

## **NCFA Staff Paper Integrated Personnel & Pay System-Army (IPPS-A)**

**WHAT THIS IS:** The IPPS-A is a web-based Human Resources (HR) system that will provide integrated, multi-component, personnel and pay capabilities across the Army. IPPS-A will create an integrated personnel and pay record for each Soldier that covers their entire career, allows personnel actions to drive associated pay events, and features self-service capabilities allowing Soldiers to access their personal information 24 hours a day. IPPS-A will provide Commanders a single source for Personnel Asset Visibility and Accountability across all components. IPPS-A will also facilitate the movement of Soldiers between Army components by maintaining benefits, personnel information and training in accordance with the Army Total Force Policy

**BACKGROUND INFORMATION:** Prior to IPPS-A, the Defense Integrated Military Human Resource System (DIMHRS) was to replace over 90 legacy personnel and pay systems across all of DoD. The DIMHRS first phase was planned to roll out to the US Army in 2009 and bring all payroll and personnel functions for the Army into one integrated web-based system. After 10 years with technical problems, numerous delays, and \$1 billion investment, the DoD cancelled the DIMHRS program in Feb 2010. In 2011, the Army started the IPPS-A program. IPPS-A will replace the Army National Guard (ARNG) personnel system in 2QFY18; the Regular Army and United States Army Reserve (USAR) personnel systems in 1QFY19; establish one pay system for Regular Army, ARNG, and USAR in 4QFY19; and establish a unified evaluation and retention management system in 3QFY20.

**POSITION/PERSPECTIVE:** IPPS-A is critical to transitioning the military pay mission to the HR community. IPSS-A will facilitate the "Continuum of Service" and Army Total Force Policy through multi-component capabilities by enabling and streamlining Soldiers' movement between statuses (transfers between the Active and Reserve Components). The Senate Armed Services Committee (SASC) proposed a FY16 decrement of \$50M and the Senate Appropriations Committee - Defense (SAC-D) also proposed a FY16 decrement of \$37M. Both proposed decrement reflect concerns over the program under executing funding. The IPPS-A program has adjusted following under execution and remains on schedule at this point. The Institutional subcommittee proposes the commission support the fielding of IPPS-A on the current schedule and caution Army leadership against pushing for faster fielding over accuracy and completeness of a given software increment. Additionally, the Institutional subcommittee proposes the commission request that Congress fully fund IPSS-A in FY16 and beyond to maintain the program's schedule.