



## **MyNavy HR TRANSFORMATION**

### **NAVY PERSONNEL AND PAY (NP2)**

NP2, a component of the MyNavy HR enterprise, combines personnel and pay functions into one seamless system of systems, replacing NSIPS and TOPS.

NP2 focuses on providing adaptable solutions, timely pay, increased auditability and enhanced user experiences for Sailors, the workforce and Navy leaders.

With the addition of NP2, MyNavy HR will enable Sailors to manage their own personnel and pay needs, 24/7, online or by phone, while improving the systems HR staff use to support Sailors, and providing leaders with greater transparency.

# NP2 WILL COMBINE PERSONNEL AND PAY FUNCTIONS INTO ONE SEAMLESS SYSTEM OF SYSTEMS WITH NEW CAPABILITIES AND PROCESS IMPROVEMENTS.

## WHAT ARE THE OBJECTIVES FOR NP2?

1. Increase the timeliness and accuracy of Sailor Pay
2. Improve usability across pay systems for Sailors and personnel specialists
3. Improve auditability across pay systems

## HOW IS THE NP2 PROGRAM TRANSFORMING HOW SAILORS RECEIVE PERSONNEL AND PAY SUPPORT?

NP2 Transformation will enhance how Sailors receive personnel and pay support by:

- Providing a single Active Component / Reserve Component (AC/RC) solution that incorporates auditable Treasury Direct Disbursing (TDD) for personnel and pay support
- Employing 21st century systems and processes that consolidate more than 55 systems and labor-intensive manual processes

## WHAT IS TREASURY DIRECT DISBURSING (TDD)?

Treasury Direct Disbursing (TDD) standardizes and improves financial data quality, streamlines the financial management environment, and supports audit sustainability.

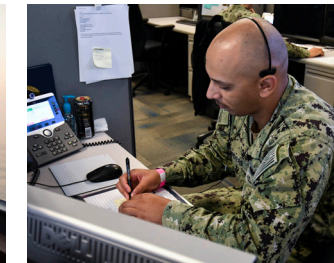
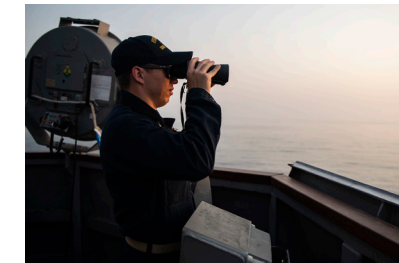
Centralizing post-pay actions in Treasury systems, TDD provides greater flexibility and transparency by standardizing daily reporting processes to provide complete transparency from the initial authorization of funds through disbursement at Treasury. This approach includes unified internal controls, leading to more effective and efficient auditability of transactions.

**NP2 MEETS MYNAVY HR'S REQUIREMENTS AND ENABLES AUDITABILITY THROUGH THE INTEGRATION OF TDD CAPABILITY.**

## HOW WILL TDD IMPACT NP2 AT IOC?

At NP2 IOC, payments will occur in the Treasury's Secure Payment System (SPS), moving away from the Defense Finance and Accounting Service (DFAS) Automated Disbursing System (ADS). Additionally TDD will:

- Provide greater stewardship and transparency to improve public trust in the NP2 system.
  - Provide access to detailed transactions and the ability to correct any rejected transactions unable to be validated by Treasury.
  - Provide greater transparency and details on a daily basis at the users' fingertips, allowing for quick reconciliation of out of balance transactions and discrepancies.



## WHAT ARE THE NP2 GUIDING PRINCIPLES?

### System Focused

1. Personnel processes drive pay transactions (PERS drives Pay)
2. Data replaces paper forms
3. Consolidate systems 55-1
4. Sailor & Command Focus
5. Streamline processes into commercial-off-the-shelf (COTS)
6. Visibility into any member's PERS/Pay status at any given time
7. Simplify internal controls
8. Mobile & responsive

### Organization Focused

1. Sailor self-service
2. MyNavy Career Center (MNCC) integration
3. Streamlined organizational hand-off



## IOC January 1, 2022

### Initial Operating Capability

- Conduct current payroll operations
- Process permanent change of station (PCS) travel claims to include computation and payment
- Transition support of information from customer commands and Command Pay and Personnel Administrators (CPPAs)
- NP2 personnel processes will automatically drive pay transactions (PERS drives Pay), eliminating the need for a separate pay system

- Travel Claims
- Calculation and Distribution of Current Pay and Allowances
- Management of Key Supporting Documents
- Adherence to DoD Regulations

## POST-IOC RELEASES

Implementation continues post-IOC using an agile development methodology, deploying new capabilities quarterly to Sailors and the Workforce.

- Compute and disburse retroactive pay
- Incorporate task assignment process, location, and length of time stationed

Post-IOC, Sailors and the Workforce will have enhanced personnel and pay functions to manage the below capabilities: (note: this is a summarized list and not comprehensive of all capabilities to be deployed/subject to change)

- |   |   |   |
|---|---|---|
| <ul style="list-style-type: none"> <li>• Calculation &amp; Distribution of Retroactive Pay and Allowances</li> <li>• Order Writing</li> <li>• Accounting for Personnel</li> <li>• Administration of Legal Personnel Programs</li> <li>• Budgetary Resource Management</li> <li>• Advancements</li> <li>• Adverse Actions Assignments and Transfers</li> </ul> | <ul style="list-style-type: none"> <li>• Benefit Programs</li> <li>• Human Resources Management Policy and Guidance</li> <li>• Human Resources Information</li> <li>• Human Resources Interactions</li> <li>• Identity Credentials</li> <li>• Law Enforcement</li> <li>• Military Health Services</li> <li>• Organization Management</li> </ul> | <ul style="list-style-type: none"> <li>• Performance Management</li> <li>• Personnel Development</li> <li>• Personnel Retention</li> <li>• Physical Evaluation Processes</li> <li>• Quality of Life</li> <li>• Recruiting and Accessions</li> <li>• Security Services</li> <li>• Separations and Retirements</li> <li>• Travel</li> </ul> |
|---|---|---|

### BUSINESS GOALS

### CAPABILITIES



## BENEFITS OF NP2 IOC

### WHAT CHANGES WILL THE MYNAVY HR WORKFORCE SEE AT NP2 IOC?

NP2 will improve the system user interface and reduce the potential for personnel and pay-related errors for the workforce through minimized manual data entry, while enhancing auditability and accounting.

MNCC/Customer Relationship Management (CRM) will be integrated with the NP2 system, streamlining the service of personnel and pay cases and continuing to increase transparency.

### WHAT CHANGES WILL THE SAILORS SEE AT NP2 IOC?

NP2 will enable 24/7 self-service personnel and pay support for Sailors via MyNavy Portal, providing increased transparency and the ability to track cases in real-time, in one location, through resolution.

At NP2 IOC, a Sailor's personnel transaction will automatically drive a pay transaction, eliminating the need for a separate pay system.

*Example: adding a new spouse (personnel transaction) will automatically update Basic Allowance for Housing (pay transaction).*

### WHAT CHANGES WILL THE LEADERS SEE AT NP2 IOC?

At IOC, NP2 will provide greater transparency and details on all personnel and pay functions. Leaders will be provided with a streamlined solution that adapts more easily to meet evolving and complex policy changes.



### MyNavy Portal (MNP)

MNP offers Sailors information, resources, and access to Quick Links to help them manage their careers and complete many required tasks on a self-service basis. Access MyNavy Portal homepage at:

[my.navy.mil](https://my.navy.mil)

Stay connected with the MyNavy HR Transformation by following us on social media:

[@MyNavyHR](https://twitter.com/MyNavyHR)



SERVING SAILORS  
24/7