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US Army Reserve Command
Fort Bragg, NC
042045ZNOV2020

**OPERATION ORDER 21-013 (United States Army Reserve Command (USARC)
Integrated Personnel and Pay System – Army (IPPS-A) Fielding Integration
Strategy (FIS))**

(U) Reference(s):

- a. (U) Warning Order 001 (Initial Guidance) to Operation Order 20-052 USARC IPPS-A Fielding Integration Strategy
- b. (U) HQDA EXORD 009-16 Integrated Personnel and Pay System – Army (IPPS-A) Increment II, dated 9 December 2016
- c. (U) FRAGO 1 (Field IPPS-A Increment II Release 2) to HQDA EXORD 009-16 Integrated Personnel and Pay System – Army (IPPS-A) Increment II
- d. (U) FRAGO 2 (MilPay Organizational Responsibilities for the IPPS-A Enables Human Resources Enterprise) to HQDA EXORD 009-16 Integrated Personnel and Pay System – Army (IPPS-A) Increment II
- e. (U) FRAGO 3 (Training) to HQDA EXORD 009-16 Integrated Personnel and Pay System – Army (IPPS-A) Increment II
- f. (U) FRAGO 4 (Data Strategy) to HQDA EXORD 009-16 Integrated Personnel and Pay System – Army (IPPS-A) Increment II
- g. (U) FRAGO 5 (Field IPPS-A Increment II Release 3) to HQDA EXORD 009-16 Integrated Personnel and Pay System – Army (IPPS-A) Increment II

Time Zone Used Throughout the Order: (Zulu)

1. (U) Situation.

a. (U) This OPORD provides the strategic objectives, key tasks, operational construct, and tasking to inform and mandate key stakeholders on the deployment of the Integrated Personnel and Pay System – Army (IPPS-A) Release 3 functionality to the USAR and will be updated and supplemented as necessary through additional fragmentary orders (FRAGORDs).

b. (U) Currently, the USAR is supported by a multitude of Human Resources (HR) systems that do not interface with personnel pay systems. Across each component of the Army, HR and pay functions are stove-piped by many redundant and stand-alone

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information systems that process thousands of personnel and pay actions. The end result is inefficient and inaccurate transactions that do not fully support command and Soldier readiness.

c. (U) IPPS-A fundamentally changes how Commanders and Soldiers receive HR support. IPPS-A will deliver visibility over the total force and enhance readiness. When fully implemented, IPPS-A will enable and empower Soldiers to access a 24/7 web-based, self-service portal, to view, initiate and track HR and pay actions, and receive an integrated personnel and pay record which supports talent management requirements while improving records accuracy and audit readiness.

2. (U) Mission. The USAR trains, fields, and implements IPPS-A Release 3 no later than 21 December 2021.

3. (U) Execution.

a. (U) Commander's Intent.

(1) (U) Purpose. Field IPPS-A release 3 to the USAR in an efficient, effective, and collaborative manner to enable three modern capabilities: Total Force Visibility, Talent Management, and Auditability.

(2) (U) Key Tasks. The USAR has multiple key tasks to achieve the end-state outlined in paragraph 3.

(a) (U) Assist in the build and testing of IPPS-A Release 3.

(b) (U) Facilitate and ensure data correctness (to include the Army Organization Server (AOS) information) across the Army Reserve prior to Release 3 system deployment.

(c) (U) Successfully establish inbound / outbound interfaces between Army Reserve systems and IPPS-A.

(d) (U) Execute a comprehensive education and training plan supporting users, and HR professionals including new equipment training (NET) and Army Reserve Institutional Training.

(e) (U) Ensure identified, trained users have access to the system and can use it to support their Soldiers.

(3) (U) End state. The USAR implements IPPS-A Release 3 in December 2021. USAR systems accurately receive and / or transmit data to IPPS-A. Users are trained and capable of carrying out their roles and responsibilities within IPPS-A.

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b. (U) Concept of Operations. Commands identify personnel (TPU, AGR, or Civilian) to serve as train the trainers (T3). The IPPS-A Program Management Office (PMO) is responsible for developing the required NET. Training will be offered through a combination of Distributed Learning (dL) and Instructor Facilitated instruction for all users based on designated roles within IPPS-A. T3 personnel will then train a targeted population users, with a focus on personnel using similar personnel systems, while leveraging technology to successfully field and implement IPPS-A.

c. (U) Task to Staff and Subordinate Units.

(1) (U) USARC G-1. Serve as the functional management and key process owner support for the AR IPPS-A program. Provide planning oversight for sustaining the Reserve Component Manpower System (RCMS). Integrate IPPS-A training into personnel systems training.

(2) (U) USARC G-3/7. In coordination with Readiness Divisions (RD), identify and validate T3 training locations to support 25 student capacity (minimum) classrooms Annex C.

(3) (U) USARC G-6. Support NET for a minimum 25 student classroom internet capacity. Direct help desk functions to existing program level Customer Relationship Management (CRM).

(4) (U) USARC G-8. Continue to provide transitional support of the MilPay fundamentals training as well as adjusting training timelines due to delays. Provide oversight for sustaining the regional level application software (RLAS).

(5) (U) Readiness Divisions.

(a) (U) Appoint an IPPS-A Coordinator (IC) responsible for scheduling, resourcing, and coordinating installation level T3 events in support of IPPS-A NET.

(b) (U) Review and sign Memorandum of Agreement outlining responsibilities for T3 training locations with the IPPS-A Program Management Office.

(c) (U) Resource location to support 25 student capacity (minimum) classrooms for T3 training (Annex C).

(6) (U) 7th and 9th Mission Support Commands (MSC). Coordinate with Area Commands to ensure required Army Reserve personnel are included in their training population and trained prior to 21 December 2021.

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(7) (U) Major Subordinate Commands. Identify an IPPS-A Action Officer (AO) responsible for coordinating and tracking training and deployment activities for the command. Provide contact information to the point of contact in 5.c.(2) NLT 29 January 2021.

d. (U) Coordinating Instructions.

(1) (U) Provide information in Annex B to the point of contact in 5.c.(2).

(2) (U) Execute AOS tasks, and responsibilities outlined in FRAGO 4 to EXORD 009-16 and MOD 1 to that order to facilitate the build of a viable IPPS-A organizational hierarchy. Ensure adequate templet positions exist in AOS to account for all personnel in excess or over-strength status.

(3) (U) Identify personnel to serve as Train the Trainers for your command in accordance with the allocation in Annex D. Funding is identified to support the use of ADOS personnel to serve as trainers (tours are from 1 June 2021 – 31 December 2021). A limited population (TBD) will continue to serve/train post go-live to train the remainder of HR professionals.

(4) (U) Ensure appropriate personnel participate in leader training, IPPS-A dL training, and IPPS-A Instructor Facilitated Training. Training on IPPS-A Release 3 will be available no earlier than May 2021.

(5) (U) Coordinate and participate in the virtual/on-site New Material In-brief (NMIB) and Town hall events (Annex E).

(6) (U) Complete data correctness tasks as outlined in FRAGO 5 to EXORD 009-16, Annex D, Appendix 2.

(7) (U) Execute command COMPLANS in accordance of Annex F.

(8) (U) Select units / personnel will be identified in FRAGO (TBP) to support various testing activities (limited user test, system acceptance test, system integration test) when the program finalizes the testing plan.

4. (U) Sustainment

a. (U) The USAR Business Systems Architecture (BSA) Division within the AR G-1 coordinates and provides program governance to implement IPPS-A into the USAR. All relevant and existing policies will need to be updated IAW IPPS-A business processes.

b. (U) The IPPS-A PMO System Integrator (SI) will support IPPS-A by ensuring PEOPLESOFT® upgrades and patches are implemented in a timely fashion. The

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Oracle PEOPLESOFT® software includes product support and maintenance as part of the license agreement.

5. (U) Command and Signal.

a. (U) Command. Not Used.

b. (U) Control.

(1) (U) OPSEC. All personnel associated with this operation will become familiar with the USARC Critical Information List (CIL), to prevent disclosures. Do not discuss or transmit critical information via non-secure means of any type. Properly mark, store, and dispose, using approved methods and processes, all material directly or indirectly related to this operation. Immediately report all accidental disclosure of CILs as a CCIR per USARC OPORD 19-004 (USARC, USAR CCIR) and associated FRAGORDs.

(2) (U) PROTECTION. Every member of the U.S. Army Reserve community plays an important role in preventing terrorist and criminal acts. Participating personnel will be familiar with current force protection conditions and physical security requirements. Personnel must be alert for and aware of the indicators of potential terrorist or violent criminal activities. Personnel who witness suspicious activity will immediately notify local law enforcement followed by a report (IAW USARC OPORD 19-004) through their chain of command. Soldiers serve as "sensors" enhancing the U.S. Army Reserve protection posture.

c. (U) Signal.

(1) (U) Army Reserve IPPS-A Deployment Integration Group SharePoint Site:
<https://peoeis.kc.army.mil/sites/ipps-a/Home/usar/DIG/>

(2) (U) POC: CW4 Courtney J. Marshall, courtney.j.marshall.mil@mail.mil, 910-570-9075.

(3) (U) USAR IPPS-A LNO Team, usarmy.pentagon.hqda-ipps-a.mbx.usar-integration-team@mail.mil, 703-545-2848.

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ACKNOWLEDGE: Receipt of this order NLT 72 hours of receipt to the USARC G-33 Future Operations Team at usarmy.usarc.usarc-hq.mbx.g33-ops-div-satc-branch@mail.mil.

**DANIELS
LTG**

**OFFICIAL:
BISACRE
G-3/5/7**

ANNEXES:

- Annex A** (USAR IPPS-A Executive Brief)
- Annex B** (USAR IPPS-A POC Roster)
- Annex C** (USAR T3 Training Locations)
- Annex D** (USAR T3 Allocation)
- Annex E** (NMIB – Town hall Schedule)
- Annex F** (USAR IPPS-A Strategic Communications)

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- 88 RD
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108 TNG CMD (IET)
200 MP CMD
335 SC (T)
377 TSC
412 TEC
416 TEC
807 MCDS
ARAC
ARCD
AR-MEDCOM
LEGAL CMD
MIRC
USACAPOC (A)
USARIC
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311 SC (T)
USARC XOs
USARC DIR/DEP/CH/ASST
OCAR Directors & Deputies