



GIMS Frequently Asked Questions

1. What is the Guard Incentives Management System (GIMS)?

GIMS will replace the Information Management and Reporting Center (iMARC) as the Army National Guard system for managing incentives and bonuses. It is currently in development and will be fully deployed after the system has been tested in all 54 States. In order to immediately introduce more stringent management controls until GIMS is deployed, all States are now using the Decentralized State Incentive Pilot Program (DSIPP).

2. What is the Decentralized State Incentive Pilot Program (DSIPP)?

The Decentralized State Incentive Pilot Program (DSIPP) is currently being used in all States in preparation for the switch to GIMS. DSIPP has the same look and different feel than iMARC but introduces some of the management control capabilities that will be featured in GIMS. GIMS will replace DSIPP after all 54 States have tested GIMS and provided feedback on the system through the GIMS test site.

3. Why is the National Guard incentives management system changing?

The iMARC system, built in 2001, has not kept pace with the ARNG incentive program's changing needs. GIMS has the same feel, yet different look than DSIPP and will feature more management controls, audit capabilities, and automated features. The new system will also be more flexible to adapt to changing policies and reporting requirements in the future. DSIPP will help States prepare for the switch to GIMS by introducing new capabilities ahead of the official deployment of GIMS.

4. How will GIMS be implemented?

To prepare for GIMS deployment, all States and Incentive Manager Chairs will test GIMS and provide feedback through the GIMS testing site.

States and Incentive Managers will be notified by email with more information about GIMS testing. The results of the feedback gathered during the test phase will inform the final development and changes to the system.

States will be notified via email with more information about when the final GIMS deployment will occur. When GIMS is deployed, the look of the incentives management system will change and new capabilities will be introduced. ARNG-GSE will forward the new Incentives Policy, New Systems Brief, training materials and SOP for each program in the system prior to transition.



ARNG-GSE will provide each State with more information via email as rollout dates for the new system approach.

5. What do States need to do to prepare for GIMS?

Prior to GIMS deployment, all 54 States will test GIMS and provide feedback on the system. Incentive Manager Chairs will test the system first, and then States will be notified when the test site will be available to them.

State Incentive Managers and select GIMS users are required to complete training before GIMS deployment. In order to qualify for GIMS User Access, select GIMS users are also required to complete two distance learning courses: "Comptrollers Accreditation and Fiscal Law" and "New Basic Incentive Manager Course." IMs should have attended the mandatory training session at the National Guard Professional Education Center (PEC) in Little Rock, Arkansas from 1 to 5 August 2011.

State Incentive Managers must also work with their SIDPERS Team to ensure data is accurate, because management controls within GIMS rely on accurate SIDPERS data. Manual position builds in AUVS will no longer be allowed so State AUVS Managers must also work with the SIDPERS Team to ensure data accuracy.

Additionally, Schoolhouse training (e.g., "Incentive Manager Course") for new IMs (required within 6 months of taking position) will be adjusted so that all future incentive program personnel receive appropriate and up-to-date training.

6. What changes will occur when GIMS is rolled out?

- GIMS will feature increased separation of duties
- GIMS will be used for SRIP, SLRP, AMEDD, and Montgomery GI Bill/Kicker bonuses. iMARC will continue to manage Federal Tuition Assistance (FTA) until it moves to GoArmyEd
- Within GIMS, users will maintain roles and responsibilities similar to those held in iMARC. States will receive an overview of roles and responsibilities prior to the GIMS rollout. User roles will transfer over from iMARC/DSIPP
- GIMS will not allow workarounds at the State level. As part of the new management controls, States are required to complete all Incentive Program management actions within GIMS

7. Who is the point of contact (POC) for GIMS and DSIPP?

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