

DoD HR 2002



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Web Enabling the Modern Defense Civilian Personnel Data System

**HR Worldwide Conference
July 2002**



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Web Enabling the Modern DCPDS

Background

- Modern DCPDS is the DoD enterprise HR transaction and information system
- Deployed throughout DoD 1999-2002
- Approx. 780K employee records supported
- Processes full range of employee personnel transactions (appointments, promotions, benefits, pay changes, etc.)
- HR database of record for employees
- Primary users: HR specialists, managers & supervisors

Web Enabling the Modern DCPDS



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Modern DCPDS Overview

- Based on COTS product: Oracle HR
 - Oracle Relational Database Management System (RDBMS)
 - Oracle Federal HR & Oracle Training Administration
 - DoD customizations and extensions
- Supported by Client-server architecture



Web Enabling the Modern DCPDS

Oracle 11i Migration Overview

- Transition from Client-server to Web-based
- Migrate modern DCPDS software from:
 - Oracle Relational Database Management System 7.3.4.5 to release 8i
 - Oracle Federal HR & Training Administration version 10.7 Smart Client to release 11i
- No affect on Resumix or CSU application
- Reconfigure system architecture to Internet computing architecture
- Upgrade DCPDS custom code to 8i/11i
- Upgrade all modern DCPDS interfaces
- Upgrade all sites to Oracle 11i



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Why Upgrade to 11i?

- Maintain currency with COTS application
- Leverage new web-based technology (scalability, reliability, security)
- Take advantage of new functionality enhancements
- Terminate need for client loads!



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What Does 11i Mean to:

- Users?
 - New user interface, features, functions
 - Training
 - New User Guide
- Modern DCPDS Application?
 - New features & functionality
 - Security reaccreditation
 - Migration strategy
- Hardware/Technical Environment?
 - New web application server
 - New database engine
 - Web-based communications



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Migration Path

Two tier architecture

Desktop
Oracle Client

Database
Server

MIGRATION

Desktop Web
Browser

Web Application
Server

Database
Server

Three tier architecture

Current 10.7
Baseline

New Oracle 11i
Architecture



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Major Migration Tasks

- Conduct functional gap analysis of new application software
- Conduct application & database migration development and testing
- Address Component unique interfaces
- Upgrade hardware environment
- Address impact on users
 - User Guide
 - Training
- Perform security reaccreditation
- Migrate modern DCPDS sites to 11i



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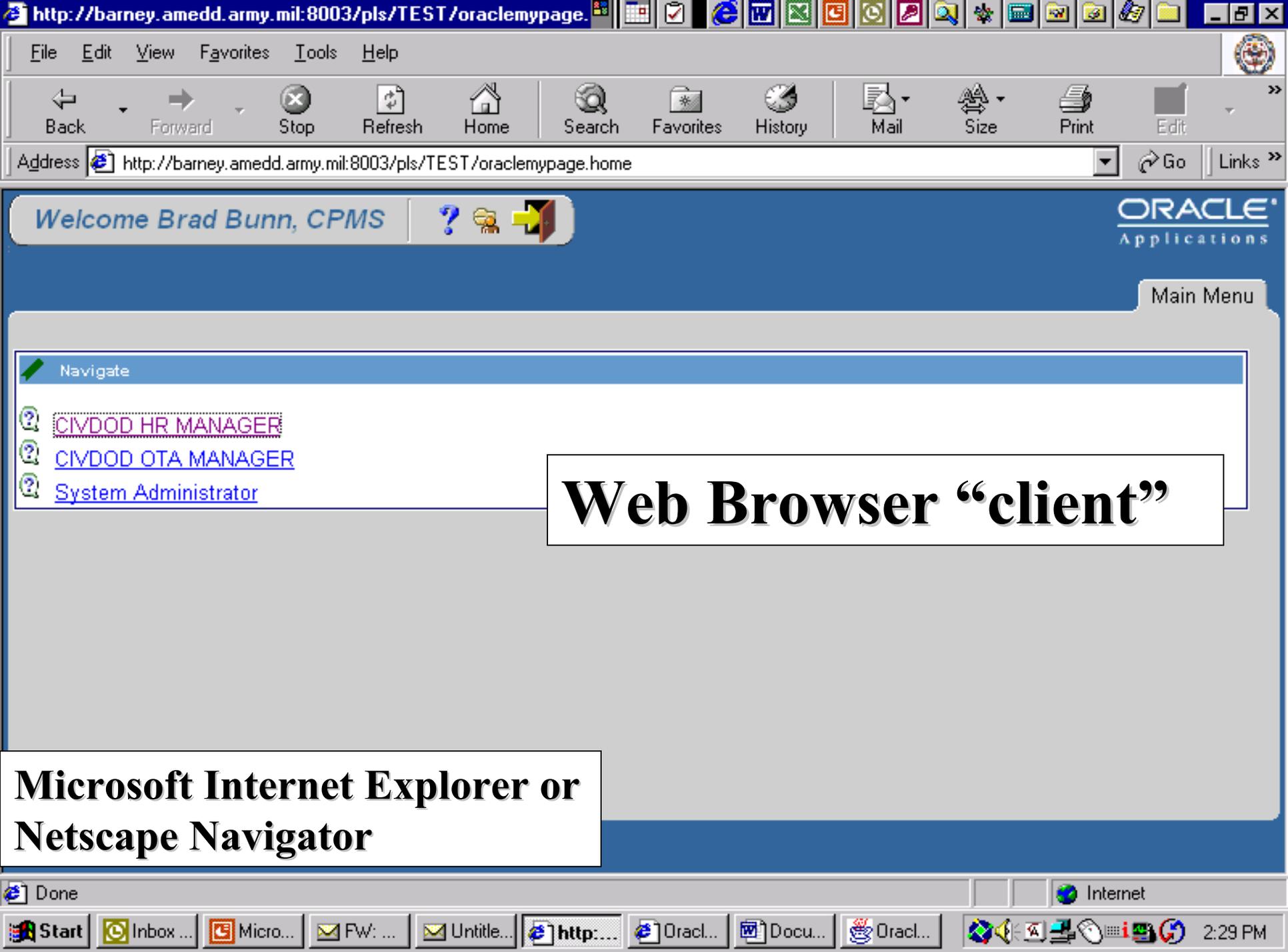
Web Enabling the Modern DCPDS

Functional Gap Analysis

- Assess new features & functionality
- Ensure existing functionality is maintained or replaced
- Compare with DoD customizations
- Identify gaps



Preview of Oracle 11i



http://barney.amedd.army.mil:8003/pls/TEST/oraclemypage.home

File Edit View Favorites Tools Help



Address http://barney.amedd.army.mil:8003/pls/TEST/oraclemypage.home Go Links

Welcome Brad Bunn, CPMS ? [User Icon] [Home Icon]

ORACLE Applications

Main Menu

- Navigate
- [CIVDOD HR MANAGER](#)
- [CIVDOD OTA MANAGER](#)
- [System Administrator](#)

Web Browser "client"

Microsoft Internet Explorer or Netscape Navigator



Navigator - CMDOD HR MANAGER

Functions Documents

Req Personnel Action:
Enter Personnel Action Information

- + Req Personnel Action
- + Mass Actions
 - Federal Position Description
 - Workflow Inbox
- + Complaints Tracking
 - Breakdown Folder
 - Reduction in Force(RIF)
- + Federal Maintenance Forms
- + People
 - Person Summary
- + FastPath
- + Recruitment
- + Career Management
- + Work Structures
- + Payroll

Top Ten List

1. View Person Summary
2. Combined Person & Assignment
3. Define PA Request - Appointment

Open

**11i application runs as
a Java applet within
web browser**

Navigator - CMDOD HR MANAGER

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Top Ten List

1. View Person Summary
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3. Define PA Request - Appointment

Open

**Redesigned User
Interface**

Person Summary

Full Name **ACKER, FRED J**Social Security **147-96-5317**

Person: Information

Person: Military/Education

Assignment: Information

**New Feature:
Person Summary**

Date of Birth **06-JUN-1960**Gender **Male**Citizenship **1****U.S. Citizen, includes U.S. Nationals**Race or National Origin **E****White, not of Hispanic origin**Appointment Type **10****Career (Competitive Service Permanent)**Type of Employment **1****Full Time Employee In Pay Status**

FERS Coverage

Never CoveredPrevious Retirement Coverage **N**

Agency Code Transfer From

Date Last Promotion

SCD

Leave **01-FEB-1999**

Date Conversion Career Begins

Civilian

Date Conversion Career Due

RIF **01-FEB-1999**

Date VRA Conversion Due

TSP

Person Summary

Full Name **ACKER, FRED J**Social Security **147-96-5317**

Person: Information

Person: Military/Education

Assignment: Information

Creditable Military Service **0000**

Frozen Service

Veterans Details

Veterans Preference **1****None**Veterans Preference for RIF **N****No**Veterans Status **X****Not A Veteran**

Education

Education Level **04****High school graduate or certificate of equivalency**

Academic Discipline

Year Degree/Cert Attained

Person Summary

Full Name **ACKER, FRED J**Social Security **147-96-5317**

Position: Title/Pay Plan/Grade/Etc.

Position: Extra Information

Position Title **TEST**

Position Working Title

Position Descrip Num **GSM**Sequence Number **002**Agency/Subelement Code **NV25****Naval Facilities Engineering Command (NV25)**Personnel Office ID **2418****HRSC-Pacific (2418)**Pay Plan **GS**Org. Structure ID **NV25**Grade or Level **06**

Target Grade

Step or Rate **02**

Timekeeper

Pay Basis **PA**Occupational Series **0203**Pay Table ID **0000**Duty Station ID **482725451****GOODFELLOW AFB / TOM GREEN / TEXAS**Locality Pay Area **Rest of U.S.**Locality Percentage **7.68**

Person Summary

Full Name **ACKER, FRED J**Social Security **147-96-5317**

Pay: Benefits

Performance

Awards/Bonus

Notification of Personnel Actions

First NOA

Second NOA

Code	Description	Code	Description	Effective Date	Updated HR
790	Realignment			01-JUL-2001	20-SEP-2001
790	Realignment			01-JUN-2001	20-SEP-2001
001	Cancellation	702	Promotion	01-MAY-2001	27-SEP-2001
702	Promotion			01-MAY-2001	12-SEP-2001
292	RTD (Return To Duty)			16-MAR-2001	12-SEP-2001
460	LWOP NTE 15-MAR-2001			01-MAR-2001	12-SEP-2001
893	Within-grade Inc			04-FEB-2001	12-SEP-2001
894	Pay Adjustment			14-JAN-2001	03-OCT-2001
501	Conv to Career Cond App			01-FEB-2000	12-SEP-2001
780	Name Chg from ACKERM			31-JAN-2000	12-SEP-2001
792	Change in Duty Station			03-JAN-2000	12-SEP-2001
894	Pay Adjustment			02-JAN-2000	12-SEP-2001

Person Summary

Full Name **ACKER, FRED J**Social Security **147-96-5317**

Position: Organization/Appropriation Code/Etc.

Pay: Salary

Pay: Benefits

Performance

Basic Pay	25,278.00
Locality Pay	2,129.00
Adjusted Basic Pay	29,852.00
Other Pay	2,985.00
AUO	
Availability Pay	
Retention Allowance	
Staffing Differential	
Supervisory Differential	
Total Pay	32,837.00
EDP Type	
Hazard Type	

- Person: Information
- Person: Military/Education
- Assignment: Information
- Assignment: Probation/Retained Grade
- Position: Title/Pay Plan/Grade/Etc.
- Position: Extra Information
- **Position: Organization/Appropriation Code/Etc.**
- **Pay: Salary**
- **Pay: Benefits**
- **Performance**
- Awards/Bonus
- Notification of Personnel Actions

01-JUL-2001

**Appointment**

3 For Additional Information Call (Full Name)

5 Action Requested By (Full Name)

6 Action Authorized By (Full Name)

Telephone Number

Title

Title

4 Prop. Eff. Date ASAP

Request Date

Concurrence Date

PART B - For Preparation of SF 50

1 Last Name

First Name

Middle Name

2 Social Security Number

3 Date of Birth

FIRST ACTION

5-A Code

5-B Nature of Action

5-C Code

5-D Legal Authority

5-E Code

5-F Legal Authority

History

Extra Information

Person

Position

Others...

Other New Features:

- **Mass Awards Processing (now core)**
- **Position Quick Copy (now core)**
- **Improved Help Menus**
- **Position Date Tracking**



Web Enabling the Modern DCPDS

User Guide & Training

- Revise User Guide (CPMS)
- Conduct user training (Components)
 - Familiarize users with new version
 - Focus primarily on navigation, changes to user interface

According to other Oracle customers, experienced users will require minimal training



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Technical Issues

- Security
 - Full assessment of security in web-enabled environment
 - System security reaccreditation
- New hardware investment
- Migration strategy
 - Complex system upgrade
 - Minimize downtime



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Projected Milestones

- 8i Database upgrade to field –
COMPLETED Jun 02
- 11i application development – Oct 01 to
Aug 02
- 11i functional testing (SQT) – Aug 02 –
Jan 03
- 11i migration at production sites – Feb 03



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Future Web-enabling Initiatives

- Customer Support Unit (CSU) application
 - DoD custom application
 - Currently client-server
- Employee self-service
- Electronic Official Personnel Folder
- Expanded Resumix