 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Facilities/Lease/Rents	MIPR	Facilities/Lease/ Rents : Various	6.810	-		-		-		-		-	-	6.810	-
Equipment and Supplies, MISC	Various	Various : Various	0.600	-		-		-		-		-	-	0.600	-
		Subtotal	7.410	-		-		-		-		-	-	7.410	-

Exhibit R-3, RDT&E Project Cost Analysis: PB 2016 Army		Date: February 2015
Appropriation/Budget Activity 2040 / 5	**R-1 Program Element (Number/Name)** PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	**Project (Number/Name)** HR5 / *Integrated Personnel And Pay System - Army Inc 1*

Test and Evaluation ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2014 Cost	FY 2014 Award Date	FY 2015 Cost	FY 2015 Award Date	FY 2016 Base Cost	FY 2016 Base Award Date	FY 2016 OCO Cost	FY 2016 OCO Award Date	FY 2016 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Increment I - Government Acceptance Testing/ Operational Test and Evaluation	MIPR	Various Government Agencies : Various	2.110	4.297		-		-		-		-	-	6.407	-
Increment I - Capability Acceptance Testing (CAT)	C/T&M	Booz Allen Hamilton INC : Mclean, VA	1.610	1.059		-		-		-		-	-	2.669	Continuing
		Subtotal	3.720	5.356		-		-		-		-	-	9.076	-

	Prior Years	FY 2014		FY 2015		FY 2016 Base		FY 2016 OCO		FY 2016 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	247.128	34.400		-		-		-		-	-	281.528	-

Remarks

Exhibit R-4, RDT&E Schedule Profile: PB 2016 Army		Date: February 2015
Appropriation/Budget Activity 2040 / 5	**R-1 Program Element (Number/Name)** PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	**Project (Number/Name)** HR5 / *Integrated Personnel And Pay System - Army Inc 1*

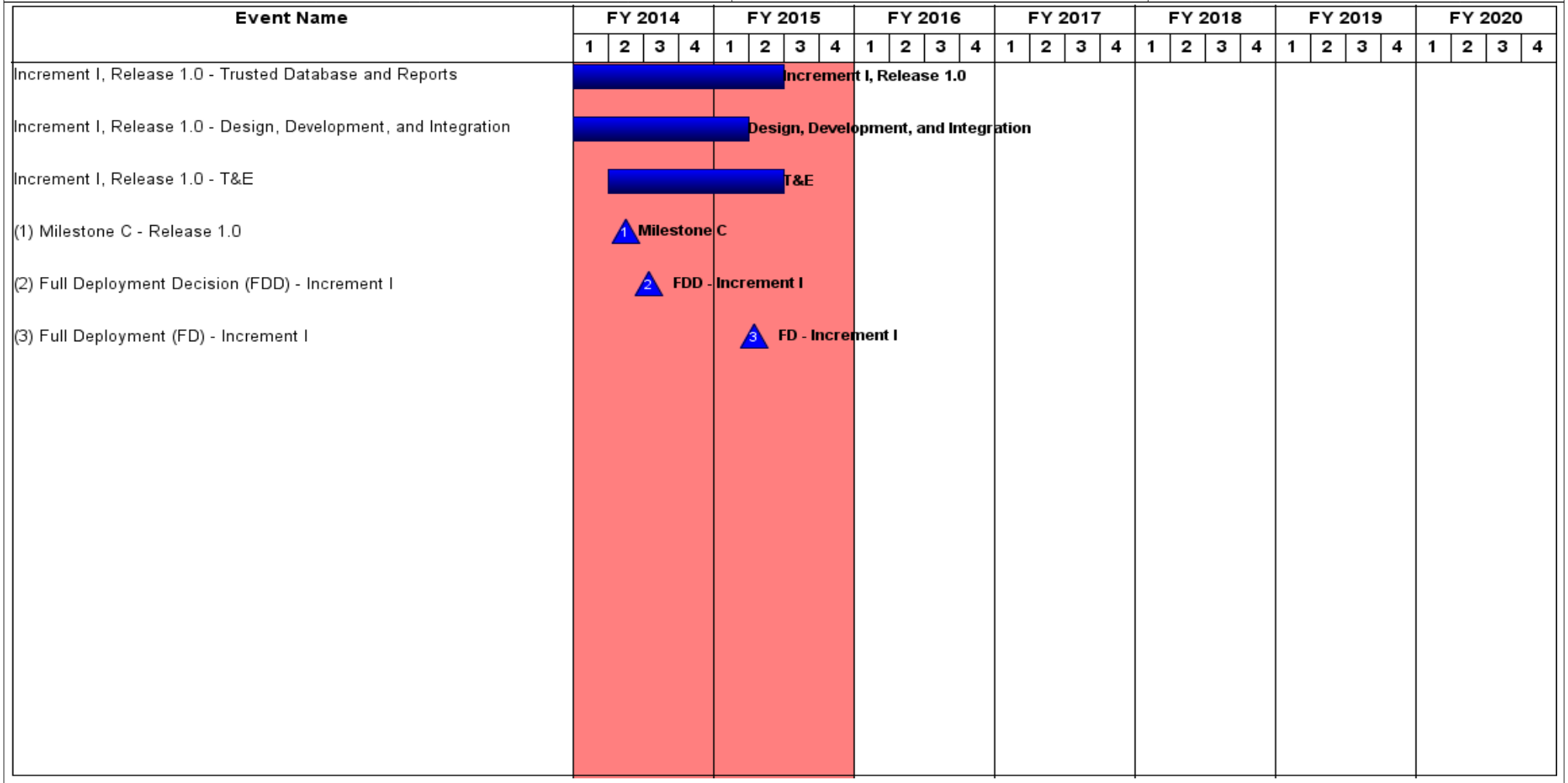

Exhibit R-4A, RDT&E Schedule Details: PB 2016 Army		Date: February 2015
Appropriation/Budget Activity 2040 / 5	**R-1 Program Element (Number/Name)** PE 0605018A / *Integrated Personnel and Pay System-Army (IPPS-A)*	**Project (Number/Name)** HR5 / *Integrated Personnel And Pay System - Army Inc 1*

Schedule Details

	Start		End	
Events	**Quarter**	**Year**	**Quarter**	**Year**
Increment I, Release 1.0 - Trusted Database and Reports	2	2012	2	2015
Increment I, Release 1.0 - Design, Development, and Integration	2	2012	1	2015
Increment I, Release 1.0 - T&E	2	2014	2	2015
Milestone C - Release 1.0	2	2014	2	2014
Full Deployment Decision (FDD) - Increment I	3	2014	3	2014
Full Deployment (FD) - Increment I	2	2015	1	2016