IPPS-A

INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

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

As of: 06 July 2016

One Soldier ★ One Record ★ One Army

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 Gregory Johnson

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.

Army G-1 Priorities

IPPS-A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

39th Chief of Staff of the Army Top Priorities

1. Readiness
2. Future Army
3. Take Care of the Troops

Army G-1 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
3. Take Care of the Troops
   - Soldier for Life

"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, 08 March 2016

IPPS-A provides three major capabilities:

Total Force (Personnel / Pay)	Talent Management	Auditability

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

IPPS-A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

Secure	Auditable	Easy to Use	Well Trained	Reliable	Adaptive

An Integrated Modern HR (Personnel and Pay) System

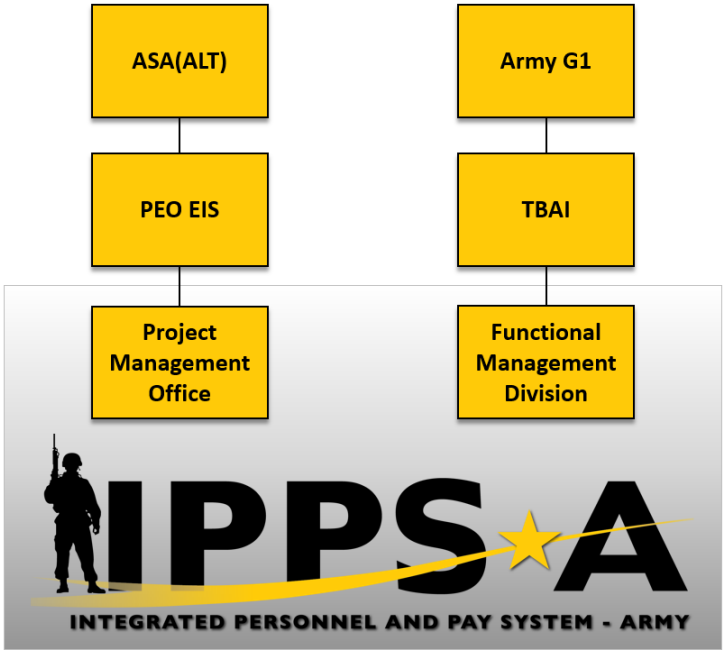
An Integrated Pay System	Army National Guard	
	Active Army	
An Integrated Personnel System	United States Army Reserve	
A Trusted Database	Accurate	Correct
A Robust Infrastructure		

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

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

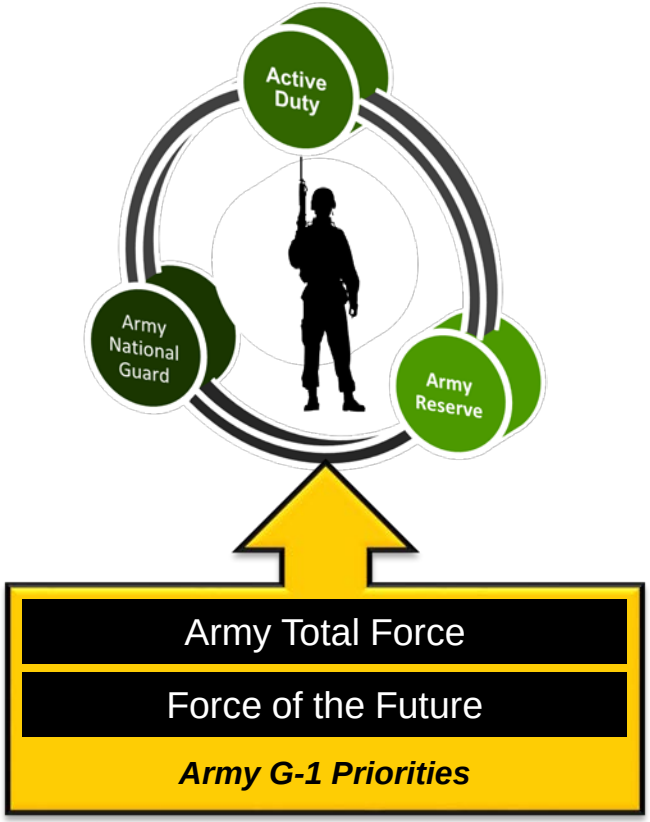
IPPS-A is critical to transitioning the military pay mission to the HR community and provides:

- 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

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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

Increment 1: Fully deployed. Sustainment efforts include data correctness and accuracy.

Increment 2

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

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

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

Evaluation System & Retention Management

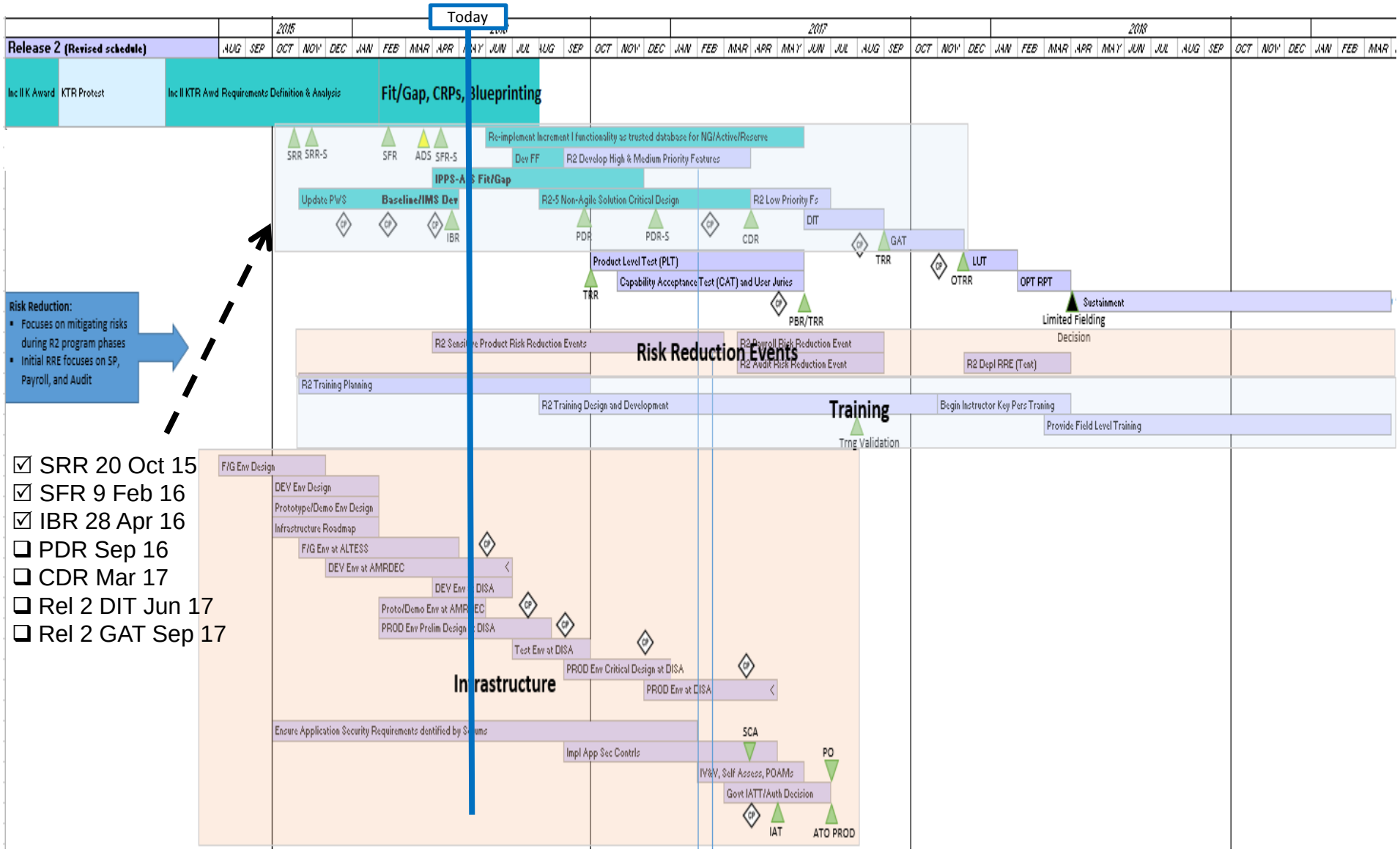
Release Five: Additional Personnel Services

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

Deployment Schedule

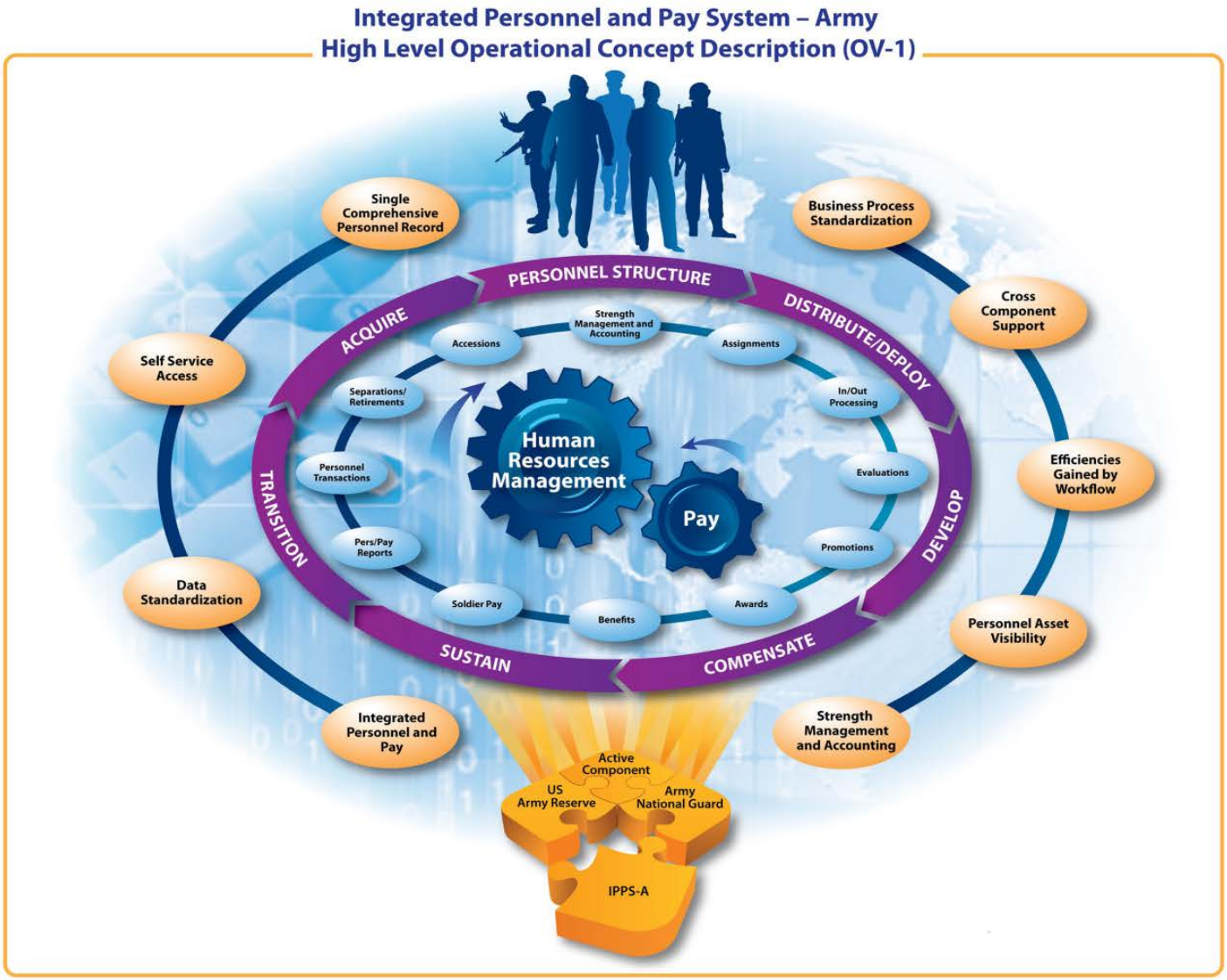
FY2015 | FY2018 | FY2019 | FY2020 | FY2020

FY16/FY17 IPPS-A Schedule



- ☑ SRR 20 Oct 15
- ☑ SFR 9 Feb 16
- ☑ IBR 28 Apr 16
- ❑ PDR Sep 16
- ❑ CDR Mar 17
- ❑ Rel 2 DIT Jun 17
- ❑ Rel 2 GAT Sep 17

IPPS-A High-Level Operational Concept



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 pay support
- 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:

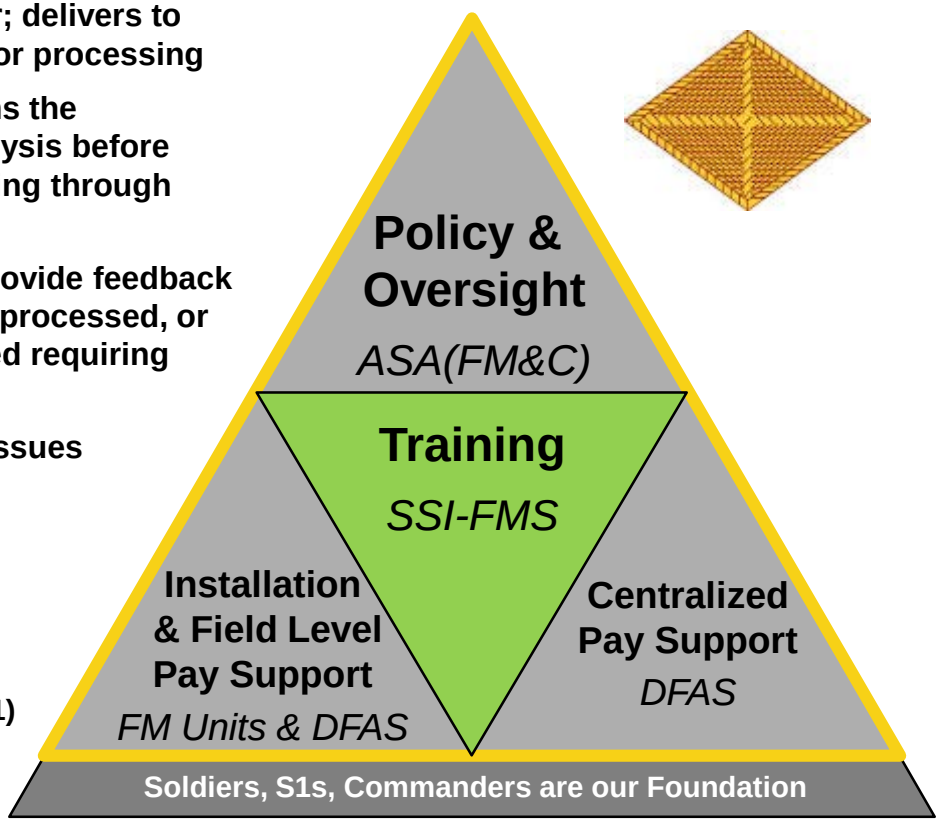
- **CO & 1SG ensure proper Soldier pay aided by UCFR**
- **1SG guides Soldier pay action to BN S-1**
- **BN S-1 bundles pay actions on transmittal letter; delivers to Finance Office for processing**
- **Finance performs the appropriate analysis before coding & certifying through DJMS AC/RC**
- **DJMS 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:
- 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:

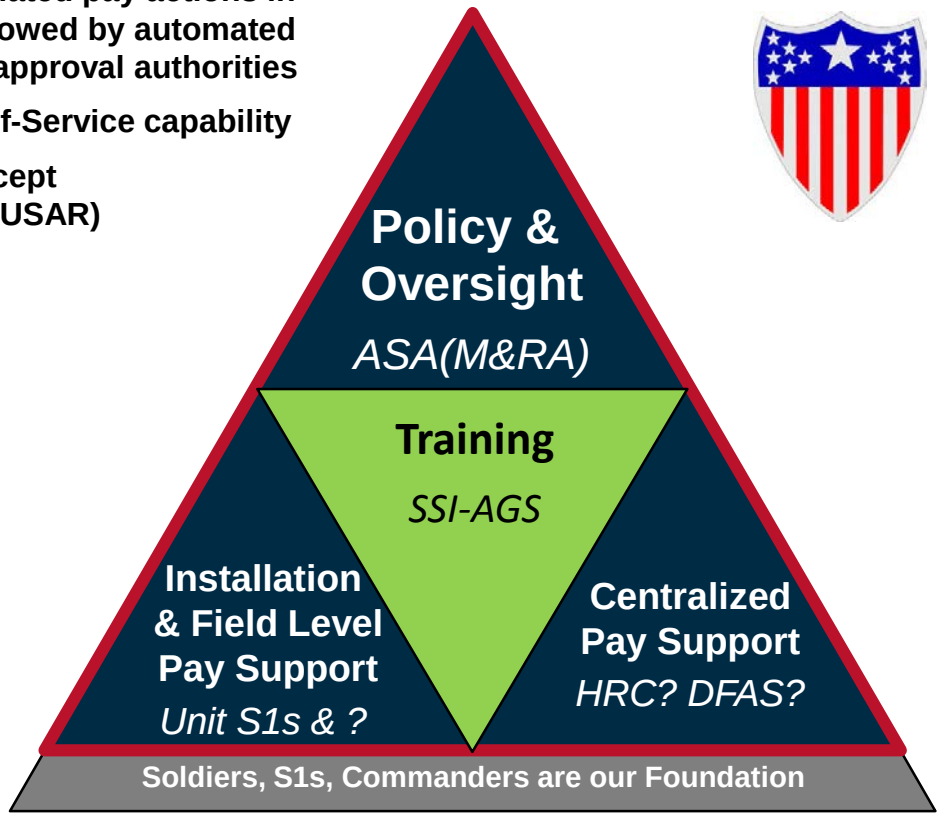
- **IPPS-A provides single system for Soldier, Leader, & S-1 access**
- **CO & 1SG ensure proper Soldier pay aided by IPPS-A**
- **Soldier initiated pay actions in IPPS-A followed by automated routing to approval authorities**
- **Robust Self-Service capability**
- **3-to-1 Concept (AC/ARNG/USAR)**

Systems:

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

Guiding Publications:

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



MilPay Transition Mission Progression

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Personnel and Pay Integration

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 Pay Support

- Gathered the MilPay “As-Is” requirements for Centralized Pay Support
- Performed various site visits to DFAS-IN
- Analyzed Centralized Pay functions (White Papers, Briefings, Presentations, Senior Leader Memos, Transactions, Process Maps etc.)
- Refining To-Be Model (Future Centralized Pay Functions)
- Initiating Centralized Pay Support Working Groups with Key Stakeholders
- Preparing for Centralized Pay Governance decisions

Installation & Field-level Pay Support

- Gathered the MilPay “As-Is” requirements for Installation & Field Level Pay Support
- Performed DMPO / Finance Office Site Visits
- Analyzing Installation and Field Level Pay functions (Transactions, Volume, etc.)
- Refining To-Be Model (Future Installation & Field Level Pay Functions)

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.

Backup Slides

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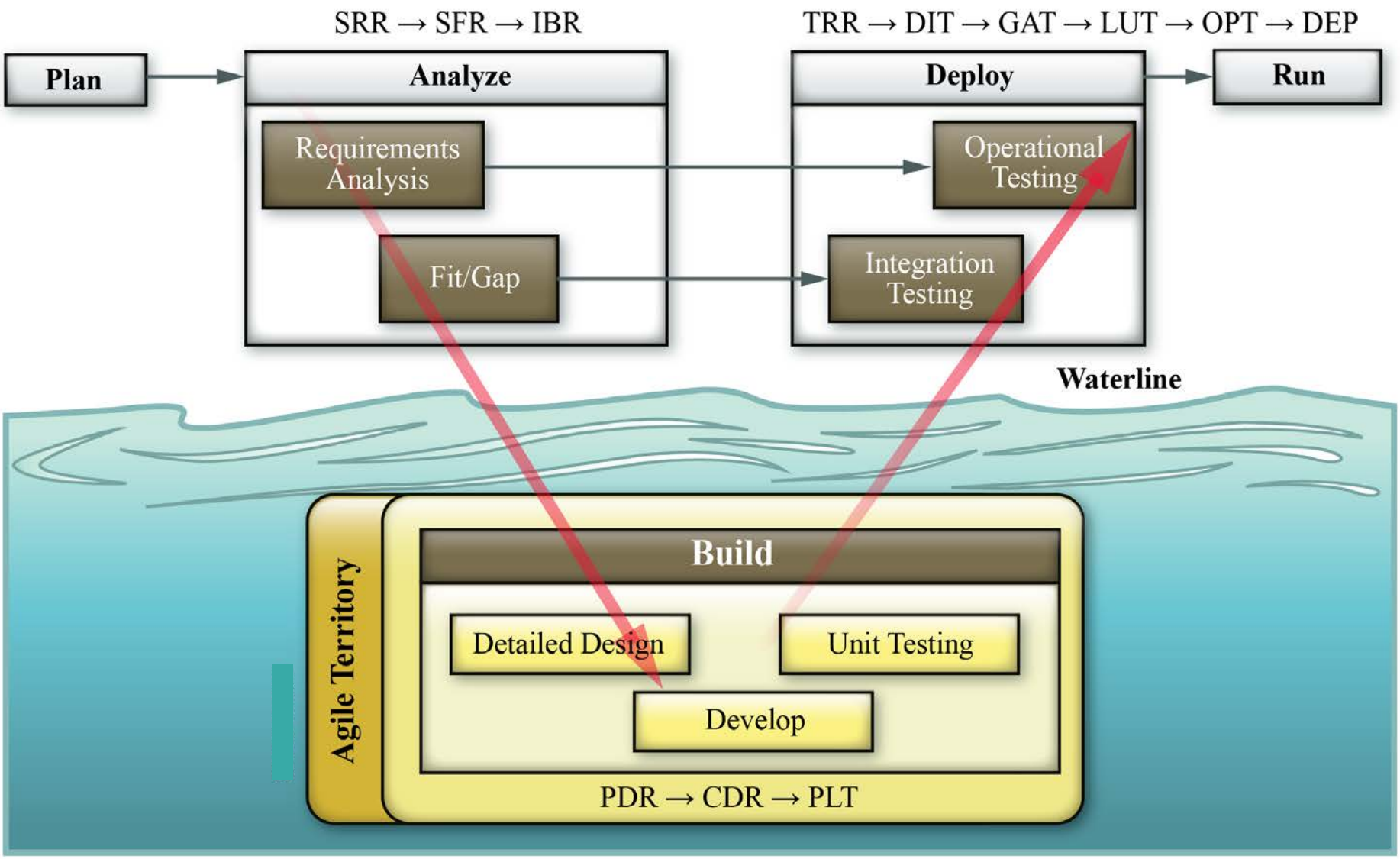
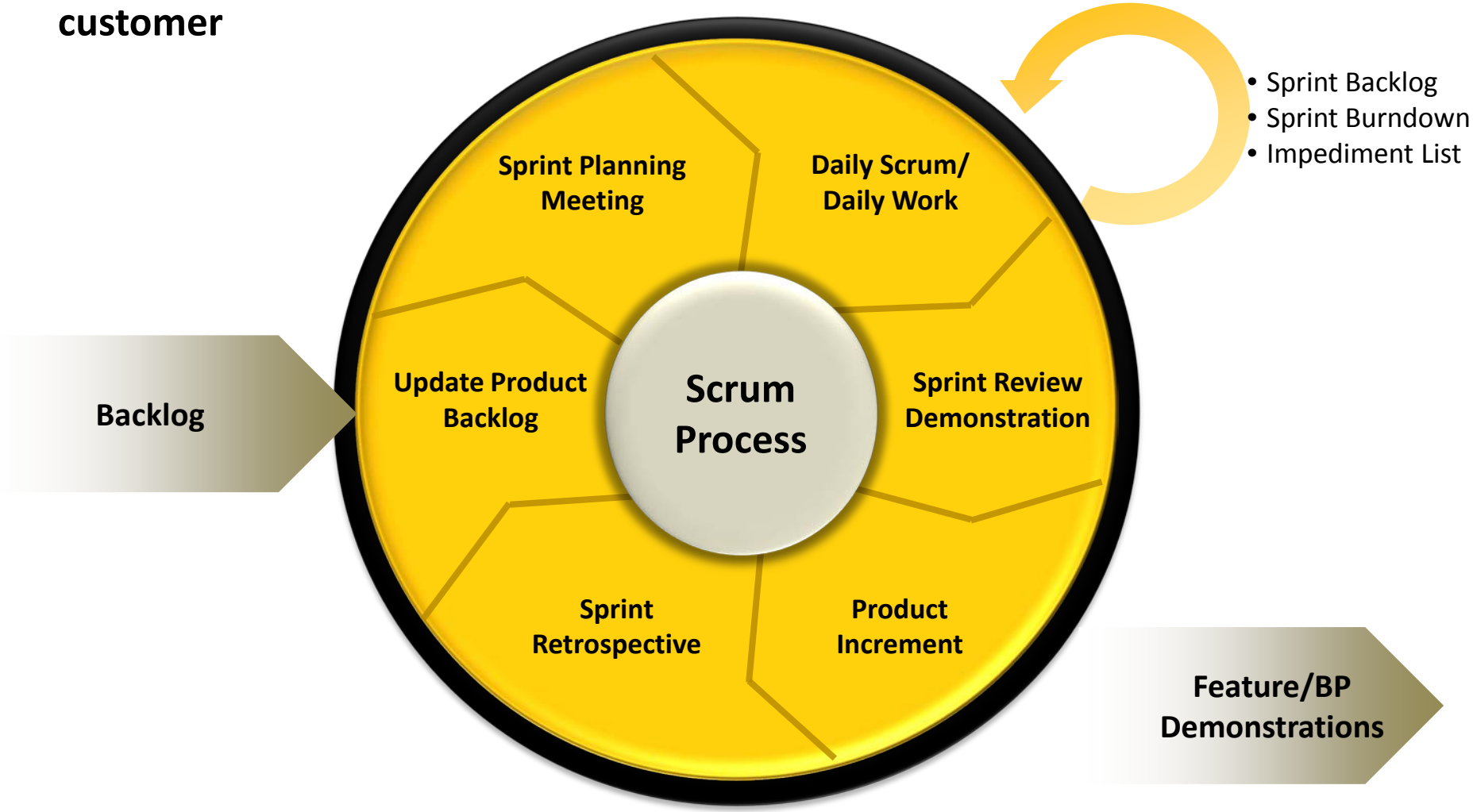
One Soldier ★ One Record ★ One Army

IPPS-A SDLC Integration with Agile



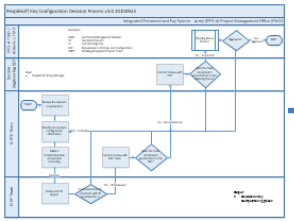
IPPS-A's Agile Implementation

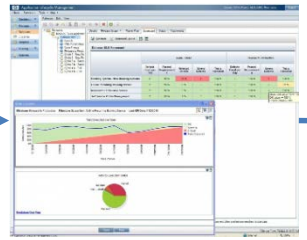
- **To create working software product often and to demonstrate to the customer**

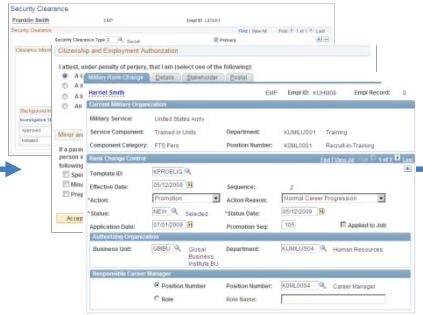


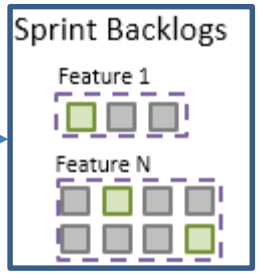
Ensures holistic activities and iterative processes

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

Introduces IPPS-A to the current Force

Institutional Training Domain

Classroom Training

Capstone Events

Training to Initial Entry Soldiers & Professional Development

Operational Training Domain

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

Exercise Training Warfighters, Combat Training Centers, Organizational Field Exercises

Self-Development Training Domain

Individual user access to train desired tasks

Modernization Increases Capability

IPPS-A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

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