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

As of: 16 October 2015
IPPS-A Vision

Easy to Use

Reliable

Secure

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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HR Professionals  Commanders  Leaders  Soldiers
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 and delivery of benefits 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 over the coming years.

IPPS-A will be the HR professionals’ one stop shop for timely and accurate personnel and pay data.
Incremental Capabilities by Release

- **INCREMENT TWO**
  - **Evaluation System & Retention Management**
    - RELEASE **FIVE**
      - Additional Personnel Services
  - **One Pay System**
    - RELEASE **FOUR**
      - Pay Services
  - **Active/USAR Personnel System**
    - RELEASE **THREE**
      - Accountability & Essential Personnel Services
  - **ARNG Personnel System**
    - RELEASE **TWO**
      - SIDPERS Functionality
  - **Trusted Database (Accuracy/Correctness)**
    - RELEASE **ONE**
      - Trusted Database with Reporting Capabilities
# How the IPPS-A Release Plan Affects Components

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

<table>
<thead>
<tr>
<th>Component</th>
<th>Impact</th>
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<tbody>
<tr>
<td><strong>Release 1, Wave 1</strong></td>
<td>Trusted database with Soldier access to their own SRB</td>
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<tr>
<td><strong>Release 2</strong></td>
<td>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><strong>Release 3</strong></td>
<td>ARNG personnel receive additional and upgraded capabilities developed; less reliance on external systems to complete HR transactions</td>
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<tr>
<td><strong>Release 1, Wave 2 (Active)</strong></td>
<td>Trusted database with Soldier access to their own SRB</td>
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<td><strong>Release 1, Wave 3 (Reserve)</strong></td>
<td>Trusted database with SRB and reporting capabilities build the foundation for all future releases</td>
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<td><strong>Release 2</strong></td>
<td>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. The first release capabilities will still be available to all Components</td>
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<tr>
<td><strong>Release 3</strong></td>
<td>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</td>
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<td><strong>All Components</strong></td>
<td>SRB and 9 pre-defined queries access for Leaders and HR Professionals</td>
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<tr>
<td><strong>Release 4</strong></td>
<td>Pay services integrated; personnel transactions trigger pay events</td>
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<tr>
<td><strong>Release 5</strong></td>
<td>Remaining personnel services incorporated into IPPS-A; IPPS-A completes the replacement of over 40 systems and discontinues use of 5 DFAS pay systems</td>
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DOES PROVIDE

- A Soldier Record Brief
  One Record Brief for all Enlisted, Officers, and Warrant Officers across all three Components.
- Leaders with a multi-Component view of their unit
  Commanders, Leaders and HR professionals will be able to view Soldiers from all Components in one view.
- SRB access to all Soldiers
- An automated access request process
- Privileged user validation
- Access for Persons of Interest (DOD civilians, contractors, etc.):
  Select pre-determined Persons of Interest* will have access to view the SRB and pre-defined queries in Wave 3

* A Person of Interest is a person about whom IPPS-A maintains information but who is not an IPPS-A employee, who has access to the system to perform various functions

DOES NOT PROVIDE

- Immediate replacement of current ERB/ORB/2-1 or Army reports (AAA-162, etc.)
  Soldiers will use their ERB/ORBs for Army Boards
- Authoritative data
  The data contained in the SRB comes from the systems currently being used
- Transactional capability
  All transactions will still take place in the systems currently being used
- Ad-hoc query capability
  The only data available are those that are contained in the 9 Pre-Defined Queries
- Detailed medical Soldier readiness information
Data Correctness Way Ahead

- Data correctness is a core competency for the HR community and paramount to taking care of Soldiers and their Families. Identifying and correcting HR data errors at the earliest opportunity ensures accurate integration with future payroll activities - minimizing negative impacts to our Soldiers.

It is imperative that Soldiers correct their personnel data today before the promotion and pay activities are realized in future releases of the program. Validate your data today.

- The IPPS-A effort at Data Correctness includes:
  - An initial questionnaire for Soldiers upon accessing their SRB. If Soldiers identify errors, they should take the detailed Data Correctness Survey and work with their S-1/HR professionals to correct information in the appropriate HR systems in a timely manner.
  - A final Data Correctness Survey. This survey requests that Soldiers validate that HR system corrections have migrated to IPPS-A and are reflected correctly on their SRB.

- Soldiers, Leaders and HR professionals must be well-informed and prepared for the changes that lie ahead, including:
  - Data access based on unit hierarchy
  - MILPAY functions will transfer to the HR community
  - Changes in how HR and pay actions are completed (integration of over 40 systems into IPPS-A)
  - Automation of many processes
  - Two pay cycle mandate
  - Audit readiness
  - All three Components in one system
Legacy System Analysis (LSA)

When fully fielded, IPPS-A will replace over 40 systems and discontinue use of 5 DFAS pay systems

- All currently used HR systems that are projected to be replaced by IPPS-A go through a Legacy System Analysis to finalize scope validation.
  - This is a function-by-function review of the capabilities of a currently used HR system (legacy system) against the requirements identified for IPPS-A
  - The LSA is conducted to ensure that all needed HR and pay functionality in systems being replaced are accommodated in valid requirements

- The LSA team consists of subject matter experts from all three Components, legacy system owners and the IPPS-A team

- If not included in IPPS-A, the analysis team evaluates if the requirement:
  - Is still needed
  - Can be handled as part of a process outside of IPPS-A
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

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

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 Top of System 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

Policy & Oversight
ASA(FM&C)

Training
SSI-FMS

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

Installation & Field Level Pay Support
FM Units & DFAS

Top of the System 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)
- Central Site/Top of the System for MilPay: (TBD)
- AC Installation Pay Support led by Army HR community
- USPFO’s retain ARNG pay support
- 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

**IPPS-A**

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**Systems:**
- IPPS-A
- GFEBS

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

**Training**
SSI-AGS

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

**Top of the System Pay Support**
HRC? DFAS?

Soldiers, S1s, Commanders are our Foundation

One Soldier ★ One Record ★ One Army
MilPay Transition Methodology

Inputs

- Senior leader guidance
- “As Is” DOTMLPF
  - School house perspective
  - Site visit perspective
- IPPS-A business processes (blue prints)
- Current metrics & productivity reports
- Program Schedule
- PPBE Schedule

“As Is” - “To Be” analysis
- Identify gaps
- Identify decision points

Outputs

- Trained & Ready HR Community
- Updated Doctrine & Policies
- Force Design Updates
- Approved Resourcing Plan

Key Decisions

Top of System Roles & Responsibilities
- DFAS roles
- Army roles

Installation & Field Site
- DFAS support?
- Unit roles
- Centralized roles

Timing for transition handoff

STAKEHOLDERS

- HRC
- SSI
- DFAS
- IMCOM
- RC(AR/NG)
- USAFMCOM
- OBT
- DCMO
- FM Units
- HR Units
- Other

Transition Planning & Coordination
- Change management & Training
- Synchronize hand-off plan
- Issue HQDA EXORD

DOTMLPF-PC assessment
- Resolve decision points & gaps
- Optimizes IPPS-A DOTMLPF implementation

STAKEHOLDERS

- DFAS
- USAFMCOM
- OBT
- HRC
- SSI
- IMCOM
- RC(AR/NG)
- FM Units
- HR Units
- Other

One Soldier ★ One Record ★ One Army
Resources


**IPPS-A Army Knowledge Online (AKO) page**—serves as the access point for IPPS-A portal and Soldier Record Brief, once Soldiers are provisioned. Visit at: [https://www.us.army.mil/suite/page/689819](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 are briefed regularly by the IPPS-A program on the most up-to-date information and are provided resources for sharing information with their respective commands. Become a Change Champion to receive the latest information by writing to usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil.

Summary

- IPPS-A will provide the Army integrated personnel and pay system for all Components (Active Army, Army Reserve, and Army National Guard)

- The deployment of IPPS-A will transfer MILPAY functions from financial management professionals to HR professionals

- The system will streamline Human Resource personnel and pay functions by subsuming over 40 legacy systems and discontinuing use of 5 DFAS systems using the latest technology

- IPPS-A will contribute to Army Audit Readiness as it is fielded

- Increment I establishes the foundation for all future releases and provides multi-Component reporting capability for the first time

- IPPS-A will be incrementally fielded in five releases
Back Up Slides
Utility of Release 1

- **Data Access**: Establishes a relational database by loading data from 15 systems across all three Components providing leaders personnel information in one system. This database is the critical foundation for all future releases of the system.

- **Data Accuracy**: Supports data accuracy efforts by requiring Soldiers to review and correct erroneous information in legacy systems after reviewing this consolidated data on their IPPS-A SRB.

- **Multi-Component SRB**: Provides, for the first time, a multi-Component, standardized report with conditional displays by MPC and Component with the following benefits:
  - One standard record brief for all Components and grades
  - Information access capability for the ARNG and USAR that does not currently exist
  - Single, refined document for future use with assignment and school selection, assignment considerations and a variety of HR business processes
  - Easy Soldier capability to review and identify data corrections to be made in legacy systems, improving data accuracy for the Army

- **Pre-Defined Queries**: Provides HR professionals and Commanders with data on all Components in one system for the first time that can leveraged to support the following activities:
  - Viewing gains and loses
  - Monitoring personnel readiness (MMRB, MRC, EFMP, etc.)
  - Viewing promotable Soldiers and promotion data
  - Viewing dwell time
  - Assisting with forecasting rear detachment personnel
  - View organizational diversity
  - Viewing annual requirements
  - Viewing soldiers for potential pay actions and selection boards
Increment I Overview

The initial release for IPPS-A will provide:

- **The Soldier Record Brief**, a new multi-Component report that will eventually replace the ERB and ORB, and will be standardized for all Components for the first time

- A **multi-Component database** and foundation for a single record for all Army Soldiers; Increment I interfaces to 15 systems

- The ability for Commanders, Leaders, and HR professionals to get a multi-Component view of their unit by using 9 **pre-defined personnel queries**

- **View-only, CAC enabled access** for Soldiers in all 3 Army Components through an IPPS-A link on AKO; current systems remain authoritative and provide the only means to enter/edit data

- **Released in three waves** by Component
  - **Wave 1**: Available to ARNG (Deployed)
    - Soldier access to view and retrieve their own SRB
  - **Wave 2**: Available to Active Duty & ARNG (Deployed)
    - Soldier access to view and retrieve their own SRB
  - **Wave 3**: Available to All Components (Deployed)
    - Soldier access to view and retrieve their own SRB
    - HR Professional and Leader access to view and retrieve their Soldiers’ SRB
    - HR Professional and Leader access to view and retrieve 9 pre-defined personnel queries

**Release One Pre-Defined Queries**

- Soldier Record Brief
- Personnel Management Query
- Assigned Duty Title Query
- Certification & Qualification Query
- Member Availability & Restrictions Query
- Overseas & Deployment History Query
- Promotion Information Query
- Annual Records Review Query
- Service Data Query
- Demographics Information Query

Soldiers will need to familiarize themselves with the SRB, as it will eventually replace the ERB, ORB, USAR ARB, and DA Form 2-1 for all Components
The final SRB will include minor changes due to the system development and testing processes for IPPS-A. This version is only a template mock-up.
The Sections of the Soldier Record Brief

Section I
Overseas assignments, number of tours and tour data. Includes dependent information.

Section II
Career paths, ASVAB scores, and Aviator Qualifications.

Section III
Security Clearance.

Section IV
Service data and rank.

Section V
Personal and family data.

Section VI
Foreign Language information.

Section VII
Military Education.

Section VIII
Civilian Education and Certifications.

Section IX
Awards and decorations.

Section IXa
State Awards.

Section X
Soldier’s past and present Assignments.

Section XI
Additional Information.

The final SRB will include minor changes due to the system development and testing processes for IPPS-A. This version is only a template mock-up.
5 Facts To Know About the SRB

- The SRB is a new multi-Component report that will eventually replace all Component Record Briefs.

- The SRB is one standard format to be used by Soldiers of all ranks and Components. Therefore, it may contain empty fields that are not applicable.

- HR Professionals, Leaders and Soldiers will continue to use their component specific record briefs for the Army Selection Board process until IPPS-A becomes the authoritative source.

- For all transactions, Soldiers will continue to use current HR systems to update personnel information until IPPS-A Release 2 for the Army National Guard and Release 3 for Active and Reserve.

- IPPS-A will refresh data from current systems during Release 1 at least every 30 days to populate the SRB and nine reports. Refresh rates may increase as Releases 2 through 5 are fielded.
Familiarization training for Release One consists of accessing the SRB, including a section-by-section overview of the SRB.

We ask you to take the SRB training regardless of whether or not you have been provisioned for IPPS-A access. The training is web-based, self-paced, navigation oriented, printable and available 24/7.

Instructions to access Release 1 Training:
- Click “IPPS-A (CAC Only)” on the left hand side of the page.
- Click to access the IPPS-A portal.
- Click “Soldier Record Brief Training.” Click “Ok” to continue.
- Click “Go To ALMS homepage”
- Enter “IPPS-A” in the Search field and click “Search”.
- Click “Register”. Click “Continue Registration”.
- Click “Launch”. Click “IPPS-A Soldier Record Brief Training” to launch the course.
- Click "TRY IT“ to complete the module and print a Certificate of Training.
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-Ability Requirements

IPPS-A will serve Soldiers, their Families, Leaders and HR Professionals better and improve the management of personnel information by streamlining human resource 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’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