Integrated Personnel and Pay System- Army (IPPS-A)
Update Brief

IPPS-A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

As of: 15 March 2016

IPPS-A Leadership Team

COL Darby McNulty

Project Management Office (PMO)
ASA(ALT), PEO EIS

The IPPS-A PMO manages the development of IPPS-A. PMO is responsible for designing and developing the system, training development, testing, implementation, customer relations and lifecycle sustainment.

COL Rob Parsons

Functional Management Division (FMD)
G-1(TBAI)

FMD is the functional sponsor for IPPS-A. FMD is responsible for functional input including requirements definition, business process mapping, deployment, training strategy and change management.

COL Eric Martinez

Military Pay Transition Division (MTD)
G-1(TBAI)

MTD plans and coordinates the transition of Military Pay Roles & Responsibilities from FM to HR. MTD focuses the transition efforts across three lines of effort: Transition of MilPay Policy & Oversight, Top of the System and Installation & Field Pay Support.

Army G-1 Vision, Mission and Priorities

Vision

Adapt to man a modular, expeditionary Army while sustaining the All Volunteer Force.

Mission

1. Advise the Secretary of the Army, Chief of Staff of the Army and Assistant Secretary of the Army (Manpower and Reserve Affairs) and collaborate with the Human Capital Enterprise.
2. Develop policies and execute programs to man the Total All Volunteer Army and ensure the health of the force.

Leadership Priorities

1. Readiness
   - Man the Force
   - Sexual Harassment/Assault Response and Prevention
   - Ready and Resilient
   - Integrated Disability Evaluation System
   - Diversity
2. Future Army
   - Recruiting and Accessions
   - Force of the Future - Talent Management
   - Soldier 2020
   - **Integrated Personnel and Pay System – Army (IPPS-A)**
3. Take Care of the Troops
   - Soldier for Life

IPPS-A provides three major capabilities:

Total Force (Personnel/Pay)	Talent Management	Auditability

Our Soldiers deserve a world class system.

IPPS-A Vision

Easy to Use

Reliable

Well Trained

Secure

Adaptive

A 21st Century Human Resources Capability for the Total Army

IPPS-A Mission

1. **Enable** a Better Quality of Life for Soldiers and Families
2. **Provide** Robust Tools to Enable Mission Command for Commanders and Leaders
3. **Deliver** a Modern Suite of Capabilities (Personnel and Pay) to Human Resources Professionals
4. **Meet** Audit Readiness Requirements for MILPAY

ENABLE ★ **PROVIDE** ★ **DELIVER**

IPPS-A Framework

Secure	Auditable	Easy to Use	Well Trained	Reliable	Adaptive

An Integrated Modern HR (Personnel and Pay) System

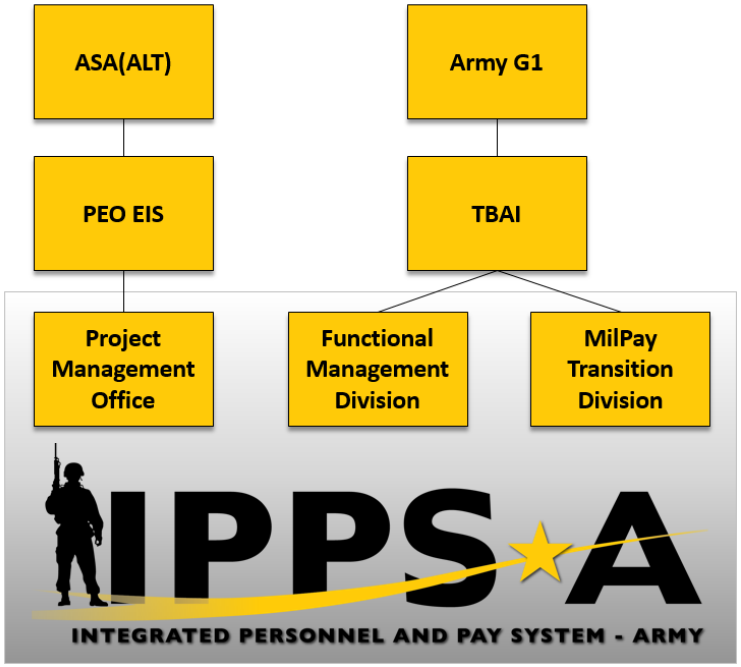
An Integrated Pay System	Army National Guard	
	Active Army	
An Integrated Personnel System	United States Army Reserve	
A Trusted Database	Accurate	Correct
A Robust Infrastructure		

Powered by PeopleSoft®

- HR Professionals
- Commanders
- Leaders
- Soldiers

IPPS-A Governance Structure

- **Assistant Secretary of the Army for Acquisition, Logistics and Technology ASA(ALT)—** Develops, acquires, fields and sustains the equipment to meet current and future Army needs
- **Program Executive Office Enterprise Information Systems (PEO EIS)—**Develops, acquires and deploys tactical and management information technology systems
- **IPPS-A Project Management Office—**Manages the development of IPPS-A



- **Army G-1—**manages and executes all manpower and personnel programs across the Army
- **Technology and Business Architecture Integration (TBAI)—**Ensures integration of information technology across the Army
- **Functional Management Division**—Functional sponsor for IPPS-A responsible for requirements and business process definition
- **MilPay Transition Division—** Plans and coordinates the transition of Military Pay Roles & Responsibilities from FM to HR

The IPPS-A implementation team is a partnership between the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASA(ALT)) and the Army G-1.

What is IPPS-A?

The Integrated Personnel and Pay System-Army (IPPS-A) is a web-based Human Resource system designed to provide integrated, multi-Component personnel and pay capabilities across the Army using the latest technology.

IPPS-A will:

- Create an integrated personnel and pay record for each Soldier for their entire career.
- Allow personnel actions to drive associated pay events.
- Feature self-service capabilities allowing Soldiers to access their personal information 24 hours a day.
- Ensure access to accurate and timely military personnel data to all levels of management.
- Serve as the authoritative database for personnel and pay data, subsuming many antiquated and disjointed systems.
- Be delivered to the Army in five releases.

IPPS-A will be the HR professionals' resource for timely and accurate personnel and pay data.

IPPS-A Benefits

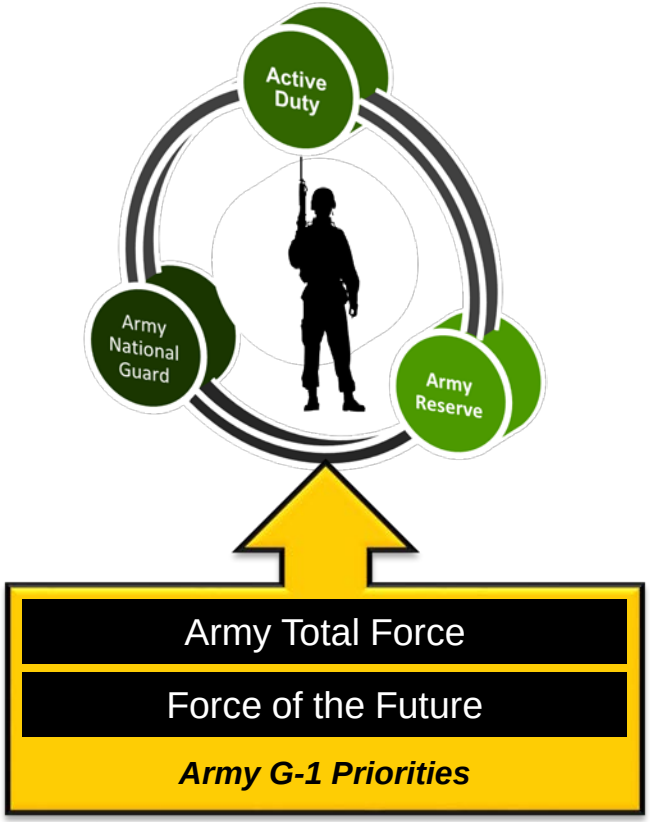
IPPS-A is critical to transitioning the military pay mission to the HR community and provides:

- An Integrated Personnel and Pay System
- A Comprehensive Personnel and Pay Record
- Data Standardization
- Efficiencies Gained by Automated Processing of Actions
- Business Process Standardization across Components
- Self-Service Access Through a Soldier Portal
- Personnel Asset Visibility and Accountability
- Strength Management and Accounting
- Soldier Support Throughout the Army Personnel Lifecycle ("Hire to Retire")
- Information for Audit Readiness Requirements

IPPS-A will better serve Soldiers and their Families, Leaders and HR Professionals and improve the management of personnel information by streamlining personnel and pay functions and correcting current system deficiencies using the latest technology.

Continuum of Service

- "Continuum of Service" strives to facilitate Soldiers' move between different statuses (transfers between the Active and Reserve Components) while maintaining benefits, personnel information and training
- IPPS-A ties to Army G-1 priorities, "Force of the Future" and "Army Total Force."
- IPPS-A's multi-Component capabilities will streamline transitions between Active Duty, Army National Guard and Army Reserve.
- Soldiers who transfer will benefit from IPPS-A's:
  - Decrease in pay inaccuracies
  - Increase in timeliness of pay
  - Decrease in processing time for transfers
  - Decrease in paperwork
- Commanders will benefit from having a multi-Component view of their unit's personnel information in one system.
- HR Professionals will benefit from IPPS-A's one stop shop for timely and accurate personnel data.



Incremental Capabilities by Release

System Releases | **System Capabilities**

Increment Two

Evaluation System & Retention Management
Release Five: Additional Personnel Services

- Record Evaluations
- Retirement Processing
- Separation Processing
- Retention Management (RETAIN)
- Extension
- Reclassification
- Involuntary Discharge
- Remedial Fitness
- Agreement/Incentive Documentation

One Pay System
Release Four: Pay Services

- Duty Participation
- Retirement Points
- Taxes
- Allowances
- BAH/Housing Recert/BAS
- Base Pay
- Debts/Collections
- Disability/Incapacitation Pay
- Bonuses
- Special & Incentive Pay
- Allotments
- LES
- Leave
- TSP/TSP Catch-up

Active/USAR Personnel System
Release Three: Accountability and Essential Personnel Svcs

Personnel
- Requisitions
- Unit Level Manning
- MGIB/Kicker
- Oaths
- Career Preference
- Record Evaluations
- Deployment Availability
- Strength Management
- Mass Updates

Pay Impacting
- Assignments
- Enlistment/Re-enlistment
- Hire/Rehire
- Duty Status
- Wounded Warrior
- Position Management
- Disciplinary Actions
- Record Updates
- Arrival/Departures

ARNG Personnel System
Release Two: SIDPERS Functionality

Personnel
- Course/Degree Completions
- Training Requirements
- Selective Continuation
- Awards & Decorations
- Badges & Tabs
- Record Evaluations
- Unit Level Manning

Pay Impacting
- Promotions/Demotions
- Member Benefits
- Duty Status
- Licenses/Certificates

Increment One

Trusted Database (Accuracy/ Correctness)
Release One: Trusted Database With Reporting Capabilities

- Soldier Data in Single Database
- Technical Foundation
- Authenticated Users

Wave 1: ARNG
- Personal SRB Access

Wave 2: Active & ARNG
- Personal SRB Access

Wave 3: Reserve, Active& ARNG
- Personal SRB Access
- SRB & 9 Pre-defined Queries Access for Leaders and HR Professionals

IPPS-A Data Correctness Campaign

IPPS-A Data Correctness WIPT

Stakeholders

MISSION
The IPPS-A Data Correctness WIPT supports the IPPS-A PMO and FMD in their efforts to leverage the IPPS-A Increment I SRB to facilitate corrections of errant data

Identify and Submit Data Correctness Issues

LINES OF EFFORT

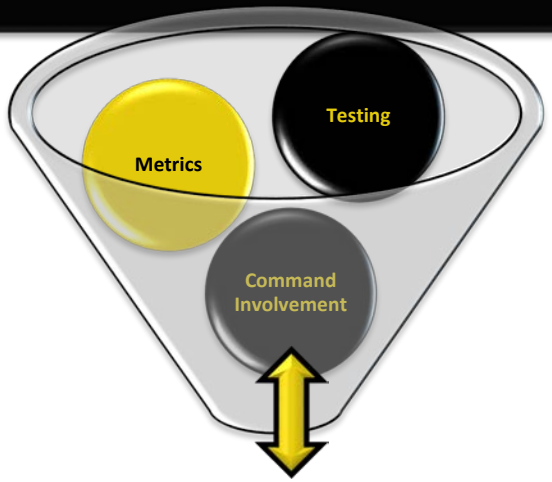
Data Error Correction
- Validation of ETL
- Data Profiling

Soldier Feedback
- SRB Access
- Survey Error Reporting
- User Juries
- Survey Follow Up
- Change Champion Feedback
- Help Desk/Trouble Tickets

Component Initiatives
- Command Channels
- Record Loading

Provide and Monitor Data Correctness Solution Progress

Soldier/Family Satisfaction



Trusted IPPS-A Database

Campaign is supported by Senior Army leadership and is vital to program success

IPPS-A Increment II Overview

- Deliver full integrated personnel and pay services for all Army Components (Active, National Guard and Reserve) building on the trusted database delivered by IPPS-A Increment I.
  - Link the personnel and pay functions for all Army personnel
  - Eliminate duplicate data entry reducing complex system maintenance and minimizing pay discrepancies
  - Account for status changes between Active, Reserve and National Guard Components
  - Ensure accurate service time minimizing impact on individual pay, credit for service and other benefits
  - Enable disciplined Human Resources Management

- IPPS-A Increment II will subsume functionalities from 45 legacy Army personnel and pay systems at Full Deployment and contribute toward the Army's goal of reaching financial audit readiness.

Modernization Increases Capability

Weapon Systems

Then

UH1

Cobra

M113

M60

Now

Blackhawk

Apache

Bradley Fighting Vehicle

M1 Abrams

Personnel & Pay Business Systems

Legacy Environment

- ✓ Component-unique, Stovepipe Systems
- ✓ No Talent Management
- ✓ Payroll disconnected from HR
- ✓ Does not support Audit Readiness

Army National Guard *US Army Reserve* *Active Component*

IPPS-A Environment

IPPS-A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

- ✓ Single Multi-Component System
- ✓ Robust Talent Management
- ✓ Personnel Drives Pay
- ✓ Fully Supports Audit Readiness

IPPS-A Optimizes Human Resources Management Capabilities

IPPS-A Capabilities by Audience

Soldiers

- View full personnel record and SRB
- Submit a Human Resources action request, for example:
  - Select benefit options
  - Enroll in a Thrift Savings Plan
  - Change direct deposit information
- Initiate and monitor Human Resources actions
- Update own personal information for approval
- Perform other pay and personnel functions

Leaders

- Authoritative data to make managerial decisions
- Real-time view of personnel and pay data
- HR action capabilities (e.g., unit manning)
- Additional multi-Component reports
- Initiation, review and automated approval of HR actions (currently DA Form 4187)
- Automation of the awards and evaluations review and approval processes

HR Professionals

- Reducing personnel data entry into multiple databases
- Supporting personnel data update submissions and approvals
- Reducing the need for manual data entry to support pay activities
- Enabling personnel data updates to trigger automatic pay transactions
- Increasing the timeliness and accuracy of Soldier pay and benefits
- Granting access to multi-Component information in an integrated system

MilPay Transition: Situation, Mission and End State

Situation:

- Since the early 1970s, the Army has pursued the integration of the personnel and pay functions:
  - most pay actions are the natural effect of personnel actions
  - combining the functions streamlines processes: producing efficiencies while increasing timeliness and reducing errors
- The pursuit of integrating these two functions has remained a constant theme throughout the long term development of systems, such as COPPER (1970s), PerPay (1990s), and DIMHRS (2003-2008).
- Recent IPPS-A program successes triggered recognition that realization of the integrated personnel & pay vision is near and that a functional integration plan is necessary.

*In August 2014, the Army stood up the **Military Pay Transition Division** to plan the transition of MilPay from the FM community to the HR community*

Mission: Prepare the HR community for assumption of the MilPay mission NLT Release 4 of IPPS-A by serving as the Army's focal point and collaborative hub for all transition efforts.

End State: A seamless transition of responsibility that precludes any disruption or error in the processing of Soldier Pay, while satisfying all statutory requirements.

Military Pay Today

Current Environment:

- ASA FM&C/USAFMCOM are responsible officials
- DFAS owns pay system (DJMS) and charges Army a fee to provide support
- DFAS-IN provides centralized functions
- DMPOs (CONUS) augmented by FM Units
- FM Units execute mission OCONUS
- Fort McCoy hosts USAR pay center
- USPFOs process MilPay for ARNG
- Separate inputs for personnel data and pay data
- Minimal feed from personnel system to pay system

The Basic Concept:

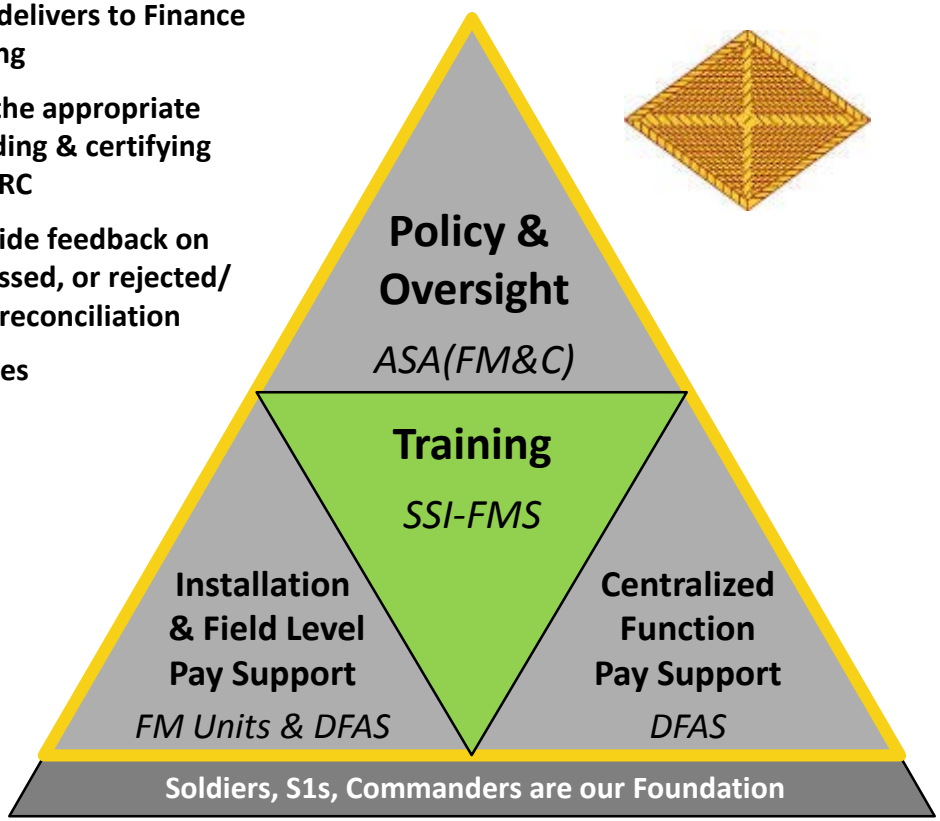
- **CO & 1SG ensure proper Soldier pay aided by UCFR**
- **1SG guides Soldier pay action to BN S-1**
- **BN S-1 bundles pay actions on transmittal letter; delivers to Finance Office for processing**
- **Finance performs the appropriate analysis before coding & certifying through DJMS AC/RC**
- **DJMS reports provide feedback on transactions processed, or rejected/ recycled requiring reconciliation**
- **Finance works issues to resolution**

Systems:

- **DJMS AC/RC**
- **STANFINS (SRD-1)**
- **GFEBS**

Guiding Publications:

- **Regulatory: AR 37-104-4, DoDFMR Vol 7A, and others**
- **Doctrinal: FM 1-06**



Military Pay Tomorrow

IPPS-A Environment:

- ASA M&RA/DCS-G1 are responsible officials
- Army owned pay system (IPPS-A)
- Centralized Functions for MilPay: (TBD)
- Installation Pay Support led by Army HR community
- HR system and respective data elements serve as Authoritative Data Source
- Reduces duplicate data entries; decreases error margins; decreases number of HR systems; leverages modern day technology via use of Enterprise Resource Programs
- Audit Readiness Compliant & no Materiel Weaknesses

The Basic Concept:

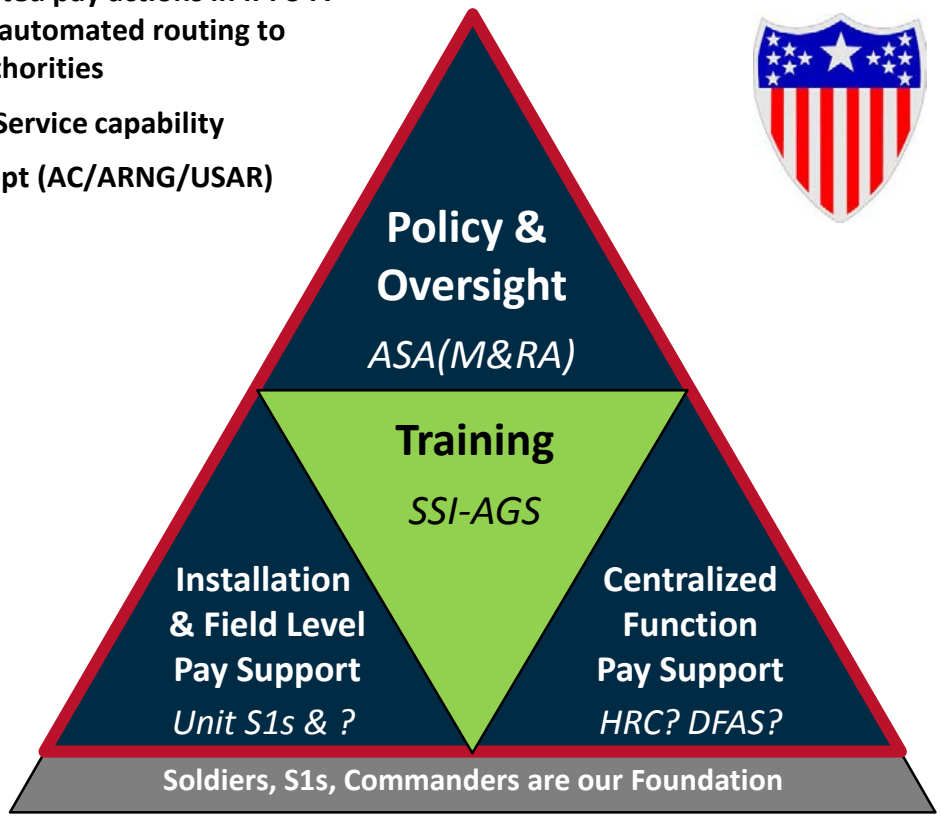
- **IPPS-A provides single system for Soldier, Leader, & S-1 access**
- **CO & 1SG ensure proper Soldier pay aided by IPPS-A**
- **Soldier initiated pay actions in IPPS-A followed by automated routing to approval authorities**
- **Robust Self-Service capability**
- **3-to-1 Concept (AC/ARNG/USAR)**

Guiding Publications:

- **Regulatory: AR 637-104-4**
- **Doctrinal: FM 1-0**

Systems:

- **IPPS-A**
- **GFEBS**



MilPay Transition Mission Progression

Gaining Traction on Transition

Concept of Operations (CONOPS)

Drafted a CONOPS that provides the vision for a "to be" personnel and pay environment and describes the conceptual framework for transitioning the Pay Support core competency from the FM community to the HR community. The CONOPS compliments the IPPS-A materiel solution under development by PEO EIS.

Centralized Functions As-Is

Gathered the MilPay "As-Is" requirements for the Centralized Functions (MilPay Transition Division – Line of Effort #2); finalizing a model for a "to be" environment

- Performed various site visits to DFAS
- Analyzed various DFAS business process maps
- Working on Centralized Functions decision

Installation & Field-level Pay As-Is

Gathered the MilPay "As-Is" requirements for the Installation & Field Level Pay Support (MilPay Transition Division – Line of Effort #3); drafting "to be" model.

- Defense Military Pay Office (DMPO) / Finance Office Site Visits
- Historical Research (White Papers, Briefings, Presentations, Senior Leader Memos, etc.)
- Key Leader Engagements / Stakeholder Collaboration
- Laws, Regulations, and Policies (LRP) Research

DOTMLPF-p Governance Framework

Established a new governance board construct for managing the IPPS-A functional transition leveraging the Army's standard DOTMLPF-p transformation model

Resources

IPPS-A public website—offers Soldiers and their Families an up to date online resource serves an alternate access point for IPPS-A portal and Soldier Record Brief. Visit at: www.IPPS-A.army.mil.

IPPS-A Army Knowledge Online (AKO) page—an alternate access point for IPPS-A portal and Soldier Record Brief. Visit at: https://www.us.army.mil/suite/page/689819.

IPPS-A email inbox—submit questions directly to the IPPS-A implementation team: usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil.

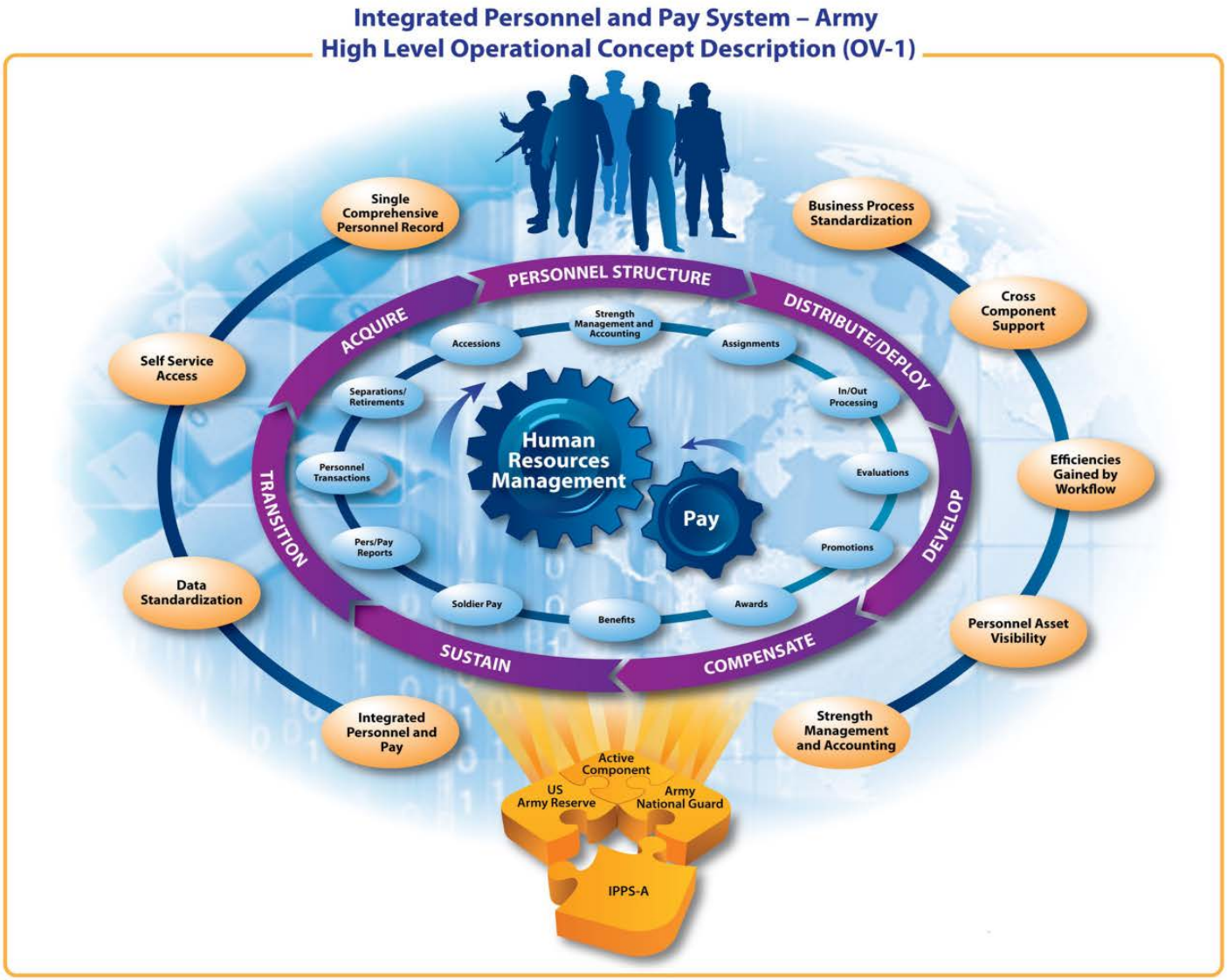
Change Champion Network—individuals will receive resources for sharing information with their respective commands. Sign-up to become a Change Champion to receive the latest information by writing to usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil.

IPPS-A S1NET page—provides S1s and Human Resources professionals timely updates about IPPS-A through the S1NET on milSuite. Visit at: https://www.milsuite.mil/book/community/spaces/apf/s1net/ipps-a.

Back Up Slides

How the IPPS-A Release Plan Affects Components

Army Components are affected differently by the IPPS-A Release Plan:

Component	Impact
	• **Release 1, Wave 1:** Trusted database with Soldier access to their own SRB • **Release 2:** IPPS-A replaces use of SIDPERS-ARNG for all business processes and capabilities currently conducted in the system; interfaces to other systems established • **Release 3:** ARNG personnel receive additional and upgraded capabilities; less reliance on external systems to complete HR transactions
	• **Release 1, Wave 2 (Active):** Trusted database with Soldier access to their own SRB • **Release 1, Wave 3 (Reserve):** Trusted database with SRB and reporting capabilities build the foundation for all future releases • **Release 2:** Though the new capabilities will be predominantly used by the ARNG, this release will be designed to meet the requirements for all Components so the business processes remain consistent across the Army. Release 1 capabilities will still be available to all Components • **Release 3:** IPPS-A replaces over 30 systems, including eMILPO and TAPDB-R, for all business processes and capabilities at field level and Department of the Army level; minimal reliance on external systems to complete HR transactions
All Components	• **Release 1, Wave 3:** Trusted database with SRB and reporting capabilities build the foundation for all future releases • **Release 4:** Pay services integrated; personnel transactions trigger pay events • **Release 5:** Remaining personnel services incorporated into IPPS-A; IPPS-A completes the replacement of 45 systems and discontinues use of 5 DFAS pay systems

IPPS-A High-Level Operational Concept