Integrated Personnel and Pay System - Army (IPPS-A) Update Brief
As of: 06 April 2017
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.

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.

The IPPS-A Increment II Product Manager is responsible for the development, integration, testing, fielding and sustainment of IPPS-A, INC II, which will provide the majority of IPPS-A functionality.
To build a Total Army of active, reserve and National Guard forces, as well as Civilians, who are trained and ready to take on the challenges of the future, we must leverage and manage all available talent and ensure every individual is able to get on the field and play his or her position. **Our goal, is complete visibility of all of our knowledge, skills, abilities and behaviors to ensure the right person is in the right job at the right time.** To accomplish this, we must **move from a personnel management system to a talent management system.** We are actively pursuing the Integrated Personnel and Pay System – Army (IPPS-A). IPPS-A is a Human Resources Information System (HRIS) that for the first time, will allow the Army to manage the AC, USAR, and ARNG on one HRIS, providing visibility of the knowledge, skills, abilities and behaviors of the Total Force. Next, it will allow us to manage talents and match them to Army requirements. Finally, it will **provide us an audit capability to ensure personnel and pay are compliant with the law.**

**LTG James C. McConville, Deputy Chief of Staff, G-1, United States Army**

**Senate Armed Services Committee Testimony, 8 March 2016**
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. **Support** Army G-1 Priorities (Total Force, Talent Management and Auditability)

**ENABLE**  ★  **PROVIDE**  ★  **DELIVER**
IPPS-A Framework

IPPS-A supports Commanders, Soldiers and HR Professionals of the Total Force:

- Active Army
- Army National Guard
- US Army Reserve

IPPS-A provides a capability that is:

- Secure
- Auditable
- Easy to Use
- Well-Trained
- Reliable
- Adaptive

A Robust Infrastructure

One Soldier ★ One Record ★ One Army
What is IPPS-A?

IPPS-A is the Army’s future online Human Resources (HR) solution that transitions our industrial age personnel systems to a 21st century talent management system.

IPPS-A will:
- Put all three Army Components – Active, Reserve and Guard – on one HR system
- Create an integrated personnel and pay record for each Soldier for their entire career.
- Allow personnel actions to drive pay events.
- Give Commanders visibility of talent within their formations, allowing them to better manage knowledge, skills and behaviors of Soldiers in order to optimize their contribution to Army Readiness
- Feature self-service capabilities allowing Soldiers access to their personal information 24 hours a day.
- Improve access, timeliness, and accuracy (auditability) of personnel and pay data.

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:

- Multi-Component visibility
- A comprehensive personnel and pay record
- Integrated personnel, pay and talent management capabilities
- Soldier online self-service portal
- Near real-time 24/7 global online access
- Reduction in processing time
- One-time data entry
- A secure, easy to use database
- Auditability

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 Capability Areas by Release

*(subject to change)*

<table>
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<th>Increment I / Release 1</th>
<th>Increment II / Release 2</th>
<th>Increment II / Release 3</th>
<th>Increment II / Release 4</th>
<th>Increment II / Release 5</th>
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<td>Trusted Database (Accuracy/Correctness)</td>
<td>ARNG Personnel System</td>
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<td>- Awards/Decorations</td>
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<td>- Checklists</td>
<td>- Checklists</td>
<td>- Base Pay</td>
<td>- Reporting &amp; Analytics</td>
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<tr>
<td>Wave 1: ARNG</td>
<td>- Disciplinary Actions</td>
<td>- Digital Signature</td>
<td>- Basic Allowance for Housing/Basic Allowance for Subsistence/Variable Housing Allowance</td>
<td>- Retention Management (Full)</td>
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<tr>
<td>- Personal Soldier Record Brief (SRB) Access</td>
<td>- Duty Status</td>
<td>- Disciplinary Actions</td>
<td>- Bonuses</td>
<td>- User Security/Audit Trails</td>
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<td>Wave 2: Active &amp; ARNG</td>
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<td>- Duty Status</td>
<td>- Collections</td>
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<td>- Personal SRB Access</td>
<td>- IPPS-A Training</td>
<td>- Hire/Rehire</td>
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<tr>
<td>Wave 3: Reserve, Active &amp; ARNG</td>
<td>- Licenses/Certificates</td>
<td>- Job Openings/Requisitions</td>
<td>- Duty Participation</td>
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<td>- Personal SRB Access</td>
<td>- Mass Updates</td>
<td>- Licenses/Certificates</td>
<td>- Incentives Pay</td>
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<tr>
<td>- SRB &amp; 9 Pre-defined Queries Access for Leaders and HR Professionals</td>
<td>- Member Benefits</td>
<td>- Mass Updates</td>
<td>- Leave</td>
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<td>Increment I: Fully deployed. Sustainment efforts include data correctness and accuracy.</td>
<td>- Member Benefits</td>
<td>- Member Benefits</td>
<td>- Leave and Earnings Statement</td>
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<td>- Mobile Capabilities</td>
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<td>- Workflow/Visibility</td>
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MDARNG Go Live
- Apr 2018 *
- Apr 2019 *
- Jan 2020 *
- Fall 2020 *

FY2015 ✓
FY2018 *
FY2019 *
FY2020 *
FY2020 *

*Estimated start to deployment*
# Systems to be Subsumed by IPPS-A

*(subject to change)*

<table>
<thead>
<tr>
<th>FY2018*</th>
<th>FY2019*</th>
<th>FY2020*</th>
<th>FY2020*</th>
<th>FY2020*</th>
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</thead>
</table>
| **ARNG Personnel System**<br><br>Increment II / Release 2<br><br>- SIDPERS-ARNG<br>- ETRANS | **Active/USAR/ARNG Personnel System**<br><br>Increment II / Release 3<br><br>- AORS<br>- ARPIMS<br>- ARTRAMS<br>- ASK<br>- DAPMIS<br>- EDAS<br>- eMILPO<br>- ICDT<br>- ITAPDB<br>- MBIS<br>- MGIB<br>- MOBPERS<br>- MOSC<br>- PPW<br>- RDMS<br>- RICS<br>- RSAS/RCCPDS<br>- RSDQ<br>- TAPDB-AE<br>- TAPDB-AO<br>- TAPDB-ARNG<br>- TAPDB-R | **One Pay System**<br><br>Increment II / Release 4<br><br>- TPUMS<br>- UIC<br>- UPDB<br>- RCAS<br>  - CMS<br>  - MILPO Orders<br>  - UPS<br>- RLAS<br>  - PERS<br>- ISM<br>  - TRANSPROC<br>- RCAS<br>  - RPAM<br>- RLAS<br>  - PAY<br>- Off Ramp DFAS Systems<br>  - 5 Year Tax History<br>  - CMS<br>  - DJMS AC<br>  - DJMS RC<br>  - DMO | **Evaluation System & Retention Management**<br><br>Increment II / Release 5<br><br>- KEYSTONE RETAIN<br>- SEPS | <br><br>**32 Full Subsumed Systems**<br><br>**5 Partially Subsumed Systems**<br>- ISM (Rel 3 and 4)<br>- RCAS (Rel 3 and 4)<br>- RLAS (Rel 3 and 4)<br>- EPDMTK (Rel 3)<br>- TOPMIS II (Rel 3)<br><br>**5 Off Ramp DFAS Systems**

IPPS-A integrates the Army’s Personnel/Pay System Architecture
Systems to Interface with IPPS-A
(subject to change)

FY2015
- Trusted Database (Accuracy/Correctness)
  - Increment I
    - ATRRS (I)**
    - ATRRS (I)**
    - DAPMIS (I)
    - DEERS (I)**
    - DRMS-A (I)**
    - eMILPD (I) (R3)
    - ITAPDB (I) (R3)
    - MODS (I)**
    - POSEEdit (I)
    - RCMS-Guard (I)**
    - SIDPERS-ARNG (I) (R2)
    - TAPDB-AE (I) (R3)
    - TAPDB-R (I) (R3)
    - TESS (I)
    - TOPMIS II (I) (R3)**

FY2018*
- ARNG Personnel System
  - Increment II / Release 2
    - A2T-PS (O)
    - ACT (O)
    - AKO (O)
    - ASRS (I/O)
    - ATMS (I/O)**
    - ATRRS (I/O)**
    - AWCTS (I)
    - CAMP (O)
    - COOL (I)
    - CRRRD (O)
    - DAMIS (O)
    - DAPMIS (I/O)
    - DARTS (O)
    - DCPS (I/O)
    - DJMS AC (O)
    - DMHRsI (O)
    - DPS (O)
    - DMDSS-A (I/O)**
    - DTAS (O)
    - DTS (I/O)
    - EDTM (I/O)
    - EFMPI (I/O)
    - EKS (O)
    - EMDS (O)
    - EPM (I)
    - GCSS-Army (O)
    - GFEBs (I/O)
    - GoArmyEd (I/O)
    - HIMS (O)

FY2019*
- Active/USAR/ARNG Personnel System
  - Increment II / Release 3
    - ISM-CIF (O)
    - ISM-TRANSPROC (I/O) (R4)
    - JPA (IVS) (I/O)**
    - KEYSTONE-REQUEST (I)
    - KEYSTONE-REQUESTAR (O) (R5)
    - LAWS-JAGNET (O)
    - MED-CHART (O)
    - MODS (I/O)**
    - MY EDUCATION (O)
    - PayS (O)
    - PDE (O)
    - PER-DSS-A2SF (O)
    - PER-DSS-MOBMAN (O)
    - PER-DSS-PAM/PAM XXI (I/O)
    - PLFS (O)
    - POTBSCS (O)
    - RCCPDS (O)
    - RCMS-RESERVE (O)
    - RLS (RM & Training) (O)
    - RLS (Pay) (O)
    - SBS (O)
    - SEPS (I/O) (R5)
    - SFT (ArmyResGrd) (O)
    - SMS-Fed (O)
    - SMS-Web (I/O)
    - TC-AIMS II (O)
    - TIGER (O)
    - TOPMIS II (I/O)**
    - USMA AMS (I)

FY2020*
- One Pay System
  - Increment II / Release 4
    - UCX (O)
    - AAFES-JSCS (I/O)
    - ADS (I/O)
    - AERS (I/O)
    - DDMS (I/O)
    - DDS (I)
    - DRAS (O)
    - Eagle Cash (I)
    - Ezpay (I)
    - IGS (I/O)
    - IRS System (O)
    - MAC (I/O)
    - Soc Sec Admin System (O)
    - SORS (I/O)
    - State Tax Systems (O)
    - TDP (I/O)
    - TSP (I/O)
    - USSDP (I/O)
    - WIA (I/O)
    - 5 Year Tax History
    - CMS
    - DJMS AC
    - DJMC RC
    - DMO

NOTE: Increment I interfaces may need to be modified for Increment II

*Estimated start to deployment

One Soldier ★ One Record ★ One Army

Eliminates 300 interfaces used today

- 85 Systems
  - I/O : 33
  - 1 : 11
  - 0 : 41
- 10 Subsumed
  - 5 DFAS Off Ramp

1 = Inbound Interface
O = Outbound Interface
I/O = Inbound & Outbound
R = Release

**Directional Change in Interface (Inbound (I) changes to Inbound/Outbound (I/O))
IPPS-A High Level Operational Concept

IPPS-A MANAGES
- Assignments
- Awards
- Benefits
- Evaluations
- In and out processing
- Personnel accountability data
- Personnel and pay reports
- Personnel transactions
- Promotion information
- Separations and retirements
- Soldier Pay
- Talent Management

IPPS-A PROVIDES
- A comprehensive personnel and pay record
- Auditability
- Business process standardization
- Data standardization
- Electronic approvals
- Integrated personnel, pay and talent management
- Personnel asset visibility
- Readiness
- Right Soldier, Right Job, Right Time
- Self-service access to personal information
- Strength management and accounting
- Total Force Visibility and Support

IPPS-A OVERLADS
- Active Army
- Army National Guard
- US Army Reserve

Life Cycle (Hire to Retire)

Total Force

One Soldier ★ One Record ★ One Army
Situation:
• Since the early 1970s, the Army has pursued the integration of personnel and pay functions given:
  – 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.

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.

In August 2014, the Army stood up the Military Pay Transition team to plan the transition of MilPay from the FM community to the HR community.
Today
(Multiple, Disconnected, Outdated
HR and Pay systems and processes)

Personnel & Pay Support

- Personnel (HR)
  - ACTIVE
  - ARNG
  - USAR

- Pay (FM)
  - ACTIVE
  - ARNG
  - USAR

Delays or Issues w/ Pay

Multiple Systems, Manual Documentation, Reconciliations, Error corrections, & Untimely Transactions resulting in Pay Delays/Issues

Audit

- Personnel (HR)
  - ACTIVE
  - ARNG
  - USAR

- Pay (FM)
  - ACTIVE
  - ARNG
  - USAR

Limited Traceability

No clear visibility of transaction, limited E2E traceability, no standardization of process, no authoritative documentation capture

Tomorrow
(21st Century
Integrated Personnel and Pay System)

Total Force
Integrated Personnel & Pay Support

IPPS-A

- Integration of HR and Pay responsibilities
- Pay linked to Personnel (HR) transaction
- 24/7 visibility and access to Pay information
- Reduction of manual documentation and processes
- Full traceability and visibility of transaction
- Audit Controls ensuring correct and accurate pay
- Link to IPERMS document repository as applicable

Audit Ready

IPERMS

- Authoritative System Interfaces/Sources

Document Repository
### IPPS-A Program Milestones

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<td><strong>IPPS-A Program Milestones</strong></td>
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<tr>
<td>1 WE ARE HERE: “Who” will do “What” MilPay Functions</td>
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<td>2 “When” and “How” will we Transition?</td>
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<tr>
<td>3 HR Transactions in IPPS-A drive changes to pay in Legacy Pay Systems (DJMS)</td>
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</table>
| 4 Integrated Personnel and Pay Transactions processed in IPPS-A  
- Off-ramping of Legacy Pay Systems (DJMS-AC and DJMS-RC) | | | | | | |

### Implement Transition Plan

**MilPay Transition to Army HR**

- **ARMY** (ARNG)
- **ARMY** (ARNG, Active, USAR)
- **ARMY** (Total Force Integrated Personnel and Pay)
- **ARMY** (Total Force Integrated Personnel and Pay)
- **ARMY** (Total Force Integrated Personnel and Pay)
- **ARMY** (Total Force Integrated Personnel and Pay)

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**IPPS-A is Transformational in Scope and Success Requires Synchronization with DFAS in Transitioning MILPAY to HR Organizations in the Army – We Cannot Get Soldier Pay Wrong**

**One Soldier ★ One Record ★ One Army**
IPPS-A has several communications channels and products that help promote how the Army is revolutionizing human resources, pay, and talent management processes:

- Public Website: https://www.ipps-a.army.mil/
- Social Media Pages: Facebook & YouTube
- Email Inbox: usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil
- “IPPS-A is Coming!” YouTube Video: https://www.youtube.com/watch?v=PG8JOqjTuoo
- Stakeholder Review YouTube Video: https://www.youtube.com/watch?v=wLfdBOGz8Ag&t=10s
- Printable Resources: https://www.ipps-a.army.mil/printable-resources/
  - IPPS-A 101 Brief
  - IPPS-A Overview Hand Out
  - IPPS-A Army National Guard specific handout
Backup Slides

One Soldier ★ One Record ★ One Army
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

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.
IPPS-A SDLC Integration with Agile

SRR → SFR → IBR

Analyze

Requirements Analysis

Fit/Gap

Deploy

Operational Testing

Integration Testing

Run

TRR → DIT → GAT → LUT → OPT → DEP

Plan

Agile Territory

Build

Detailed Design

Unit Testing

Develop

PDR → CDR → PLT

Waterline
IPPS-A’s Agile Implementation

- To create working software product often and to demonstrate to the customer

- Sprint Backlog
- Sprint Burndown
- Impediment List

Ensures holistic activities and iterative processes
IPPS-A’s Agile Methodology

1 - Requirements are defined based on the Business Process.

2 - Requirements are grouped into features aligned with the delivered software product.

3 - Features are decomposed into tasks to be executed in sprints.

Delivering Software That Works
IPPS-A Training

- Full IPPS-A application functionality in all Training Domains
- System Development provides interim software updates (NET & INST)
- NET UPK developed and shared with Institutional Training Domain
- Constant collaboration between NET & Institutional Training Domain
- NET includes IPPS-A(T) introduction to the Institutional Training Domain

Training Development

| NET Courses |
| Introduces IPPS-A to the current Force |

Institutional Training Domain

| Training Development |
| Classroom Training |
| Capstone Events |

Operational Training Domain

| Training to Initial Entry Soldiers & Professional Development |
| Collective Training |
| Exercise Training |

Self-Development Training Domain

| Individual user access to train desired tasks |
| Training |

Collective Training Units Level Training events - HR Staff Elements, Tactical, IMCOM, & JTF HQs

Exercise Training Warfighters, Combat Training Centers, Organizational Field Exercises
Modernization Increases Capability

**Then**
- UH1
- Apache
- M113
- M60
- UH1
- Cobra
- M1 Abrams
- Bradley Fighting Vehicle

**Now**
- Blackhawk
- US Army Reserve
- Active Component
- Army National Guard
- US Army Reserve

**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
Release 2 ARNG Capabilities by Audience

**Soldiers**
- Self Service
- View full personnel record and SRB
- Submit select personnel action requests
- Initiate and monitor select Human Resources actions
- Update own personal information for approval
- Perform other personnel functions

**Leaders**
- Authoritative data to make managerial decisions
- Real-time view of personnel data
- HR action capabilities (e.g., unit manning)
- Initiation, review and approval of HR actions

**HR Professionals**
- Reducing personnel data entry
- Supporting personnel data update submissions and approvals
- Increasing the timeliness and accuracy of Soldier Information