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

As of: 21 March 2016
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.

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.

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:

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<tr>
<th>Total Force (Personnel/Pay)</th>
<th>Talent Management</th>
<th>Auditability</th>
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<td>Our Soldiers deserve a world class system.</td>
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Our Soldiers deserve a world class system.
One Soldier  One Record  One Army

IPPS-A Vision

Easy to Use

Secure

Reliable

Well Trained

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
IPPS-A Framework

An Integrated Modern HR (Personnel and Pay) System

- An Integrated Pay System
- An Integrated Personnel System
- A Trusted Database
- A Robust Infrastructure

- Army National Guard
- Active Army
- United States Army Reserve
- Accurate
- Correct

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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" 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

**Release Five: Additional Personnel Services**
- Record Evaluations
- Retirement Processing
- Separation Processing
- Retention Management (RETAI)
- Extension

**System Releases**
- Evaluation System & Retention Management

**System Capabilities**
- Reclassification
- Involuntary Discharge
- Remedial Fitness
- Agreement/Incentive Documentation

**Release Four: Pay Services**
- Duty Participation
- Retirement Points
- Taxes
- Allowances
- BAH/Housing Recert/BAS
- Base Pay
- Debts/Collections

**Release Three: Accountability and Essential Personnel Svcs**
- Personnel
  - Requisitions
  - Unit Level Manning
  - MGB/Kicker
  - Oaths
  - Career Preference
  - Record Evaluations
- Deployment
  - Availability
  - Strength
  - Management
  - Mass Updates
- Pay Impacting
  - Assignments
  - Enlistment/Re-enlistment
  - Hire/Rehire
  - Duty Status
  - Wounded Warrior

**Release Two: SIDPERS Functionality**
- Personnel
  - Course/Degree Completions
  - Training Requirements
  - Selective Continuation
- Awards & Decorations
  - Badges & Tabs
- Record Evaluations
- Unit Level Manning

**Release One: Trusted Database With Reporting Capabilities**
- **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

**Active/USAR Personnel System**

**ARNG Personnel System**

**Trusted Database (Accuracy/Correctness)**
THE IPPS-A DATA CORRECTNESS CAMPAIGN

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.

LINES OF EFFORT
- Validation of ETL
- Data Profiling
- SRB Access
- Survey Error Reporting
- User Juries
- Survey Follow Up
- Change Champion Feedback
- Help Desk/Trouble Tickets
- Command Channels
- Record Loading
- Command Involvement
- Metrics
- Data Validation
- Stakeholders

IDENTIFY AND SUBMIT DATA CORRECTNESS ISSUES
- Data Error Correction
- Soldier Feedback
- Component Initiatives

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

**Then**
- UH1
- Cobra
- M113
- M60

**Now**
- Blackhawk
- Apache
- Bradley Fighting Vehicle
- M1 Abrams

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

**IPPS-A Environment**
- Single Multi-Component System
- Robust Talent Management
- Personnel Drives Pay
- Fully Supports Audit Readiness

**IPPS-A Optimizes Human Resources Management Capabilities**

One Soldier ★ One Record ★ One Army
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
**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

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

Systems:
- DJMS AC/RC
- STANFINS (SRD-1)
- GFEBS

Policy & Oversight
ASA(FM&C)

Training
SSI-FMS

Installation & Field Level Pay Support
FM Units & DFAS

Centralized Function Pay Support
DFAS

Soldiers, S1s, Commanders are our Foundation
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

**Policy & Oversight**
ASA(M&RA)

**Training**
SSI-AGS

**Installation & Field Level Pay Support**
Unit S1s & ?

**Centralized Function Pay Support**
HRC? DFAS?

Soldiers, S1s, Commanders are our Foundation
Gained 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](http://www.IPPS-A.army.mil).


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

How the IPPS-A Release Plan Affects Components

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

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<td>Release 1, Wave 1: Trusted database with Soldier access to their own SRB</td>
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<tr>
<td>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</td>
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<tr>
<td>Release 3: ARNG personnel receive additional and upgraded capabilities; less reliance on external systems to complete HR transactions</td>
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- **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

Integrated Personnel and Pay System – Army
High Level Operational Concept Description (OV-1)