

**Department of Defense
Regionalization and Systems
Modernization Program**

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Civilian Personnel Management Service

Concept

- Develop One Standard Civilian Personnel System for the Department
- Configure the Department's Civilian Personnel Operations into 22 Regions and 3 Regional equivalents

Development

- Commercial-Off-The-Shelf (COTS) Software
 - Oracle Human Resources (Federal Product)
 - Oracle Training Administration
 - Resumix
- DoD Developed Software
 - Customized Code
 - DoD Applications
 - COREDOC
 - AutoRIF
 - Productivity

Modern DCPDS Size

- Supports 800,000 employee records
- Encompasses 500,000+ process rules
- Operates with 490 tables containing 5,000 data elements
- Processes 1,750,000 pay and benefit transaction combinations

Sustainment, Operations and Maintenance

- Outsourced to Lockheed Martin Systems Integration (LMSI), September 1999
- Transferred from the Air Force CDA, June 2000
- Maintained centrally with on-site systems administration at each region

Regional Service Centers and Equivalents

- Army 10
- Navy 8
- Air Force 1
- DoD Agencies 5
(DFAS, DLA, WHS, DoDEA, DeCA)
- National Guard Bureau 1

Future Issues

- Oracle 11i Migration, January 2002
- Deployment to the 5th Estate, January 2002
- Operations, Sustainment and Maintenance Contract Expiration, September 2002
- Priority Placement Program and Injury Compensation Program Systems Integration
- System Enhancements
- Payroll Integration

Challenges

- **Split Ownership**
- **Split Funding and Financial Management**
- **Testing, Acquisition and CIO Oversight**
- **GAO and IG Reviews**
- **Congressional Interest**
- **Mandated Reductions of HR Staff**
- **COTS Products**
 - Missing Federal and Departmental Functionality
 - Customization Costs
- **Scale-ability and Hardware Obsolescence**
- **System Security**