



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



As of: 11 May 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 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 Priorities

## 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



IPPS-A provides three major capabilities:

**Total Force  
(Personnel / Pay)**

**Talent  
Management**

**Auditability**

"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 Vision

**Easy to Use**

**Reliable**

**Well Trained**

**Secure**

**Adaptive**



**A 21<sup>st</sup> 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

HR Professionals

Commanders

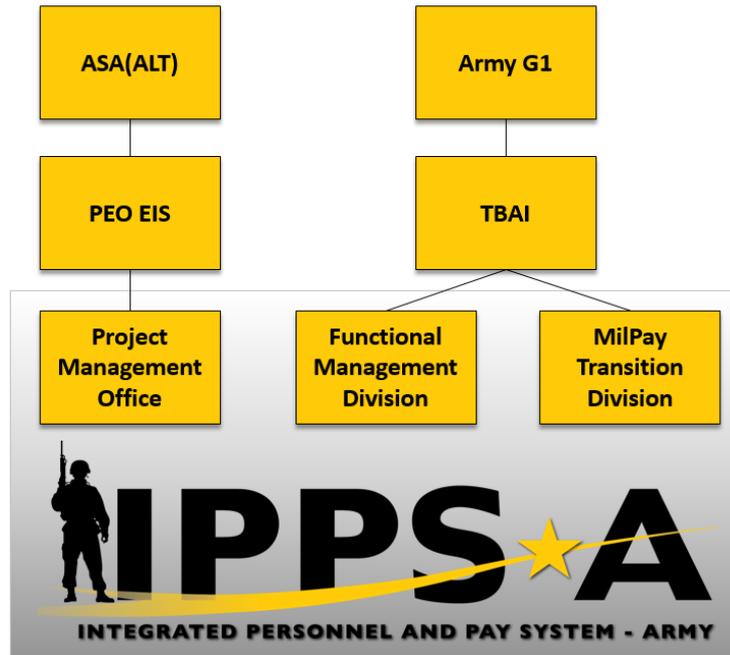
Leaders

Soldiers

Powered by PeopleSoft®

# 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:

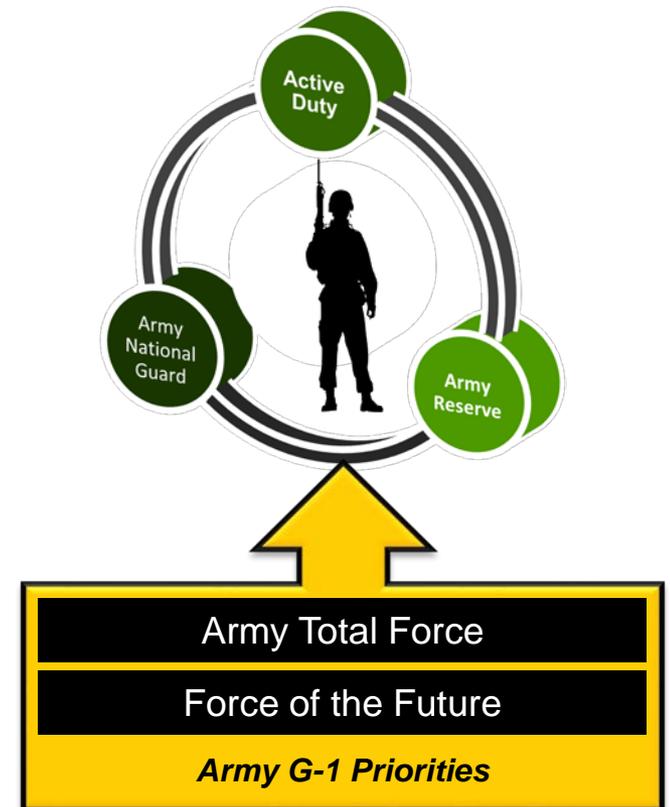
- An Integrated Personnel and Pay System
- A Comprehensive Personnel and Pay Record
- Data Standardization
- Efficiencies Gained by Automated Processing of Actions
- Business Process Standardization across Components
- Self-Service Access Through a Soldier Portal
- Personnel Asset Visibility and Accountability
- 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

Trusted Database (Accuracy/Correctness)

## 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

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

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

FY2015

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

Increment 2

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

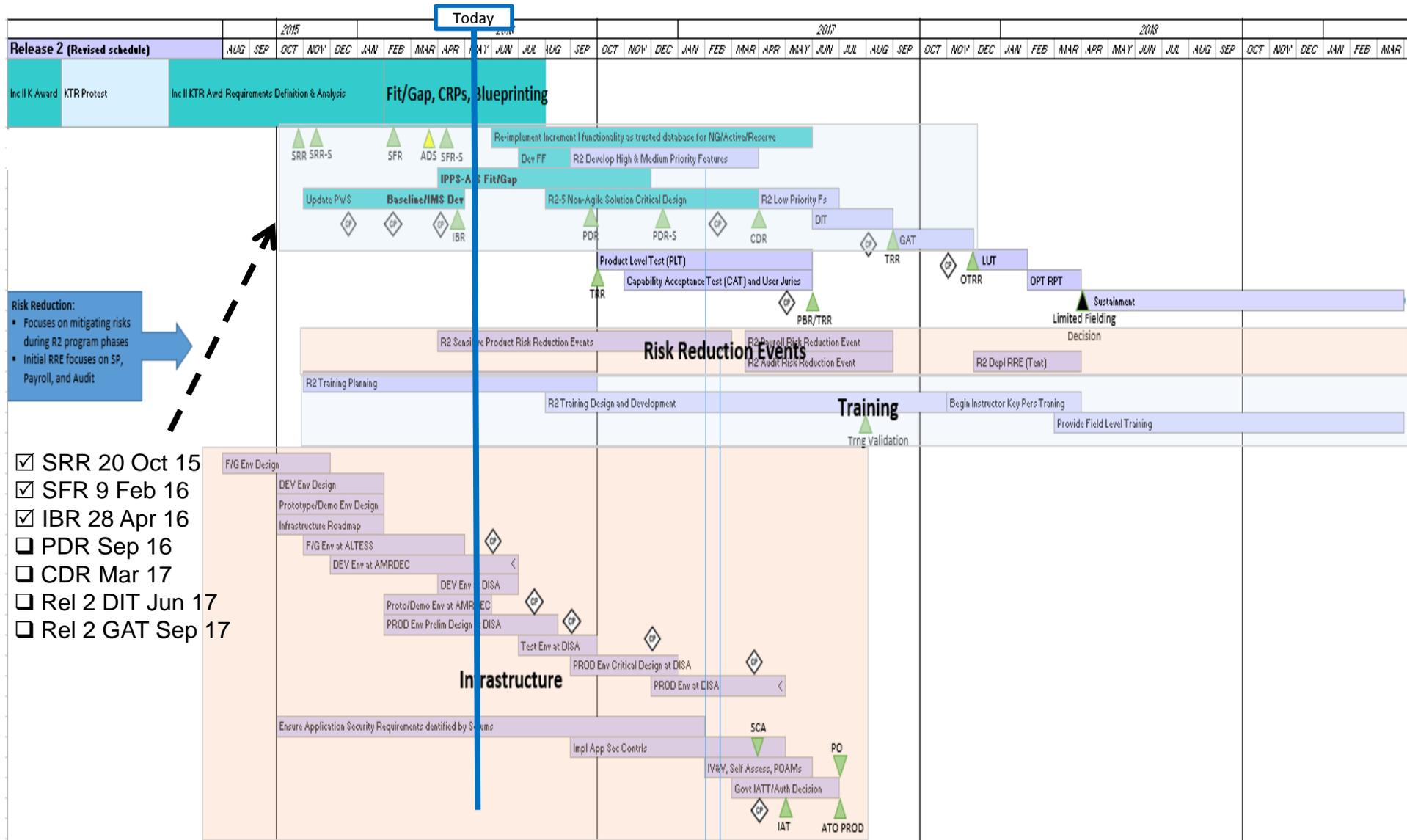
FY2018

FY2019

FY2020

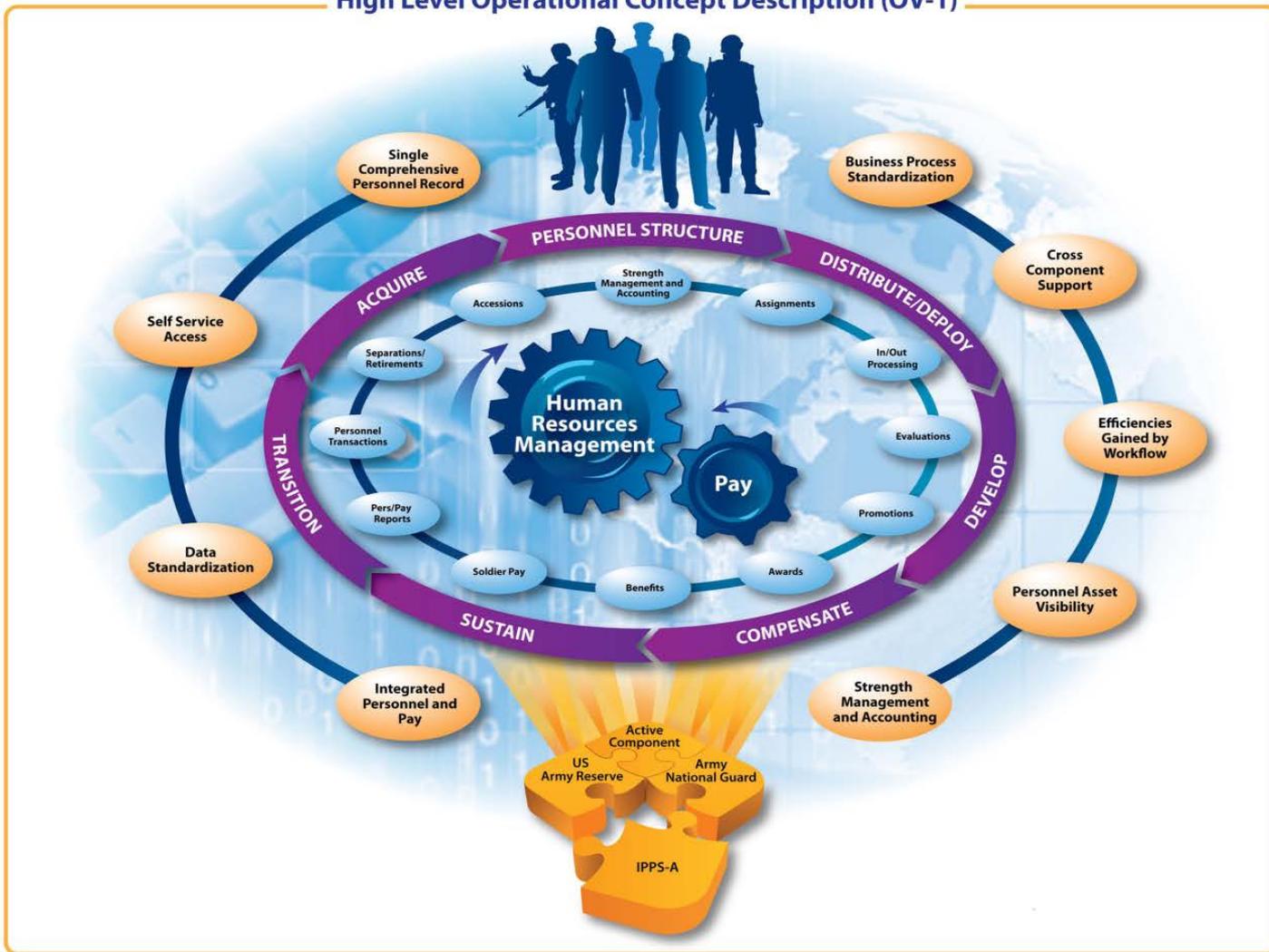
FY2020

# FY16/FY17 IPPS-A Schedule



# IPPS-A High-Level Operational Concept

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



# 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:

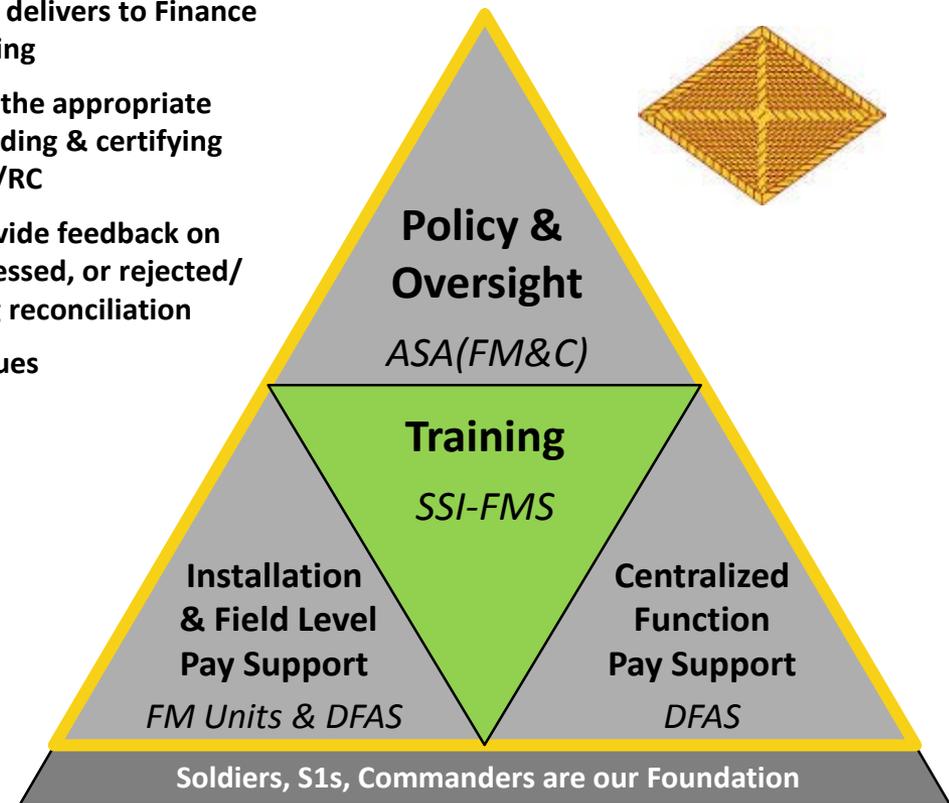
- CO & 1SG ensure proper Soldier pay aided by UCFR
- 1SG guides Soldier pay action to BN S-1
- BN S-1 bundles pay actions on transmittal letter; delivers to Finance Office for processing
- Finance performs the appropriate analysis before coding & certifying through DJMS AC/RC
- DJMS reports provide feedback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

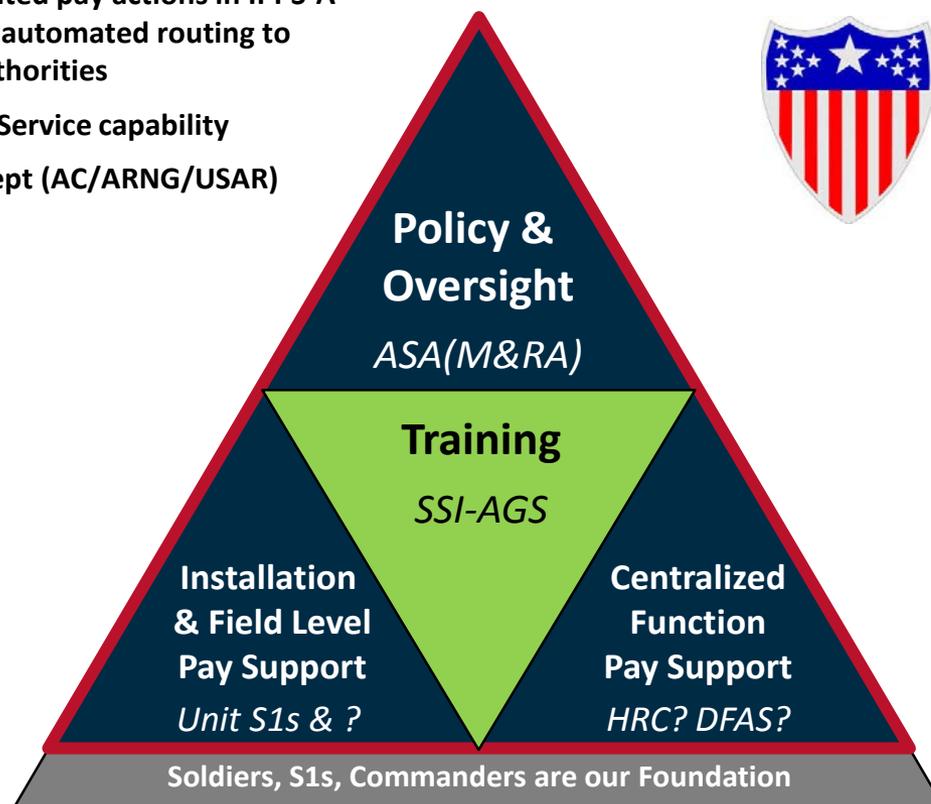
- IPPS-A provides single system for Soldier, Leader, & S-1 access
- CO & 1SG ensure proper Soldier pay aided by IPPS-A
- Soldier initiated pay actions in IPPS-A followed by automated routing to approval authorities
- Robust Self-Service capability
- 3-to-1 Concept (AC/ARNG/USAR)

## Systems:

- IPPS-A
- GFEBs

## Guiding Publications:

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



# 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.

### 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

### 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

### 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 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](mailto:usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil).

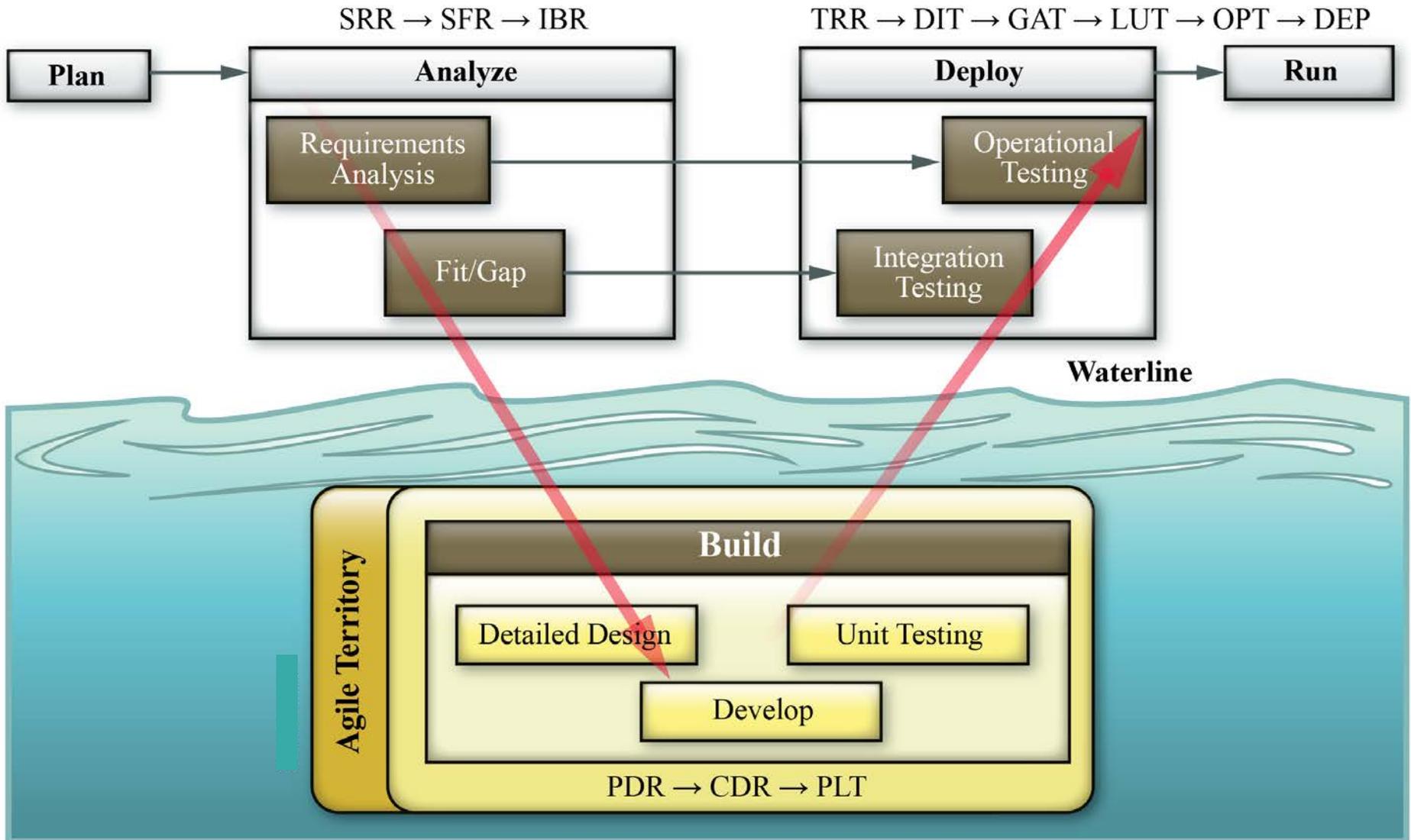
**Change Champion Network**—individuals will receive resources for sharing information with their respective commands. Sign-up to become a Change Champion to receive the latest information by writing to [usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil](mailto:usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil).

**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

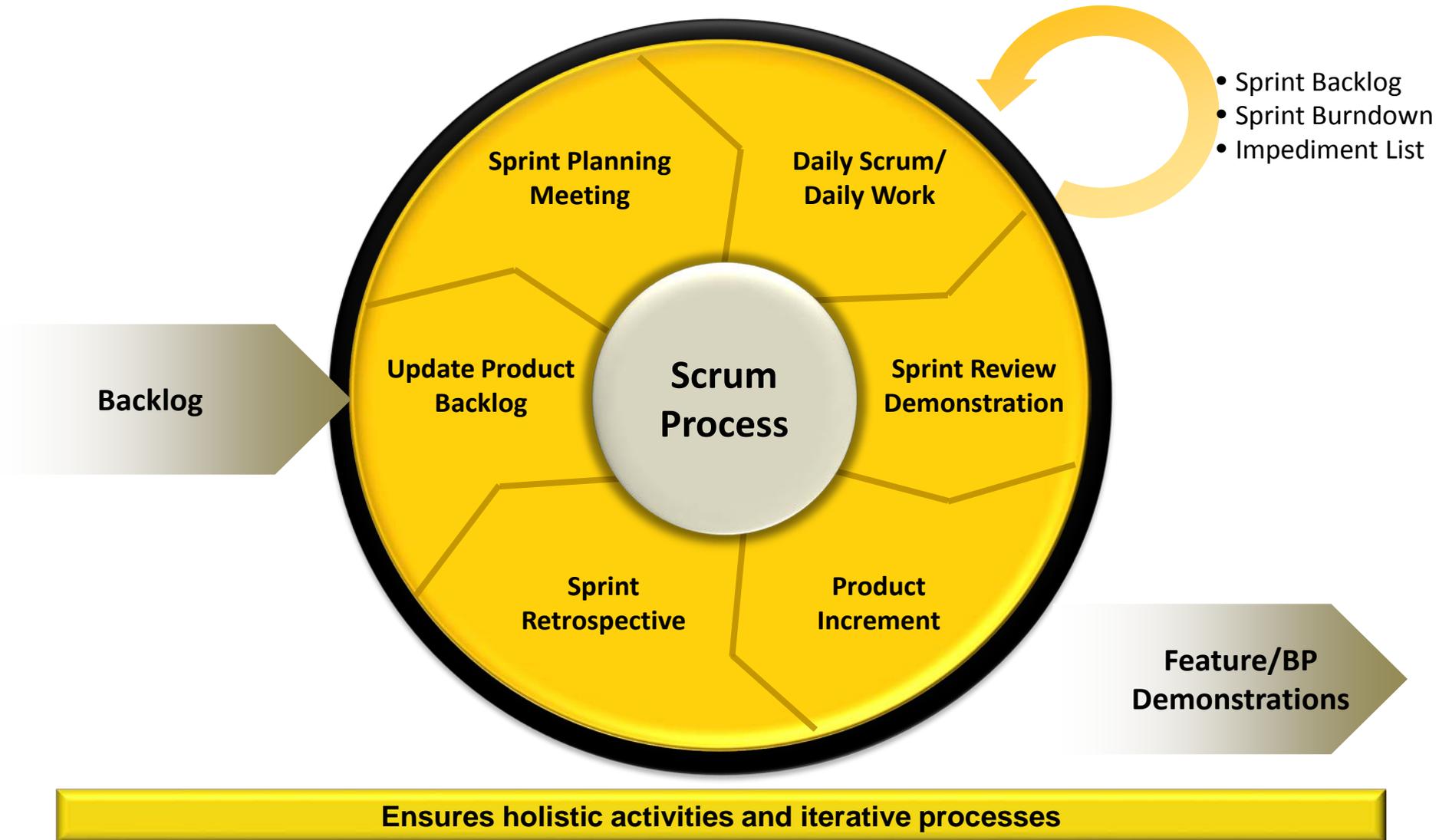


# IPPS-A SDLC Integration with Agile

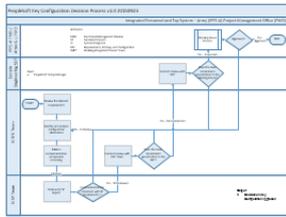


# IPPS-A's Agile Implementation

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



# IPPS-A's Agile Methodology



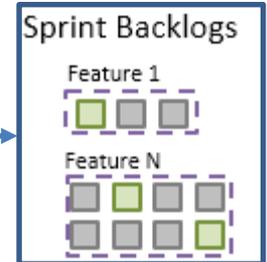
**1 - Requirements are defined based on the Business Process.**



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

A screenshot of an employee record system. It shows fields for 'Security Clearance', 'Citizenship and Employment Authorization', 'Military Service', and 'Promotion'. The record is for a person named 'Herold Smith' with a position number of 'K06L001'.

**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



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

Weapon Systems

Then



UH1



Cobra



M113



M60



Blackhawk



Apache



Bradley Fighting Vehicle



M1 Abrams

Now

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



- ✓ 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