IPPS-A

INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

# Integrated Personnel and Pay System- Army (IPPS-A)

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One Soldier ★ One Record ★ One Army

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U.S.ARMY

US ARMY PEO EIS

PEO Enterprise Information Systems

# Army Priorities

IPPS-A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

**39th Chief of Staff of the Army Top Priorities**

1. Readiness
2. Future Army
3. Take Care of the Troops

**Army G-1 Leadership Priorities**

1. Readiness
   - Man the Force
   - Sexual Harassment/Assault Response and Prevention
   - Ready and Resilient
   - Integrated Disability Evaluation System
   - Diversity
2. Future Army
   - Recruiting and Accessions
   - Force of the Future – Talent Management
   - Soldier 2020
   - **Integrated Personnel and Pay System - Army**
3. Take Care of the Troops
   - Soldier for Life

**IPPS-A provides three major capabilities:**

| Total Force (Personnel / Pay) | Talent Management | Auditability |
|---|---|---|

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*

# IPPS-A Vision

Easy to Use

Reliable

Well Trained

Secure

Adaptive

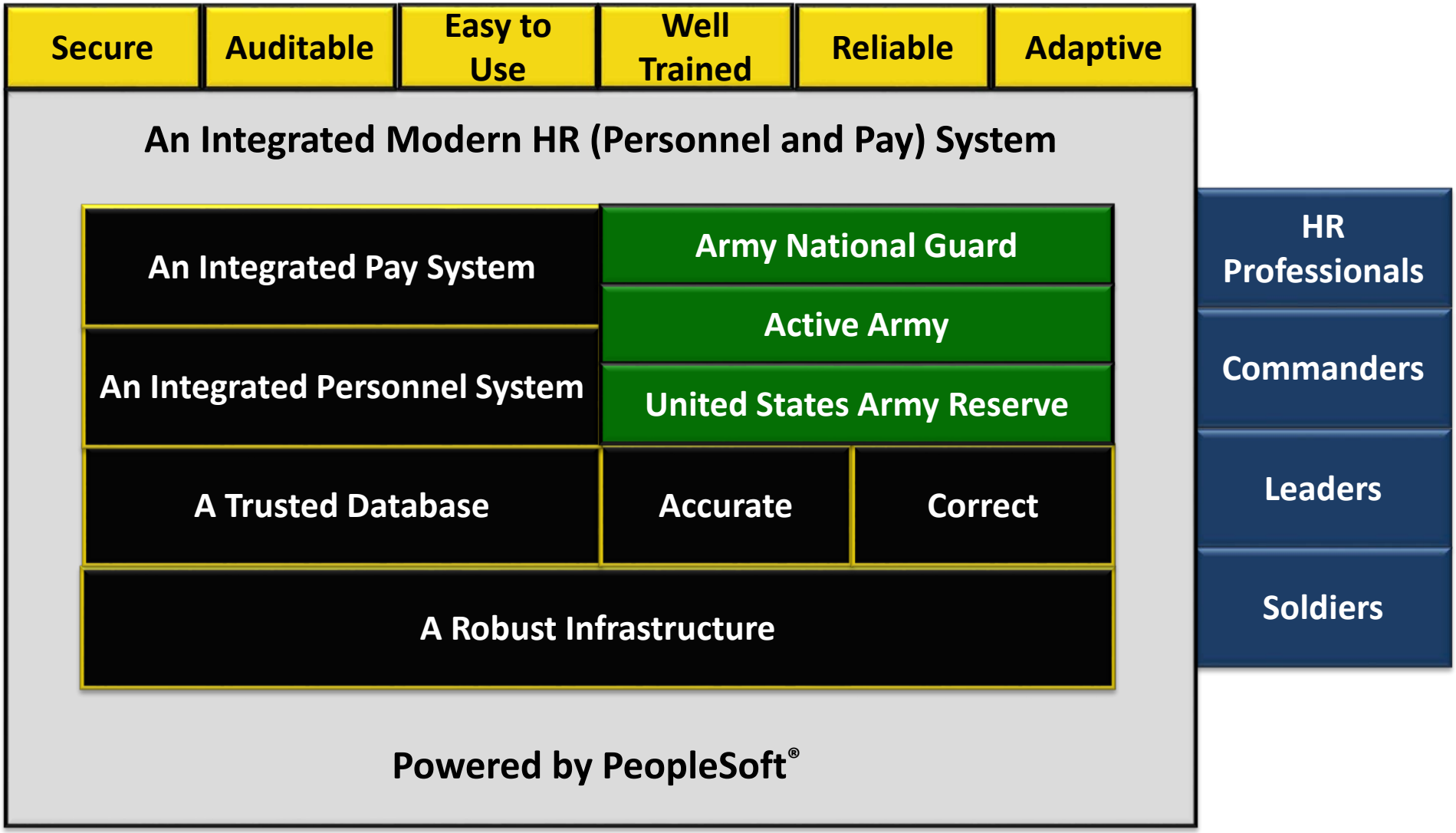
**A 21st Century Human Resources Capability for the Total Army**

# 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

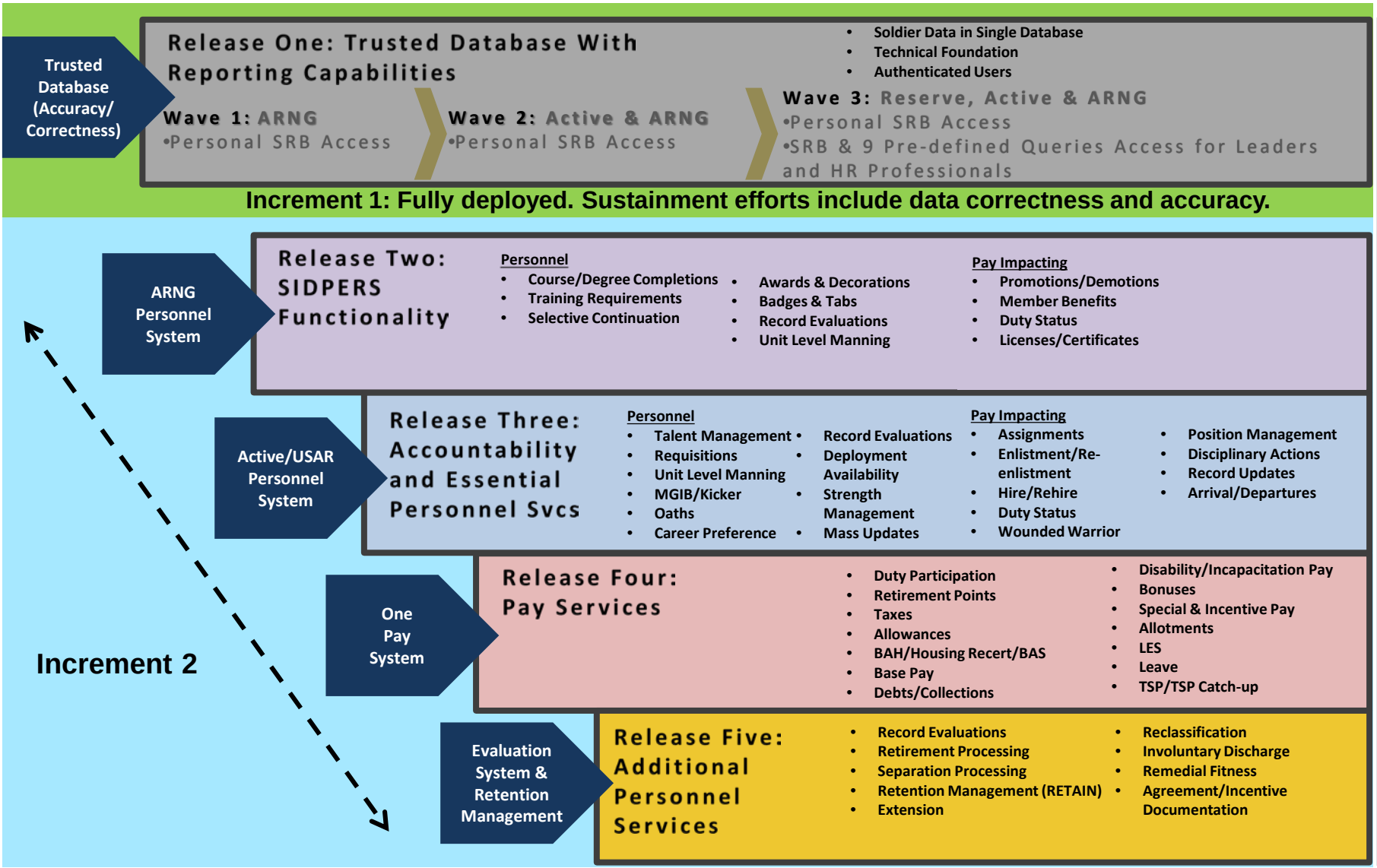
**ENABLE** ★ **PROVIDE** ★ **DELIVER**

# IPPS-A Framework

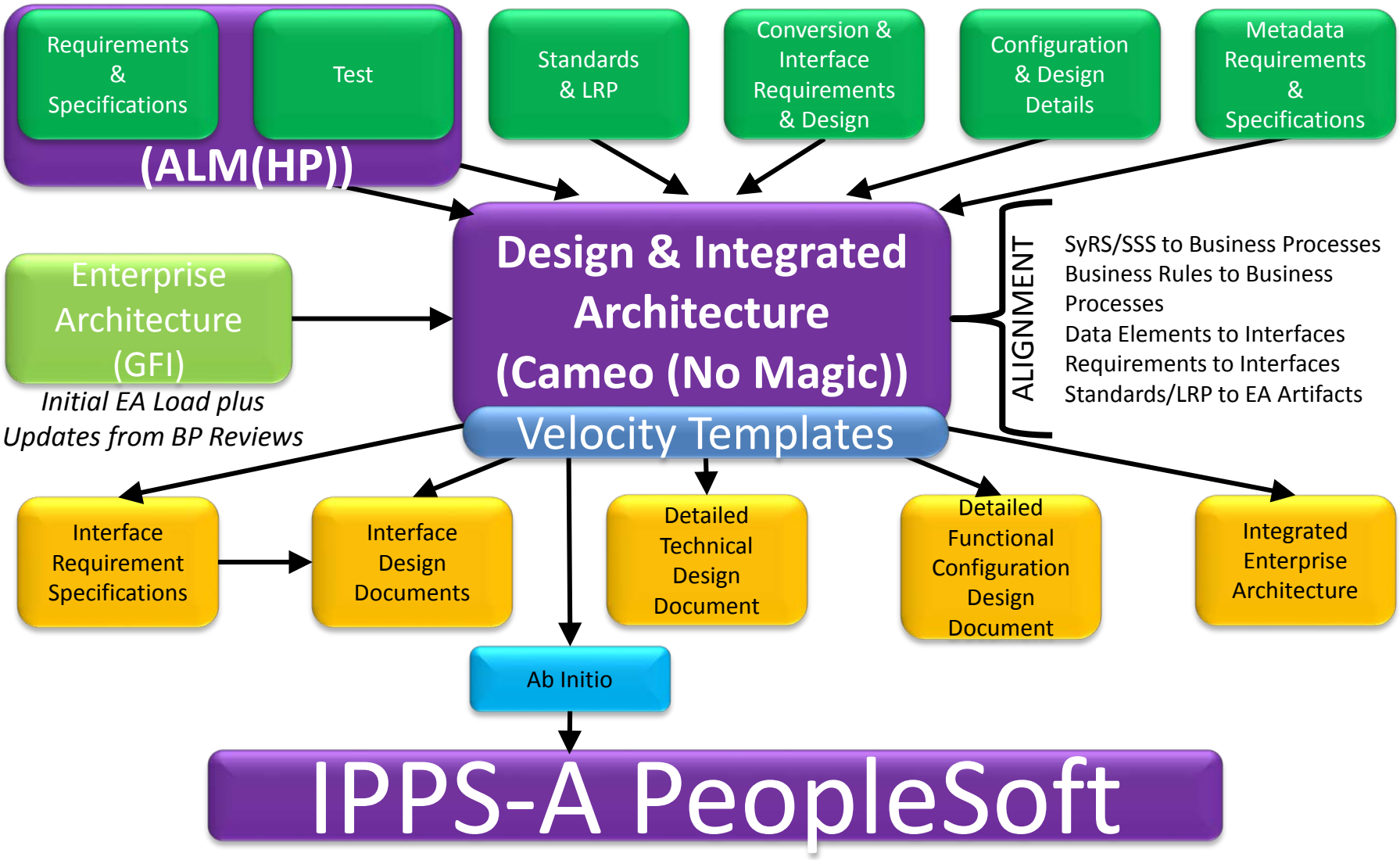


# Incremental Capabilities by Release

IPPS-A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

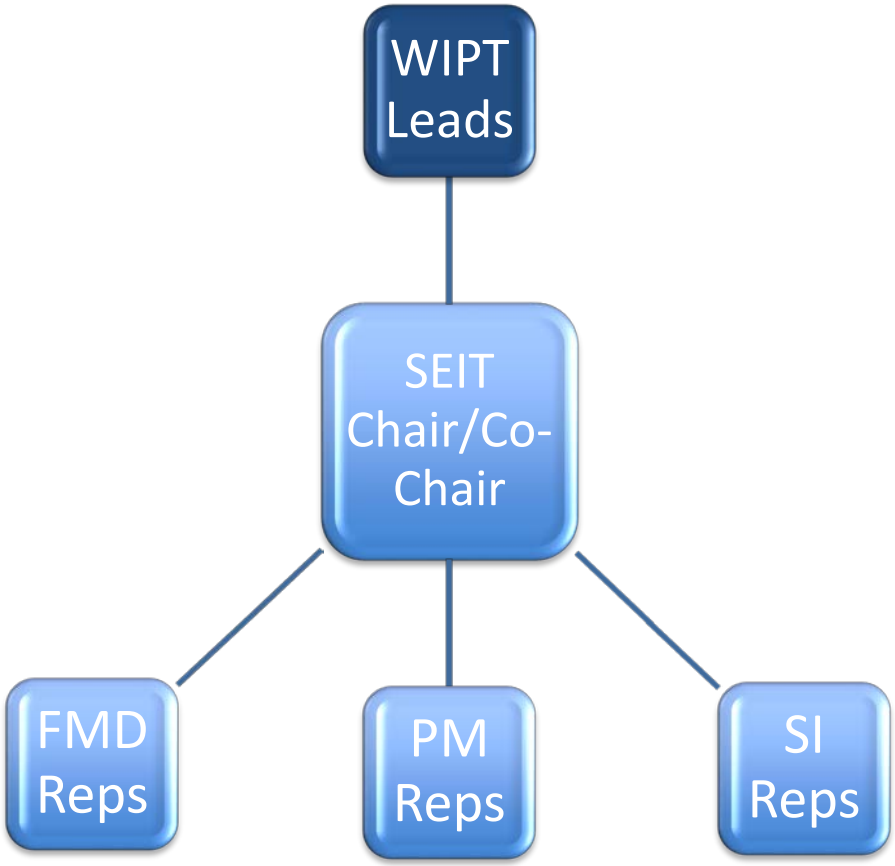


# Enabled Tools to Drive Development



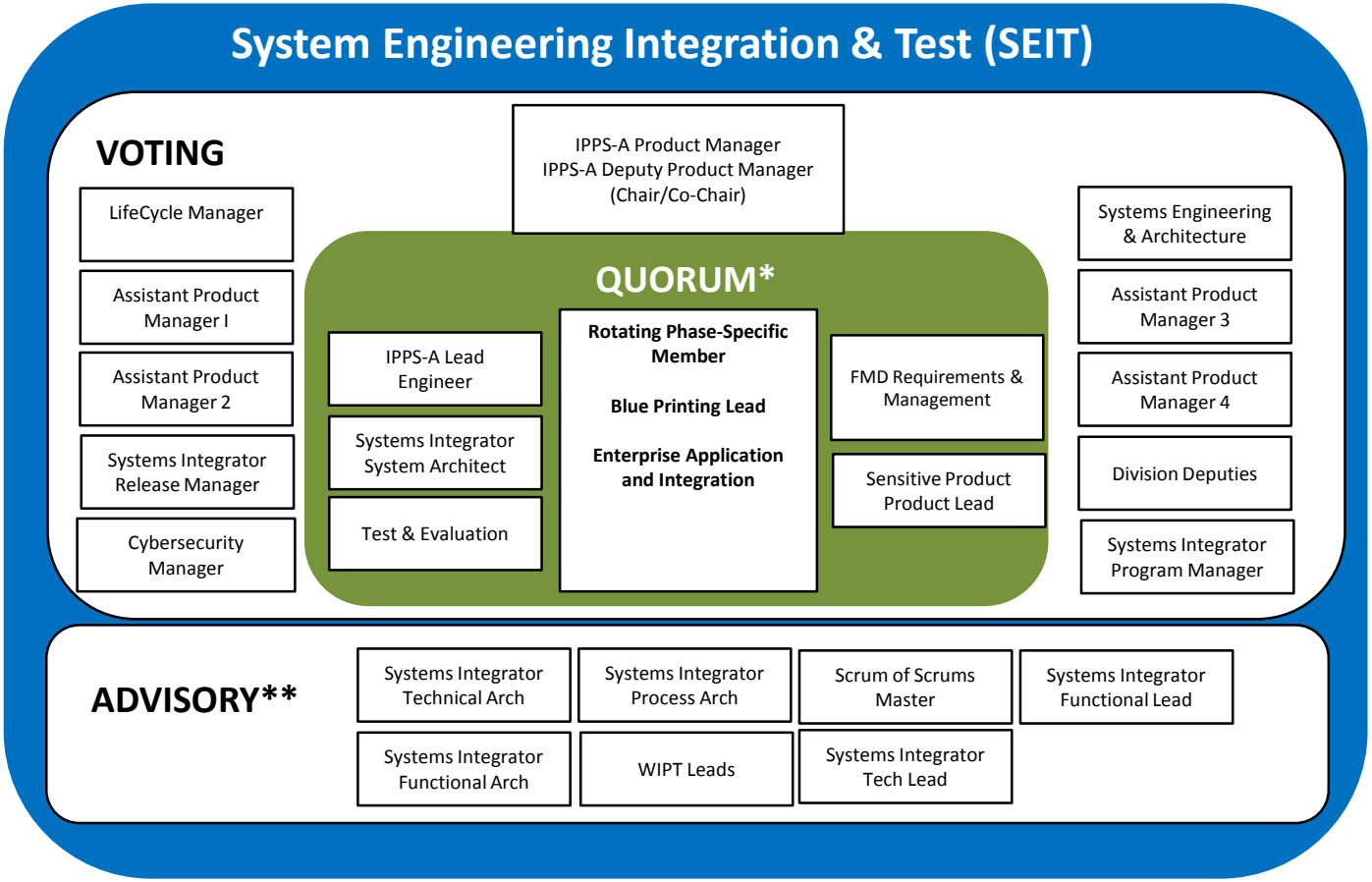
# Systems Engineering, Integration, and Test (SEIT)

- 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

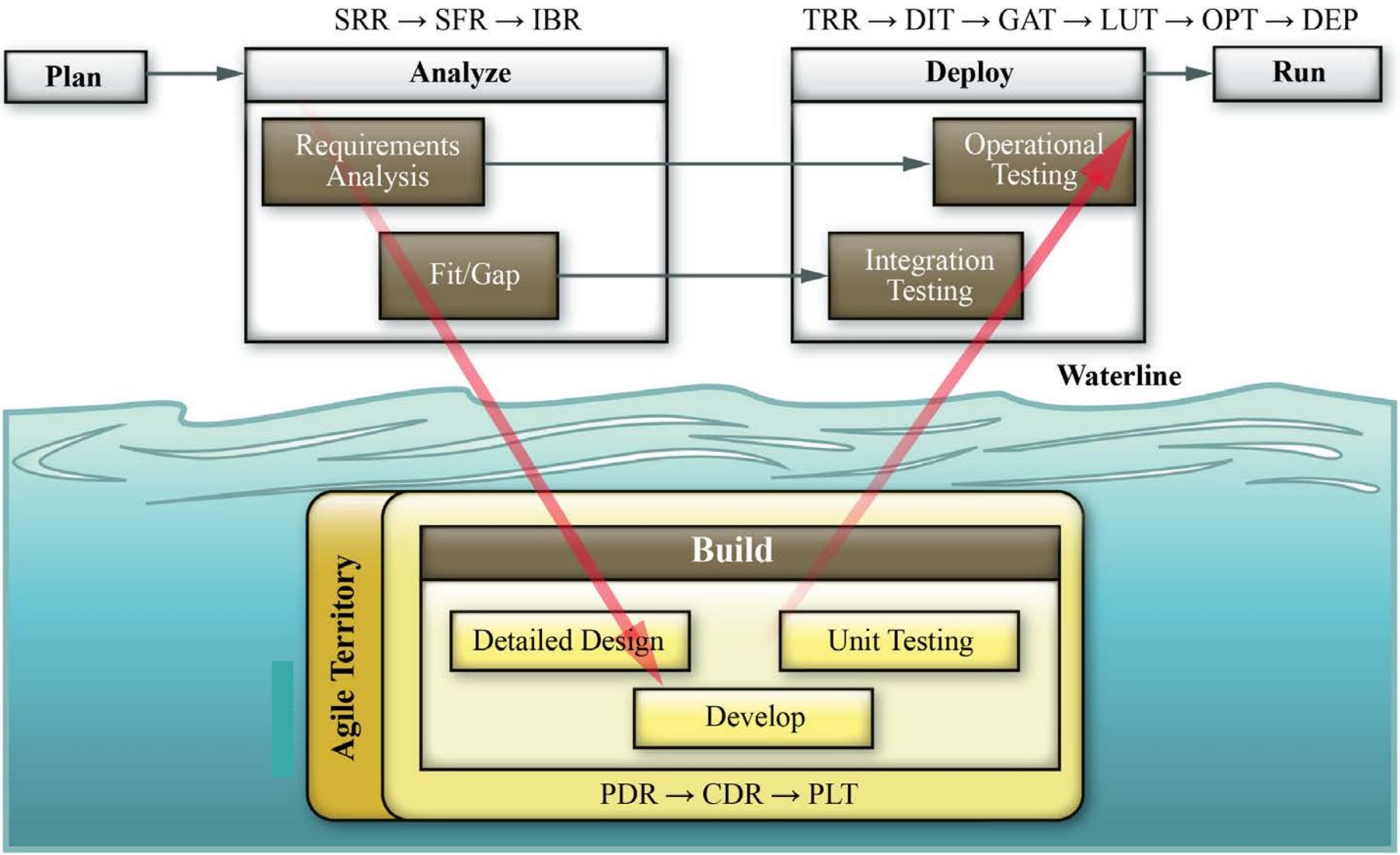


# Systems Engineering, Integration, and Test (SEIT) Mission

- Forum consisting of TRIAD (PM, Functional and Systems Integrator)
- Provides strategic and integrated guidance to and monitoring Focuses on the “HORIZONTAL INTEGRATION”

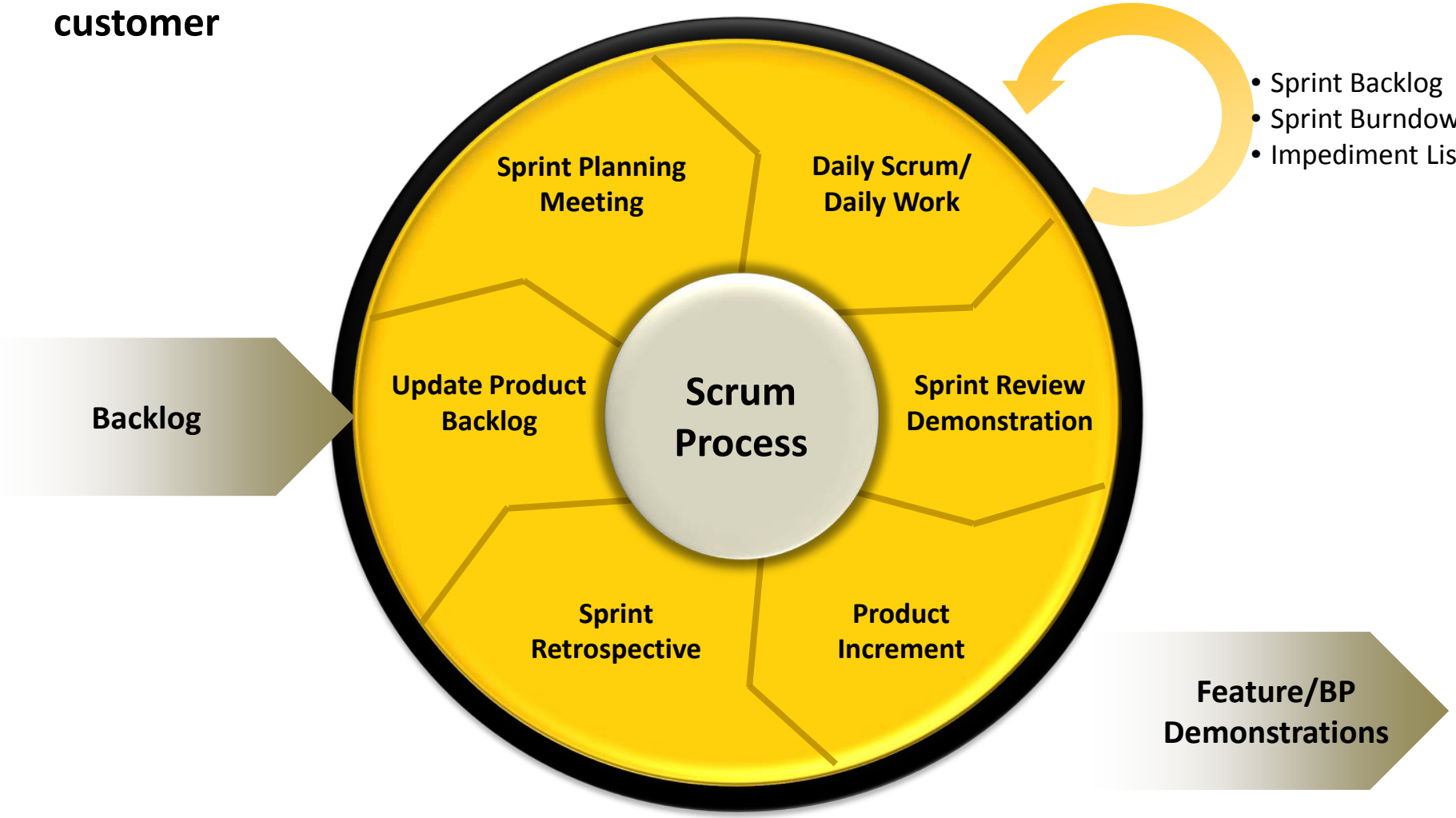


# IPPS-A Systems Development Life Cycle Integration with Agile



# IPPS-A's Agile Implementation

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




**Ensures holistic activities and iterative processes**

# IPPS-A Software Capabilities

## IPPS-A Solution

### Applications

- Personnel
- Payroll
- Talent Management
- Self-Service
- Training
- Operational Reports
- Business Analytics
- Customer/ Case Management

### Enterprise Services / Middleware

- Security Services
- Governance & Audit Controls
- System Monitoring
- Data Archiving
- Permission & Roles Mgmt
- Integration & Data Conversion
- Data Management
- High Availability & Backup

### Database

- IPPS-A Transactional Databases
- IPPS-A Data Warehouse
- Audit Data
- Application Metadata Repositories
- Archive Data

## 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**

# IPPS-A Infrastructure Architecture

Cybersecurity

## PROTOTYPING & PRE-DEVELOPMENT

- Demonstrations
- Prototyping
- Proof-of-Concept
- Product Assessments
- Risk Reduction
- Limited Hardening

## DEVELOPMENT

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

Cybersecurity

Cybersecurity

Hardware

Program Management Office Tools

Software Development Life Cycle Tools

IPPS-A Solution Software

| Secure | Auditable | Easy to Use | Well Trained | Reliable | Adaptive |
|---|---|---|---|---|---|

A Single Modern HR (Personnel & Pay) System

| | | | |
|---|---|---|---|
| A Single Pay System | Army National Guard | | HR Professionals |
| | Active Army | | |
| A Single Personnel System | United States Army Reserve | | Commanders |
| A Trusted Database | Accurate | Correct | Leaders |
| A Robust Infrastructure | | | Soldiers |

Powered by PeopleSoft®

- Testing
- Release Readiness
- Operational Simulation

## TEST

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

## PRODUCTION

**Cybersecurity encompasses all aspects of IPPS-A**

Cybersecurity