



2016
Major Automated Information System
Annual Report



Air Force Integrated Personnel and Pay System (AFIPPS)

Defense Acquisition Management
Information Retrieval
(DAMIR)

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Common Acronyms and Abbreviations for MAIS Programs

Acq O&M - Acquisition-Related Operations and Maintenance
ADM - Acquisition Decision Memorandum
AoA - Analysis of Alternatives
ATO - Authority To Operate
APB - Acquisition Program Baseline
BY - Base Year
CAE - Component Acquisition Executive
CDD - Capability Development Document
CPD - Capability Production Document
DAE - Defense Acquisition Executive
DoD - Department of Defense
DoDAF - DoD Architecture Framework
FD - Full Deployment
FDD - Full Deployment Decision
FY - Fiscal Year
IA - Information Assurance
IATO - Interim Authority to Operate
ICD - Initial Capability Document
IEA - Information Enterprise Architecture
IOC - Initial Operational Capability
IP - Internet Protocol
IT - Information Technology
KPP - Key Performance Parameter
\$M - Millions of Dollars
MAIS - Major Automated Information System
MAIS OE - MAIS Original Estimate
MAR – MAIS Annual Report
MDA - Milestone Decision Authority
MDD - Materiel Development Decision
MILCON - Military Construction
MS - Milestone
N/A - Not Applicable
O&S - Operating and Support
OSD - Office of the Secretary of Defense
PB - President's Budget
RDT&E - Research, Development, Test, and Evaluation
SAE - Service Acquisition Executive
TBD - To Be Determined
TY - Then Year
U.S.C- United States Code
USD(AT&L) - Under Secretary of Defense for Acquisition, Technology, & Logistics

Program Information

Program Name

Air Force Integrated Personnel and Pay System (AFIPPS)

DoD Component

Air Force

Responsible Office

Program Manager

Mr. James Nally
1960 1st Street
Building 977
JBSA Randolph, TX 78150

james.nally.2@us.af.mil

Phone: 210-565-1209
Fax: 210-565-1207
DSN Phone: 665-1209
DSN Fax: 665-1207
Date Assigned: February 1, 2016

References

MAIS Original Estimate

This investment does not have an approved program baseline; therefore, no Original Estimate has been established.

Program Description

Air Force Integrated Personnel and Pay System (AFIPPS) will be a web enabled, Commercial-Off-The-Shelf-based solution that will integrate many existing personnel and pay processes into one self-service system. The system represents the AF commitment to modernize business practices and provide enhanced support for today's service members and their families. AFIPPS will align with DoD data standards for personnel, pay, and accounting, including the Common Human Resource Information Standards, which will ensure compliance with the Business Enterprise Architecture.

Business Case

Business Case Analysis, including the Analysis of Alternatives: Key functional requirements were articulated in the joint Defense Integrated Military Human Resources System (DIMHRS) program's MS C Operational Requirements Document (ORD) dated November 18, 2008. The DIMHRS ORD was approved as AFIPPS's ICD per a representative of the Joint Requirements Oversight Council on November 18, 2009. AFIPPS will provide global, 24/7 access to personnel and pay data. The system will provide Airmen with a single, authoritative record of service throughout their career, access to their personnel and pay information from anywhere in the world, and an improved customer service experience by enhancing self-service functionality. The program will consolidate all of the personnel and pay functions of the Air Force (AF) and enable the transformation to Total Force processing.

Guidance for the AoA was issued on May 18, 2010, and a plan for the analysis was approved on July 9, 2010. The ensuing AoA considered four alternatives: (1) the legacy systems (Status Quo), (2) an enhancement to the legacy systems (Status Quo Enhanced), (3) use of the DIMHRS Investment where practical and cost effective, and (4) a New Start with Commercial-Off-The-Shelf Enterprise Resource Planning. The foundation of the AoA and the AF request to release a Request For Proposal were approved by the OSD, Cost Assessment & Program Evaluation on June 8, 2011, with the caveat that the AF provide an addendum to the AoA that includes findings from the Source Selection that led to the specific alternative chosen. The Contract 1 Source Selection process resulted in the selection of the Preferred Alternative.

Firm, Fixed-Price Feasibility: The determination of the development/integration contract type was based on cost and technical risk associated with satisfying the requirement. The Milestone Decision Authority has chosen to use a hybrid contract with both cost-type and fixed-price line items. For those tasks where the requirements are sufficiently well understood, a fixed-price is assigned. For those tasks that remain too complex and technically challenging such that it is not feasible to precisely estimate the cost, a cost-type line item is provided.

Independent Cost Estimate: The program has not experienced a Critical Change, which would induce the independent cost estimate required by 10 U.S.C. 2334(a)(6). An independent cost estimate is not required by 10 U.S.C. 2334(a)(6).

Certification of Business Case Alignment; Explanation: A business case for AFIPPS has not yet been completed, thus it is premature to certify that the technical and business requirements have been reviewed and validated to ensure alignment with the business case.

Program Status

No Baseline: This automated information system investment has not yet been baselined. The information provided herein is appropriate to the current status of the program. No Original Estimate baseline is being established by this report.

In June 2015, under SAF/US (M) guidance, as lead for the AFIPPS Executive Steering Group, a small, dedicated team started an expedited Service Development and Delivery Process (SDDP) to verify the USAF's current requirements and evaluate AFIPPS courses of action. A way forward recommendation was presented to the SECAF on December 10, 2015. SECAF agreed with the way forward recommendation and directed the team to proceed forward to OSD for MDA concurrence. Until the Air Force completes this strategic relook and achieves approval of the forward path, the AFIPPS program is on "strategic pause." The way forward brief to OSD is tentatively scheduled for March 17, 2016.

Schedule

This investment does not have an approved program baseline. Therefore, the information provided here does not constitute an Original Estimate.

Memo

- MDD: Jul 2010
- MDA Approval of Preferred Alternative: Complete Aug 2013
 - Award of Contract 1 (Basic): Aug 2013
 - Protest to Contract 1 (Basic): Sep 2013
 - Protest to Contract 1 (Basic) Denied: Dec 2013 (4 Month Bid Protest Extension)
- Contract 1 Release 1 (Leave) Preliminary Design Review: Dec 2014
- Contract 1 Completion: July 2015
- MS B: TBD, pending MDA decision on way forward.

Per the Senate Armed Services Committee - National Defense Authorization Act for FY16 (to S. 1376, 19 May 15), page 56, the Air Force will provide an interim report on its restructure alternatives by March 30, 2016 and a final report by September 30, 2016.

Performance

This investment does not have an approved program baseline. Therefore, the information provided here does not constitute an Original Estimate.

Performance Characteristics	
Development Objective/Threshold	
Compensation Timelines	
If a pay affecting transaction is received at a base personnel center or input into AFIPPS prior to the payroll cutoff date, the member's payroll accurately reflects the change 99.9% of the time. For off-cycle payments, 99.9% of the time the member's payroll accurately reflects all changes submitted 48 hours prior to the date of the payment.	If a pay affecting transaction is received at a base personnel center or input into AFIPPS prior to the payroll cutoff date, the member's payroll accurately reflects the change 98.5% of the time. For off-cycle payments, 98.5% of the time the member's payroll accurately reflects all changes submitted 48 hours prior to the date of the payment.
Compensation Accuracy	
99.9% of members receive accurate pay without corrective action	98.5% of members receive accurate pay without corrective action
Federal Financial Management Improvement Act of 1996 (FFMIA) Compliant	
AFIPPS exceeds financial feeder system requirements for Federal Financial Management Systems, Accounting Standards, and SGL for the Transaction Level, outlined in the OMB Memorandum M-09-06, Implementation Guidance for the Federal Financial Management Improvement Act, dated January 9, 2009.	AFIPPS exceeds financial feeder system requirements for Federal Financial Management Systems, Accounting Standards, and SGL for the Transaction Level, outlined in the OMB Memorandum M-09-06, Implementation Guidance for the Federal Financial Management Improvement Act, dated January 9, 2009.
Separation of Duties	
AFIPPS is compliant 100% of the time.	AFIPPS is compliant 100% of the time.
Sustainment	
99.9% available	97.6% available
Training	
100% AFIPPS users, operators, maintainers, and managers will successfully complete an applicable AFIPPS course before receiving user IDs and passwords.	95% AFIPPS users, operators, maintainers, and managers will successfully complete an applicable AFIPPS course before receiving user IDs and passwords.
Net-Ready	
AFIPPS shall fully support execution of joint critical operational activities and information exchanges identified in the DoD Enterprise Architecture and solution architectures based on integrated DoDAF content, and shall satisfy the technical requirements for transition to Net-Centric military operations to include: 1) Solution architecture products compliant with DoD Enterprise Architecture based on integrated DoDAF content, including specified operationally effective information	AFIPPS shall fully support execution of joint critical operational activities and information exchanges identified in the DoD Enterprise Architecture and solution architectures based on integrated DoDAF content, and shall satisfy the technical requirements for transition to Net-Centric military operations to include: 1) Solution architecture products compliant with DoD Enterprise Architecture based on integrated DoDAF content, including specified operationally effective information

exchanges. 2) Compliant with Net-Centric Data Strategy and Net-Centric Services Strategy, and the principles and rules identified in the DoD Information Enterprise Architecture (DoD IEA), excepting tactical and non-IP communications. 3) Compliant with Global Information Grid (GIG) Technical Guidance to include Information Technology (IT) Standards identified in the Technical View One (1) (TV-1) and implementation guidance of GIG Enterprise Service Profiles (GESPs) necessary to meet all operational requirements specified in the DoD Enterprise Architecture and solution architecture views. 4) Information assurance requirements including availability, integrity, authentication, confidentiality, and non-repudiation, and issuance of an Interim Authorization to Operate (IATO) or Authorization To Operate (ATO) by the Designated Accrediting Authority (DAA). 5) Supportability requirements to include Selective Availability Anti-Spoofing Module (SAASM), Spectrum and Joint Tactical Radio System (JTRS) requirements (Line #5 is not considered applicable to the AFIPPS program).

exchanges. 2) Compliant with Net-Centric Data Strategy and Net-Centric Services Strategy, and the principles and rules identified in the DoD Information Enterprise Architecture (DoD IEA), excepting tactical and non-IP communications. 3) Compliant with Global Information Grid (GIG) Technical Guidance to include Information Technology (IT) Standards identified in the Technical View One (1) (TV-1) and implementation guidance of GIG Enterprise Service Profiles (GESPs) necessary to meet all operational requirements specified in the DoD Enterprise Architecture and solution architecture views. 4) Information assurance requirements including availability, integrity, authentication, confidentiality, and non-repudiation, and issuance of an Interim Authorization to Operate (IATO) or Authorization To Operate (ATO) by the Designated Accrediting Authority (DAA). 5) Supportability requirements to include Selective Availability Anti-Spoofing Module (SAASM), Spectrum and Joint Tactical Radio System (JTRS) requirements (Line #5 is not considered applicable to the AFIPPS program).

Payroll Calculation Performance

All calculations for 620,000 members completed within 12 hours.

All calculations for 620,000 members completed within 24 hours.

Memo

The Key Performance Parameters above are reproduced from the AFIPPS System Requirements Document (Version 1.6) dated May 3, 2012, approved by HQ USAF/A1 on June 12, 2012.

Acronyms and Abbreviations

AFIPPS - Air Force Integrated Personnel and Pay System
 ATO - Authorization to Operate
 DAA - Designated Accrediting Authority
 DIMHRS - Defense Integrated Military Human Resources System
 FFMIA - Federal Financial Management Improvement Act
 GESP - GIG Enterprise Service Profiles
 GIG - Global Information Grid
 IATO - Interim Authorization to Operate
 IEA - Information Enterprise Architecture
 JTRS - Joint Tactical Radio System
 OMB - Office of Management and Budget
 SAASM - Selective Availability Anti-Spoofing Module
 SGL - Standard General Ledger
 TV-1 - Technical View One (1)

Funding

This investment does not have an approved program baseline. Therefore, the information provided here does not constitute an Original Estimate. The following funding data is extracted from the FY 2017 President's Budget documentation.

AFIPPS				
Fiscal Year	RDT&E (TY \$M)	Procurement (TY \$M)	MILCON (TY \$M)	Acq O&M (TY \$M)
2016	31.3	0.0	0.0	10.2
2017	10.4	0.0	0.0	15.2
2018	51.8	0.0	0.0	5.3
2019	65.3	0.0	0.0	5.4