



# NEWSLETTER

## In this Issue

Message from the Director

Program Maturity Update

DCHRMS User Acceptance  
Testing Update and Findings

PI 12 Update

DCHRMS Training  
Workshop Update

DCHRMS Team:  
Cleanup Hitters!



## Message from the Director

Welcome to our latest DCHRMS Newsletter! In our last newsletter, I mentioned the tremendous progress we made incorporating HR Core and Performance Management functionality throughout last year. At that time, we were finalizing Program Increment (PI) 12 and preparing for the execution of two major milestones; the Training Workshop and User Acceptance Test (UAT) for the Civilian Human Resources Management System (DCHRMS) prior to deploying the Defense Finance Accounting Service (DFAS) Initial Operating Capability (IOC). I also mentioned that we were continuing to work through several major critical gaps to ensure the system contains the necessary requisites to support accurate records processing.

While we have successfully completed PI 12 and those major milestones and we are much closer to deploying the DFAS IOC, we have discovered that the system is not quite ready yet. UAT revealed numerous defects and configurations that remain to be completed. Accordingly, I want to reiterate our

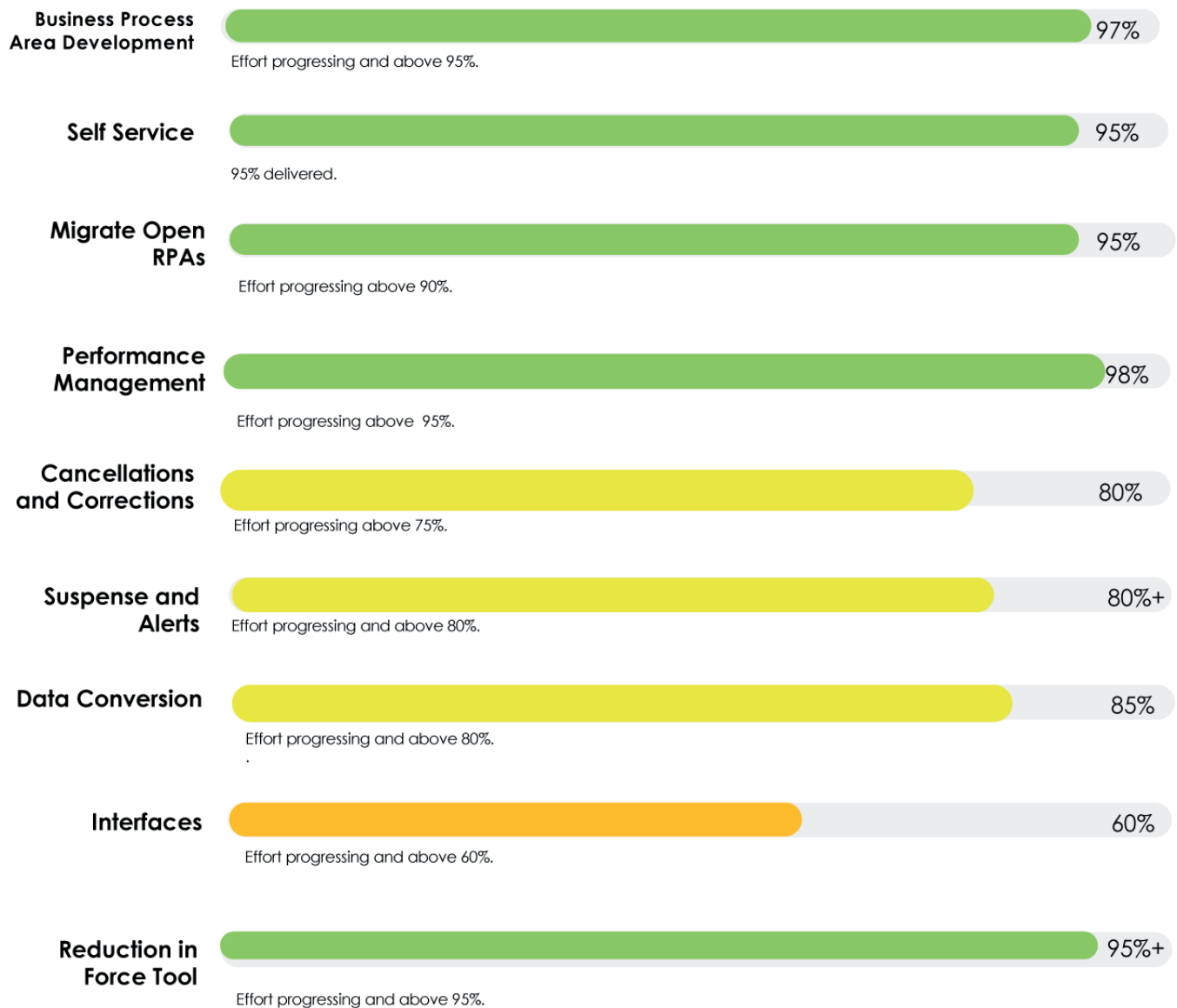
commitment to delivering an enterprise baseline with the right capabilities for HR Service Providers. We are currently working on closing critical gaps and assessing the way forward. We will provide an update within the next few weeks.

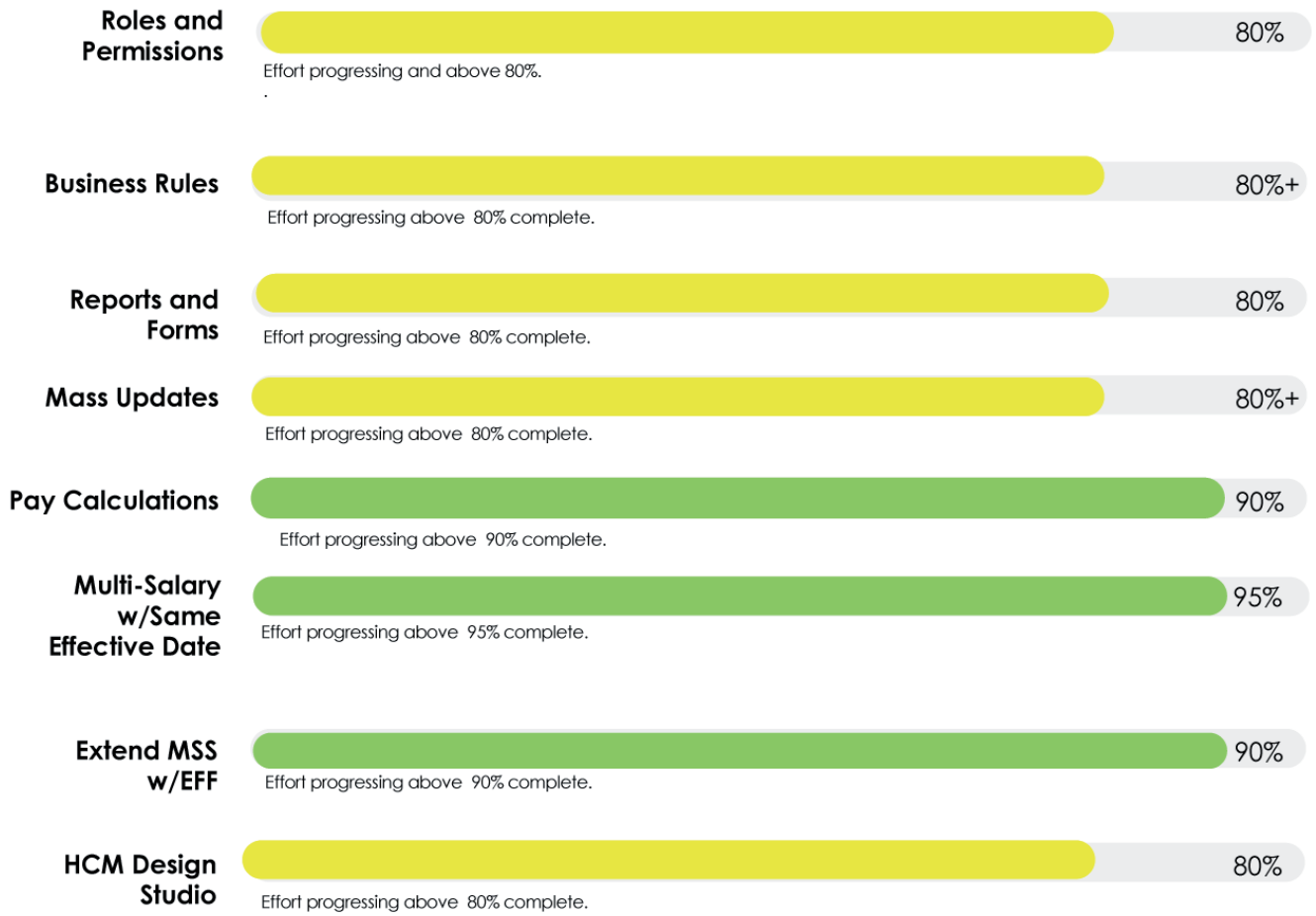
That said, I am very pleased with the progress we have made. We would not be where we are without the support of the Services and Components. Also, I want to thank the Defense Manpower Data Center (DMDC), Leidos, Baker Tilly, and Oracle for their continued engagement and partnership. Together, we will continue pushing to ensure remaining key functional capabilities are configured for DCHRMS DFAS IOC. Again, thank you for continued support!

*Daniel J. Hester*  
Director, Defense Civilian  
Personnel Advisory Service

# 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 97% of the business process areas have been developed in PIs 1–12. In future newsletters you will see the progress as we move towards 100 % in each area.







# DCHRMS User Acceptance Testing Update and Findings



DCHRMS UAT for the DFAS IOC deployment began on January 26, 2022. This pilot event covered capabilities testing across all DCHRMS work streams, including: HR Core, Performance Management, Reports, Interfaces, Mass Processes, Suspense Processes, RIF tool, and HR Setup. Throughout the testing process there was tremendous support from all the Components along with support from DMDC, DCPAS, the development team (Leidos/Baker Tilly), and Oracle. The goal of UAT was to assess DCHRMS readiness for potential DFAS deployment in Spring 2022.

Testing participants met multiple times daily to track testing progress, identify areas or work streams that needed additional support, make updates to the testing schedule, review submitted defects, evaluate implemented fixes, and cover other testing related topics. Defects discovered by testers were submitted by the Component leads to the DCHRMS project management tool, Jira, and reviewed by DCPAS and DMDC gatekeepers. Defects that the gatekeepers validated as needing a fix were sent to the development team for triage and resolution. After the development team identified the root cause of a defect and implemented a fix, the defect was sent back to the testers for re-testing to confirm the fix worked. Each morning during the UAT event, DoD testing leads and the development team met for the Governance Test Review Board to discuss any specific questions related to defects. Defects were given a severity level on a tiered scale of 1-4 to assess the impact of that defect if it was not fixed prior to deploying DCHRMS. A defect with a severity level of 1 is the most severe, and

the focus of defect resolution was for defects with a severity level of 1 and 2.

In order to test each DCHRMS capability, testers strategically went through the lifecycle of an employee starting with creating positions and then filling positions via appointments, reassigning employees to different positions, processing awards, and separating employees. For performance management testing worked through the various stages of the appraisal process, including creating a performance plan, completing progress review, and completing the annual appraisal. DFAS mass and suspense processes, as well as the HR setup processes were tested separately. For the work streams dependent on HR Core, they were tested in coordination with HR core testing. Some examples are testing the SF-50 and SF-52 based on actions tested by the HR core team, specifically in conjunction with certain natures of action.

A result of the UAT testing was a mixture of defects across all severity levels; however, the majority of the defects that were submitted had a CAT 1 severity level. As UAT continued, a significant amount of defects were fixed and re-tested. As of March 15, 2022 there were 398 defects in a closed status. Still, there are approximately 400 open defects that either need to be re-tested by the government, triaged and fixed by the development team, or are awaiting an Oracle Service Request (SR)/Idea to be delivered in order to be resolved.

# PI 12 Update:

Prior to freezing the full baseline and executing User Acceptance Testing (UAT), we completed and incorporated the remaining critical capabilities including Mass Pay Adjustments, AD Mass Salary Process, Expiration of

Reprimand Date, eOPF Status Report, and much more during PI 12.

The list of additional features is provided to the right.

[PI 12 - Completed: January 25, 2022](#)

## DCHRMS Training Workshop Update

A 5-day training workshop occurred January 10–14, 2022. Prior to the workshop, the working group developed an enterprise instructor facilitation course to equip instructors with the necessary skills to deliver training. This course, or a Component approved instructor facilitated course, was a prerequisite to attend the DCHRMS Training Workshop.

During the workshop, the Enterprise Solutions and Integration (ESI) team covered DCHRMS Fundamentals, three core HR user guides (Manage Positions, Appointments, and Change Assignment), and the full suite of Performance Management and Human Resources Information System user guides.

The workshop's daily agenda consisted of the facilitators giving an overview of the process, a system demo of the process, and the participants utilizing MS Teams breakout rooms for the practical exercise, followed by a large group after action review/discussion of the process.

Shortly after the training, we conducted a workshop retrospective with the Components where we discussed what went well, what we can improve, and the overall workshop delivery. The plan is to incorporate some of the lessons learned from this workshop session for future training sessions. As always, thank you for ALL your support! More to follow!

## What's Coming:

Defects Resolution and Retesting  
Incorporating Additional Capabilities  
More to follow!

### Mass Actions

- Mass Change in Data Element
- Mass Position Data Update
- AD Mass Salary Process
- Mass Completed Training
- Mass Pay Adjustments

### Suspense

- Expiration of Reprimand Date
- Completion of Supervisory / Managerial Probationary Period

### Reports

- Pay Regeneration Activity Report (CIVPRGEN)
- eOPF Status

### Interfaces

- USA Staffing inbound interface processing for migrated Open Recruit to Fill actions
- DMDC Workforce Report

### Change Request Transmittals (CRTs)

### Data Conversion

- USA Staffing inbound interface processing for migrated Open Recruit to Fill actions

### RIF

- Implement RIF within the Oracle Cloud Infrastructure (OCI) and integrate with DCHRMS

### Training Material

- HR SysAdmin (Performance Management/Goal Management and HR Core)
  - 1 User Guide
  - 1 Job Aid
  - 1 Video

# DCHRMS Team: Cleanup Hitters!

## Big Shout Out to the Testers!

Those that are familiar with baseball know that the term “cleanup hitters” refers to the batters who bat fourth in the batting order. They tend to provide the most power and they usually hit the most home runs and extra base hits. The DCHRMS Testers are the powerhouses with the most critical job; this is why we call them the cleanup hitters! Their job is to first validate and verify that the system is ready, and second, to ensure

the system has the right capabilities for a successful deployment.

During UAT, the DCHRMS Testers executed testing with excellence. At ESI we are so proud of this amazing team and want to recognize them for their efforts. Below is the list of the DCHRMS Testing Team—fondly known as the Cleanup Hitters! Thank you for the hard work and dedication!

### DCHRMS UAT List of Testers/ Support Participants

<b>DCPAS</b>	Ryan Sunukjian (Test Lead), Margaret Bankston; Ada Booker; Dakhalfani Boyd; Mike Carsten; Adrienne Courtney; Kathy Cranford; Angelia Deloach; Jeanette Deschamps; Eric Gregory; Carly Hall; Kimberly James; Marsha Johnson; Lauren Lafaye-Benson; Laura Larsen; Megan Maciejewski; Kimberly Marshall; Erica Moore; Brenda Nicholson; Robin Roberts; Ryan Sunukjian; Charles Wadleigh; Patricia Ward
<b>DMDC</b>	Terrie Maziek; Nina Zackary; Ramona Sells; Catherine Patzak; Michael Bolt; Keith Pease; Barry Sheridan; Stacy Krim; Eboni Stewart
<b>Air Force</b>	Tammy Armstrong; Brynn Bailey; Halima Berry; Brittany Burnett; Michael Crowe; Annette Dockery; Deidre Godlewski; Patricia Higgins; Emily Magers; James Mendez; Sandra Parker; Jennifer Pusha-Brown; Tamara Rodriguez; Phillip White; Khristi Whitley; Sheila Whitten
<b>Army</b>	Michelle Betcher; Tiffany Brown; Danielle Dematteo; Charles (Adam) Egender; Pamela Hess; Lorraine Jacobs; Alisa Klein; Kristopher Kopp; Courtney Landry; Delino Mayes; Mandy McGuire; Heather Neiman; Sabrina Pohlman; Kimberly Purkeypyle; Megan Saari; David Stombaugh; Cecilia Winkles
<b>DFAS</b>	Katie Best; Ashley Bohall; Denise Brentlinger; Leslie Brooks; Abigail Cole; Chelsea Conschafsky; Susan Davenport; Tiffany Ellis; Scott Harding; Jane Harnage; Valerie Heiney; Joseph Jackson; Kimberly Jones; Cheryl Lamb; Craig Moistner; Victoria Nassif; Daisy Navarrette; Michelle Phillips; Julio Rivera-Delgado; William Sass; Deborah Sweet; Kimberly Valentine; Andrew Wencil
<b>DLA</b>	Jackie Alamo; Kimberly Carlisle; Diana Coddington; Sheri Cornute; Martin Dawson II; Kristine Krueger; Deborah Krug; Mikel Ogg; Scot Robbins; Drema Sergeant; Sonia Serrano; Oreaona Washington; Deannie Williams; Andre Wilson; Brittany Brandenburg; Shellie Brandt; Chris Edwards
<b>DoDEA</b>	Cheryl Wallace; Hongsuk Toenniges; Rashida Smith
<b>National Guard</b>	Kristen Bieniek; Lena Conway; Vicki Fetterolf; Samantha Haines; Nicholas Hammons; Kesha Harris; Sally Haught; Lydia Jordan; CeCe Latimer; Madison Lovasz; John Macsata; Jenne May; Lathe Ragels; Lisa Rock; Margaret Teftt
<b>Navy</b>	Lisa Becker; Erin Buholz; Sandy Edgecomb; David Frakes; Teresa Green; Laura Inabata; Christy Jones; Amy Knapp; Amanda McCarthy; Takako Moore; Yen (Anna) Nguyen; Joanna Novak; Rachel Pearis; Tina Polzin; Michael Pridemore; Lisa Wellman; Virginia Younger; Patrick Carr
<b>WHS</b>	Robin Anderson; Sarah Barnes; Myriaine Beauvais; Betty Bowman; Sharon Canniff; Gail Carter; Gracie Crossin; Thaddeus Gipson; Sandra Horton; Glennis Jordan; Lakshmi Kollu; Latonya Malloy; Amanda Negron; Cita Reid; Victoria Thomas

Again, thank you for your commitment and for being such an important part of the DCHRMS Family!



Defense Civilian Human Resources Management System

