

# DCHRMS NEWSLETTER

Defense Civilian Human Resource Management System

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## *A Message from the Director*

Welcome to our October edition of our DCHRMS newsletter!! Our goal is to continue to provide you with relevant information highlighting all of the progress that we are making with DCHRMS. We are quickly approaching DFAS IOC, which means that it is important that we are tracking our progress and ensuring that we continue down the critical path of achieving the milestones that are laid out in our DFAS Delivery Roadmap.

Since our last newsletter, we completed Program Increment (PI) 9 and we are close to completing PI 10, which is scheduled for completion on November 2, 2021. As noted in our newsletter, PI 9 delivered critical functionality in the areas of Mass Actions, Reports, Interfaces and the ability to migrate DCPDS open recruit actions. As we work towards closing out PI 10, we can expect expanded capability in the areas of Manager and Employee Self-Service Capability, Mass Actions, Suspense Actions, Reports, Interfaces, and OPM CPDF Edits. We will

continue towards building in the remaining business processes and capabilities during Program Increments 11 and 12. Though we are on a positive trajectory, we are not quite out of the woods yet. There are still challenges to overcome and lots of work ahead of us to successfully reach IOC. We still have a number of user stories, Oracle dependencies, and defects that need to be addressed before we can plant the flag. However, I truly believe that our continued engagement with our partners at Defense Manpower Data Center, Baker Tilly, Leidos, and Oracle provides us with the venue and a means to develop strategies that will help us overcome said challenges.

With IOC just around the corner, we are actively planning for User Acceptance Testing (UAT). We understand the vital importance of UAT, and we are striving to ensure that we have the right plan in place so that the system supports the functionality necessary for a successful deployment. This is probably one of the most important aspects of functional oversight. We want to make certain that when we implement this new system for our customers, it has undergone rigorous testing so that we can identify and address any shortfalls from an end-to-end process perspective before deployment. We are very much committed to having a solid testing plan, and we also recognize that your support is absolutely vital to a successful UAT.

In the midst of all this activity, we are also working hard towards finalizing all of the training materials necessary that will equip you with the knowledge to be successful operating within the system. Because we have had to remain flexible during system configuration with each day bringing changes and system enhancements, the folks that are responsible for the training curriculum have had to employ an agile approach to developing the curriculum in order to keep pace with system changes. Nevertheless, we are confident that they will provide top-notch training for our world class professionals!

Lastly, I just want to say thank you for tuning in and supporting the effort. Thanks as always for your commitment and professionalism!!

*Daniel Hester*  
Director, Defense Civilian  
Personnel Advisory Service

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**Program Maturity Update:**

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 95% of the business process areas have been developed in Program Increments (PI) 1-9. In future newsletters you will see the progress as we move towards 100 percent in each area.

**Program Maturity | Health Summary**



**Program Maturity Model (Continued):**



**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
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
10	38	7-Sep-21	8-Sep-21	5-Oct-21
	39	21-Sep-21	22-Sep-21	19-Oct-21
	40	5-Oct-21	6-Oct-21	3-Nov-21



## **Program Increment (PI) 9 Update:**

“Unity is strength... when there is teamwork and collaboration, wonderful things can be achieved.” ~ Mattie Stepanek

With the completion of PI 9 and beginning of PI 10, we have moved into a crucial strategic point in the Defense Finance Accounting Service (DFAS) Initial Operating Capability (IOC) Delivery Roadmap. As of October 5th, the functional development of the Human Resources (HR) and Performance Management baselines have concluded and changes will only be made to address critical defects and/or related to approved legislative, pay affecting, or Oracle released functionality. Therefore, minimizing the changes to the configuration baseline is critical to successful testing and deployment cycles for DFAS IOC. This freeze provides all other scrum teams managing 2nd and 3rd order effects of mass actions/suspense actions and alerts, interfaces, reports, and data migrations, the lead time to deliver their final functionality by the full freeze date which is slated for January 25, 2022. It also provides the time to finalize User Acceptance Testing and Training Plans, Training Guides, Videos, Demos, and other materials necessary for a successful deployment.

For PI 9, we have completed and incorporated the remaining critical capabilities prior to freezing the HR Core baseline. These capabilities include some configurations for corrections and cancellations, mass appraisals, business rules, and also, includes configurations related to data points/fields to pull Time to Hire (TTH) metrics. The list of additional features is provided below.

### HR

- Corrections and Cancellations (C/C) Native Solution
- Ensure all data points/fields available to pull the metrics to support TTH at DFAS IOC

### Mass Actions

- Mass Appraisals

### Reports

- Record Listing Report
- Non-Pay Hours Received From Payroll (XNPHR2)
- Non-Pay Hours Reject (XNPHRR)
- Pay500 Format Report
- PAY500 500 character view
- PAY500 Individual data segment view

### Interfaces

- DAI
- DMDC Daily Dynamic – APPR

### Data Conversion

- Process to migrate DCPDS open Recruit to Fill vacant positions to DCHRMS

## **DCHRMS User Acceptance Testing (UAT) Preparation Efforts:**

UAT will occur from January 26, 2022, through February 15, 2022. During UAT, DCHRMS teams will continue to resolve and re-test defects found during this testing period. UAT is an opportunity for the DCHRMS teams, along with additional DOD support, to test the system from an end-to-end process standpoint. This will ensure that the system is ready to be deployed for DFAS in the spring of 2022. The DCHRMS testing team has begun identifying DOD participants who have a background in DoD HR practices and an understanding of DCHRMS functionality who can assist with testing during UAT.

Over the next couple of months, as deployment for DFAS continues to get closer, we are working towards planning and preparing all DCHRMS teams in advance of the UAT event this winter. Due to the large scope and the importance of this UAT event, we have begun our effort to outline the HR end-to-end processes that need to be tested at UAT along with unique scenarios that should be executed during the testing event. Accordingly, we are developing testing schedules for the various processes for each DCHRMS team to ensure thorough testing of the system's capabilities. Additionally, we are developing a procedures to shape how each DCHRMS team will interact with one another in order to ensure that end-to-end testing is conducted in an integrated fashion. We appreciate the help that each DOD component has provided in support of this effort by supporting these critical initial UAT planning activities.

## **Upcoming DCHRMS Training Workshop:**

Understanding the functionality of DCHRMS, and being able to transfer knowledge of system capabilities to end-users provides the impetus for DCHRMS success. It's imperative that our HR Practitioners have the requisite knowledge and skills to effectively take care of our greatest asset as we transition to a transformational, 21st century human capital management system. A well-trained, motivated, and informed workforce are key ingredients to staying at the tip of the spear as we implement DCHRMS as the DoDs new "people first" system.

To realize the aforementioned goals, DCPAS will conduct a 5-day DCHRMS Training Workshop. This workshop will prepare DCHRMS trainers on how to deliver DCHRMS New Equipment Training and support end-users. It will include educational components around business process, available training materials, and talking points to be used in facilitating various training.

During the workshop, we will do system demos and walk-throughs, practical exercises, and small group discussions. By the end of the workshop, DCHRMS trainers will be educated on system functionality, have an increased knowledge of DCHRMS, and be confident and prepared for end-user training.

DCHRMS is a prodigious investment in our greatest asset; people. This work shop will provide the bridge to success of DCHRMS implementation. The HR community will have a state-of-the-art system at their disposal to efficiently and effectively maintain DOD's competitive advantage as we continue to transform the DOD workforce.

## **Farewell:**

Time Out! - Farewell to Mrs. Cindy Beeson (Associate Director for Solutions, Defense Civilian Personnel Advisory Service (DCPAS), Enterprise Solutions & Integration/Business Solutions)

After 35+ years of Federal civilian service, Mrs. Cindy Beeson has decided to retire (September 30th) and enjoy a well-earned rest. Mrs. Beeson, who is an expert in systems requirements and testing, has played a crucial role in the development of DCHRMS. Furthermore, her leadership has led to the successful requirements gathering and functional testing for the Department-wide HR information systems, for both the new HR replacement –DCHRMS and maintaining the legacy Defense Civilian Personnel Data System DCPDS.

Although we are sad to see her leave, we are very excited that she will be able to spend more time with her family and enjoy this new chapter of her life. We congratulate her for a job well done and wish her the best in the future. We thank her for all the years of dedication and hard work. She definitely will be missed!

"Thank you, Mrs. Cindy Beeson! Don't worry, we got this!"

## **What's Coming:**

PI 10 – Iterations 38, 39, 40, September 7- November 3, 2021

PI 11 – Iterations 41-43, October 20 - December 14, 2021

PI 12 – Iteration 44-46, November 30, 2021 - January 25, 2022

DCHRMS Full Baseline Freeze, January 25, 2022

