

DCHRMS NEWSLETTER

Defense Civilian Human Resource Management System

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Ms. Michelle LoweSolis, SES
Director, Defense Civilian
Personnel Advisory Service

A Message from the Director

In our last newsletter, I advised that we weren't going to make the May 2021 date for a DFAS IOC. It's certainly not for a lack of a lot of hard work and effort. If you recall, back in June 2019, we tested the DCHRMS prototype. That was less than two years ago. The team identified 8 critical gaps that we needed the vendor to address. While the critical gaps are being addressed release by release, we're not all the way there yet. We expect the critical gaps to be closed via a release that we'll have in hand in early August 2021. Once we receive this release from the vendor, we'll need to configure the system with the required functionality. After that, we'll proceed to user acceptance testing and end-user training for the team at DFAS...and then deploy!

We launched Conference Room Pilot 5 the week of 8 March. In it, we configured and tested another ~50 natures of action (NOAs). We now have a total of 100+ NOAs configured in DCHRMS. We still have ~35 NOAs that we need to configure in the system prior to DFAS IOC. We

are testing 19 of those NOAs in Conference Room Pilot 6, scheduled for 12-14 May. The remaining NOAs will be configured in subsequent Conference Room Pilots. We have come such a long way since June 2019...thanks to all who've participated along the way!

In this edition of the newsletter, we've added a new section which identifies program maturity for all the critical capabilities we need in DCHRMS. While we've been talking about the progress we're making, we haven't shown you a definitive measure of where we stand with critically required DCHRMS functionality. Please review this section to see our current progress. We'll continue to provide updates each newsletter to show you how we're progressing against these key performance indicators. These updates will give you a good assessment of the progress we're making toward DFAS IOC. As always, please let us know what additional information you need as you are key to the change management required for a successful DCHRMS launch.

In addition, I just want to remind all of you that when we deploy DCHRMS to DFAS (and all subsequent deployments), we will also be replacing DPMAP functionality and it will be embedded in DCHRMS. Your teams have been instrumental in configuring the performance management capability in DCHRMS, but this will be a significant change management effort. Performance management will not only impact HR professionals, but also managers and employees. While we will be providing training and change management materials, you need to be assessing change management requirements – much as you did with the launch of DPMAP.

Finally, we are beginning to look beyond DFAS IOC deployment to subsequent deployments. The DCPAS/DMDC team is working with the Services and Fourth Estate Service Providers to identify what incremental functionality is required for each subsequent deployment. While we continue to be laser-focused on DFAS IOC, we are also starting to look beyond to see how the rest of the deployment schedule begins to map out.

I continue to be incredibly impressed and proud of the team that is working around the clock to ensure we have a system that we can successfully launch at DFAS. Kudos to you all and thanks for making a difference!

Michelle LoweSolis
Director, Defense Civilian
Personnel Advisory Services

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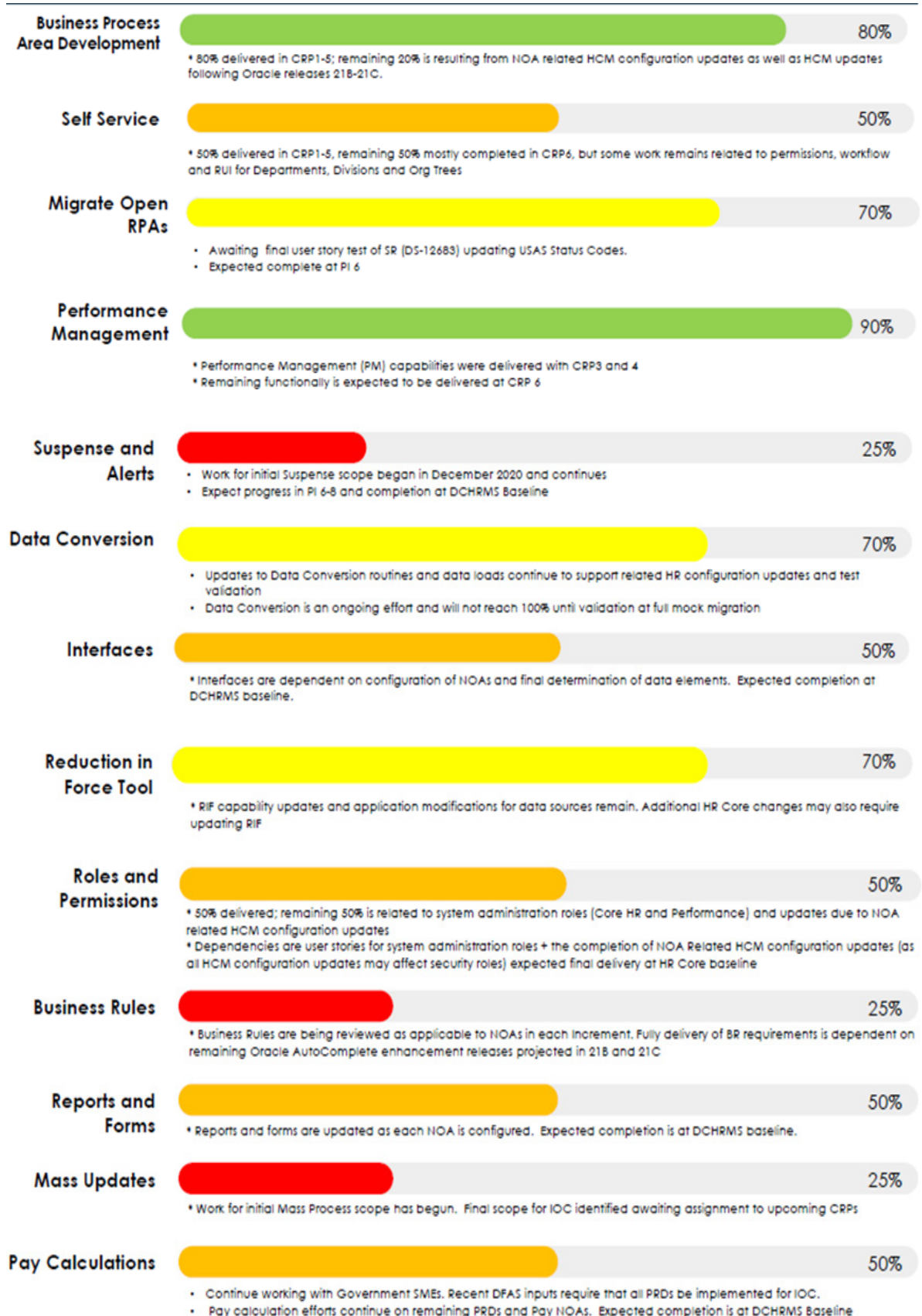
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Program Maturity Model:



Performance Management Update:

“Success isn’t always about greatness. It’s about consistency. Consistent hard work leads to success. Greatness will come.” – Dwayne Johnson

We are continuously working to improve the functionality of the DCHRMS Performance Management (PM) system to align with policy and meet the unique needs of DoD supervisors and end users.

After configuring the requirements build and the foundational HR modules, the PM system alignment, configuration, and component testing teams provided foundational DCHRMS PM capabilities in Conference Room Pilots (CRPs) 3 and 4. Upon completion of CRP 5, DCHRMS PM will be “Fully Successful” at achieving the minimum required functionality and meeting the PM deployment decision criteria.

While a “Fully Successful” product will achieve the targeted metrics, it may not produce exceptional results or exhibit the highest standards of professionalism expected by our functional community. With that in mind, the PM team strives to exceed expectations and achieve “Outstanding” results to ensure the smoothest possible deployment for DoD end users. To that end, the team will use the forthcoming CRP 6 for administration configurations not previously addressed. The team will also use their recent experience transitioning into the DoD Performance Management and Appraisal Program (DPMAP) to coordinate with the Training Team on user guides, job aids, and videos to help ease HR professionals, Supervisors, and employees through the system migration.

Once DCHRMS PM reaches the last CRP prior to DFAS deployment, the team will begin preparing DCHRMS for the Defense Civilian Intelligence Personnel System (DCIPS) community.

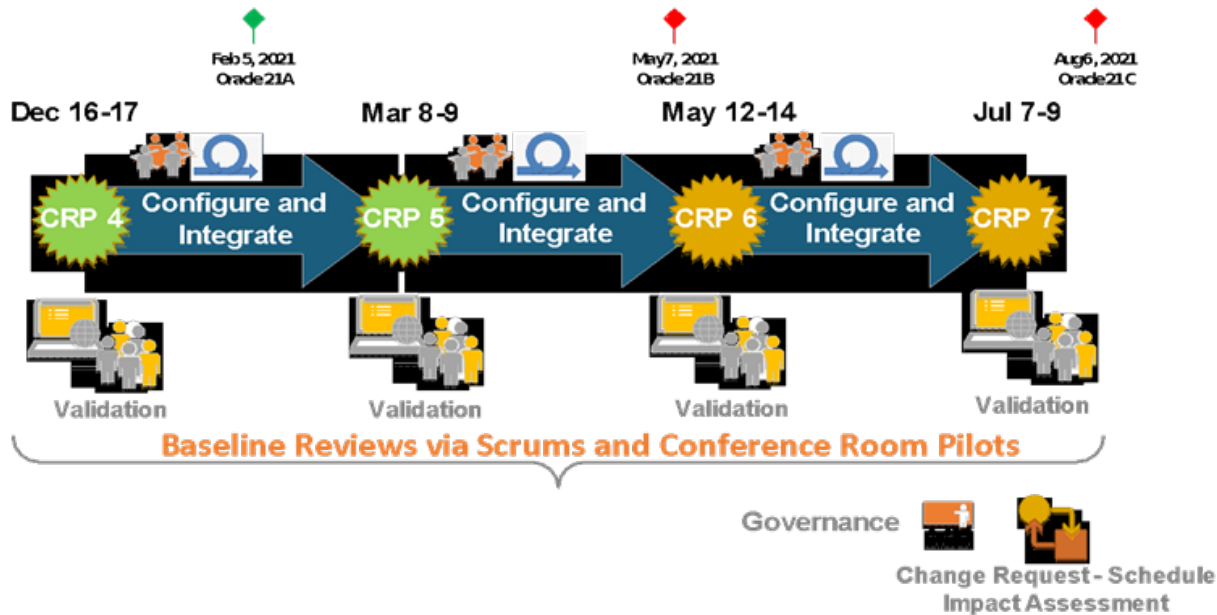
Upcoming Nature of Action’s for CRP 6:

NOA Code	NOA Description
615	Phased Employment/Phased Retirement
616	Opt out Phased Employment/Retirement
806	Elected Partial Living Benefits
815	Recruitment Incentive
816	Relocation Incentive
817	Student Loan Repayment
827	Retention Incentive
840	Individual Cash Award Rating Based. (Individual Cash Award RB)
841	Group Award – 5 U.S.C. Ch 45. (Group Award – 5 U.S.C. Ch 45)
842	Individual Suggestion/Invention Award. (Individual Suggestion/Invention Award)
846	Individual Time-Off Award. (Individual Time-Off Award)
847	Group Time-Off Award. (Group Time-Off Award)
878	Presidential Rank Award.
879	Senior Executive Service Performance Award. (SES Performance Award)
881	Federal Employees Group Life Insurance Change. (FEGLI Change)
883	Change in Vet Preference - RIF
885	Lump Sum Performance Payment Rating Based – In Lieu of Pay Adjustment. (Lump Sum Performance Payment RB-ILPA)
886	Lump Sum Performance Payment Rating Based – Not in Lieu of Pay Adjustment. (Lump Sum Performance Payment RB-NILPA)
891	Regular Performance Pay

Spotlight

DCHRMS Conference Room Pilot (CRP) Schedule

DCPAS is committed to deploying a system that supports our Civilian Human Resources Processes, calculates pay correctly, implements mass updates, suspenses and business rules, and executes Performance Management. To that end, we are reviewing our current timeline and key milestones while working closely with our partners to mitigate critical gaps and ensure the product meets the Department’s requirements. Although we do not have a new deployment date yet, we have identified Oracle release 21C, August 2021, as the baseline for DCHRMS. This release is critical because it will allow us to configure the vast majority of central personnel data files (CPDF) edits, critical business rules, and additional critical capabilities. We are continuing to configure the remaining capabilities, Natures of Action, and functionality in Oracle releases. Once the system is configured, we will conduct user acceptance testing (UAT) and training for HR end users.



CRP 6 Timeline:

CRP 6 is currently on schedule and will deliver the planned NOAs. We will continue defining and aligning the user stories and moving them through our value chain. In addition, we will continue conducting iteration product demonstrations at the end of each iteration coupled with intermediate product demonstrations throughout the iterations to incorporate the subject matter experts (SMEs) early in the process. This will allow for integration of SMEs and system developers throughout the configuration process.

CRP	Iteration/Sprint	Start Date	End Date	Iteration/Sprint Plan Date	Iteration Product Demo Date
6	25	10-Mar	23-Mar	10-Mar	23-Mar
	26	24-Mar	6-Apr	24-Mar	6-Apr
	27	7-Apr	20-Apr	7-Apr	20-Apr
	28	21-Apr	4-May	21-Apr	4-May

Projected and Completed Nature of Action's:

To date, we have configured and tested 104 of 161 Nature of Actions (NOAs) for DCHRMS. Moreover, there are 19 NOAs planned for CRP 6, which is planned for May 2021, and 17 additional NOAs planned in future CRPs. These additional 36 NOAs are required for the Defense Finance Accounting Service (DFAS) IOC. In summary, there are 140 NOAs identified for DFAS IOC and 21 additional NOAs that have been identified as 'not used' by DFAS and deferred for post IOC.

CRP #	NOA Description	Status	Count
CRP 2	NOA 101 – Career Conditional Appointment	Complete	1
CRP 3	All 1## NOAs - Pending worker and Assignment Change	Complete	22
CRP 4	All 1## NOAs - Rehire of Inactive Records (same 1##s as CRP 3)		
CRP 4	All 3## NOAs	Complete	20
	All 5## NOAs	Complete	18
CRP 5	Other frequently used NOAs	Complete	43
CRP 6	Other frequently used NOAs	Targeted	19
After CRP 6	Other less frequently used NOAs	TBD	17
Post IOC	NOAs determined not needed for DFAS IOC	TBD	21
Total NOA Count			161

Additional Capabilities for CRP 6:

During CRP 6, we will incorporate additional capabilities that are critical in supporting DCHRMS functionality. This will include configurations for corrections and cancellations. Cancellations and corrections is a critical gap identified early on in our configuration process. Equally important, we will continue to build on critical capabilities to support the new NOAs that are currently being configured for CRP 6 and future CRPs. Below are the additional capabilities for CRP 6:



- Pay Rate Determinate & Pay Calculations
- Mass Updates and Suspenses
- Suspense 355 Term Excepted Appointment
- Suspense 880 Rule 7 thru 12 & 15
- Performance Management
- Manager & Employee Self Service
- Business Rules & CPDF Edits
- Reports
- SF-50/52 Updates
- Interfaces: Pay500, PayPAD, PayRev, eOPF, DAI, DMDC APPR, IVRS, Retirement Data

What's Coming:

21B Release – 7 May 2021

Conference Room Pilot 6 – 12-14 May 2021

21C Release – 6 Aug 2021

Conference Room Pilot 7– 7-9 July 2021

