

DoD HR 2002



Modern Defense Civilian Personnel Data System (DCPDS) Deployment and Beyond

**HR Worldwide Conference
July 2002**



Modern DCPDS – What is it?

- Largest HR automated system in the world
- 800,000 employee records
- Appropriated and non-appropriated fund, local national, National Guard
- Titles 5, 10, 20, 28, 29, 32, 33, and 38
- 500,000+ process rules
- 490 tables with 5,000 data elements
- 1.750M pay and benefit transaction combinations



Modern DCDPS - What is it?

- Commercial-off-the-shelf (COTS) software
 - Oracle Human Resources (Federal Product)
 - Oracle Training Administration (OTA)
 - Resumix
 - Complaints Action Tracking System (CATS)
- DoD-developed software
 - Customized code: demonstration projects, non-appropriated fund, local national, National Guard Bureau
 - DoD applications: COREDOC, AutoRIF, Customer Support Unit (CSU) application, Productivity

Modern DCPDS – What is it?

- Current architecture: client server, open system, relational database
- Graphical User Interface: Windows software, point-and-click, drop-down menus, on-screen help
- More information at the user's fingertips
- Reduced paperwork



What does DCPDS do?

- Processes personnel transactions (assignments, promotions, retirements)
- Generates reports
- Maintains employee history
- Supports statutory and regulatory reporting requirements
- Processes and maintains a variety of personnel related information (training, performance management)
- Interfaces HR with payroll (Defense Civilian Pay System)
- Replaces obsolete and redundant systems
- Delivers personnel management information to supv/mgrs desktop



Modern DCPDS Deployment

- Deployed to all DoD regions
 - CONUS and OCONUS sites
 - 22 Regional Service Centers or Equivalents (8 Army, 7 Navy, 1 Air Force, 1 NGB, 5 DoD Agencies)
 - 302 Customer Support Units (299 deployed)
- Supports 780,000 civilian employee records
- Supports over 1,200,000 position records

Modern DCPDS Deployment



<u>Region</u>	<u>Date</u>	<u>Location</u>
Army – Pacific	OCTOBER October 15, 1999	Ft. Richardson, AK
Navy – Northwest Air Force (Charleston, McChord)	NOVEMBER November 12, 1999 November 12, 1999	Silverdale, WA San Antonio, TX
Army – Southwest	OCTOBER October 13, 2000	Ft. Riley, KS
Army – North Central Air Force (Holloman, F.E. Warren, Dobbins)	NOVEMBER November 24, 2000 November 24, 2000	Rock Island, IL San Antonio, TX
Army – Northeast	MARCH March 16, 2001	Aberdeen, MD

Modern DCPDS Deployment



<u>Region</u>	<u>Date</u>	<u>Location</u>
	APRIL	
DFAS	April 13, 2001	Indianapolis, IN
Army - West	April 13, 2001	Ft. Huachuca, AZ
Navy – EastPAC	April 27, 2001	Pearl Harbor, HI
Army - ANCR	April 27, 2001	Ft. Belvoir, VA
	MAY	
Navy – East	May 25, 2001	Portsmouth, VA
Army – South Central	May 25, 2001	Redstone Arsenal, AL
	JUNE	
DeCA	June 8, 2001	Alexandria, VA
Army - Southeast	June 22, 2001	Ft. Benning, GA
Navy - Southwest	June 22, 2001	San Diego, CA
Navy – Northeast	July 20, 2001	Philadelphia, PA

Modern DCPDS Deployment



<u>Region</u>	<u>Date</u>	<u>Location</u>
	AUGUST	
Navy - Southeast	August 3, 2001	Stennis Space Ctr., MS
WHS	August 17, 2001	Alexandria, VA
DLA	August 31, 2001	Columbus, OH
	OCTOBER	
Army - Korea	October 26, 2001	Korea
DoDEA	October 26, 2001	Arlington, VA
	NOVEMBER	
Navy WestPac	November 9, 2001	Honolulu, Hawaii
Air Force Partial	November 9, 2001	Hill AFB, Utah
	FEBRUARY	
Army - Europe	February 1, 2002	Germany
Navy - Europe	February 1, 2002	England
Air Force	February 15, 2002	CONUS & OCONUS
NGB	February 28, 2002	San Antonio, TX
Air Force	TBD	Wright Patterson, Warner Robins Oklahoma City



Beyond Deployment

- Operation, maintenance and sustainment
- Corporate information
- Web-enabling DCPDS (11i)
- Changes and enhancements
- E-Gov initiatives

Beyond Deployment



DCPDS operation, maintenance and sustainment (1)

- CPMS directs with contractor technical support
- Contract includes application sustainment and maintenance, database administration, systems administration and technology refresh
- Contract runs Sep 02 through Sep 07

Beyond Deployment

DCPDS operation, maintenance and sustainment (2)

- Contract features
 - Problem report (PR)/system change request (SCR) reduction
 - QA, help desk, functional translators emphasis
 - Improved patch process
 - VPN monitoring
 - PKI implementation
 - Centralized systems administration
 - Web-enabled CSU application
 - Resumix system maintenance and upgrade support

Beyond Deployment



DCPDS operation, maintenance and sustainment (3)

- Options under new contract
 - Integrate employee self-service capability
 - Integrate IC/UC, PPP and AutoRIF
 - Develop database purge and archive capability
 - Develop EHRI interface
 - Develop DLAMP module

Beyond Deployment



Corporate Management Information System (CMIS)

- Consolidated DoD-wide civilian employee/position data from all modern DCDPS databases
- Corporate-level data query and reporting
- All transactions processed at region level to CMIS
- Currently 780k employee records
- Strategic workforce planning, trend analysis, mobilization and contingency planning
- Analytical capability for DoD-wide, Component, cross-servicing, functional community levels
- Current focus: data reliability, refresh process, fine-tuning
- Future focus: data warehousing option

Web-enabling DCPDS

- Migrates from client-server to web-based using Oracle 11i
- Eliminates client loads
- Upgrades all DCPDS custom code
- Upgrades all sites
- Upgrades DCPDS interfaces
- Provides new functionality, scalability
- Migrates after thorough testing and development schedule
 - Functional testing Aug 02 – Jan 03
 - Implementation Feb 03
 - Component collaboration - 11i Work Group

Beyond Deployment

System Changes and Enhancements

- Change Control Board (CCB)
 - Reviews proposed functional changes to DCPDS software
 - Evaluates cost/benefit and priority
 - Recommends and approves changes for execution
- Systems Innovation Subcommittee (SIS)
 - Advisory to CCB
 - Component-sponsored proposals, system enhancements, COTS applications and other initiatives to enhance DCPDS
 - Recommendations for DoD-wide implementation
 - Current review of EOPF and recruitment alternatives
- Engineering Review Board
 - Reviews proposed technical changes (hardware and non-application software)
 - Reviews CCB changes for technical impact

E-Gov Initiatives

- OPM-sponsored initiatives to create on-line government
- DoD participation imperative
- 5 HR initiatives under development
 - Recruitment One-Stop
 - e-HR/Payroll
 - Enterprise Human Resources Integration (EHRI)
 - e-Training
 - e-Clearance