Integrated Personnel and Pay System - Army (IPPS-A) Brief
As of: 01 October 2019
Problems We Are Solving
Modernizing Army HR

- 200+ disparate HR/Pay systems
- Labor intensive to keep 200+ systems cyber compliant
- Inaccurate Pay causing Soldier debt ($1B Total)
- No Total Force Visibility and HR/Pay tracking or transparency for Soldier, HR Professionals, Ldrs
- Army pays DFAS for separate Pay transactions linked to HR actions (~$150M per year)
- Different HR and Pay systems for each Component
- Army HR/Pay not auditable; Recurring AAA/DAIG/GAO audit findings and KPMG NFRs
- Disconnected HR and Pay processes; untimely Pay impacting readiness
- Manual industrial era managing talent not system linked to compensation
- Manual 1960s HR and Pay processes driven by pen and paper forms
- 5,500+ hours of system downtime – impacting readiness

One Soldier ★ One Record ★ One Army
IPPS-A, an online Human Resources (HR) PeopleSoft (9.2) solution, is the vehicle that will allow the Army to maximize Soldier talent through integrated personnel and pay data in a single system for all Army Components. IPPS-A integrates personnel and pay while providing three main capabilities: Total Force, Managing Talent and Data, and Auditability.

**Current Environment**

- ~200 HR/Pay Systems & over 650 interface and data exchanges between internal and external systems
- Not fully Information Assurance (IA), Cyber Compliant, or Auditable
- Over 5,500 hours of system downtime in legacy systems
- Lack of data and process standardization across Components: leading to inefficiency, deviations and errors
- IMCOM alone works between 2,500 to 5,000 deviations per month

**Future Environment**

- Mobile Capability
- Limited System Downtime
- Fully Accessible 24/7
- Fully IA and Cyber Compliant
- Subsumes over 40 Systems and eliminates over 300 Interfaces
- Modernized Business Rules, Roles, & Responsibilities
- 154 Business Processes Reduced to 34
- Secure and Fully Auditable

One Soldier ★ One Record ★ One Army
IPPS-A leverages modern technology to integrate HR and MilPay and enables the Army to transform from an Industrial Age Personnel System to 21st century talent and data-driven capabilities.

**The Change – IPPS-A Transforming Army HR**

**Modern Hardware**
- Initiates Mobile Self-Service for all Soldiers
- Fully IA and Cyber Compliant; Secure
- Subsumes over 30 Systems and Eliminates over 300 Interfaces (Intent: 1 HR Database)
- Training Database Replicates Unit Information At all Levels
- No System Downtime: Fully Accessible 24/7

**Modern Software**
- Utilizes Data from Authoritative Systems: Enables Big Data Analytics
- Business Processes Reduced from 157 to 34: More Reductions to Come
- Operationalized TM Capability: KSB Tracking & Market Place
- Fully Auditable: Army Cannot Achieve Auditability without IPPS-A
- Modernized Top of System Business Rules, Set Roles & Permissions, and Segregation of Duties
- Customer Relations Module: Facilitates an Enterprise Help Desk Capability and Data Analytics from the Entire Army
- Ties HR and Pay Together in One System: Reduce Errors with Soldier Pay
- Full Transparency of Transactions

**What’s Next:** Modernize Additional Army Business Processes

- Orders
- Duty Status
- Onboarding Process

- Audit (KSD)
- SCAADL Payment
- Dependency Documents

- Changing HR Towards a TM Capability – KSB; Marketplace
- Delegation of Authorities
- Electronic Debt Notification

One Soldier ★ One Record ★ One Army
The Army will provide training for the additional tasks you will need to understand in the adoption of your role in MilPay.
The Change: Managing Talent and IPPS-A

IPPS-A is the Vehicle for Change that will Transform the Army’s Industrial Age Personnel System to 21st Century Talent and Data-driven Capabilities

**CURRENT PROCESS**

**FUTURE PROCESS**

**Industrial Age Distribution Model**

Soldiers
- Rank
- Military Occupational Specialty (MOS)

+ Requirements = Soldier Placed into Requirement

**Future of Managing Talent**

Soldiers
- Rank
- MOS
- Knowledge
- Skills
- Behaviors
- Desires

Matching Against + Requirements = And Commanders Needs

Right Soldier, Right Job, Right Time

*Estimated start to deployment

**IPPS-A Talent Manager Will Deliver:**
- Enhanced Total Force Readiness across Components
- Differentiated Talent to Allow the Army to Manage Soldiers Better
- Enhanced Decision-making Capabilities to Commanders at Every Level
- Optimized Total Force that Wins

One Soldier ★ One Record ★ One Army
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Incremental Capabilities by Release

**FY2019/20**

- ARNG Personnel System
  - Increment II / Release 2
    - Assignments/Transfers
    - Awards/Decorations (Partial)
    - Disciplinary Actions
    - Duty Status
    - Hire/Rehire
    - IPPS-A Training
    - Licenses/Certificates
    - Mass Updates
    - Member Restrictions
    - Mobile Capabilities
    - Performance Evaluation (Partial)
    - Physical Profiles
    - Position Management
    - Promotions/Demotions (Partial)
    - Reporting & Analytics
    - Retention Management (Partial)
    - Self Service/Personnel Action Requests (PAR)
    - Separations/Retirements (Partial)
    - Strength Management (Partial)
    - Unit Level Manning
    - User Security/Audit Trails
    - Workflow/Visibility

**FY2021/22**

- Active/ARNG/USAR Personnel System
  - Increment II / Release 3
    - Assignments/Transfers
    - Awards/Decorations (Full)
    - Digital/Signature
    - Disciplinary Actions
    - Duty Status
    - Hire/Rehire
    - Job Openings/Requisitions
    - Leave (Partial)
    - Managing Talent and Data/25 Point Talent Profile/Search Match (Partial)
    - Mass Updates
    - Member Benefits
    - Member Restrictions
    - Performance Evaluation (Partial)
    - Physical Profiles
    - Position Management
    - Promotions/Demotions (Partial)
    - Reporting & Analytics
    - Retention Management (Partial)
    - Self Service/DD93/Address Change/Contact Details
    - Separations/Retirements (Partial)
    - Strength Management (Full)
    - Training/Requirements
    - Unit Level Manning
    - User Security/Audit Trails
    - Workflow/Visibility

**TBD (FY2025)**

- One Pay System
  - Increment II / Release 4
    - Allotments
    - Allowances
    - Base Pay
    - Basic Allowance for Housing/Basic Allowance for Subsistence
    - Bonuses
    - Collections
    - Disability/Incapacitation Pay
    - Duty Participation
    - Incentives/Retirement Pay
    - Leave (Full)
    - Leave and Earnings Statement
    - Mobile Capabilities
    - Payroll/Processing
    - Reimbursements
    - Reliable Cost Estimate (Full)
    - Reporting & Analytics
    - Retirement Points
    - Special Duty Pay
    - Taxes
    - Thrift Savings Plan/TSPPatch Up
    - User Security/Audit Trails
    - Workflow/Visibility

**TBD (Following Rel3 and Rel4)**

- Continuous HR Improvements
  - Capabilities Support/ Potential 3.X Releases
    - Business intelligence and HR analytics
      - HR Actions
      - Talent Profile
      - Stress on Force
      - Financial Trends
    - Enterprise Learning Management
    - HCM Surveys
    - Checklists
    - Personnel Action Requests (PARs)
    - Customer Relations Modules
    - Archive

- Continuous Payroll Improvements
  - Capabilities Support/ Potential 4.X Releases
    - Disconnected Operations
    - Mobile Capabilities
    - Performance Evaluations (Full)
    - Promotions/Demotions (Full)
    - Reporting & Analytics
    - Retention Management (Full)
    - Separations/Retirements (Full)
    - User Security/Audit Trails
    - Workflow/Visibility
      - PAR (Old 4187)
    - Emergency Accountability;
    - CAC Card scanning for quick data entry;
    - Tactical/In-theater accountability;
    - Integration with civilian HR/HCM Cloud to provide Full Force Visibility;
    - Career Mapping and management;
    - Sponsorship;
    - Senior Leader Management;
    - Continued enhancement to HR Management (e.g., automation of remaining Manuel HR processes);
    - Archiving;
    - Data Warehouses, Business intelligence, and modeling for budgetary formulation, strength management, manning, recruiting, retention and forecasting;
    - Integration with the Human Capital Big Data plan;
    - Army boards.

Data as of July 31, 2019
Systems to Interface with IPPS-A

Subject to Change

FY2019

ARNG Personnel System

Increment II / Release 2
- AFCOS (O) (R4)
- AO5 (I)
- AR/IS (I)
- ATMS (I)
- ATRRS (I)
- DAPMIS (I) (R3)
- DEERS (I)
- DISS (I/O) (Planned)
- DJMIS RC (O) (R4)
- DRSS-A (I)
- jPERMS (O)
- ITAPDB (I) (R3)
- JPAS (JVS) (I)
- (Planned Decommissioning)
- MODS (I) (R4)
- POSCEdit (I) (R4)
- RCAS (O) (R3/4)
- RCMS-Guard (I/O)
- SIEPERS ARNG (I)
- JODES (I) (R2.x)
- TAPDB-ARNG (O)
- TESS (I)

FY2021

Active/ARNG/USAR Personnel System

Increment II / Release 3
- 22T-PS (O)
- ACT (I/O)
- ACO (O)
- AORS (O) (R4)
- ARIS (O)
- ARPT (O)
- ASBS (O)
- ATMIS (O)
- ATRRS (O)
- AWOTS (O)
- CAFRS (I)
- CAMP (O)
- CCM (I)
- CEFMS (I)
- COOL (I)
- CRN (O)
- DAMIS (O)
- DARTS (O) (R4)
- DCPSD (I/O)
- DEERS (O)
- DJMIS AC (O) (R4)
- DJMIS RC (I) (R4)
- DMRS (I)
- DPS (O)
- DRAS (O)
- DRSS-ARNG (O)
- DOTD (I)
- EFMP (I)
- EMADW-AE (O)
- EMDIS (O)
- EMF (I/O)
- GCSS-Army (O)
- GoArmyEd (I/O)
- ISM (O) (R4)
- JDAIM (I)
- JISS (I)
- KEYSTONE REQUEST (I)
- KEYSTONE-RETAIN (I)
- LAVWS-JAGNET (O)
- MED-CART (O)
- MOOCOP-U (O) (R4)
- MODS (O)
- MY EDUCATION (O)
- PaYS (O)
- PDE (I/O)
- PER-DSS-A2SF (O)
- PER-DSS-PAM/PAM XXI (I/O) (R4)
- PlanX (O)
- PLPS (O)
- RCMS (I/O)
- RLAS (O) (R4)
- RPM (I)
- SBS (O)
- SEPS (I/O)
- SFARS (I/O)
- SLMIS (I/O)
- TAPXXI (O)
- TIGER (O)
- TOPMIS II (O)
- USMA-AMS (I)

FY2025

One Pay System

Increment II / Release 4
- AAFES-Vision-Plus (I/O)
- AERS (I/O)
- AESIP (I/O)
- AOS (O)
- CPFBT (I/O)
- DCAS (O)
- DCMIS (I/O)
- DDS (I)
- FKNC (I/O)
- GFEBS (I/O)
- HIMS (O)
- HSMF (I)
- POTBSCS (I/O)

End State:
- 96 Systems
- 36 Inbound and Outbound
- 86 Inbound Only
- 73 Outbound Only

DFAS Off Ramp

Interfaces to full/partial subsumption

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

Data as of 20 June 2019

One Soldier ★ One Record ★ One Army
Systems to be Subsumed by IPPS-A
(Subject to Change)

FY2019/20

ARNG Personnel System
  Increment II/Release 2
    - ETRANS
    - SIDPERS-ARNG

FY2021

Active/ARNG/USAR Personnel System
  Increment II/Release 3
    - ARPIMS
    - ARTRAMS
    - ASK
    - DAPMIS
    - EDAS
    - eMILPO
    - EPMDTK
    - ICDT
    - ISM-INPROC+
    - ISM-OUTPROC+
    - ISM-PERSLOC+
    - ITAPDB
    - MBIS
    - MGIB
    - MOBPERS
    - MOSC
    - PAMS FtHood-Deployment Management+
    - PAMS FtHood-Reassignment Management+
    - PAMS FtHood-Strength Management+
    - PAMS FtHood-Unit Personnel Management+
    - PFW
    - RCAS-CMS+
    - RCAS-MILPO+
    - RCAS-UPS+
    - RDMS
    - RICS
    - RASAS/RCPDS
    - RSDQ
    - TAPDB-AE
    - TAPDB-AO
    - TAPDB-ARNG
    - TAPDB-R
    - TOPMIS II-AIM2+
    - TOPMISII-OPMDTK+
    - TPUMS
    - UIC
    - UPDB

TBD (FY23-25)

One Pay System
  Increment II/Release 4
    - AFCOS
    - AORS
    - DARTS
    - ISM-TRANSPROC III+
    - LEAVELOG
    - MOBCOP-U
    - MUP
    - PER-DSS-PAM/PAMXXI-POSCEdit+
    - RCAS-RPAM Module (Non-Historical) (54 Locations)+
    - RCMS-Guard-AUVS+
    - RCMS-Guard-Record Brief+
    - RCMS-Guard-Roster Builder+
    - RLAS-Rers+
    - RLAS-RM(Pay)+
    - RLAS-Training+

TBD (Following Rel4)

Continuous Improvement/Modernization
  Increment II /.(dot) Releases
    - KEYSTONE RETAIN
    - SEPS

36 Fully Subsumed Systems
8 Partially Subsumed Systems = 22 Modules
- ISM (Rel 3 and 4)
- PAMS Ft Hood (Rel 3)
- RCAS (Rel 3 and 4)
- RAS (Rel 3 and 4)
- TOPMIS II (Rel 3)
- MOBCOP-U (Rel 4)
- PER-DSS-PAM/PAM XXI (Rel 4)
- RCMS-Guard (Rel 4)
  + Partial Subsumption

5 Off Ramp DFAS Systems

IPPS-A integrates the Army's Personnel/Pay System Architecture

Data as of Dec. 21, 2018 (SV-8, version 1.23)
Verified as of 25 Apr 2019