



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

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The Army is determined to continuously provide the highest level of personnel and financial management support for its Soldiers. The Army is fielding the Integrated Personnel and Pay System – Army (IPPS-A), which will provide Soldiers improved online access to their personnel record and the ability to initiate personnel action requests 24 hours a day. The IPPS-A program is led by COL James (Darby) McNulty, IPPS-A Project Manager; COL Robin Parsons, Functional Management Division (FMD) Chief; and COL Eluyn Ginés, Military Pay Transition

Division (MTD) Chief. “IPPS-A is a 21st Century Human Resources Capability for the total Army,” said COL McNulty.

IPPS-A is the Army’s solution to the capability gap in personnel and pay management. This system is designed to alleviate the Army’s reliance on more than 40 stove-piped HR systems that do not efficiently share information with one another. Once implemented, IPPS-A will provide a centralized resource for Soldiers, Leaders and HR Professionals to better manage personnel and pay information. In order for the Army to meet appropriate legislative

mandates, IPPS-A will provide improved functionality in the following personnel and pay functional areas:

- Soldier pay
- Assignments
- In and out processing
- Awards
- Benefits
- Personnel and pay reports
- Personnel transactions
- Separations and retirements
- Personnel accountability data
- Evaluations
- Promotion information



IPPS-A capabilities support Active Component (AC), Army National Guard (ARNG), U.S. Army Reserve (USAR) at all installations world-wide. One of the first initiatives of IPPS-A was the development and deployment of the Soldier Record Brief (SRB). The SRB is a comprehensive personnel and pay record for each Soldier, commissioned or non-commissioned, for their entire Army career. In addition, IPPS-A will automatically trigger pay changes in response to personnel information, reducing inefficiencies and standardizing data.

Incremental Capabilities by Release.

IPPS-A will launch incrementally in five phases, or “releases,” over the coming years that build upon each other. The first release interfaced with 15 personnel

Just as Soldiers on the battlefield access the tactical communications network from Warfighter Information Network-Tactical Increment 2-equipped vehicles, IPPS-A will allow Soldiers increased access to their personnel and pay information. (Photo Credit: Public Affairs Officer, Joint Readiness Training Center)

systems and built the foundational database of trusted personnel data for all future releases. In addition, this release provides each Soldier access to the SRB, an eventual replacement for the Officer and Enlisted Record Briefs, DA Form 2-1, and nine multi-Component reports for HR Professionals.

“My vision for our program is to develop a 21st century human resources capability that is easy to use, reliable, secure, adaptive and supported by a well-trained force. In 2015, our team’s efforts will shift to Increment II (Release 2 through Release 5). Increment II will improve the Army’s financial management processes by linking the personnel and pay functions for all Army personnel. Once fully deployed, this will significantly contribute toward the Army’s goal of reaching financial audit readiness,” said COL McNulty.

Release 1 was deployed to the Army in three waves by Component. Wave 1 provided the ARNG with a trusted database and the ability for a Soldier to view and retrieve their SRB. Wave 2 provided the same capability to the Active Army. Wave 3 made the SRB available to all Components and provides Soldiers, administrators and leaders the ability to view and retrieve SRBs, and provide leaders and administrators access to nine pre-defined queries.

Release 2 will provide the ARNG with the capabilities that are currently supported by SIDPERS-ARNG. Release 3 will provide the capabilities currently supported by the major field systems for the USAR and AC. Pay capabilities will then be introduced to all Components in Release 4 and Release 5 will provide the remaining essential personnel services not previously supported. This approach ensures IPPS-A meets the needs of all its users. Once deployed, IPPS-A, as an integrated personnel and pay system,

will result in military pay being driven by personnel actions rather than being input separately.

Data Correctness. Soldiers’ feedback on the correctness of their data is also a critical element to the success of IPPS-A. Upon accessing their SRB, Soldiers will receive an initial survey within IPPS-A requiring them to determine if there are data errors on their SRB. If they identify errors on their SRB, they will receive an email directing them to complete an SRB Questionnaire. Soldiers will need to complete the questionnaire and work with their S-1 / HR professionals to correct incorrect information. Once complete, Soldiers will be asked to validate that incorrect information has been corrected on their SRB. “The success of IPPS-A begins with the Soldier. In order for this program to deliver a high quality solution to personnel and pay issues, we need to locate the errors in the legacy systems

COL Robin Parsons serves as the IPPS-A Functional Management Division (FMD), Chief. COL Parsons is responsible for leading the requirements definition, training, deployment and organizational change management for IPPS-A. He manages the partnership between the Army G1 Technology and Business Architecture Integration (TBAI) Directorate and the Program Executive Office for Enterprise Information Systems (PEO EIS) to develop, deliver, and set the conditions for successful sustainment of IPPS-A.

One of FMD’s key responsibilities is to lead the Data Correctness Work Integrated Product Team (WIPT) which is comprised of stakeholders from G1 FMD, ARNG G1, USAR, TRADOC, CASCOM, SSI, FORSCOM, HRC and IMCOM. This WIPT meets on a bi-weekly basis. The Data Correctness WIPT provides guidance to ensure HR



Similar to leaders conducting training their Soldiers and measuring its effectiveness, IPPS-A will benefit leaders by providing a near real-time view of all Soldiers’ most recent personnel and pay information within a command, including multi-Component units.

and fix these ASAP. It is imperative that we as a community collectively get the right message out to all Soldiers to get the data corrected before IPPS-A is fully deployed,” said COL Robin Parsons.

and Pay data elements are postured to support Business Processing activities developed during Increment II Releases 2 through 5. These efforts will ensure data is

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correct and an integrated solution is identified, which will effectively support accuracy in payroll processing.

At present, SRB survey response rates are being tracked and sent to FORSCOM and TRADOC and discussed at the respective monthly and quarterly VTC's. As the Data Correctness campaign matures, the intent is to send metrics to leaders on a weekly basis. This information will be used to gauge the response rates of Soldiers in each unit. Leadership will require HR Professionals to track the date Soldiers were contacted to correct the information, the date corrections were made, and the date Soldiers validated the corrections.

Military Pay Transition. With the integration of pay and personnel support functions under the Army-wide implementation of IPPS-A, the Army will transition the responsibility and oversight of military pay support operations from the Assistant Secretary of the Army for Financial Management and Comptroller, to the Assistant Secretary of the Army for Manpower and Reserve Affairs. Spearheading this effort for the Army G-1 is the Military Pay Transition Division (MTD), led by COL Eluyn Ginés, which is responsible for the planning, preparation and execution of the transition of Military Pay roles

and responsibilities from the Financial Management (FM) to Human Resources (HR) Communities. The MTD is leading this effort by documenting requirements, gaining feedback from the field, and sharing the vision of military pay transition with FM and HR professionals across the Army. Planning for the MilPay Transition is divided into four distinct lines of effort (LOEs): Policy & Oversight, Top of the System, Installation & Field Pay Support, and Training. "The transition of MilPay operations from the FM community to the HR community is a no-fail mission – we must ensure it is invisible in the eyes of the Soldiers. This transition will enable HR professionals to fully leverage IPPS-A capabilities, and ensure Soldiers and their families are promptly compensated without error," said COL Ginés.

As the Army's focal point and collaborative hub for this effort, the MTD is not only planning and coordinating the transition, but also preparing the HR community for the assumption of military pay functions. Assisting the transition planning effort is the MilPay Transition WIPT, which comprises representatives from all the major stakeholders across the Army and DOD. The MilPay Transition WIPT meets on a monthly basis and includes FM and HR stakeholders across the

Active Army and Reserve Component, along with representatives from the Defense Finance and Accounting Service (DFAS).

The MTD is depending on HR Leader engagement and input for the success of the transition, both now, and as the effort shifts from planning to implementation. During FY 15, the MTD will conduct site visits to collect requirements and gain feedback from the key stakeholders to facilitate the planning process and future execution. COL Ginés provides more detail on the MilPay Transition and its impact on HR leaders in his article within this edition of 1775

What's Next? HR Professionals, Commanders, Leaders and Soldiers play key roles in the success of IPPS-A. Upon completion, IPPS-A will be the largest HR Enterprise Resource Planning (ERP) system ever implemented in the world and will affect more than 1.1 million Soldiers worldwide. The Army is committed to developing and deploying a system that is efficient, comprehensive and meets the needs of today's modern military.

For more information about IPPS-A, visit www.ipps-a.army.mil.