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FRAGO 1 TO HQDA EXORD 055-14 INTEGRATED PERSONNEL AND PAY SYSTEM (IPPS-A) - INCREMENT I
HQDA EXORD 055-14 (FRAGO 1) Annex A and B.doc

Originator: OPS AND CONTINGENCY PLANS G3 DAMO ODO(MC)

DTG: 041540Z Aug 14 Precedence: P DAC: General

To: 5 ARMY NORTH AOC(UC), AMC TCC(UC), ARCYBER CDR(UC), ARNGWATCH(UC), ASC HQ(UC), CDR MDW FT MCNAIR DC(UC), CDRINSCOM(MC), CID001 HQ BELVOIR(UC), CMD GRP FT BRAGG NC(UC), COMUSARCENT KU SSO CAMP DOHA KU(UC-MFI), EIGHTH ARMY CMD GP(MC), FORSCOM CG(MC), HQ IMCOM(UC), HRC G3(UC), MSG CEN HQ USACE(UC), NETCOM G3 CUR OPS(UC), SDDC HQ CMD GP SCOTT AFB(UC), SMDC ARSTRAT SMDCOB COS(UC), SURGEON GENERAL(UC), TRADOC DCSOPST(UC), TRADOC(UC), UNITED STATES ARMY AFRICA(MC), USARCENT G3(MC), USAREUR CG(MC), USARPAC COMMAND CENTER(MC), USARSO CMD GRP(UC), MESSAGE CENTER(MC), USMADA WEST POINT NY(UC-MFI), COMUSARCENT KU SSO CAMP DOHA KU, USMADA WEST POINT NY

CC: AOC CAT OPSWATCH G3 DAMO AOC(MC), DA ARMY STAFF(UC), DA HQDA EXEC OFFICE(UC), DA HQDA SECRETARIAT(UC), DIR OPS READINESS AND MOB G3 DAMO OD(MC), OPS AND CONTINGENCY PLANS G3 DAMO ODO(MC)

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SUBJECT: FRAGO 1 TO HQDA EXORD 055-14 INTEGRATED PERSONNEL AND PAY SYSTEM (IPPS-A) - INCREMENT I//

(U) REFERENCES.

REF//A/ ACQUISITION DECISION MEMORANDUM, 29 JULY 2011//

REF//B/ AR 600-8-104, ARMY MILITARY HUMAN RESOURCE RECORDS MANAGEMENT, 2 AUGUST 2012//

REF//C/ AR 600-8-101, PERSONNEL PROCESSING, 18 JULY 2003//

REF//D/ MILPER MESSAGE NUMBER 13-055, SOLDIER RECORD ACCURACY, 26 FEBRUARY 2013//

REF//E/ ARNG-HRH POLICY 11-057, REVISED IMPLEMENTATION OF THE OFFICER AND ENLISTED RECORD BRIEF FOR ALL STATES AND TERRITORIES, 12 AUGUST 2011//

REF//F/ HQDA EXORD 055-14 INTEGRATED PERSONNEL AND PAY SYSTEM (IPPS-A) - INCREMENT I, DTG: 101917Z FEB 14//

REF//G/ MOD 1 TO HQDA EXORD 055-14 INTEGRATED PERSONNEL AND PAY SYSTEM (IPPS-A) - INCREMENT I, DTG: 150200Z FEB 14//

1. (U) SITUATION.

1.A. NO CHANGE.

1.B. NO CHANGE.

1.C. CHANGE TO READ. INCREMENT I WILL DELIVER THE NEW MULTI-COMPONENT SOLDIER RECORD BRIEF (SRB) AND THE NINE PRE-DEFINED QUERIES LISTED AT ANNEX A. THE INCREMENT I DEPLOYMENT STRATEGY CONSISTS OF THREE WAVES. WAVE ONE DELIVERED THE SRB TO THE ARNG WITH FIELDING COMPLETED MARCH 2014, WAVE TWO DELIVERING THE SRB TO THE AA (WHICH BEGAN ON 31 JULY 2014), AND WAVE THREE DELIVERING THE SRB TO THE USAR (PROJECTED RELEASE DECEMBER 2014), ALONG WITH THE NINE PRE-DEFINED

QUERIES TO ALL COMPONENTS. EACH WAVE WILL BE DEPLOYED IN TWENTY (20) PERCENT GROUPS BY DODID, WITH ALL HR PROFESSIONALS BEING DEPLOYED IN THE FIRST GROUP, UNTIL FULLY DEPLOYED. NOTE: WAVES ONE AND TWO DELIVER ONLY A SELF-SERVICE USER ROLE CAPABILITY, WHILE WAVE THREE ADDS THE PRIVILEGED USER ROLE FOR ALL COMPONENTS. BELOW IS THE CURRENT PROVISIONING PLAN FOR THE ACTIVE COMPONENT:

GROUP 1 - PROVISIONS ALL ACTIVE DUTY HUMAN RESOURCES PROFESSIONALS
GROUP 2 - PROVISIONS SOLDIERS WITH DODID NUMBERS 0 AND 1
GROUP 3 - PROVISIONS SOLDIERS WITH DODID NUMBERS 2 AND 3
GROUP 4 - PROVISIONS SOLDIERS WITH DODID NUMBERS 4 AND 5
GROUP 5 - PROVISIONS SOLDIERS WITH DODID NUMBERS 6 AND 7
GROUP 6 - PROVISIONS SOLDIERS WITH DODID NUMBERS 8 AND 9

2. (U) MISSION. NO CHANGE.

3. (U) EXECUTION.

3.A. INTENT. NO CHANGE.

3.B. CONCEPT OF OPERATION. NO CHANGE.

3.B.1. PRE-DEPLOYMENT PERSONNEL RECORD REVIEW. NO CHANGE.

3.B.2. POST-DEPLOYMENT SOLDIER RECORD BRIEF REVIEW. NO CHANGE.

3.B.3. CHANGE TO READ. DATA CORRECTNESS QUESTIONNAIRE/SURVEY. TO ENHANCE THE SUPPORT FOR INCREMENT I DEPLOYMENT ACTIVITIES, COMMANDERS/DIRECTORS ARE ASKED TO SUPPORT DATA CORRECTNESS EFFORTS BY HAVING SOLDIERS REVIEW THEIR SRB AND RESPOND TO A SHORT QUESTIONNAIRE. SOLDIERS WHO RESPOND THAT THEIR SRB HAS INCORRECT OR MISSING DATA WILL THEN RECEIVE A FOLLOW-ON EMAIL WITH A LINK TO A DATA CORRECTNESS SURVEY TO COMPLETE. SOLDIERS NEED TO COMPLETE THE SRB DATA CORRECTNESS SURVEY AND ANY FOLLOW-ON SURVEYS IN A TIMELY MANNER. THESE SURVEYS WILL IDENTIFY WHAT SECTIONS AND RESPECTIVE DATA FIELDS REQUIRE DATA CORRECTION ON THE SOLDIER'S SRB. SUBSEQUENTLY, HR PROFESSIONALS, UNIT ADMINISTRATORS, AND READINESS NCOS ARE CHARGED WITH EVALUATING A SOLDIER'S INCORRECT OR MISSING DATA ISSUES AND UPDATING LEGACY SYSTEMS (e.g., eMILPO) IN AN EXPEDITIOUS MANNER. UPDATES AND CHANGES THAT ARE CORRECTLY PROCESSED ARE NORMALLY REFLECTED ON A SOLDIER'S SRB WITHIN 30 DAYS OR AFTER THE MONTHLY DATA REFRESH.

3.B.3.A. ADD. AS PART OF EVALUATING PROGRESS OF THE DATA CORRECTNESS CAMPAIGN, THE IPSS-A PROGRAM WILL TRACK AND PRESENT METRICS ON SURVEY RESPONSES AND CORRECTNESS ACTIVITIES. THREE SPECIFIC METRICS WILL BE USED TO TRACK SOLDIER RESPONSES.

3.B.3.A.1. ADD. AS PART OF THE DETAILED DATA LEVEL FOLLOW-ON SURVEY, SOLDIERS WILL RESPOND TO THREE QUESTIONS THAT WILL BE USED TO PRESENT METRICS TO SENIOR ARMY LEADERSHIP. THESE INCLUDE QUESTIONS TO DETERMINE THE FOLLOWING:

3.B.3.A.2. ADD. WAS THE SOLDIER CONTACTED TO EXPEDITIOUSLY CORRECT REPORTED ERRORS?

3.B.3.A.3. ADD. HAVE SERVICING HR PROFESSIONALS MADE UPDATES IN THE APPROPRIATE FIELD LEGACY SYSTEMS?

3.B.3.A.4. ADD. DID THE SOLDIER VERIFY THAT ALL REPORTED ISSUES HAVE BEEN CORRECTED IN THEIR PERSONNEL CURRENT RECORD?

3.B.3.B. ADD. IPPS-A WILL PROVIDE A LISTING TO COMPONENT POCs OF SOLDIERS THAT HAVE REPORTED ERRORS ON THEIR SRB BASED UPON PORTAL QUESTIONNAIRE RESPONSES. IT IS IMPORTANT FOR LEADERS TO CONTACT THEIR SOLDIERS AS SOON AS POSSIBLE UPON NOTIFICATION THAT SOLDIERS IN THEIR ORGANIZATIONS HAVE INCORRECT OR MISSING DATA ON THEIR SRB. LEADERS WILL ALSO ENSURE THAT SOLDIERS CONTACT THEIR RESPECTIVE HR PROFESSIONAL TO MAKE UPDATES TO LEGACY SYSTEMS. UPDATES WILL CONTINUE UNTIL THE SOLDIER CONFIRMS THAT THEIR SRB DISPLAYS ALL CORRECT DATA.

3.B.3.C. ADD. IT IS ALSO IMPORTANT TO NOTE THAT AT THE DEPLOYMENT OF INCREMENT II, RELEASE 3, IPPS-A WILL START DELIVERING APPROPRIATE ACTIVE COMPONENT HR DATA TO LEGACY PAY SYSTEMS, THUS REINFORCING THE NEED FOR ACCURATE DATA WITHIN THE LEGACY PERSONNEL SYSTEMS THAT WILL DIRECTLY AFFECT A SOLDIER'S PAY.

3.B.4. NO CHANGE.

3.C. NO CHANGE.

3.C.1. COMMANDERS/DIRECTORS OF ARMY COMMANDS (ACOMS), ARMY SERVICE COMPONENT COMMANDS (ASCCS), DIRECT REPORTING UNITS (DRUS), ARMY NATIONAL GUARD, AND UNITED STATES ARMY RESERVE WILL COMPLY WITH INSTRUCTIONS IN THIS FRAGO AND PUBLISH AN IMPLEMENTATION ORDER OR LETTER OF INSTRUCTION FOR YOUR COMMAND.

3.C.1.A. NO CHANGE.

3.C.1.B. NO CHANGE.

3.C.1.C. NO CHANGE.

3.C.1.D. NO CHANGE.

3.C.2. DIRECTOR, ARMY NATIONAL GUARD.

3.C.2.A. NO CHANGE.

3.C.2.B. CHANGE TO READ. INFORMATION ON THE ARNG SOLDIER'S SRB CAN ONLY BE AS COMPLETE AND CORRECT AS THE INFORMATION PROVIDED TO THE IPPS-A DATABASE FROM ARNG SOURCE SYSTEMS, SUCH AS THE STANDARD INSTALLATION/DIVISION PERSONNEL SYSTEM-ARMY NATIONAL GUARD (SIDPERS-ARNG) AND THE RESERVE COMPONENT MANPOWER SYSTEM-GUARD (RCMS-G) ORB/ERB

MODULE. THE NATIONAL GUARD BUREAU ENCOURAGES ALL STATES TO PLAN IMMEDIATELY FOR EACH SOLDIER TO REVIEW THEIR SRB, NOW THAT WAVE ONE DEPLOYMENT IS COMPLETE. RECORD REVIEWS TYPICALLY TAKE PLACE DURING PROMOTION BOARD PREPARATION AND ANNUAL SOLDIER PERSONNEL READINESS PROCESSING. ANY PERSONNEL RECORD UPDATES AND CORRECTIONS NEEDED WILL BE PROVIDED THROUGH THEIR UNIT READINESS NCOS AND STATE JOINT FORCE HEADQUARTERS FOR ENTRY INTO THE APPROPRIATE ARNG SOURCE SYSTEM. THE REVIEW OF THE SRB WILL CONTINUE UNTIL THE SOLDIER'S SRB REFLECTS CORRECT DATA. CURRENTLY, ALL ARNG SOLDIERS ARE PROVISIONED AND CAN ACCESS THEIR SRB TO COMPLETE A COMPREHENSIVE REVIEW OF THEIR SRB AND RESPOND TO A SHORT QUESTIONNAIRE. SOLDIERS WHO RESPOND THAT THEIR SRB HAS INCORRECT OR MISSING DATA, WILL SUBSEQUENTLY RECEIVE AN EMAIL WITH A LINK TO A FOLLOW-ON DATA CORRECTNESS SURVEY THAT THEY WILL ALSO NEED TO COMPLETE. THIS SURVEY FURTHER IDENTIFIES WHAT SECTIONS AND RESPECTIVE DATA FIELDS REQUIRE DATA CORRECTION ON THE SOLDIER'S SRB.

3.C.2.B.1. ADD. IT IS IMPORTANT FOR LEADERS TO CONTACT THEIR SOLDIERS AS SOON AS POSSIBLE UPON NOTIFICATION THAT SOLDIERS IN THEIR ORGANIZATIONS HAVE INCORRECT OR MISSING DATA ON THEIR SRB. LEADERS WILL ALSO ENSURE THAT SOLDIERS CONTACT THEIR RESPECTIVE HR PROFESSIONAL TO MAKE UPDATES TO LEGACY SYSTEMS. UPDATES WILL CONTINUE UNTIL THE SOLDIER CONFIRMS THAT THEIR SRB DISPLAYS ALL CORRECT DATA. UPDATES AND CHANGES THAT ARE CORRECTLY PROCESSED ARE NORMALLY REFLECTED ON A SOLDIER'S SRB WITHIN 30 DAYS OR AFTER THE MONTHLY DATA REFRESH.

3.C.2.B.2. ADD. IT IS ALSO IMPORTANT TO NOTE THAT AT THE DEPLOYMENT OF INCREMENT II, RELEASE 2, IPPS-A WILL START DELIVERING APPROPRIATE ARNG HR DATA TO LEGACY PAY SYSTEMS, THUS REINFORCING THE NEED FOR ACCURATE DATA WITHIN LEGACY PERSONNEL SYSTEMS THAT WILL DIRECTLY AFFECT A SOLDIER'S PAY.

3.C.2.C. NO CHANGE.

3.C.2.D. NO CHANGE.

3.C.2.E. NO CHANGE.

3.C.3. OFFICE OF THE CHIEF, ARMY RESERVE (OCAR)

3.C.3.A. PRE-DEPLOYMENT OF SRB. NO CHANGE.

3.C.3.B. NO CHANGE.

3.C.3.C. CHANGE TO READ. POST-DEPLOYMENT OF INCREMENT I, WAVE THREE, WILL REQUIRE USAR SOLDIERS TO REVIEW THEIR SRB. SOLDIERS WHO FIND INCOMPLETE OR INCORRECT DATA ON THEIR SRB MUST PROVIDE SUPPORTING DOCUMENTATION TO THE APPROPRIATE HR PROFESSIONAL TO UPDATE THEIR SRB. THE REVIEW OF THE SRB WILL CONTINUE UNTIL THE SOLDIER'S SRB REFLECTS CORRECT DATA. ONCE USAR SOLDIERS ARE NOTIFIED THAT THEY ARE PROVISIONED AND HAVE ACCESS TO THE IPPS-A PORTAL TO VIEW THEIR SRB, THEY WILL ALSO BE REQUIRED TO RESPOND TO A SHORT DATA CORRECTNESS

QUESTIONNAIRE. SOLDIERS WHO RESPOND THAT THEIR SRB HAS INCORRECT OR MISSING DATA WILL SUBSEQUENTLY RECEIVE AN EMAIL WITH A LINK TO A FOLLOW-ON DATA CORRECTNESS SURVEY THAT THEY WILL ALSO NEED TO COMPLETE. THIS SURVEY FURTHER IDENTIFIES WHAT SECTIONS/S AND RESPECTIVE DATA FIELDS REQUIRE DATA CORRECTION.

3.C.3.C.1. ADD. IT IS IMPORTANT FOR LEADERS TO CONTACT THEIR SOLDIERS AS SOON AS POSSIBLE UPON NOTIFICATION THAT SOLDIERS IN THEIR ORGANIZATIONS HAVE INCORRECT OR MISSING DATA ON THEIR SRB. LEADERS WILL ALSO ENSURE THAT SOLDIERS CONTACT THEIR RESPECTIVE HR PROFESSIONAL TO MAKE UPDATES TO LEGACY SYSTEMS. UPDATES WILL CONTINUE UNTIL THE SOLDIER CONFIRMS THAT THEIR SRB DISPLAYS ALL CORRECT DATA. UPDATES AND CHANGES THAT ARE CORRECTLY PROCESSED ARE NORMALLY REFLECTED ON A SOLDIER'S SRB WITHIN 30 DAYS OR AFTER THE MONTHLY DATA REFRESH.

3.C.3.C.2. ADD. IT IS ALSO IMPORTANT TO NOTE THAT AT THE DEPLOYMENT OF INCREMENT II, RELEASE 3, IPPS-A WILL START DELIVERING APPROPRIATE USAR HR DATA TO LEGACY PAY SYSTEMS, THUS REINFORCING THE NEED FOR ACCURATE DATA WITHIN LEGACY PERSONNEL SYSTEMS THAT WILL DIRECTLY AFFECT A SOLDIER'S PAY.

3.D. COORDINATING INSTRUCTIONS.

3.D.1. NO CHANGE.

3.D.2. NO CHANGE.

3.D.3. NO CHANGE.

3.D.4. NO CHANGE.

3.D.5. NO CHANGE.

3.D.6. NO CHANGE.

3.D.7. NO CHANGE.

3.D.8. ADD. LEADER ACTIONS REQUIRED BASED ON LESSONS LEARNED. THROUGHOUT THE DEPLOYMENT OF INCREMENT I, WAVE ONE, AND WITH THE PENDING DEPLOYMENT OF WAVE TWO TO THE ACTIVE ARMY, THE FOLLOWING LESSONS LEARNED WILL AID LEADERS AND HR PROFESSIONALS AND HELP MAKE FUTURE DEPLOYMENTS MORE EFFECTIVE:

3.D.8.A. ADD. LEADERS AND HR PROFESSIONALS NEED TO ENSURE THAT WHEN SOLDIERS ARE PROVISIONED, THEY ACCESS IPPS-A AND REVIEW THEIR SRB. THEY WILL ALSO RESPOND TO THE SRB QUESTIONNAIRE AND FOLLOW-ON SURVEY (IF APPLICABLE) AND CONTACT THEIR HR PROFESSIONAL TO CORRECT ALL IDENTIFIED DATA ISSUES WITHIN LEGACY SYSTEMS.

3.D.8.B. ADD. LEADERS NEED TO RE-EMPHASIZE THAT THEIR SOLDIERS TAKE THE IPPS-A SRB TRAINING HOSTED ON ALMS (ANNEX A).

3.D.8.C. ADD. LEADERS, HR PROFESSIONALS, AND SOLDIERS WILL PERIODICALLY REVIEW THE IPPS-A WEBSITE AND FREQUENTLY ASKED QUESTIONS TO STAY INFORMED ON THE LATEST PROGRAM CHANGES, AND ANY COMPONENT SPECIFIC ISSUES RELATED TO THE SRB.

3.D.8.D. ADD. IF A SOLDIER'S CAC CARD WAS ISSUED PRIOR TO UPGRADING TO ENTERPRISE MAIL (MAIL.MIL), THE EMAIL ADDRESS BEING DISPLAYED IN THE HEADER SECTION OF THE SRB WILL BE THE SOLDIER'S AKO EMAIL. SOLDIERS WILL NEED TO GO TO A RAPIDS SITE TO GET THEIR EMAIL ADDRESS UPDATED TO THEIR ENTERPRISE EMAIL ADDRESS.

3.D.8.E. ADD. THE AUTHORITATIVE SOURCE FOR ACTIVE ARMY OFFICER AND WARRANT OFFICER OVERSEAS ASSIGNMENT DATA RECENTLY CHANGED FROM ORACLE-AO TO EMILPO. UPON INITIAL DEPLOYMENT OF WAVE TWO, SECTION I OF THE SRB WILL BE "GRAYED OUT" UNTIL OVERSEAS ASSIGNMENT DATA IS LOADED AND UPDATED IN EMILPO TO CORRECTLY POPULATE THE SRB.

4. (U) SUSTAINMENT. NO CHANGE.

5. (U) COMMAND AND SIGNAL.

5.A. QUESTIONS REGARDING THIS FRAGO CAN BE SUBMITTED TO THE IPPS-A PROGRAM EMAIL ADDRESS AT: IPPSA.PROGRAM@US.ARMY.MIL

5.B. POC THIS MESSAGE: CW3 WESLEY HALL, G-1, IPPS-A, COMM: 703-545-2888, EMAIL: WESLEY.A.HALL.MIL@MAIL.MIL

ANNEXES:

ANNEX A (TRAINING INSTRUCTIONS)

ANNEX B (IPPS-A USER GROUPS/ROLES AND RESPONSIBILITIES)