

# DCHRMS NEWSLETTER

Defense Civilian Human Resource Management System

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## *A Message from the Director*

Hello everyone! Welcome to our August issue of the DCHRMS newsletter. In this edition, you'll get a good sense of the progress we're making with DCHRMS. We have completed Program Increment 8, and we are working towards building in the remaining business processes during Program Increments 9-12. Critical enhancements from the 21C Oracle release has been received, and we are finalizing the training approach that will be critical to a successful system implementation.

Since our last newsletter, the Defense Human Resource Activity, Defense Manpower Data Center, and Defense Civilian Personnel Advisory Service executives met with the executives from Baker Tilly, Leidos, and Oracle to discuss program accomplishments, current challenges, and mitigation strategies. The preparation for Defense Finance and Accounting Service (DFAS) Initial Operating Capability (IOC) baseline is progressing well for areas without dependencies; however, there are nine key program dependencies that have been

identified, with impacts, risks, and actions that we are working to mitigate prior to DFAS IOC. We anticipate that we will be able to implement strategies and solutions that will allow us to achieve a DFAS deployment during 2nd quarter FY22. We will continue to keep you posted on these key program dependencies.

In the last edition, Ms. Michelle Lowesolis announced her retirement and though she has left some rather large shoes to fill, I want you to know that I am very much committed to picking up the reins and seeing this project through to realization. With your support, I am very confident that we will be able to implement a fully functioning system that will support the needs of the Department. As always, we wouldn't be where we're at with this project without your support. Thank you!

*Daniel Hester*  
Director, Defense Civilian  
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## Program Increment (PI) 8 Update:

“If everyone is moving forward together, then success takes care of itself.” – Henry Ford

The Defense Civilian Human Resources Management System (DCHRMS) Team is continuing its hard work to get the Defense Finance Accounting Service (DFAS) prepared for its Initial Operating Capability during the second quarter of FY22. So far, we are incredibly pleased with the remarkable progress we have made in incorporating HR Core and Performance Management functionality as we continue to operate in a virtual environment. Again, we want to reiterate that we would not be where we are without the continued support of the Services and Components. A huge thank you to ALL for the hard work and dedication!

So, what have we completed in DCHRMS since our last newsletter? For Program Increment 8, the focus has been in developing and aligning user stories and incorporating the remaining critical capabilities prior to freezing the HR Core baseline, which is slated for October 5, 2021. These capabilities include configurations for business rules related but not limited to Natures of Action (NOAs) 280, 292 and 293 and configurations related to Security Roles and Areas of Responsibility (AORs). The list of additional features includes:

- HR
  - o Manage Work Structures
  - o Roles and Permissions
  - o Business Rules/CPDF Edits
- Performance Management
  - o Custom Alerts
  - o Remaining Reports and Dashboards
- Suspense
  - o NOA 355 – Termination: Expiration of Appointment
- Reports
  - o Pay Status
- Interfaces
  - o Pay 500 –Demonstrated NOAs available through PI 7

## Program Increment (PI) Key Dates:

Below are key dates for delivering planned features.

Program Increment (PI)	Iteration	Iteration User Stories MUST be complete and aligned	Iteration Start	Iteration End
8	32	15-Jun-21	16-Jun-21	13-Jul-21
	33	29-Jun-21	30-Jun-21	27-Jul-21
	34	13-Jul-21	14-Jul-21	10-Aug-21
9	35	27-Jul-21	28-Jul-21	24-Aug-21
	36	10-Aug-21	11-Aug-21	7-Sep-21
	37	24-Aug-21	25-Aug-21	21-Sep-21

## Program Maturity Model:

The Program Maturity Model highlights the progress made to date in each of our DCHRMS streams of work. This maturity model measures progress as we move towards deployment. To date, approximately 90% of the business process areas have been developed in Program Increments (PI) 1-8. In future newsletters you will see the progress as we move towards 100 percent in each area. Continued on next page.

**Program Maturity Model (Continued):**

<b>Business Process Area Development</b>		<b>85%</b>
	Effort progressing and above 85%. Core HR last user story is projected/targeted for Program Increment 10 to include alignment and test plan completion.	
<b>Self Service</b>		<b>70%+</b>
	70% delivered; remaining related to system administration roles (Core HR and Performance) and updates to NOA related HCM configurations. Core HR last user story is projected/targeted for Program Increment 8 to include alignment and test plan.	
<b>Migrate Open RPAs</b>		<b>70%+</b>
	Effort progressing above 70%. Core HR last story is projected/targeted for iteration TBD/Program Increment TBD to include alignment and test plan completion.	
<b>Performance Management</b>		<b>90%+</b>
	Effort progressing above 90%; expected completion at Program Increment 10.	
<b>Cancellations and Corrections</b>		<b>40%</b>
	Work efforts began in Program Increment 7. Core HR last story is projected/targeted for Program Increment 9 to include alignment and test plan completion.	
<b>Suspense and Alerts</b>		<b>50%+</b>
	Suspense and Alerts last story is projected/targeted for iteration TBD/Program Increment TBD to include alignment and test plan completion. Suspense last story projection is dependent upon completion of core HR configurations and efforts leading to the final DCHRMS baseline freeze.	
<b>Data Conversion</b>		<b>70%+</b>
	Data Conversion last story is projected/targeted for iteration TBD/Program Increment TBD and dependent on core HR configurations.	
<b>Interfaces</b>		<b>50%+</b>
	Interfaces last story is projected/targeted for iteration TBD/Program Increment TBD to include alignment and test plan completion.	
<b>Reduction in Force Tool</b>		<b>75%+</b>
	Effort progressing above 75% complete. Last story is projected/targeted for iteration TBD/Program Increment TBD to include alignment and test plan completion. RIF SSO integration utilizing DMDC SSO/2FA solution is under evaluation. New stories may be required.	
<b>Roles and Permissions</b>		<b>50%</b>
	50% delivered; remaining 50% is related to system administration roles (Core HR and Performance) and updates due to NOA related HCM configuration updates. Expected completion at Program Increment 10.	
<b>Business Rules</b>		<b>50%</b>
	Effort progressing above 50% complete. Expected completion at Program Increment 11.	
<b>Reports and Forms</b>		<b>50%+</b>
	Reports/Forms last story is projected/targeted for Program Increment 12.	
<b>Mass Updates</b>		<b>40%+</b>
	Effort progressing above 40%. Core HR last story is projected/targeted for iteration TBD to include alignment and test plan completion.	
<b>Pay Calculations</b>		<b>75%</b>
	75% delivered; expected completion at Program Increment 10.	

## 21C Oracle Release:

Oracle provides quarterly releases to the HCM Cloud SaaS baseline. These quarterly releases contain critical enhancements that will be reviewed and incorporated to the DCHRMS baseline. On August 6, 2021, Oracle delivered the 21C Release which contains critical enhancements/updates related to Requisitions, Document Records, Checklists, Performance Management and Talent Profile. Specifically for Core HR, when searching for a position through the position details quick action, users now have the ability show all requisitions associated with that position. Additionally, for Performance Management, all performance documents and performance related tasks will be enabled with the capability to select a date from an embedded calendar versus manually typing the date. This update seeks to eliminate the insertion of incorrect dates and prevent errors related to the system's date formatting requirements. We are very excited about this capability!

The list of enhancements/updates for 21C is provided below.

### Core HR

- Requisitions Added To Position Details
- Route Approvals Based On the Incumbent for the Position
- New Non-Unique Title Field Added To the Department Entity
- Autocomplete Rules for Person Disability Business Object in Person (update)
- Load Workers Using HCM Data Loader (HDL) and HCM Spreadsheet Data Loader (HSDL) for Higher Bargaining Unit Lookup Values (update)
- Retain User Changes in Salary Section of Employment Flows While Changing Effective Date (update)
- Additional Flex field Parameters Added in Assignment Descriptive Flexfields and Extensible Flexfields (update)
- Additional Attributes Added to Business Title List of Values (LOV) (update)
- Additional Assignment Attributes and Manager Type Attribute Added in Employment Approval Rules (update)

### Performance Management

- Allow Date Responses for Questionnaires
- Goal Management Triggers for Journeys
- Automate Synchronized Goals in Performance Documents
- Performance Improvement Plan (PIP) Event available in Journeys (update)
- Notifications for Check-Ins (update)

### Talent Profile (updates)

- Date Tracking and Source for Changes to the Languages Content Section
- Secured Employee Search
- Enhanced Security for Employee LOVs in Performance Admin Pages

## **DCHRMS Training Update:**

Over the past 20 years, technology has yielded huge returns on investments for organizations by making our lives simpler, easier and faster. As we embark on the implementation of DCHRMS, the Department of Defense (DOD) is looking to realize efficiencies in how we take care of the Department's greatest asset...its people. DCHRMS will no doubt improve the way the DOD manages its Human Capital. We remain aware, however, that even the best software is only as good as the ability for end-users to use it effectively.

Studies have shown that the lack of or inadequate end-user training for new system implementation is the leading reason for system adoption failure. We have partnered with the Leidos and Baker Tilly Training Teams to develop a robust training suite consisting of user guides, job aids, and videos. These training artifacts, coupled with Instructor-led training, will help facilitate the transfer of knowledge, enabling end-users to successfully use DCHRMS on Day One.

In an effort to ensure training is relevant, we are developing training that will be self-directed, efficient, and practical. Training will include both role-based and process-based modules, which will raise the engagement level and allow for training to be delivered more efficiently. There will also be available "call outs" in the training modules for component-specific functions and processes.

Training strategies will align with each component rollout. This framework will ensure a standardized approach to training delivery.

- 90 days from component rollout: Train the Trainer (T3) Workshop(s) for component trainers
- 60 days out: Component-level end-user training. This period is a window to allow components to train as much/often as necessary.
- 30 days out: Evaluation of training effectiveness
- 14 days out: Key Leaders Brief

DCPAS leadership is dedicated to ensuring that we provide a training program that will help users acclimate to new processes, adapt to changes in their roles, and minimize challenges that are inherent with new technology implementation, all with the over-arching goal to ensure we provide excellent support to the DOD enterprise, where partnership and collaboration are paramount.

## **What's Coming:**

Program Increment (PI) 9 – Iterations 35-37 (July 28 - September 21, 2021)

Core Human Resources Baseline Freeze – October 5, 2021

