Integrated Personnel and Pay System - Army (IPPS-A)
25 October 2016

One Soldier ★ One Record ★ One Army

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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, 8 March 2016
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

**ENABLE** ★ ★ **PROVIDE** ★ **DELIVER**
IPPS-A Framework

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

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HR Professionals
Commanders
Leaders
Soldiers

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Incremental Capabilities by Release

**Release One: Trusted Database With Reporting Capabilities**
- Foundation Data
- Personnel Data
- Department Data
- Soldier Data in Single Database
- Technical Foundation
- Authenticated Users

**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

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

**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

**Release Three: Accountability and Essential Personnel Svcs**
- Personnel
  - Talent Management
  - 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

**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

**Release Five: Additional Personnel Services**
- Record Evaluations
- Retirement Processing
- Separation Processing
- Retention Management (RETAIIN)
- Extension
- Reclassification
- Involuntary Discharge
- Remedial Fitness
- Agreement/Incentive Documentation
Enabled Tools to Drive Development

**Design & Integrated Architecture (Cameo (No Magic))**

**Velocity Templates**

- **Requirements & Specifications**
- **Enterprise Architecture (GFI)**
- **Test**
- **Standards & LRP**
- **Conversion & Interface Requirements & Design**
- **Configuration & Design Details**
- **Metadata Requirements & Specifications**

**Alignment**
- SyRS/SSS to Business Processes
- Business Rules to Business Processes
- Data Elements to Interfaces
- Requirements to Interfaces
- Standards/LRP to EA Artifacts

**IPPS-A PeopleSoft**

**Initial EA Load plus Updates from BP Reviews**

- Interface Requirement Specifications
- Interface Design Documents
- Detailed Technical Design Document
- Detailed Functional Configuration Design Document
- Integrated Enterprise Architecture

**Ab Initio**

**One Soldier ★ One Record ★ One Army**
- Consists of PM, Functional and Systems Integrator Managers and Leads
- Improves horizontal and vertical collaboration by defining the battle rhythm, identifying the right people, making the right decisions, increasing the velocity of decision-making, and establishing an effective communication
Systems Engineering, Integration, and Test (SEIT) Mission

- Forum consisting of TRIAD (PM, Functional and Systems Integrator)
- Provides strategic and integrated guidance to and monitoring
  Focuses on the “HORIZONTAL INTEGRATION”
IPPS-A Systems Development Life Cycle Integration with Agile

**Plan**

- **Analyze**
  - Requirements Analysis
  - Fit/Gap

- **Deploy**
  - Operational Testing
  - Integration Testing

**Run**

- SRR → SFR → IBR
- TRR → DIT → GAT → LUT → OPT → DEP

**Agile Territory**

- **Build**
  - Detailed Design
  - Unit Testing
  - Develop

- PDR → CDR → PLT
IPP-S-A’s Agile Implementation

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

- Sprint Backlog
- Sprint Burndown
- Impediment List

Ensures holistic activities and iterative processes
IPPS-A Software Capabilities

IPPS-A Solution
- Personnel
- Payroll
- Talent Management
- Self-Service
- Operational Reports
- Business Analytics
- Customer/Case Management

Software Development Lifecycle Tools
- Requirements Management
- Configuration Management
- BPM, Architecture, & Design
- Development Toolkits
- Testing Tools
- Training Development

PMO Tools
- Knowledge Sharing & Collaboration
- Scheduling
- Risk Management
- Budget & Cost Analysis
- Performance Management
- Asset Management

IPPS-A software architecture has the entire SDLC covered

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IPPS-A Infrastructure Architecture

PROTOTYPING & PRE-DEVELOPMENT
- Demonstrations
- Prototyping
- Proof-of-Concept
- Product Assessments
- Risk Reduction
- Limited Hardening

DEVELOPMENT
- Development
- Configuration Control
- Hardening
- Product Integration
- Release Packaging

TEST
- Testing
- Release Readiness
- Operational Simulation

PRODUCTION
- Secure
- Controlled Releases
- High Reliability & Availability
- Training Support

Cybersecurity encompasses all aspects of IPPS-A

Hardware
Program Management Office Tools
Software Development Life Cycle Tools
IPPS-A Solution Software

A Single Modern HR (Personnel & Pay) System
- Secure
- Auditable
- Easy to Use
- Well Trained
- Reliable
- Adaptive

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