



SECRETARY OF THE ARMY
WASHINGTON

15 MAR 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Integrated Personnel and Pay System - Army (IPPS-A) Implementation Guidance

1. References:

a. Secretary of the Army memorandum (Integrated Personnel and Pay System Implementation Guidance), 21 May 2021 (hereby superseded).

b. Volume 84, Federal Register, p. 34373 (Privacy Act of 1974; System of Records).

c. HQDA, Office of Business Transformation memorandum (Memorandum for Record (MFR) for Notification of Integrated Personnel and Pay System - Army (IPPS-A) Schedule Rebaseline Approval by the Army Acquisition Executive (ME)), 29 June 2020.

2. The Army is committed to delivering IPPS-A Release 3. When it is delivered, the military human resources and applicable pay actions it supports will be executed using IPPS-A. I expect commanders and leaders across the Army to prepare their personnel now to be ready to exclusively use IPPS-A for these actions.

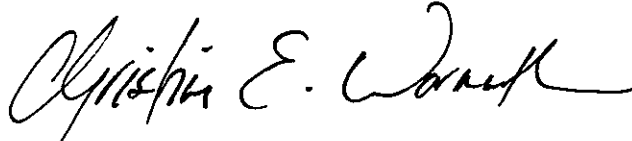
3. The IPPS-A HQDA Execute Order (EXORD) and the IPPS-A User Manual are the source documents for guidance on initiating personnel actions, routing actions for approval, and military pay execution until proponents can update all applicable regulations and policies. To support Release 3 success, Army commanders and leaders must closely monitor and protect the time required for completion of the mandatory HR Pro Distance Learning Course and the Instructor Facilitated Training in accordance with target dates published in the IPPS-A EXORD.

4. Upon Release 3, IPPS-A will be the system of record for military human resources and applicable military pay actions for all Army components. Legacy processes using forms or memorandums to support mission accomplishment will be permitted rarely on a case-by-case basis by exception. The exception approval authorities will be included in the IPPS-A User Manual.

5. The Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)) is responsible for the Army-wide transition to IPPS-A. In coordination with the Deputy Chief of Staff, G-1, the ASA (M&RA) will develop and publish required guidance for IPPS-A implementation in the absence of updated regulations.

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6. Legacy data systems subsumed by IPPS-A will no longer receive inputs at brownout in order to convert data into IPPS-A. In accordance with reference c, legacy data systems will remain on the current sunset plan unless approved otherwise. The DCS, G-1 Technology and Business Architecture Directorate will maintain responsibility for the sunset of these legacy systems within the human resource management domain.



Christine E. Wormuth

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