

## Navy Standard Integrated Personnel System (NSIPS)

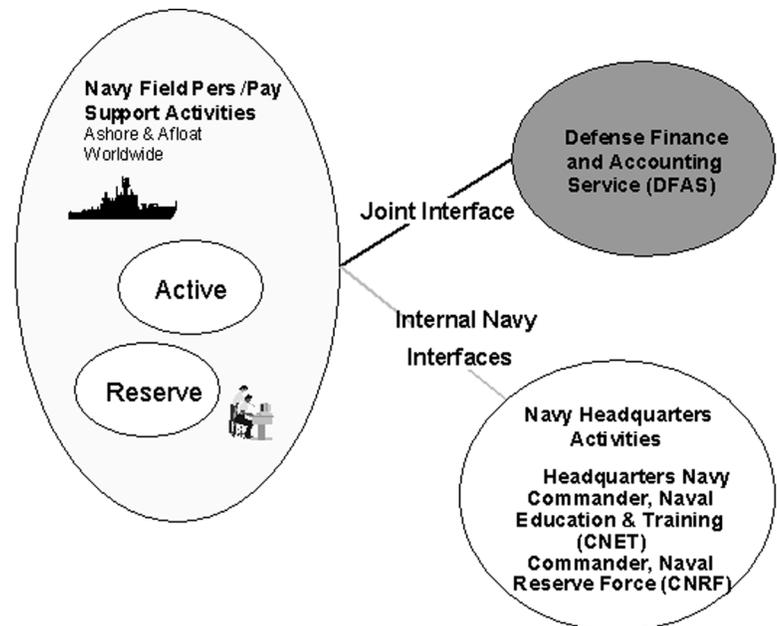
The Navy Standard Integrated Personnel System (NSIPS) is to consolidate the Navy active and reserve field source personnel data collection systems, both ashore and afloat. The objective is to produce a standard, single point-of-entry system for all personnel and pay information. The primary interfaces for NSIPS will be with systems of the Defense Finance and Accounting Service (DFAS). NSIPS was to provide pay and personnel functionality for the Navy reserve force in Release 0, and for the Navy active force in Release 1. The client-server architecture will have information stored at the local level and at the regional level. A corporate-level database will be used for planning and analysis purposes.

In 1997, the PM developed a prototype system to prove out the planned architecture and “user friendliness” of the graphical user interface. *PeopleSoft®* was selected as the basic human resource software package. This Release 0 package was customized to address the Navy reserve requirements. The Release 0 operational evaluation (OPEVAL) began in mid-September 1999. Many deficiencies were noted, including inaccurate transmittal logs, missing e-mail functionality, corrupted reports, and inadequate training. The Program Manager immediately developed a plan of actions to address these shortcomings. Beginning in October 1999, three separate software builds were installed to fix the problems and OPEVAL resumed in November 1999. In January 2000, DOT&E concurred with the Commander of Operational Test and Evaluation Force’s (COMOPTEVFOR) conclusion that NSIPS Release 0 is operationally effective and operationally suitable, and recommended approval for fleet introduction. NSIPS Release 0, which replaced the Reserve Standard Training, Administration, and Readiness Support (Manpower and Personnel) System, is currently operational at 260 reserve sites.

In June 2000, the PM announced a four-month schedule slip in software development and proposed that Release 1 be delivered in two separate increments. The first increment (Release 0.2) would address personnel actions and the second increment (Release 1) would address pay actions for the Navy active force. OPEVAL of Release 0.2 was conducted from April 23 to May 4, 2001. The results indicated that two effectiveness and eight (of ten) suitability critical operational issues were resolved satisfactorily. Interoperability and documentation were found unsatisfactory. Corrections were subsequently made and a follow-on verification of corrected deficiencies was conducted in July 2001. Test results indicated that previously identified deficiencies had been corrected. NSIPS Release 0.2 was approved for fleet introduction in September 2001.

### TEST & EVALUATION ACTIVITY

OPEVAL of NSIPS Release 1 was conducted from June 10 through July 12, 2002, at the following operational test sites: *USS Coronado*; Personnel Support Detachment (PSD) Gulfport, Mississippi; PSD Great Lakes, Illinois; PSD Newport, Rhode Island; PSD Point Loma, California; PSD Whidbey Island, Washington; and PSD Guam. VR-54 was used as a regression site to evaluate any interference with or previously installed elements of NSIPS.



*The Navy Standard Integrated Personnel System is to consolidate the Navy active and reserve field source personnel data collection systems, both ashore and afloat.*

# NAVY PROGRAMS

The OPEVAL was conducted during normal working hours five days a week for five weeks, concurrently at all seven operational test sites. The Naval Security Group Activity Pensacola tested system security, while testers from the Joint Interoperability Test Command evaluated interoperability issues.

## **TEST & EVALUATION ASSESSMENT**

OPEVAL results showed that while NSIPS Release 1 was able to meet many of its required performance thresholds, it did not meet the key performance parameter of 98 percent accuracy in processing personnel or pay transactions (only 89 percent accuracy was achieved in each of these two areas). Of the 13 external system interfaces, only 6 were certified as interoperable by the JITC testers, leading to a finding of unsatisfactory for the Interoperability Critical Operational Issue.

Furthermore, NSIPS Release 1 did not provide all the pay data collection functionality in the legacy Uniform Microcomputer Disbursing System (UMIDS) as stipulated in the Operational Requirements Document. As a consequence, UMIDS cannot yet be replaced by NSIPS. Because of these and other deficiencies, COMOPTEVFOR considered NSIPS Release 1 operationally ineffective and operationally unsuitable for fleet introduction. DOT&E concurred. After all the identified deficiencies are rectified, a follow-on OPEVAL is required to determine NSIPS Release 1's effectiveness and suitability.