

Integrated Personnel and Pay System – Army (IPPS-A) Increment 2



Integrated Personnel and Pay System – Army (IPPS-A) is a Business System Category 1 program with four releases. The Program Office completed development and testing of IPPS-A Release 3 in FY22. A Limited User Test (LUT) demonstrated that IPPS-A Release 3 software does not provide all of the required capabilities to meet the existing functionality of the legacy Human Resources (HR) systems that it is intended to replace. The IPPS-A Release 3 LUT Phase 1 was conducted to support a Limited Deployment (LD) Authority to Proceed (ATP) decision.

SYSTEM DESCRIPTION

IPPS-A is the Army’s future online HR and pay solution that transforms antiquated personnel and pay systems to a 21st century Talent Management System. IPPS-A becomes the authoritative data source as the necessary functionality of the legacy systems is subsumed.

The capabilities available in IPPS-A Release 3 are limited to personnel information for the three components of the Army: Active Duty, Reserves, and the National Guard. The IPPS-A Program Management Office should continue to develop IPPS-A in order to deliver a full set of necessary capabilities to support pay functionality as well.

IPPS-A is a web-based tool available 24 hours a day and accessible to soldiers, HR professionals, Combatant Commanders, personnel and pay managers, and other authorized users throughout the Army.

IPPS-A is a single, integrated personnel and pay system that soldiers can use to conduct self-service personnel transactions and reduce the need for face-to-face interaction with HR professionals.

MISSION

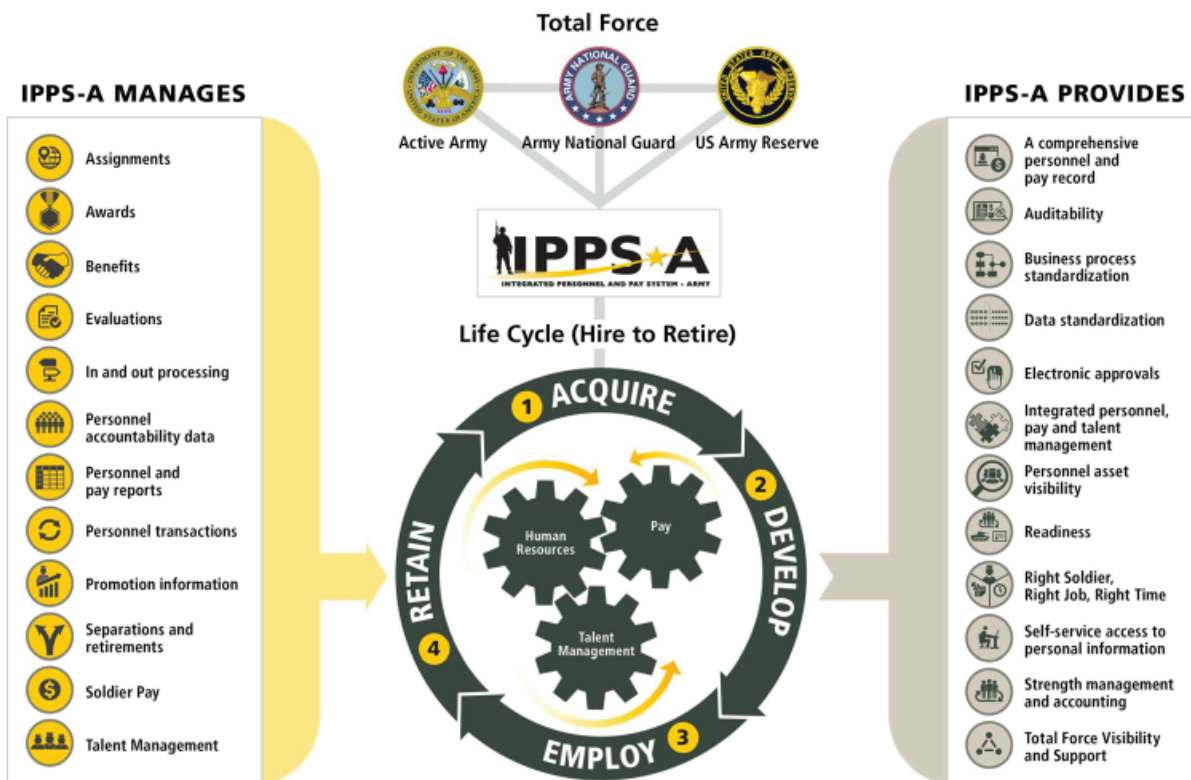
Commanders will employ IPPS-A as a comprehensive system for personnel accountability and strength information to support command decisions, regardless of component or geographic location. Army components will use IPPS-A to manage their members across

the full operational spectrum during peacetime, war, through mobilization and demobilization, capturing timely and accurate data throughout.

PROGRAM

IPPS-A is a Business System Category 1 program for which DOT&E approved the IPPS-A Test and Evaluation Master Plan on August 9, 2018. Subsequently, DOT&E approved an update to the TEMP to address IPPS-A Release 3 on October 8, 2020. DOT&E also approved the Operational Test Plan for the IPPS-A Release 3 LUT on September 3, 2021.

The FY22 LUT will support an FY23 LD ATP decision on whether to allow deployment of the IPPS-A Release 3 software.



» **MAJOR CONTRACTOR**

- CACI Inc. – Chantilly, Virginia

TEST ADEQUACY

Army Test and Evaluation Command is conducting the LUT in two phases in accordance with the DOT&E-approved test plan. LUT Phase 1 was conducted from June 27 through August 5, 2022 in support of a LD. LUT Phase 2 is planned to be conducted during FY23 to determine whether the deployed version of IPPS-A Release 3 is operationally effective, suitable, and survivable.

Army Test and Evaluation Command conducted a cooperative vulnerability and penetration assessment cyber survivability test as part of LUT Phase 1. An adversarial assessment (AA) cyber survivability test will be conducted during Phase 2 of the LUT.

PERFORMANCE

» **EFFECTIVENESS**

The LUT Phase 1 demonstrated that IPPS-A Release 3 software does not provide all of the required capabilities to meet the existing functionality of legacy HR systems as many are not functional or require workarounds. IPPS-A Release 3 entered LUT Phase 1 with 55 severity-2 software deficiencies. Upon completion of LUT Phase 1, an additional 9 were identified, resulting in 64 severity-2 software deficiencies remained with 83 test

problem reports to be adjudicated. An evaluation of operational effectiveness will be determined upon completion of LUT Phase 2.

» **SUITABILITY**

IPPS-A Release 3 has many capabilities that require workarounds to accomplish necessary tasks. An evaluation of operational suitability will be determined upon completion of LUT Phase 2.

» **SURVIVABILITY**

The cooperative vulnerability and penetration assessment completed during LUT Phase I demonstrated that the cyber survivability posture of the system has improved since IPPS-A Release 2. No high risk findings were identified during the cooperative vulnerability and penetration assessment. An evaluation of operational survivability will be determined upon completion of LUT Phase 2.

RECOMMENDATIONS

The Army should:

1. Resolve all IPPS-A Release 3 software deficiencies that do not have viable, user-approved workarounds prior to deploying the IPPS-A Release 3 software.
2. Complete cyber survivability testing of IPPS-A Release 3 to include an AA and verification of fixes (if required) in FY23.