

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



The Army Test and Evaluation Command (ATEC) conducted a Limited User Test (LUT) of the Integrated Personnel and Pay System – Army (IPPS-A) Increment 2 Release 3 in 2Q and 3QFY23. DOT&E is assessing the IPPS-A Release 3 LUT data and expects to issue a report in 2QFY24. IPPS-A Release 3 provides 34 business processes which were evaluated across seven capability areas. The IPPS-A Program Management Office (PMO) has started development of Release 4, which will provide full pay capability.

## SYSTEM DESCRIPTION

IPPS-A is the Army's future online Human Resources (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 PMO plans to 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 intended to be a single, integrated personnel and pay system that soldiers can use to conduct self-service personnel transactions such as a change of address which is projected to reduce the need for face-to-face interaction with HR professionals.

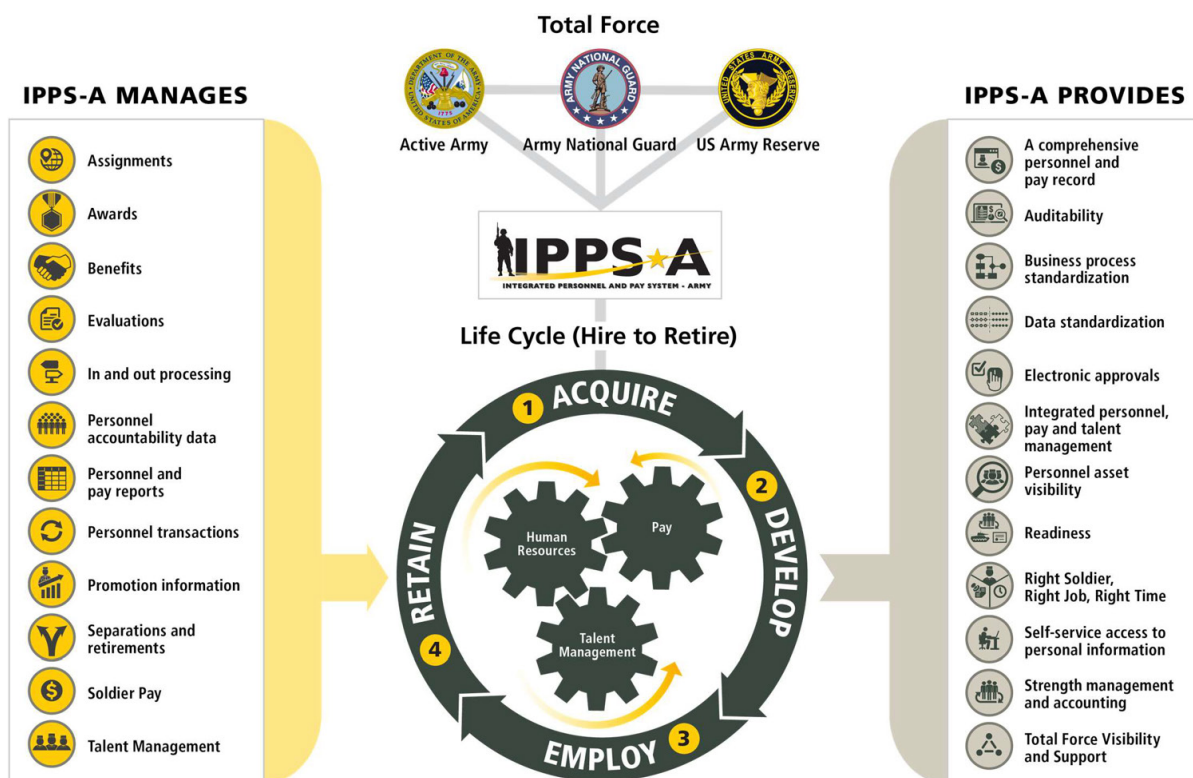
## MISSION

Commanders will employ IPPS-A as a comprehensive system for personnel accountability and unit 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, capturing timely and accurate data through mobilization and demobilization.

## PROGRAM

IPPS-A is a Business System Category 1 program for which DOT&E approved the IPPS-A Test and Evaluation Master Plan (TEMP) in August 2018. Subsequently, DOT&E approved an update to the TEMP to address Release 3 in October 2020. DOT&E approved the operational test plan for the Release 3 LUT in September 2021. DOT&E is assessing the data and expects to issue a report in 2QFY24.



The IPPS-A Release 3 LUT informed an FY23 limited deployment authority to proceed decision to allow deployment of the Release 3 software.

IPPS-A has started development of Release 4, which will provide full pay functionality for all three components of the Army.

## » MAJOR CONTRACTOR

- CACI International, Inc. – Chantilly, Virginia

## TEST ADEQUACY

The Army Test and Evaluation Command conducted, and DOT&E observed, the IPPS-A Release 3 LUT in two phases in accordance with the DOT&E-approved test plan. IPPS-A Release 3 LUT Phase 2 was conducted from February through March 2023. An adversarial assessment (AA) cyber survivability test was conducted in May 2023. The four life cycle capability areas evaluated during IPPS-A Release 3 LUT were:

- Acquire: Onboard new soldiers, execute military personnel category (MPC) changes, establish benefits for new soldiers and their dependents, and modify contract information to reflect reenlistments and extensions.
- Develop: Execute records management, awards, promotions, and reductions.
- Employ: Execute assignments and account for personnel.

- Retain: Manage pay-impacting areas, such as leave and retirement points; and execute transfers, separations, and restrictions.

## PERFORMANCE

### » EFFECTIVENESS, SUITABILITY, AND SURVIVABILITY

DOT&E is assessing the data from the IPPS-A Release 3 LUT and will report on operational effectiveness, suitability, and cyber survivability in 2QFY24.

## RECOMMENDATION

The Army should:

1. Review the recommendations in the DOT&E report to be released in 2QFY24.