



Integrated Personnel and Pay System – Army (IPPS-A) Overview to the National Commission for the Future of the Army

Jeanne Brooks
Director, Technology and Business
Architecture Integration
Army G1
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Agenda

- What is IPPS-A?
- Program status
- Current Schedule
- Incremental Capabilities by Release
- Perspective on complexity of today's HRIT environment
- How to help



What is IPPS-A?

The Integrated Personnel and Pay System-Army (IPPS-A) is a PeopleSoft, Web-based Human Resource system that will provide integrated, multi-Component, personnel and pay capabilities across the Army using the latest technology.

IPPS-A provides modern capabilities:

- An integrated personnel and pay record
- Integrated personnel and pay transactions
- Self-service (to the extent leaders allow)
- Standardized data and processes
- An authoritative database and smaller HRIT footprint
- Talent Management
- Auditability
- Total Force Policy (Permeability—inter compo transfers)
- IT system and data security compliance
- Reduction of SSN usage
- Faces to spaces force structure visibility (GFMDI)
- Personnel asset visibility/tracking needed to reduce erroneous payments and Soldier debt
- Flexible configuration for rapidly adapting to changing LPR
- Commercially built and tested “engines” for payroll computation, eligibility rules, and audit standards



IPPS-A will be the HR professionals' one stop shop for timely and accurate personnel and pay data.



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IPPS-A Program Status Update

- **Increment I**

- Fully deployed to over one (1) million Soldiers across all three (3) Army Components (Active Army, Army National Guard, and United States Army Reserve)
- Provides a single, multi-Component trusted database with a single record for all Army Soldiers and currently serves as a trusted data source for personnel and HR data for the entire Army
- Contains the Soldier Record Brief, a new multi-Component report standardized for all Components for the first time
- Provides the ability for Commanders, Leaders, and HR professionals to get a multi-Component view of their unit by using nine pre-defined personnel queries
- Established the foundational capability for Increment II

- **Increment II**

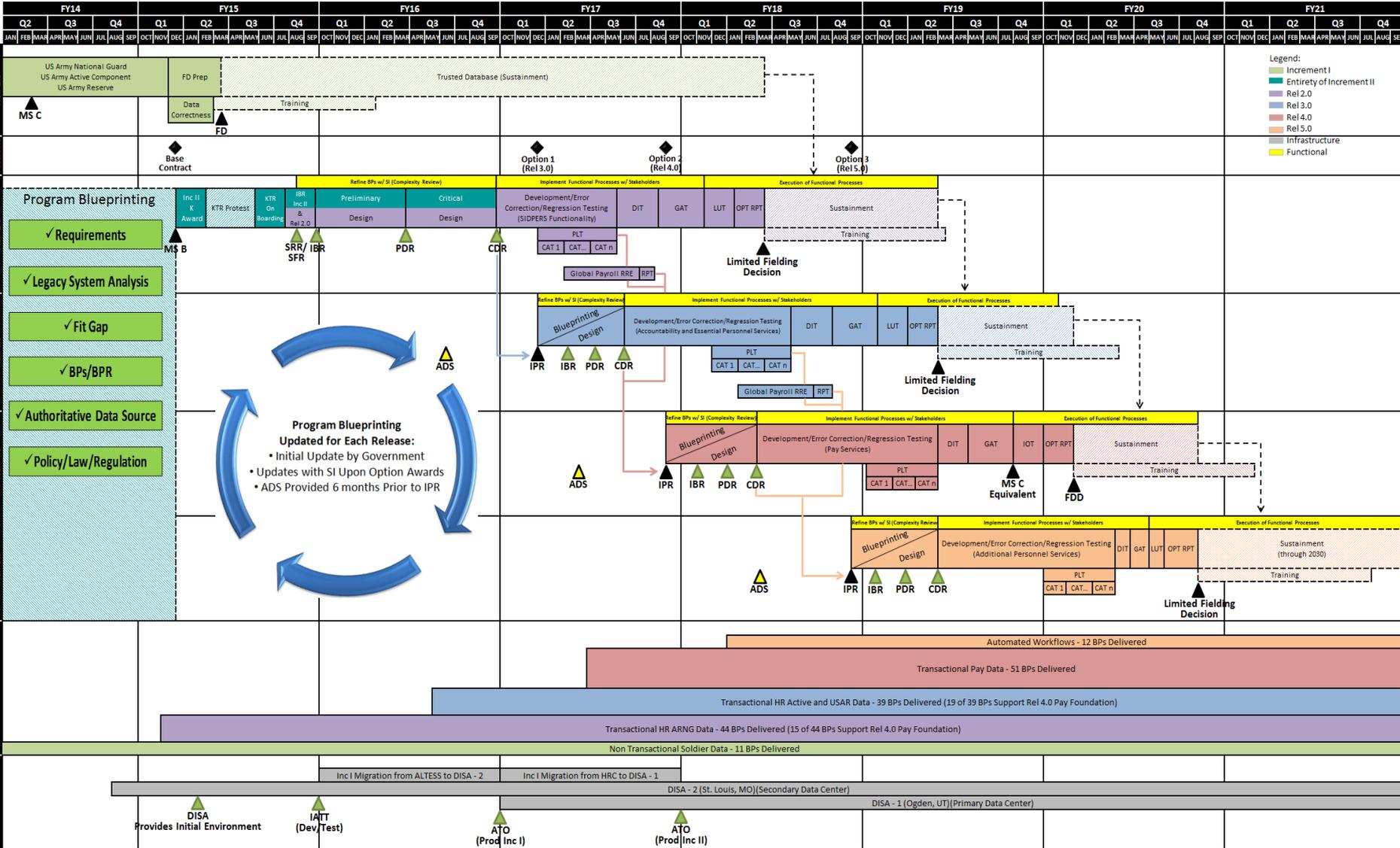
- Achieved Milestone B Decision in late December 2014 (placed program in Development and Fielding Phase); awarded System Integration Services Contract in early January 2015, followed by a formal protest in mid-January 2015
- Re-Awarded Increment II System Integration Services Contract in May 2015
- Conducting blueprinting activities to include analysis of Authoritative Data Sources, Business Process Reengineering and Legacy Systems
- A Systems Requirements Review (SRR), Systems Functional Review (SFR), and an Integrated Baseline Review (IBR) currently scheduled for Q4 FY2015/Q1 FY2016
- Preliminary (PDR) and Critical Design Reviews (CDR) currently scheduled for FY2016

GAO review of Defense Major Automated Information Systems dated 26 February 2015 confirmed that after the Increment I Full Deployment Decision, IPPS-A is on track to fully implement Increment II.



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IPPS-A High-Level Program Schedule

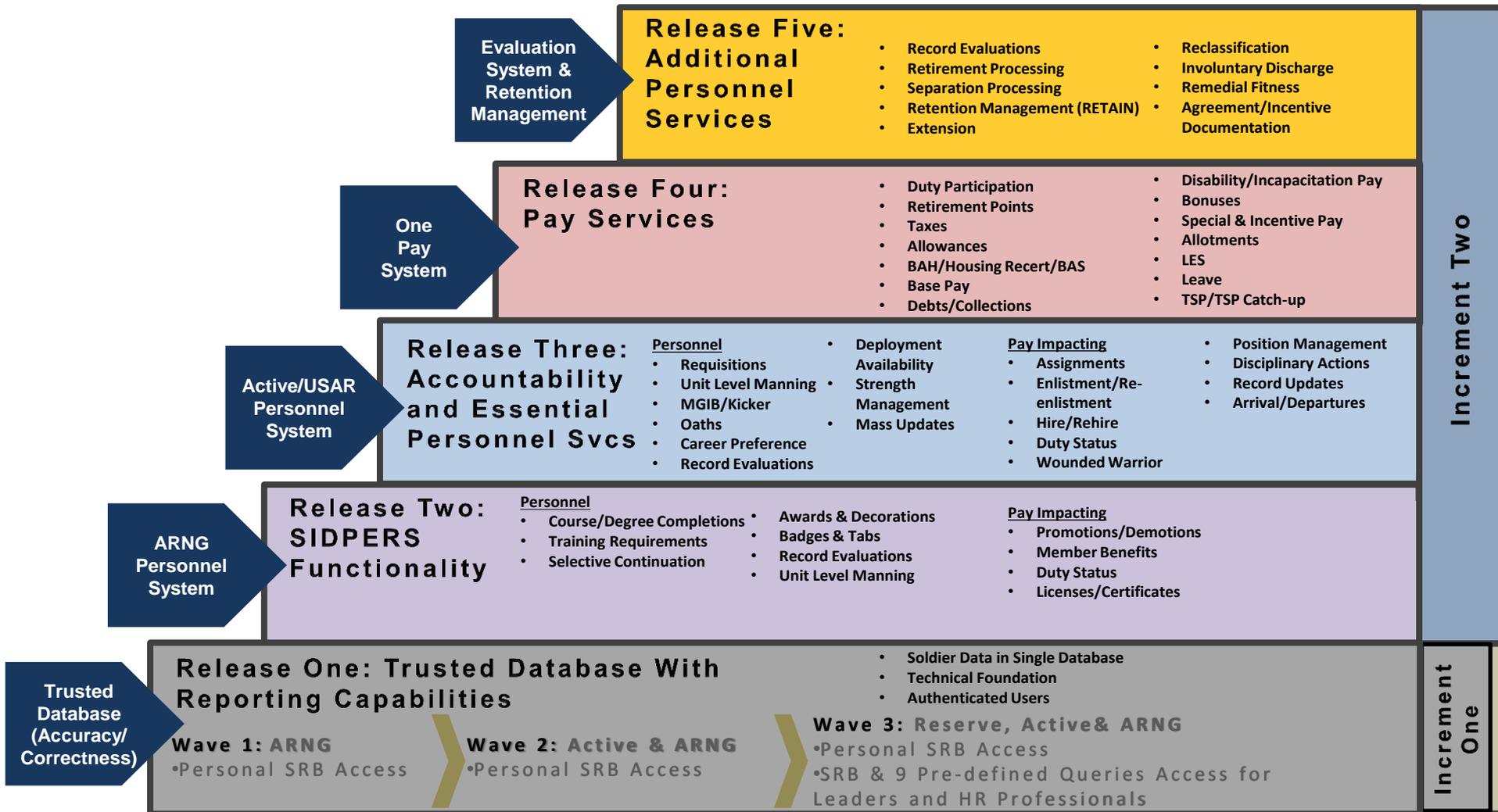




Approximate Incremental Capability by Release

System Releases

System Capabilities





- Vocally and enthusiastically support the program
- Keep program fully funded
- Maintain and executable schedule
- Keep functional requirements stable
- Embrace the change
- Accept that it will take longer than we want