



# 2016 Major Automated Information System Annual Report



## Integrated Personnel and Pay System-Army Increment 1 (IPPS-A Inc 1)

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**

Integrated Personnel and Pay System-Army Increment 1 (IPPS-A Inc 1)

**DoD Component**

Army

## Responsible Office

**Program Manager**

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**Date Assigned:** May 2, 2014

## References

**MAIS Original Estimate**

February 27, 2015

**Approved APB**

Defense Acquisition Executive (DAE) Approved Acquisition Program Baseline (APB) dated February 2, 2015

## Program Description

The Integrated Personnel and Pay System - Army (IPPS-A) will provide the Army with an integrated, multi-Component (Active, National Guard and Reserve), 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 be a web-based tool, available 24 hours a day, accessible to Soldiers, 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.

IPPS-A Inc 1 provides a single, multi-Component, trusted database with a single record for all Army Soldiers, and serves as a trusted data source for personnel and HR data for the entire Army. The database is the single trusted record for all Army Soldiers and shall be used as the authoritative database for all future IPPS-A increments. IPPS-A Inc 1 allows for interface communications and generation of new multi-Component reports, including a Soldier Record Brief, for all Army Components (Active, National Guard and Reserve). The Soldier Record Brief serves as a management tool for decisions regarding the utilization of Soldiers. It represents a snapshot of a Soldier's military career displaying personal information, qualification skills, training, assignment history and various other Soldier attributes. IPPS-A Inc 1 includes the build out of permanent and temporary data interfaces with fifteen legacy systems. Soldiers have 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. IPPS-A Inc 1 provides three capabilities not currently available within the Army: consolidation of personnel data from all Army Components into a single trusted source; enhanced visibility of personnel across all Army Components; and a Soldier Record Brief for all Army Component Soldiers.

IPPS-A Inc 2 is currently in the Development and Deployment Phase of the Defense Acquisition Lifecycle and will deliver fully integrated personnel and pay services for all Army Components (Active, National Guard, and Reserve), building on the trusted database delivered by the IPPS-A Inc 1 program. IPPS-A Inc 2 will be fielded in four releases over the next five years with each release building on the capabilities of the prior releases.

## Business Case

**Business Case Analysis, including the Analysis of Alternatives:** Key functional requirements for this program, which were articulated in the IPPS-A CDD dated July 7, 2010, are summarized as follows:

- The Integrated Personnel and Pay System - Army shall be a single, integrated, virtual (web-based) personnel and pay system that supports all Army Components (Active, National Guard and Reserve).
- Commanders of all units shall have the ability to access personnel information.
- The system shall support the full range of personnel lifecycle activities.
- The Army personnel and pay system shall have the ability to generate standard and ad hoc reports. The system shall employ standard business processes.
- The Army personnel and pay system shall provide common functionality, common information and data exchange, and associated common core database across the Army.
- The system shall enable Service Members to better manage their own careers.

The IPPS-A program is leveraging the recommendation of the original Defense Integrated Military Human Resources System (DIMHRS) Analysis of Alternatives dated January 8, 2003, to use a Commercial-off-the-Shelf (COTS) Enterprise Resource Planning (ERP) product to develop and implement IPPS-A. The Milestone Decision Authority directed the continued use of the COTS ERP product in the DIMHRS Capability Way Ahead ADM dated September 8, 2009. This decision was also validated by the Army in the Army DIMHRS Functional Assessment Final Report dated January 29, 2010.

**Firm, Fixed-Price Feasibility:** The determination of the IPPS-A Increment 1 development and implementation contract type was based on cost risk associated with the estimated cost of satisfying the requirement. The Army is using a combination cost-type and firm, fixed-price contracts that employs cost-type contract line items for development tasks that are sufficiently complex and technically challenging so that it is not feasible to precisely estimate the cost of satisfying the requirements; and fixed-price contract line items for tasks where the requirements are sufficiently well understood.

**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).

**Certification of Business Case Alignment; Explanation:** I certify that all technical and business requirements have been reviewed and validated to ensure alignment with the business case. This certification is based on my review of the IPPS-A CDD, dated July 7, 2010, DIMHRS Capability Way Ahead ADM, dated September 8, 2009 and the Army DIMHRS Functional Assessment Final Report dated, January 29, 2010.

### Business Case Certification:

Name: Mr. Douglas K. Wiltsie

Organization: Army/PEO Enterprise Information Services for IPPS-A Inc 1

CAC Subject: CN=WILTSIE.DOUGLAS.K.1024952718,OU=USA,OU=PKI,OU=DOD,O=U.S. GOVERNMENT,C=US

Date: 4/24/2013 05:10 PM

### Business Case Changes

No significant changes to the business case analysis reported since the previous MAIS Annual Report to Congress.

## Program Status

**Close-out Report for Program Completion:** As of July 2015, IPPS-A Increment 1 achieved FD and is now in the O&S phase of its life-cycle. Therefore, this will be the last IPPS-A Increment 1 MAR submitted under the provisions of 10 U.S.C. Chapter 144A.

## Schedule

| Schedule Events                    |                             |                              |
|------------------------------------|-----------------------------|------------------------------|
| Events                             | Original Estimate Objective | Current Estimate (Or Actual) |
| Increment I Funds Obligated        | Oct 2010                    | Oct 2010                     |
| ADM granting a MDD for Increment I | Jul 2011                    | Jul 2011                     |
| Increment I MS C Decision          | Feb 2013                    | Feb 2014                     |
| Increment I FDD                    | Apr 2013                    | Apr 2014                     |
| Full Deployment <sup>1</sup>       | Jan 2015                    | Jul 2015                     |

### Memo

Per 10 U.S.C. Chapter 144A, the MS C Decision exceeded the threshold established in the MAIS OE causing a Significant Change to the program's schedule. The Senior Official submitted the notification letter to Congress on November 15, 2013.

The schedule milestones listed in the table represent the milestones for IPPS-A Increment 1 only. Funds were first obligated for IPPS-A Increment 1 on October 1, 2010. IPPS-A received an ADM on July 29, 2011, granting a MDD to enter the defense acquisition lifecycle in the Engineering and Manufacturing Development phase. The ADM also provided decision and taskings for Increment 1 and strategic direction for future increments.

1/IPPS-A Increment 1 achieved FD on July 8, 2015. The Army Acquisition Executive signed the IPPS-A Increment 1 FD Memorandum placing the program in the O&S Phase of the Defense Acquisition Lifecycle.

## Performance

| Performance Characteristics                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                   |
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| Original Estimate<br>Objective/Threshold                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Current<br>Estimate<br>(Or Actual)                                                                |
| <b>KPP-2 Net-Ready<sup>1, 2</sup></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                   |
| The system shall fully support execution of all operational activities and information exchanges identified in the DoD Enterprise Architecture and solution architectures based on integrated DoDAF content, and the system must satisfy the technical requirements for 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 GIG Technical Guidance to include IT Standards identified in the 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, non-repudiation – the areas of protection, detection, reaction, restoration in accordance with current DOT&E policy – and the completion of DIACAP resulting in the issuance of an Approval to Operate (ATO) by the Designated Approval Authority (DAA); and 5. Supportability requirements to include SAASM, Spectrum, and JTRS requirements. (Not applicable to IPPS-A) | The system shall fully support execution of joint critical operational activities and information exchanges identified in the DoD Enterprise Architecture and solution architectures based on integrated DoD Architecture Framework (DoDAF) content, and must 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 GIG Technical Guidance to include IT Standards identified in the 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, non-repudiation – the areas of protection, detection, reaction, restoration in accordance with current Director of Operational Test and Evaluation (DOT&E) policy – and the completion of the DoD Information Assurance Certification and Accreditation Process (DIACAP) resulting in the issuance of an Interim Approval to Operate (IATO) by the Designated Approval Authority (DAA); and 5. Supportability requirements to include Selective Availability Anti-Spoofing Module (SAASM), Spectrum, and Joint Tactical Radio System (JTRS) requirements. (Not applicable to IPPS-A) | Met Threshold. Once requested, 100% of Soldier Record Briefs will be generated within 60 seconds. |
| <b>KPP-3 Interoperability<sup>3, 5</sup></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                   |
| 100% of all data elementstransmitted to IPPS-A from Increment I interfaces will be accurately received.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 98% of the mandatory data elementstransmitted to IPPS-A from Increment I interfaces will be accurately received.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Met Threshold. 98% of the mandatory data elements                                                 |

|                                                                                                |                                                                                              |                                                                                  |
|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
|                                                                                                |                                                                                              | are accurately transformed and mapped to IPPS-A from Increment 1 Key interfaces. |
| <b>KPP-5 Availability<sup>4</sup></b>                                                          |                                                                                              |                                                                                  |
| 4 months between outages; 2 hours to repair (99.9% available). (KSA) 4 months between outages. | 4 weeks between outages; 6.7 hours to repair (99% available). (KSA) 4 weeks between outages. | Met Objective (24 hours to repair).                                              |

### Memo

The IPPS-A program attended an annual CSB for IPPS-A Inc 1 on October 15, 2013. In accordance with the CSB Memorandum, "Integrated Personnel and Pay System - Army (IPPS-A) Configuration Steering Board," signed by the AAE on December 13, 2013, the CSB endorsed adjustments to KPP-2 Net Ready and KPP-3 Data Accuracy as a direct result of the transition from CJCSI 6212.01E to CJCSI 6212.01F. The CSB also endorsed a reduction in the KPP-5 Availability requirement. Each KPP is addressed in the footnotes below.

KPP-1 Single Data Entry and KPP-4 Single Service Member Record were deferred from IPPS-A Inc 1 to future releases. In accordance with the CSB Memorandum, "Integrated Personnel and Pay System - Army (IPPS-A) Trigger Configuration Steering Board, April 13, 2012," signed by the AAE on May 10, 2012. KPP-1 was deferred from IPPS-A Inc 1 delivery because no data entry capability would be available. KPP-4 was deferred as IPPS-A Inc 1 does not implement the business rules and logic necessary to prevent duplication of Soldier records.

1/ KPP-2 Net Ready was separated into three Sub-Elements in accordance with CJCSI 6212.01F. The sub-element name is included in this footnote as the original Net Ready Performance Characteristic Name could not be deleted or changed.

- Net Centric Operations - Met Objective. (100% of Soldier Record Briefs will be generated in 60 seconds.)
- Enter and Be Managed in Network - Met Threshold. (90% of Soldiers require 2 minutes or less to connect to the NIPRNET in order to access IPPS-A)
- Exchange Information - Met Threshold. (98% of the mandatory data elements transmitted and mapped to IPPS-A will be accurately received.)
- Exchange Information (Joint Interfaces) - Met Threshold. (98% of data generated by Joint interfaces will be successfully transferred to IPPS-A.)

2/ Removed DODAF, Net Centric, GIG, and Information Assurance requirements from the Net-Ready KPP; replaced with criteria for interoperability and operationally effective end-to-end information exchanges. The reason for the change is because CJSCI.6212.01E has been cancelled and superseded by CJSCI.6212.01F.

3/ Changed the title of KPP-3 from Interoperability to Data Accuracy. The rationale for the change is because Interoperability requirements are now specified under revised KPP-2 Net Ready. KPP-3 was renamed to Data Accuracy to better represent the intent of the KPP.

4/ KPP-5 Availability was reduced for IPPS-A Inc 1 only. Reduced threshold to "96 hours to repair" and objective to "24 hours to repair" per IPPS-A Inc 1 Independent Red Team Recommendation identified in the Red Team Report of August 2013. The rationale for the change was to defer the redundant system "warm" COOP requirements for IPPS-A Inc 1 to IPPS-A Inc 2. IPPS-A Inc 1 is non-transactional and data could be up to 30 days old. The change will cause no operational impact to Soldiers or leaders. During the 2013 CSB, the Senior Reporting Official determined that the reduced threshold for KPP-5

would not undermine the ability of the system to perform the functions anticipated in the MAIS OE. KPP-1 Single Data Entry and KPP-4 Single Service Member Record are not associated with the capabilities that will be delivered with IPPS-A Inc 1 and are not included as part of the IPPS-A Inc 1 APB.

5/ With the deployment of Release 1.2.4, IDD 14 was redesigned to load all officer and warrant officer assignment history from eMILPO vice Oracle-AO.

#### Acronyms and Abbreviations

AAE - Army Acquisition Executive  
AC - Active Component  
ARNG - Army National Guard  
CJCSI - Chairman of the Joint Chiefs of Staff Instruction  
COOP - Continuity of Operations  
CSB - Configuration Steering Board  
DAA - Designated Approval Authority  
DEERS-PDR - Defense Enrollment Eligibility Reporting System - Person Data Repository  
DIACAP - DoD Information Assurance Certification and Accreditation Process  
DoD IEA - DoD Information Enterprise Architecture  
DOT&E - Director, Operational Test and Evaluation  
eMILPO - Electronic Military Personnel Office  
GESP - Global Information Grid Enterprise Service Profiles  
GIG - Global Information Grid  
IDD - Interface Design Document  
IP - Intellectual Property  
JTRS - Joint Tactical Radio System  
KSA - Key System Attribute  
MODS - Medical Operational Data System  
NIPRNET - Non-Secure Internet Protocol Router Network  
Oracle-AO - Oracle - Active Officer  
SAASM - Selective Availability Anti-Spoofing Module  
TV - Technical View  
USAR - United States Army Reserve

## Cost

| IPPS-A Inc 1                           |                   |                               |                   |                               |
|----------------------------------------|-------------------|-------------------------------|-------------------|-------------------------------|
| Appropriation Category                 | BY 2012 \$M       |                               | TY \$M            |                               |
|                                        | Original Estimate | Current Estimate<br>Or Actual | Original Estimate | Current Estimate<br>Or Actual |
| Acquisition Cost                       |                   |                               |                   |                               |
| RDT&E                                  | 152.4             | 187.0                         | 154.8             | 190.9                         |
| Procurement                            | 2.1               | 0.5                           | 2.2               | 0.5                           |
| MILCON                                 | 0.0               | 0.0                           | 0.0               | 0.0                           |
| Acq O&M                                | 0.0               | 0.0                           | 0.0               | 0.0                           |
| Total Acquisition Cost                 | 154.5             | 187.5                         | 157.0             | 191.4                         |
| Operating and Support (O&S) Cost       |                   |                               |                   |                               |
| Total Operating and Support (O&S) Cost | 178.9             | 158.9                         | 201.4             | 177.5                         |
| Total Life-Cycle Cost                  |                   |                               |                   |                               |
| Total Life-Cycle Cost                  | 333.4             | 346.4                         | 358.4             | 368.9                         |

### Cost Notes

1. This report and the Budget Year IT-1 Exhibit cover different time periods thus the costs will not match.
2. Then Year dollars are included for information purposes only; cost variances will be reported against Base Year dollars.
3. The O&S costs reflect all work performed during that phase, regardless of the type or source of funding.
4. Per 10 U.S.C. Chapter 144A, IPPS-A Increment 1 exceeded the threshold established in the MAIS OE causing a Significant Change to the program's Total Acquisition Cost. The Senior Official submitted the notification letter to Congress on February 26, 2014.