

DCHRMS NEWSLETTER

Defense Civilian Human Resource Management System

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A Message from the Director

As I've said from the beginning, we aren't going to deploy a system with critical gaps. Unfortunately, we still have some. As a result, we aren't going to deploy DCHRMS to DFAS as expected this May. But I'd like to remind you of the progress that we've made. 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.

I know you're aware, but it bears repeating. We are federalizing this Human Capital Management commercial software product. So things like the extent of our DoD pay schedules or CPDF edits or SF-50 remarks – are things the product didn't have, for obvious reasons. And it's worth noting that as this is Software as a Service, when they change the product for us, they are changing their core offering for all of their customers. Despite that, our vendor has methodically been knocking out our critical gaps.

- The product can accommodate the total number of pay schedules we have in DoD
- The vendor added a salary audit table to accommodate our need to have multiple salary changes in a single day
- Originally, if a manager input an effective date and then an HR professional changed it, it would clear all the data from that transaction. They reconfigured their system and we can now change the effective date without clearing the transaction.
- They have implemented SF-50 remarks and CPDF edits in what they call extended flex fields. While good, we need the system to be able to read from those fields, write to those fields, and we need if/then logic built around those fields. Our vendor has done that.
- I've seen the product automatically run mass WGLs – clearly, we still have to test it, but I'm very encouraged by what I've seen.

So we are knocking out the critical gaps release by release. Unfortunately, we're not all the way there yet. If you attended our virtual Worldwide this year, you saw a demonstration of the Name Change process, how simple it was to complete, and the SF-50 that was produced as a result. In this newsletter, you'll see that we've configured the system to process ~60 natures of action, i.e., appointments, separations, and conversions. Also in this newsletter, you'll see that we're launching another Conference Room Pilot the week of 8 March and we'll be testing another 50 natures of action.

After this Conference Room Pilot, we still have ~30 NOAs that we need to configure in the system; we'll configure and test those in Conference Room Pilot 6, tentatively scheduled for the May timeframe. In addition, critical CPDF edits are coming in a future release that we're expecting in August. Finally, we're still working through the cancellation and correction process, but the configuration work has begun for these complex processes.

Bottomline, we're not going to deploy the system in May. But that doesn't mean the DoD HR community hasn't made significant progress in delivering DCHRMS. I'm extremely proud of the work that has been done to date and the people who are making it happen. A huge thank you to all who are supporting this massive effort!

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Spotlight

Roadmap to Success

We have made tremendous progress with DCHRMS in incorporating HR core and performance management functionality. To date, we have tested and accepted a DCHRMS prototype, which has given us a baseline within the SaaS environment to build upon with the desired goal of deploying HR capabilities that meet and support our end-user. In addition, we have executed multiple working groups which have allowed us to reduce user roles from over 200 to approximately 50, re-engineer and enterprise business processes, and reduce data elements creating efficiencies in our transactional processes.

These initial efforts have allowed us to complete four Conference Room Pilots, multiple product demonstrations, validation of approximately 5,000 user stories, and the development of multiple canned reports and critical forms. We will continue our efforts to obtain feedback from our stakeholders, conduct integration testing, create training materials, and remove any impediments for our initial deployment of the Defense Finance Accounting Service (DFAS). At the present time, we are preparing for Conference Room Pilot 5 which is scheduled for the week of 8 Mar.

While we won't make our May IOC date, it is worth noting that the development and configuration of the system (e.g. nature of actions, self service capability, pay calculations, individual compensation plans, reports, interfaces, business rules, etc.) will not only support the DFAS deployment but this functionality will support the DoD Enterprise as a whole. While there is new functionality that will need to be configured as we deploy successive Components, e.g., NAF, Local National, etc., our cadence for subsequent deployments should increase.

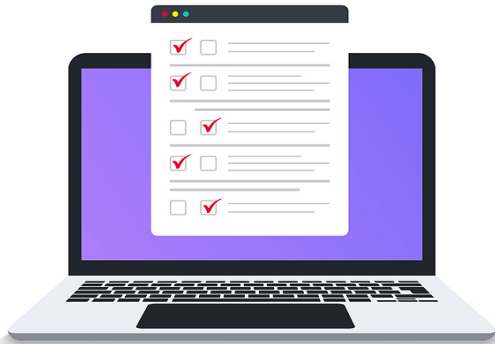
Our next steps are to assess the time required to execute the deployment phase (e.g. User Acceptance, Data Migration, and Training), incorporate functional considerations for deployment, and communicate a new deployment date. All things considered, we understand this change in schedule is vital for a successful DFAS IOC and want to again reiterate our continued efforts to deliver a capability that meets our deployment decision criteria. By that same token, we appreciate the continued support and collaboration of our DoD HR community, and we thank you all for your commitment and dedication!



DCHRMS Testing

So how do we test DCHRMS? This past summer, we began testing in three phases. The first phase occurs during system alignment and configuration. The second is the integration test phase. The final phase is the component test phase. Defense Finance Accounting Services (DFAS) team members have the lead in the first two, while the remaining 4th Estate Components, National Guard, and Services executes the third. The alignment and configuration phase allows DFAS and other Department of Defense (DoD) scrum members to get an initial hands-on validation of the system configurations which are the focus of the daily scrum meetings. DFAS can provide rapid feedback to the system developers on whether or not system functionality can work for DoD human resources processes. The integration test phase leads up to the Conference Room Pilot demonstrations. Conference Room Pilots are periodic multi-day events where representatives from each DoD component receive deep dive demonstrations of the system functionality that has been configured during the latest iterations.

Following the product demonstrations, the DoD Components and Services execute the third phase of testing – the component testing phase. This phase allows each DoD component to have end-users perform system testing of the configurations that were demonstrated. Typically, component testing has a focus on various features within DCHRMS such as HR personnel management, compensation, performance management, and reports. During this phase the component testers each have the opportunity to get hands-on experience and understanding of how DCHRMS operates. They have opportunities to submit any defects that are discovered during testing for triage and resolution. Following the resolution of defects, the components are also asked to confirm that the resolution was sufficiently addresses and mitigated. This three phased approach has allowed the DoD to receive continuous validation that DCHRMS can adequately support DoD HR processing, and has allowed testing to continue to build upon previous iterations of development.



online testing

Once we reach the conclusion of system configurations and the last Conference Room Pilot, prior to DFAS deployment, we will shift our focus to system deployment and User Acceptance Testing (UAT). UAT will be a thorough testing event of full end-to-end system functionality of all delivered HR processes with their associated system roles. During this testing event all components will be requested to participate to ensure we have enough subject matter experts to determine the viability/feasibility of DCHRMS to be deployed for DFAS. At the conclusion of UAT, we will use the DCHRMS deployment decision criteria as the basis for determining the readiness of the system and its feasibility for deployment.

What's Coming:

DCHRMS Demo at Functional Board – 5 March 2021

Conference Room Pilot 5 – Week of 8 March 2021

21B Release – 7 May 2021

Conference Room Pilot 6 – May 2021

21C Release – 6 Aug 2021



DCHRMS Nature of Action Update:

We have configured and tested ~60 natures of action in DCHRMS. In Conference Room Pilot 4 we focused on natures of action for processing hiring, conversion, and separation actions across DoD. The table below shows a listing of the actions that have been configured in DCHRMS to date.

Implemented Nature of Actions (NOAs) in DCHRMS		
Type of NOAs	NOA Codes	NOA Descriptions
New appointments	101, 100, 107, 108, 115, 120, 122, 124, 130, 140, 141, 142, 143, 145, 146, 147, 148, 149, 170, 171, 190, 198, 199	Career-conditional, career, transfer, emergency, term, overseas, reinstatement, SES, excepted, and interim appointments
Exiting Government	300, 301, 302, 303, 304, 307, 308, 312, 317, 330, 350, 351, 352, 353, 354, 355, 356, 357, 385, 390	Retirements, resignations, removal, death, terminations, and separations
Conversions	500, 501, 507, 508, 515, 520, 522, 524, 540, 541, 542, 543, 546, 548, 549, 570, 571, 590	Conversions of career-conditional, career, transfer, emergency, term, overseas, reinstatement, SES, excepted, and provisional appointments

Next Steps:

The week of 8 March, we will review and test the following natures of action in Conference Room Pilot 5.

Upcoming Nature of Actions (NOAs) in DCHRMS		
Type of NOAs	NOA Codes	NOA Descriptions
Returning to work	280, 292	Placement in pay status and return to duty
Placement in nonpay or nonduty status	450, 452, 460, 471, 472, 473, 480	Suspensions, LWOP, Furloughs, Absent-uniform services, and sabbatical NTE
Changes to position	702, 703, 713, 721, 740, 760, 762, 765, 769, 772, 773, 780, 781, 782, 790, 792, 900, 921	Promotions, change to lower grade, reassignment, position change, extensions, realignments, change in title, reassignment NTE, and changes to name, work schedule, hours and duty station
Employee changes, awards, and pay increases/adjustments	803, 810, 818, 819, 825, 840, 841, 842, 846, 847, 849, 866, 878, 879, 881, 882, 883, 885, 886, 890, 892, 893, 894	Change in retirement plan, Diff, SCD, vet perf, FEGLI, and title, admin uncontrolled overtime, availability pay, separation incentive, individual and group awards, termination of grade retention, presidential rank award, SES performance award, lump sum performance payments, misc. pay adjustments, and performance and regular pay increases