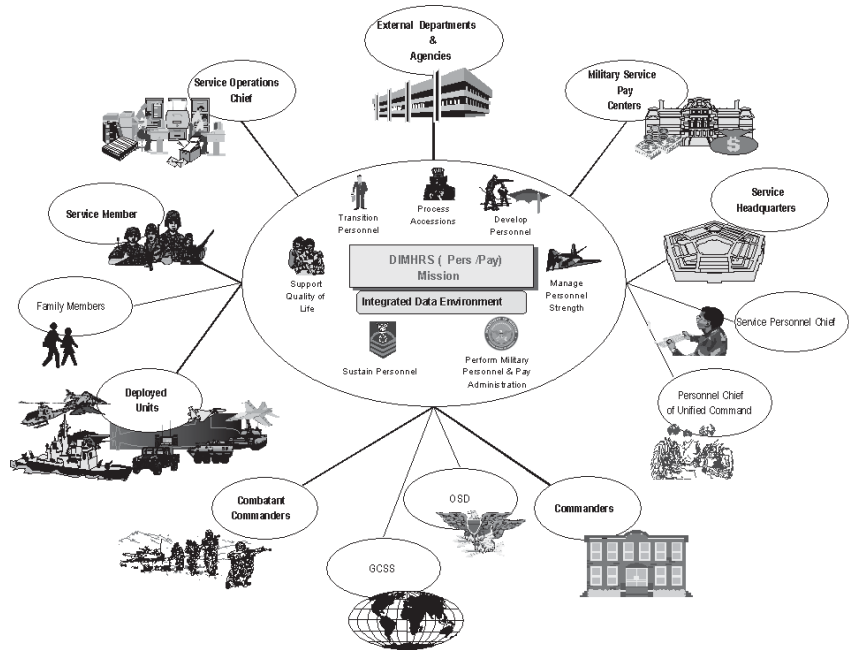


# NAVY PROGRAMS

## Defense Integrated Military Human Resources System (DIMHRS)

### SUMMARY

- Defense Integrated Military Human Resources System (DIMHRS) integrates all personnel and pay functions for uniformed personnel into a single system.
- Northrop Grumman was selected in 2003 as the system developer and implementer.
- DIMHRS will use PeopleSoft™ as the system core.
- Testing of DIMHRS presents a major challenge to DoD, and each Service will test DIMHRS, beginning with the Army.



*DIMHRS will provide a fully integrated military personnel and pay system for all components of the military Services.*

### SYSTEM DESCRIPTION AND MISSION

The objective of 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. The Program Office is developing DIMHRS upon commercial off-the-shelf applications. The program will conduct an extensive reengineering of business practices that capture the best of both private and public sectors.

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 needs 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 management 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 use DIMHRS for planning and reporting purposes.

DIMHRS will address current personnel and pay entitlement support deficiencies. The Joint Requirements Oversight Council-approved Mission Needs Statement identified the following five requirements that DIMHRS must address:

- Provide Combatant Commanders 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.

# NAVY PROGRAMS

The Navy Reserve Information Systems Office initially managed DIMHRS, but a Joint Program Management Office operating under the Navy Space and Naval Warfare Command was set up in early 1999 to manage DIMHRS. The initial acquisition strategy developed by the Program Management Office (PMO) was flawed, and the Joint Requirements and Integration Office under the Office of the Under Secretary of Defense for Personnel and Readiness suspended the strategy and released an improved strategy during FY01. The PMO released an Acquisition Strategy Plan in March 2002. The PMO awarded Northrop Grumman the contract as system developer and integrator in September 2003.

As of August 9, 2004, the program was in breach of schedule and cost parameters established in its Acquisition Program Baseline. DOT&E approved a DIMHRS Test and Evaluation Master Plan (TEMP) on March 17, 2003. Subsequently, the Program Office submitted a revised draft TEMP in January 2004, but DOT&E has not approved it, due to the pending acquisition strategy changes.

## TEST AND EVALUATION ACTIVITY



The PMO has held several test and evaluation integrated product team meetings over the past four years. Other than these meetings, there have been no actual test events for DIMHRS to date. Based on the currently projected schedule, the initial operational test and evaluation of the first increment will occur during the first quarter of FY06.

## TEST AND EVALUATION ASSESSMENT

The operational test agency for each of the Services plans to evaluate DIMHRS in their own respective Service environment, coordinated by the lead operational test agency, the Navy Operational Test and Evaluation Force. The Army will be the first Service to receive DIMHRS for operational testing purposes, and plans to execute the first phase of operational testing at Schofield Barracks, Hawaii. The coordination of the Service-specific efforts has been the focus of several integrated product team meetings, and the planning is becoming more mature.