



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

AFCEA Belvoir Industry Days

21 MARCH 2019

Distribution Statement A. UNCLASSIFIED//Approved for Public Release

One Soldier ★ One Record ★ One Army



INTRODUCTIONS



- Integrated Personnel and Pay System, (IPPS-A) Inc. II and Sensitive Activities (SA)
- Army Human Resources System (AHRS)
- Reserve Component Automation System (RCAS)/Force Management System (FMS)
- Medical Communications for Combat Casualty Care (MC4)



Leadership Team



Project Management Office (PMO)

COL Darby McNulty



Project Manager
ASA(ALT), PEO EIS

The IPPS-A PMO manages the development of IPPS-A. PMO is responsible for designing and developing the system, training development, testing, implementation, customer relations and lifecycle sustainment.

LTC Laverne O. Amara



INC II Product Manager
ASA(ALT), PEO EIS

The IPPS-A Increment II Product Manager is responsible for the development, integration, testing, fielding and sustainment of IPPS-A, INC II, which will provide the majority of IPPS-A functionality.

Functional Management Division (FMD)

COL Gregory Johnson



Division Chief
G-1(TBAI)

FMD is the functional sponsor for IPPS-A. FMD is responsible for functional input including requirements definition, business process mapping, deployment, training strategy and change management.



What is IPPS-A?



The Army's future online Human Resources (HR) solution that transforms our industrial age personnel systems to a 21st century talent management system

IPPS-A will integrate personnel and pay while providing three essential capabilities (Total Force Visibility, Talent Management and Auditability). IPPS-A will:

- Put Active, Guard and Reserve Components – on ***one HR system***
- Give Commanders ***visibility of Soldier talent***, allowing them to better manage knowledge, skills and behaviors of Soldiers to ***optimize their contribution to Readiness***
- Create an ***integrated personnel & pay record for each Soldier*** for their entire career
- Allow ***personnel actions to automatically drive pay events***
- Feature ***self-service capabilities*** allowing Soldiers access to their information ***24/7***
- Improve access, timeliness and accuracy (***auditability***) of personnel and pay



High Level Operational Concept



IPPS-A MANAGES

- Assignments
- Awards
- Benefits
- Evaluations
- In and out processing
- Personnel accountability data
- Personnel and pay reports
- Personnel transactions
- Promotion information
- Separations and retirements
- Soldier Pay
- Talent Management



Life Cycle (Hire to Retire)



IPPS-A PROVIDES

- A comprehensive personnel and pay record
- Auditability
- Business process standardization
- Data standardization
- Electronic approvals
- Integrated personnel, pay and talent management
- Personnel asset visibility
- Readiness
- Right Soldier, Right Job, Right Time
- Self-service access to personal information
- Strength management and accounting
- Total Force Visibility and Support



Problems We Are Solving

Modernizing Army HR



200+ disparate HR/Pay systems



Labor intensive to keep 200+ systems cyber compliant



Inaccurate Pay causing Soldier debt (\$1B total)



No Total Force Visibility and HR/Pay tracking or transparency for Soldier, HR Professionals, Ldrs



Army pays DFAS for separate Pay transactions linked to HR actions (~\$150M per year)



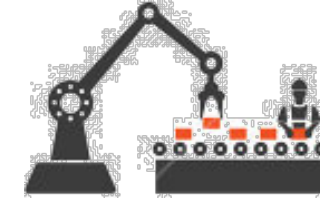
Different HR and Pay systems for each Component



Army HR/Pay not auditable; Recurring AAA/DAIG/GAO audit findings and KPMG NFRs



Disconnected HR and Pay processes; untimely Pay impacting readiness



Manual industrial era Talent Management not system linked to compensation



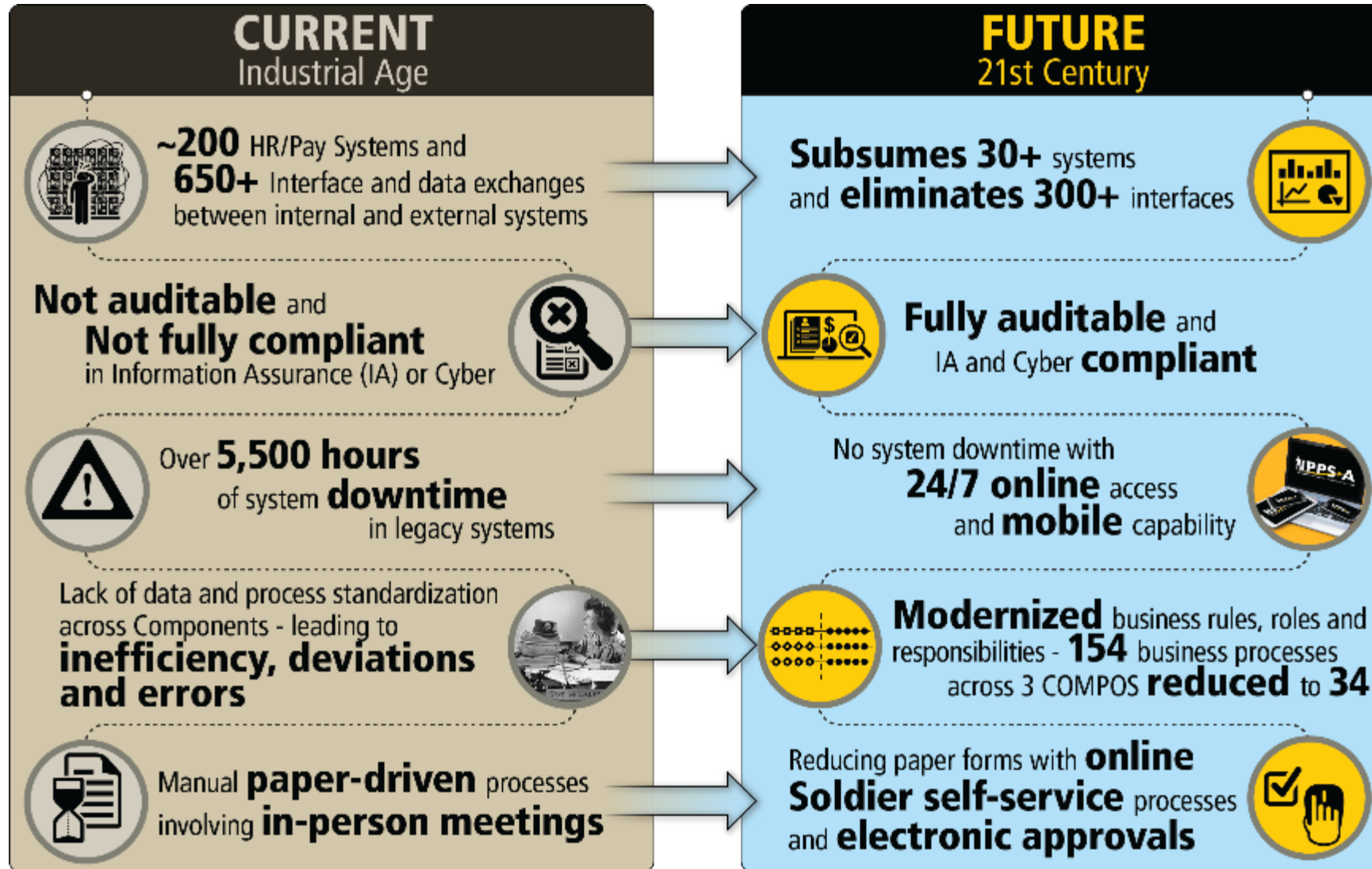
Manual 1960s HR and Pay processes driven by pen and paper forms



5,500+ hours of system downtime – impacting readiness



Transforming the HR Environment

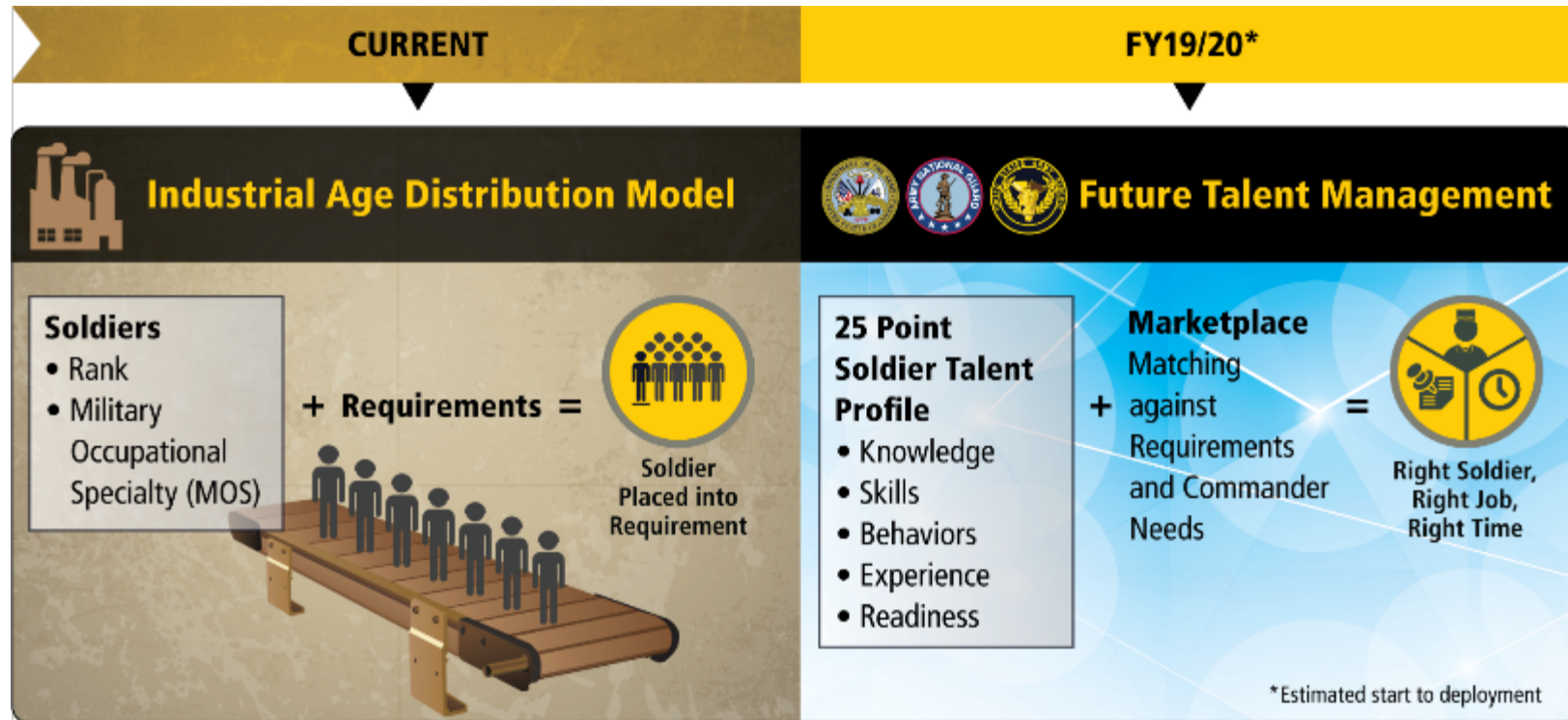




Talent Management and IPPS-A



IPPS-A is the Vehicle for Change that will Transform the Army's Industrial Age Personnel System to a 21st Century Talent Management System



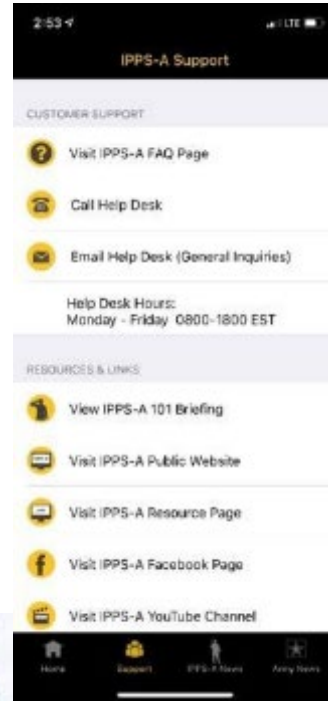
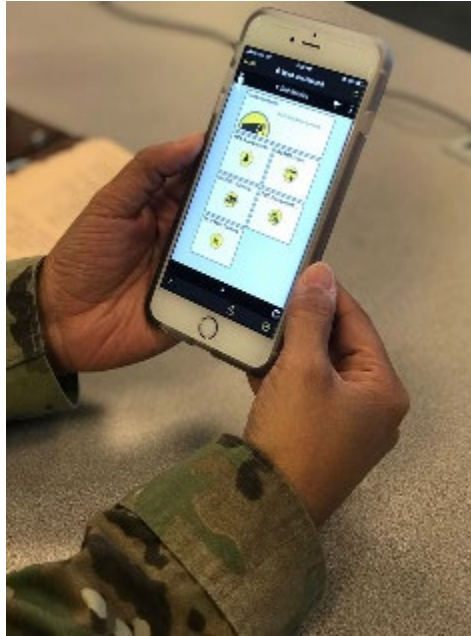
IPPS-A Talent Manager Will Deliver:

- Enhanced Total Force Readiness across Components
- Differentiated Talent to Allow the Army to Manage Soldiers Better
- Enhanced Decision-making Capabilities to Commanders at Every Level
- Optimized Total Force that Wins





IPPS-A Mobile



ATTENTION: Pennsylvania, Virginia, and D.C Army National Guard Soldiers, you now have access to the IPPS-A Mobile App!

On 18 January, the U.S. Army Training and Doctrine Command (TRADOC) Mobile Team completed their screening process and approved the IPPS-A mobile app to be posted and available on the TRADOC Application Gateway (TAG)!

Soldiers in other States will have access when their State has entered the window to begin IPPS-A training. IPPS-A will heavily rely on user feedback to make improvements to the mobile app.

“The goal is to provide access to the Army personnel records with the same level of security as Soldiers expect from most modern, secure, online banking and shopping services,” said COL Greg Johnson, IPPS-A Functional Management Division Chief.

Soldier’s must have a AKO username and password to access the TAG Mobile app site and a DS Logon username and password to use the IPPS-A app. Are you ready for Mobile @ Army National Guard!

Go to <https://tag.army.mil/> to download the app and reference the pictures for complete download instructions.



Products & Social Media Channels



WE WANT YOU!
To follow IPPS-A on Social Media

-  facebook.com/armyippsa/
-  youtube.com/c/IPPSA
-  instagram.com/usarmy_ippsa
-  twitter.com/IPPSArmy
-  Instagram.com/usarmy_ippsa/

IPPS-A has several communications channels and products that help promote how the Army is revolutionizing personnel, pay, and talent management processes:

- **Public Website:** <https://www.ipps-a.army.mil/>
- **Social Media Pages:** Facebook, YouTube & Instagram
- **“IPPS-A is Coming!” YouTube Video:**
<https://www.youtube.com/watch?v=PG8JOjqTuoo>
- **“IPPS-A is Coming to the National Guard!” YouTube Video:**
<https://www.youtube.com/watch?v=5oKHvZ6SxBc>
- **“IPPS-A’s Top 10 Advantages” Video and Reference Sheets:**
<https://www.ipps-a.army.mil/advantages/>
- **“IPPS-A Leads the Way For HR Professionals” Video Series:**
https://www.youtube.com/playlist?list=PLZ27YNvrf1QEdp-7X_cDtIBHZQlv25pb8
- **IPPS-A Demo Video Series:**
<https://www.youtube.com/watch?v=31ZNUD5iLrY&index=2&list=PLZ27YNvrf1QE8Bik1bzZFcbPEOtucQOp>
- **Printable Resources:** <https://www.ipps-a.army.mil/printable-resources/>
 - IPPS-A Overview
 - IPPS-A Posters
 - IPPS-A & Army National Guard
 - IPPS-A Execution Order
 - IPPS-A Specific Topics



QUESTIONS?

One Soldier ★ One Record ★ One Army



IPPS-A Sensitive Activities (SA)

Kevin Curry, Product Director

21 MARCH 2019



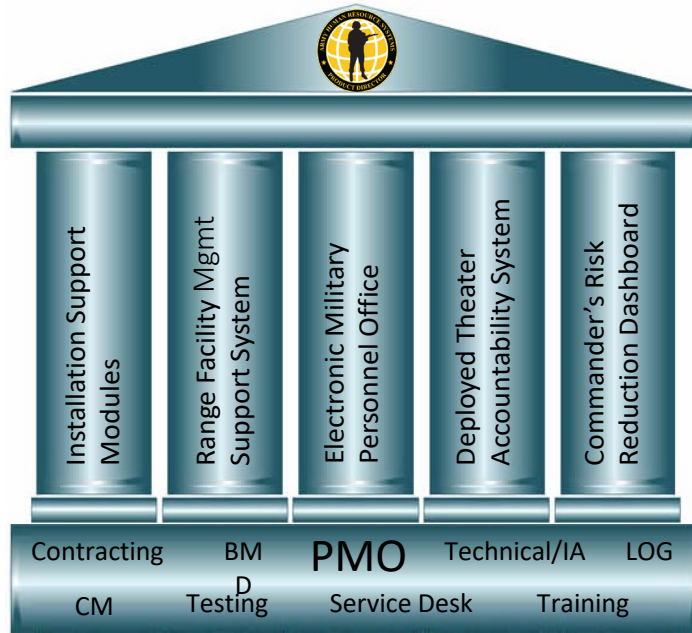
Army Human Resources Systems (AHRS)

Pete Travis, Product Director

21 MARCH 2019



Army Human Resource Systems (AHRs)



VISION
 PD AHRs will bridge the gap to 21st century human resource and installation support capabilities necessary for the Fighting Force to succeed and win

Installation Support Modules (ISM)

Web-based system that consists of four standard automation applications packaged into functional modules that integrate day-to-day Army installation business practices and processes. (In/Out PROC/PERSLOC/TRANSPROC & CIF)

Range Facility Management Support System (RFMSS)

Provides a standard, integrated system to efficiently assist installation commanders in providing training support for units and schools to manage valuable training lands and ranges.

Electronic Military Personnel Office (eMILPO)

Web-enabled system provides the Army the ability to manage strength accountability and personnel actions. Provides visibility of the unit, status, and soldier skills

Deployed Theater Accountability System (DTAS)

Provides real-time in-theater accountability by name, unit, location and date.

Tactical Personnel System (TPS)

Serves as a deployment manifesting platform for all Soldiers (Active, Reserve, NG, and other forces), DoD/ DA civilians, contractors, and foreign nationals

Commander's Risk Reduction Dashboard (CRRD)

Provides commanders at all levels near real time ability to identify, monitor, and act upon Soldier level and Unit level risk.

Accessions Information Environment (AIE)

Provides Commercial Off the Shelf, minimally customized capability to (1) enlist Soldiers, (2) commission Officers, (3) fulfill In-Service requirements, and (4) support and sustain the force

MISSION
 Deliver a comprehensive suite of secure human resource and installation support capabilities to the Warfighter through an innovative integration of cost-effective IT solutions connecting the global Force



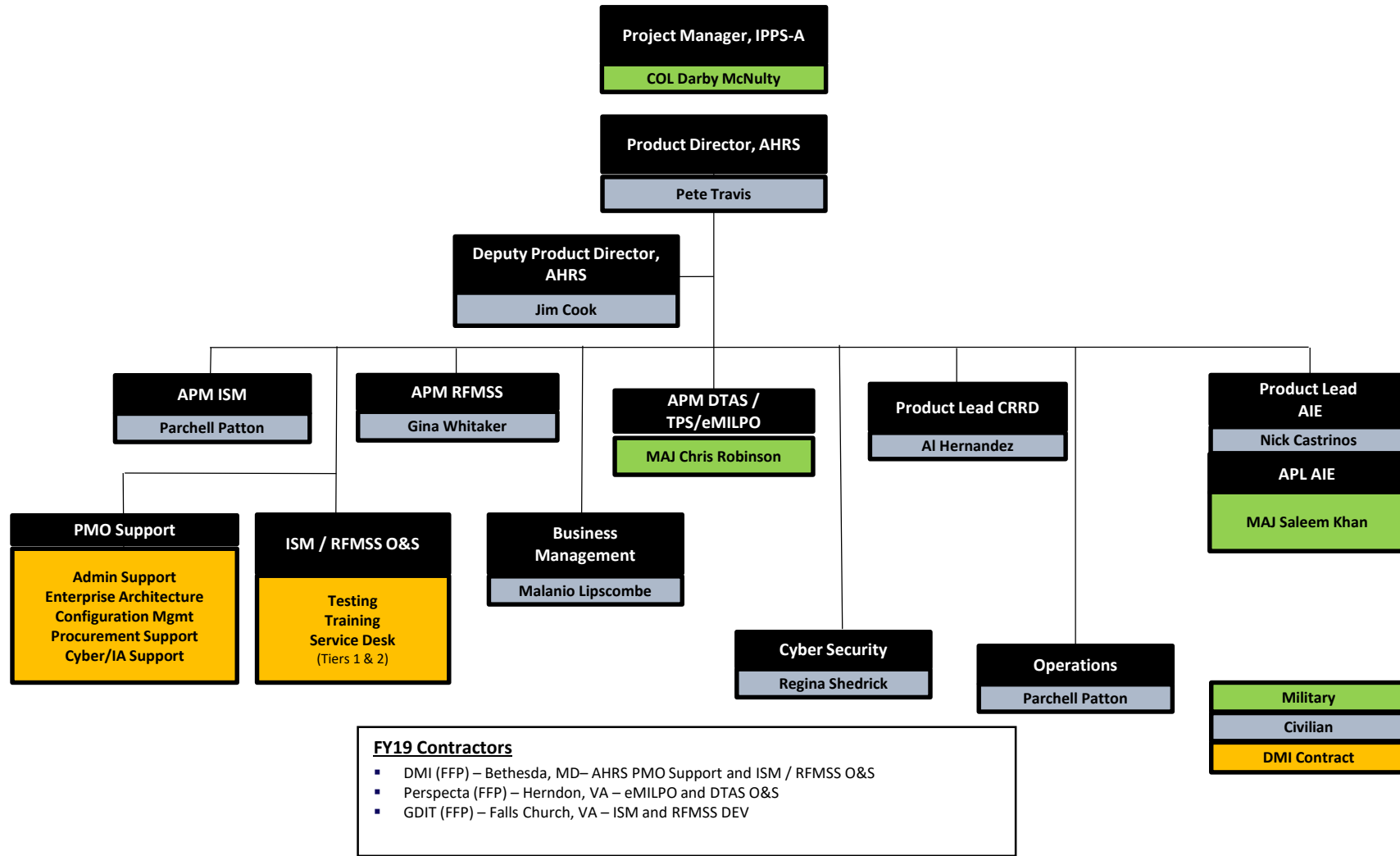
AHRS Program Overview



<p>eMILPO <i>Functional Proponent: Army G-1, HRC</i></p> <ul style="list-style-type: none"> Provides functions for personnel and strength accounting, readiness, strength balancing, mobilization, loss, transition, changes in duty status and (re)assignment, promotions – and personnel services (e.g., Soldier’s personal, family, emergency notification, education, awards) Primary Site: National Capitol Region (NCR), Secondary Site: ALTESS (38) interfaces with (21) interface partners: AKO, NG, AR, COOL, DAPMIS, DEERS, DMDC, DTAS, EDAS/TOPMIS, ESB, GCSS-A, ITAPDB, TAPDB, RECMOD, TAADS-R, TC-AIMS II 	<p>DTAS / TPS <i>Functional Proponent: Army G-1, HRC</i></p> <ul style="list-style-type: none"> DTAS is the only system that provides real-time in-theater accountability by name, unit, location and date. TPS serves as a deployment manifesting platform to track movement on the battlefield. Performs the functions of manifest, jump manifest, personnel mgmt, task forcing, crew status, and reports. When used in conjunction with DTAS, TPS tracks personnel location so that tactical Commanders can track forces to support battlefield operations. Over 615 end users (535 SIPR / 80 NIPR) Primary Site: OCONUS, Secondary Site: CONUS (14) interfaces with (8) interfaces partners: eMILPO, DMDC, SPOT, TPS, MSAT, DRRS, FMTS, FIPS
<p>RFMSS <i>Functional Proponent: Army G-3/5/7</i></p> <ul style="list-style-type: none"> Supports range management processes including range and training area scheduling; unit request submission and range control approval process; live training asset allocation; automation of range firing desk operations; resolution of safety and environmental conflicts, and compilation of range and training area utilization data. Over 1,000 users, 350 firedesks @ 212 locations (USA, USAR, ARNG, USN, USMC) Primary Site: Fort Belvoir, VA., Secondary Site: Fort Huachuca, AZ (4) interfaces with CSE Eglin AF, RMTK, TAP-IN, IRSS 	<p>ISM <i>Functional Proponent: G1, HRC/G4/CIO-G6/CMO</i></p> <ul style="list-style-type: none"> Facilitates the operation of specific installation functional processes and via (4) discrete modules: <ul style="list-style-type: none"> Personnel Locator (PERSLOC) — provides location info In-Processing/Out-Processing (IN/OUTPROC) — schedules Soldier in- and out-processing appointments and produces personnel in-processing and out-processing forms Transition Processing (TRANSPROC) — supports Transition Processing Center in transitioning soldiers out of the Army, incl. automated (DD) Form 214 and 215 Central Issue Facility (CIF)—automates the receipt, storage, issue, exchange, and return of authorized Organizational Clothing and Individual Equipment (OCIE) Over 14,900 end users (USA, ARNG, USAR) Primary Site: Fort Belvoir, VA., Secondary Site: Fort Huachuca, AZ 24 interfaces with 14 interface partners: DEERS, RAND, TPUMS, LMP, DMDC, RCMS-G, DJMS, SES, IRM, LIW, SPEIRS, PBUSE, UCX, DRAS
<p>CRRD <i>Functional Proponent: Army G-1, HRC</i></p> <ul style="list-style-type: none"> Enables Commanders in the US Army to more effectively identify, act-upon, monitor and track, and manage soldier-level and unit-level risk. Provides Battalion and Company Commanders with access to individual Soldier data as well as collective unit risk data. Incremental ACAT III program with (2) increments: <ul style="list-style-type: none"> Increment 1 – Proof of Concept, currently in use Increment 2 – In development Over 1,830 Increment 1 end users Increment 1 currently hosted at Army Analytics Group (AAG) Increment 2 hosted at Redstone Network Enterprise Center 	<p>AIE <i>Functional Proponent: TRADOC</i></p> <ul style="list-style-type: none"> Commercial off the shelf; Commercial network; Mobile applications. Provides a net-centric enterprise solution characterized by standardized architecture and data formats; maximized data sharing; single source data entry; fully integrated capabilities; maximized authoritative data discovery; integrated and automated business processes. Supports the 4 core accession missions (1) enlist Soldiers, (2) commission Officers, (3) fulfill In-Service requirements, and (4) support and sustain the force. Approx. 26,000 end users (USAREC; USACC; ARNG; C-IMT; AMRG) Primary Site: Commercial Cloud Hosting

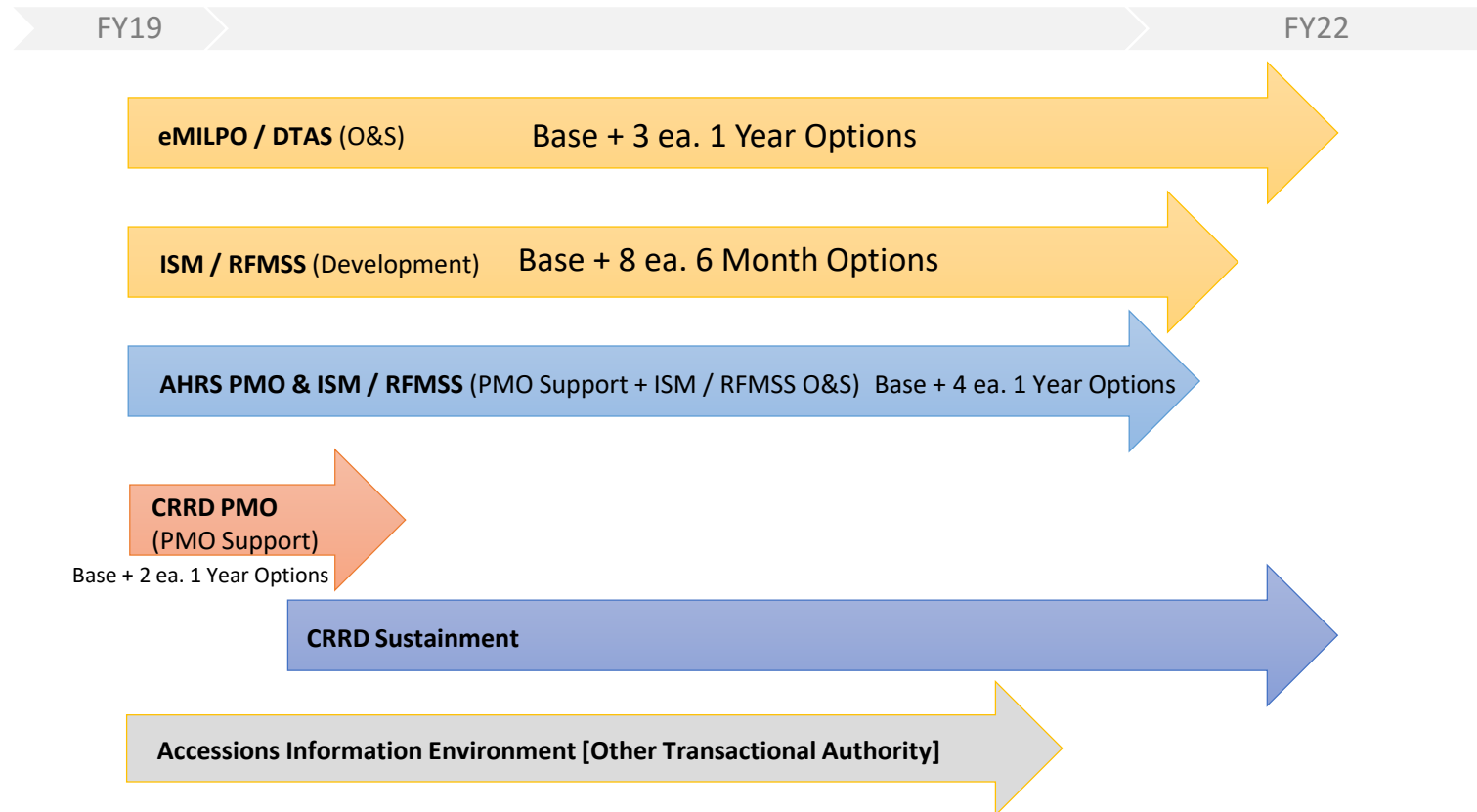


PD AHRS Organization Structure





AHRS Contracts





Additional Focus Areas



- Data center migration
 - Relocate hardware to enduring data centers
- Legacy system transitions
 - eMILPO, ISM, DTAS → IPPS-A (2020)
 - RFMSS → ATIS (2023)
 - CIF → G-Army (TBD)



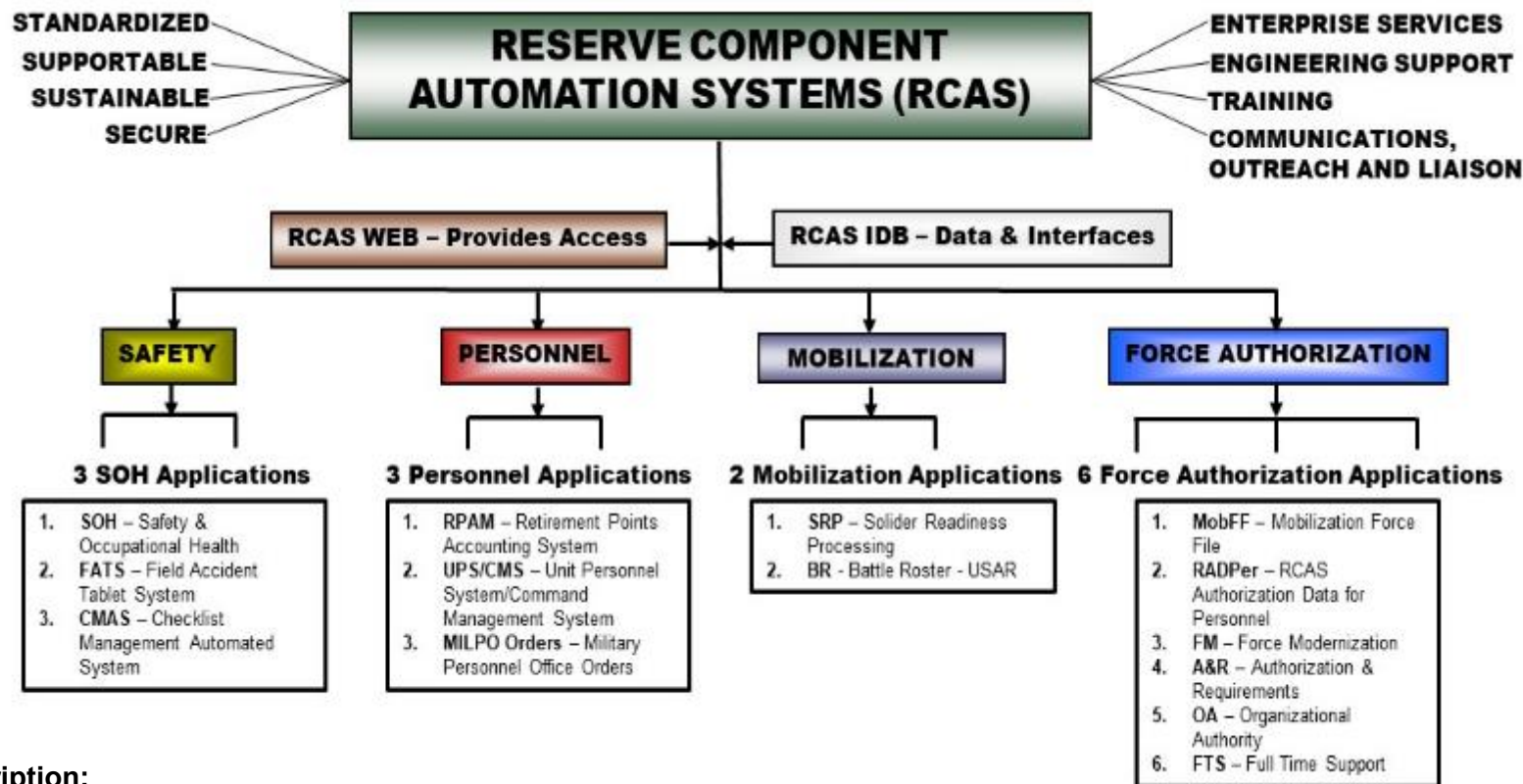
**Reserve Component Automation System (RCAS)
Force Management System (FMS)
Defense Readiness Reporting System - Army (DRRS-A)**

Saj George, Product Director

21 MARCH 2019



Reserve Component Automation System (RCAS)



Description:

- RCAS consists of **15 web-based applications**, maintained using the Agile methodology, that automates business processes across Army Reserve Component (ARNG and USAR) within four product families: **Personnel, Mobilization, Force Authorization (FA), and Safety and Occupational Health (SOH)**
- Provides **computing and storage infrastructure** at 54 ARNG and 2 USAR sites for RCAS Application hosting
- Supports data communications capability at 3,731 ARNG/USAR sites through **infrastructure refresh** (Routers and Switches)

Userbase:

- COMPO 2 and 3
- Approx. 10,500 units at approximately 4,700 locations

Functional Sponsor:

- ARNG and USAR



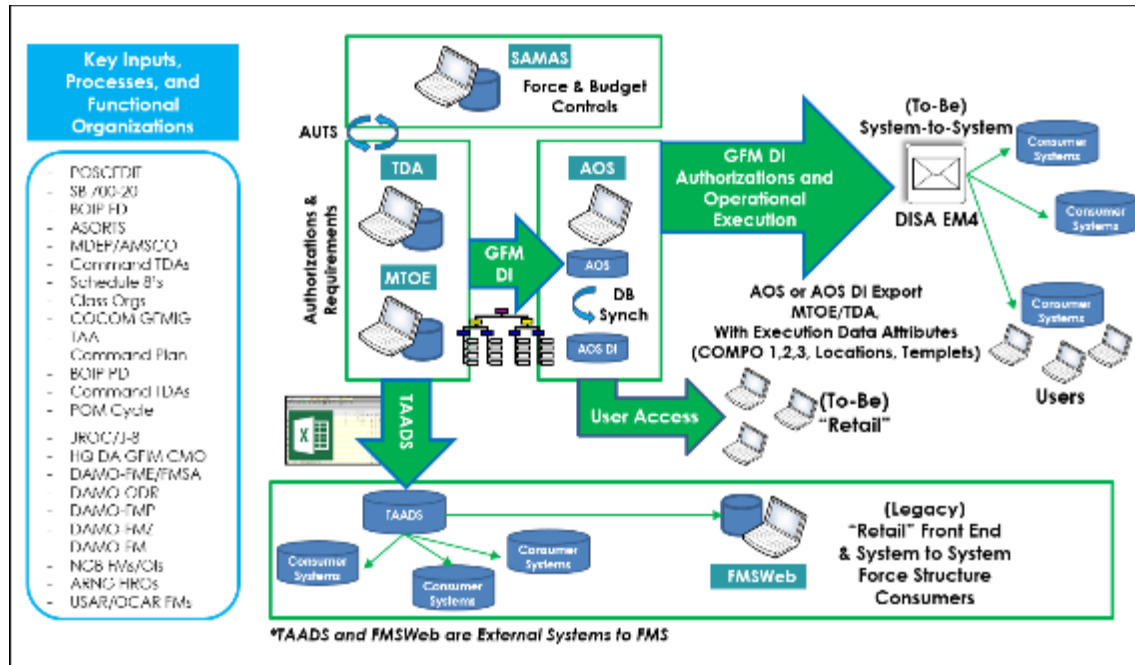
RCAS - Other Focus Areas



- ARNG Distributive Learning Program (DLP) Classroom Modernization
- USARC Military Construction (MILCON) IT implementations
- USACAPOC Network / Conference Room Modernization
- Annual ARNG/USARC IT Infrastructure Refresh
 - Network – (GUARDNET and ARNET)
 - Routers / Switches
 - Customer Directed
 - Laptops
 - VoIP
 - Other Projects



Force Management System (FMS)



Description:

- FMS is an enclave of classified and unclassified application that provide an integrated force management capability including three operational force management systems: **Modified Table of Equipment (MTOE), Table of Distribution and Allowances (TDA), Structured and Manpower Allocation System (SAMAS)**
- Captures all Army force structure actions over time; programs the force for the POM and links force structure and manpower to funding
- **Army Organizational Server (AOS)/ Army Organizational Server – Data Interface (AOS-DI)** is the authoritative source for GFM DI-formatted UICs and provides the Army's planning and operational execution force structure data. Enables force structure data to support Army ERP (IPPS-A) requirements for GFM DI-compliant force structure data.
- FMS capabilities support the G-3/5/7 mission to plan, document, and manage authoritative force structure data.

Userbase:

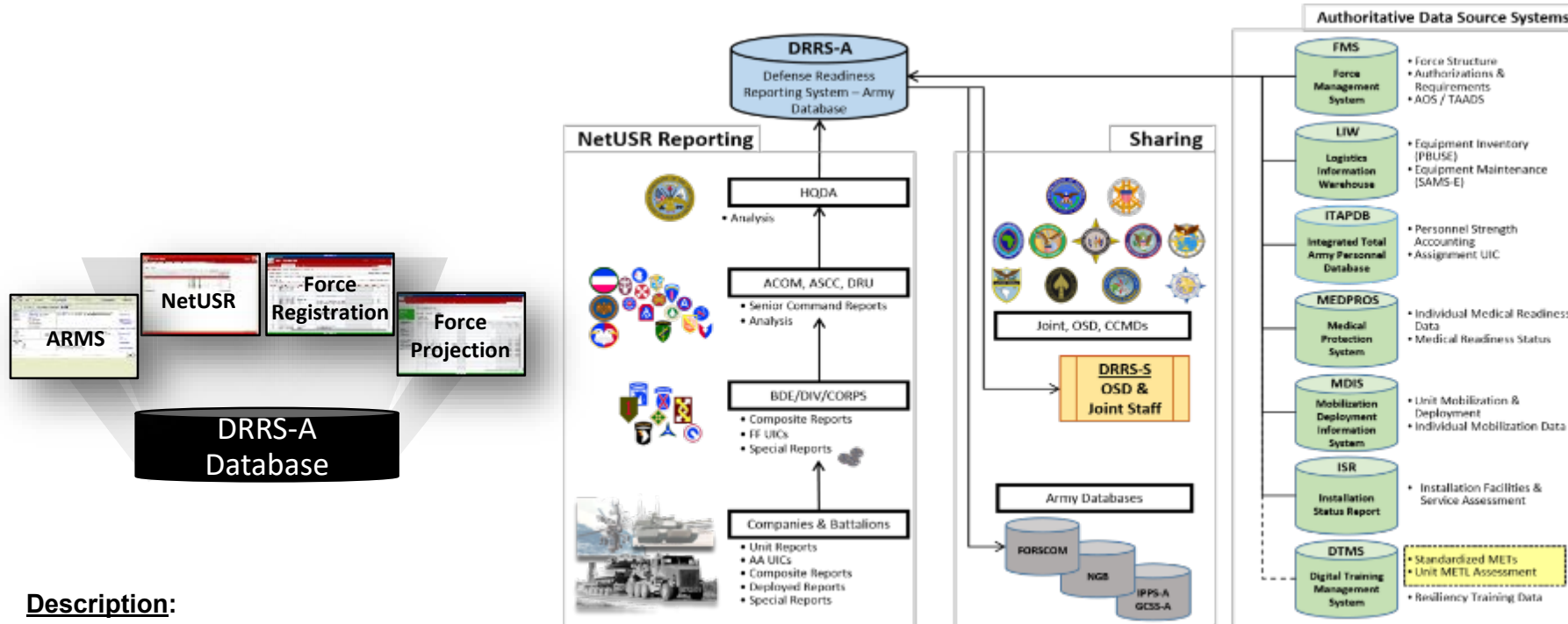
- COMPO 1
- Applications: ~1,000
- FMS Web: 100,000+

Functional Sponsor:

- HQDA G-3/5/7 GFIM CMO



Defense Readiness Reporting System – Army (DRRS-A)



Description:

- Serves as the single enterprise Army authoritative system for: Unit Readiness Reporting, Unit Registration, Force Planning and Projection Activities
- DRRS-A enables mandatory Title 10 reporting to Joint Staff, Office of the Secretary of Defense and Congress:
- Provides Army’s authoritative readiness data to DRRS-S (OSD) and to support critical Army functions within the G-1, G-3, G4, and Medical communities
 - **Unit Readiness Reporting (NetUSR):** Provides force readiness through unit and installation status reports.
 - **Army Readiness Management System (ARMS):** Provides business intelligence reporting tool for Commander Unit Status Reports.
 - **Force Registration:** Provides unit registration and characteristic data maintenance.
 - **Force Projection:** Provides force movement planning and execution

Userbase:

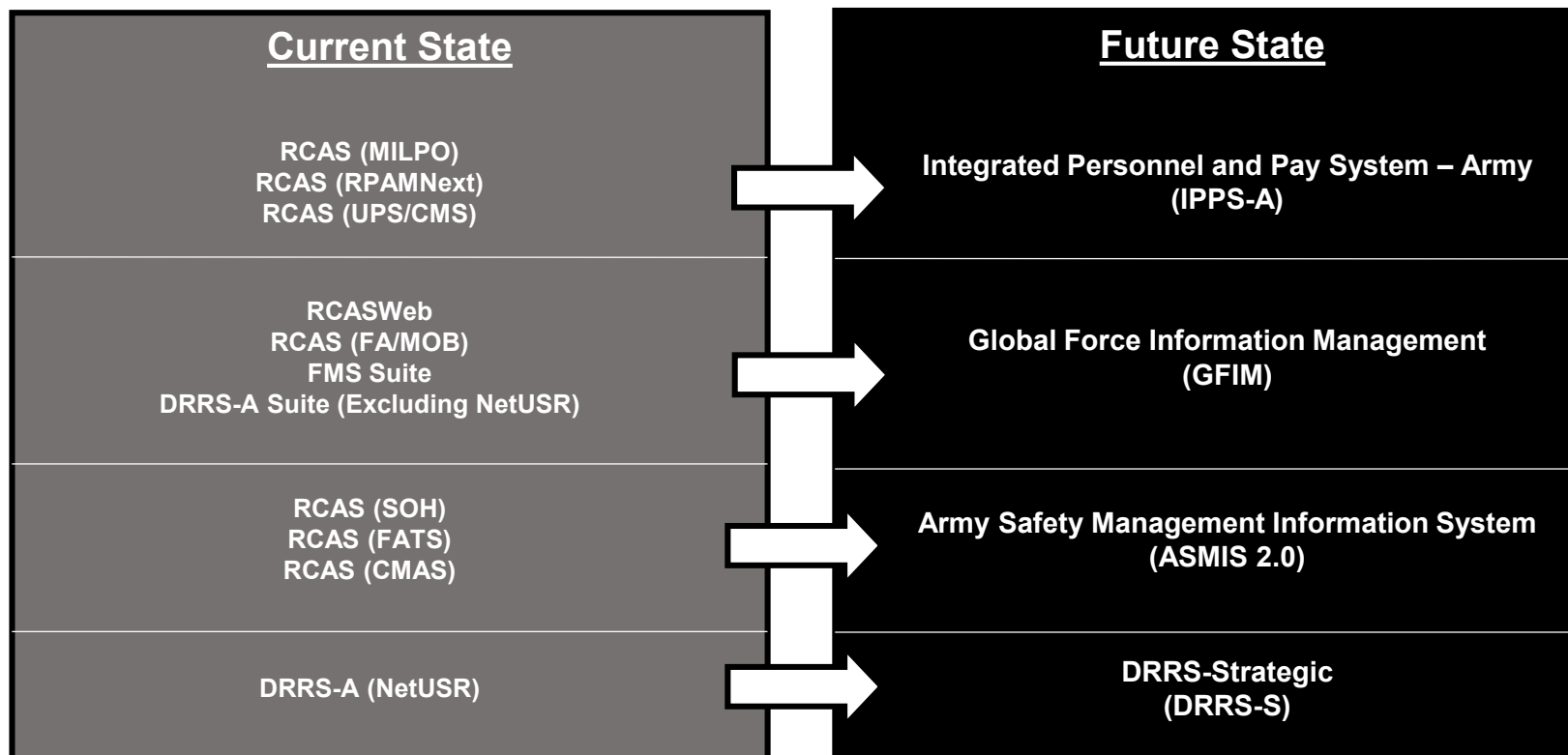
- Approx. 6,400 reporting units

Functional Sponsor:

- HQDA G-3/5/7



Portfolio Evolution: Future End State



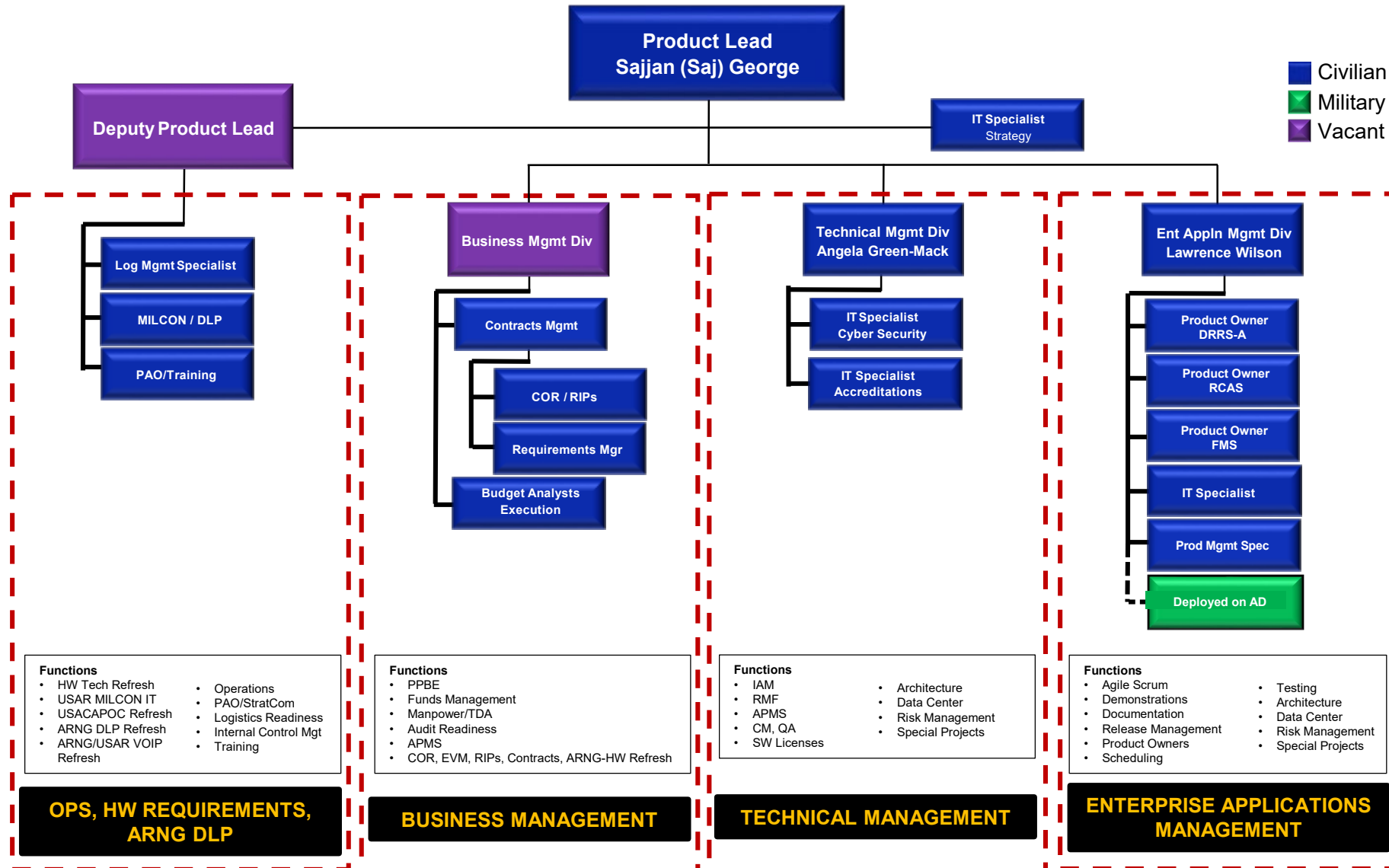
Tentative Transition Timelines

- RCAS Applications
 - RCAS Personnel Applications – **IPPS-A** (FY 21 – FY 24)*
 - RCAS Force Authorization and Mobilization Applications – **GFIM** (FY 22 – FY 24)*
 - RCAS Safety Applications – **ASMIS 2.0** (FY21 – FY 22)*
- FMS Applications – **GFIM** (FY 21 – FY 24)*
- DRRS-A Applications – **GFIM** (FY 21 – FY 24)*
- DRRS-A NetUSR – **DRRS-Strategic** (FY 20)*

* All Subsumption dates are estimated as of March 2019



Organization





QUESTIONS?



Medical Communications for Combat Casualty Care (MC4)

Tracy Ellis, Product Director

21 MARCH 2019



PMO Responsibilities



JOMIS PMO

Delivers GOTS Software to Service PMOs

Joint SW Solution

As delivered from JOMIS PMO, Joint SW is not deployable on Army HW or networks

MC4 PMO

- Prepare and test interfaces between Joint SW solution and Army common hardware
- Configure SW and HW components into a complete AOHIS system (7 LINS)
- Ensure AOHIS system operability on **ALL** Army networks
- Field/Train/Support AOHIS system

7 LINS

Warfighter Capabilities

- Medical Mission Command
- Medical Treatment
- Hospitalization
- Medical Evacuation
- Dental Services
- Preventive Medicine Services
- Combat & Operational Stress Control
- Veterinary Services
- Medical Logistics (including blood)
- Medical Laboratory Services



Army Common Hardware

Due to Joint SW complexity, a unique SW interface must be developed for each HW configuration

On average, 12 months is required to turn Joint SW into a fieldable system



MC4 Worldwide Support



MC4 Offices

Product Management Office (HQ)

MC4 CONUS Support Regions

MC4 OCONUS Support Regions

MC4:

- Procures Hardware through CHES contract
- Integrates GOTS/COTS & Army unique SW on multiple HW Baselines
- Provides comprehensive Fielding, Training and Technical Support Services
- Operations in DIL environment increasing in importance – AFRICOM, Special Ops

MC4 Provides Support in 32+ Countries



Existing AOHIS Standardized Hardware



Getac S400 Laptop



HPE ProLiant Server



Honeywell Bar Code Scanner



Getac S410 Laptop



Dell Printer



HP Multifunction Printer



Zebra Label Printer



Dymo Label Printer

Providing reliable integrated operational ready capability to the warfighter



Rapid AOHIS Engineering Acquisition Process



Army required acquisition process that provides the Army a reliable and stable system



QUESTIONS?