

## Defense Integrated Military Human Resources System (DIMHRS)

The objective of the Defense Integrated Military Human Resources System (DIMHRS) is the automation and integration of personnel and pay entitlement business processes into a standard single point of entry system. DIMHRS will provide a fully integrated military personnel and pay system for all components of the Military Services. It will replace 17 legacy systems including all currently operating Service-specific pay and personnel systems. It is being developed based upon commercial-off-the-shelf applications. Extensive reengineering of business practices that capture the best of both private and public sectors is expected.

The initial core system of DIMHRS will provide support to processes that are common to all Services. This core system shall collect, store, pass, process, and report personnel and pay data for all DoD Active Duty, Reserve, Guard, and retired personnel. DIMHRS will support the responsibilities and requirements of the individual Military Service Departments and, in time of war, the Coast Guard. Common software and databases are the foundation of DIMHRS.

The Services will retain their structure management command and control functions to ensure personnel operational readiness. Personnel and pay organizations will use DIMHRS at all echelons of command to support personnel and pay functions. Managers and analysts in the Office of the Secretary of Defense, the Joint Staff, and other federal agencies will also use DIMHRS data for planning and reporting purposes.

DIMHRS was conceived to address deficiencies impacting the personnel and pay entitlement support provided to military commanders. The Joint Requirements Oversight Council approved Mission Needs Statement identified the following five requirements that DIMHRS must address:

- Provide Commanders-In-Chief with accurate and timely personnel data needed to assess operational capability.
- Employ standard data definitions across Services.
- Correctly track mobilized reservists.
- Provide accurate personnel tracking into and within a theater of action.
- Simplify data entry, system maintenance, and resolution of pay discrepancies.

DIMHRS was initially managed by the Navy Reserve Information Systems Office, but was transferred to a Joint Program Management Office operating under the Navy Space and Naval Warfare Command in early 1999. The initial acquisition strategy developed by the Program Management Office was flawed, and the strategy was suspended by the Joint Requirements and Integration Office under the Office of the Under Secretary of Defense for Personnel and Readiness. A viable strategy was defined during FY01 and the program is moving forward to implement that strategy. An Acquisition Strategy Plan was released in March 2002.



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# NAVY PROGRAMS

## **TEST & EVALUATION ACTIVITY**

The PMO held several test and evaluation integrated product team (T&E IPT) meetings in FY01-02. Other than these T&E IPT meetings, there have been no test events for this program to date. The last T&E IPT meeting was held in July 2002 at the program management office in New Orleans, Louisiana. Various flaws were identified in the draft Test and Evaluation Master Plan (TEMP) at that meeting, and a revised version was released shortly after. Currently, the draft TEMP shows an initial operational evaluation scheduled for the first increment in 2QFY04.

## **TEST & EVALUATION ASSESSMENT**

This program has gone through several false starts. Working initially with a non-validated acquisition strategy, the program test director(s) have struggled to define a viable test strategy and develop supporting documents. There has been notable turnover in the test program staff at the PMO, leading to several restarts for the TEMP development. This appears to be resolved, and the latest attempt to produce a usable TEMP is showing promise.

The Operational Test Agency for each of the Services plans to evaluate DIMHRS in their respective Service environment, coordinated by the lead Operational Test Agency (OTA), Operational Test and Evaluation Force. The Army is scheduled to be the first Service to field DIMHRS for operational test purposes. The coordination of the Service-specific OTA efforts has been difficult for the PMO, as seen in conflicting test approaches.