



DoD to Field New Civilian Personnel System

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WASHINGTON (Army News Service) — A new automated human-resources data system will soon be fielded to all civilian personnel offices across the military.

The modern Defense Civilian Personnel Data System [DCPDS] is expected to support regionalization of services by quickly moving data across organizations and geographic locations, said Carole Johnson, chief of the Regionalization Project Management Office for the Army's civilian personnel.

Using the modern DCPDS will take a period of adjustment, Johnson said, but added that ultimately users will appreciate the benefits of increased access to information, enhanced productivity, reduced redundancy, and improved operations. She said the modern DCPDS will significantly improve the access of up-to-date information for managers and personnelists.

Redundant operations and duplicate data entry will decrease with the new system, Johnson said. Personnel actions will be electronically routed and easily tracked between the desktops of managers, Civilian Personnel Advisory Centers, and Civilian Personnel Operations Centers [CPOC]. Johnson said this is the first time the same system has been fielded to personnel offices throughout the Defense Department. It will also be the largest human-resources information system in the world, according to DoD officials.

As early as 1994, it was determined that automation technology was a way to improve efficiencies while cutting the personnelist workforce. "Since then, 10 civilian personnel regions have been created across the Army, and the personnelist workforce has been reduced by 41 per-

cent," said Johnson. Other DoD components are taking similar actions as part of this DoD-directed initiative.

"Undertaking a program of this scope did not happen without comprehensive planning, aggressive implementation, and challenges," Johnson said. In preparation for the monumental tasks of regionalization and modernization, the Army spent considerable time re-engineering its major personnel processes to make them more standardized, streamlined, and effective, Johnson said.

"While the new system was being developed, we used interim and bridge applications that were developed to implement the new personnel processes and to meet the immediate automation needs of the regional service centers," Johnson said.

Johnson said she hopes to have the new system deployed to all Army civilian personnel regions by mid-February 2001.

"It's a very aggressive deployment schedule, but one we feel we can accomplish," she stated. The deployment schedule is posted on the Civilian Personnel Online Web site: <http://www.cpol.army.mil/modern>.

The Army, along with the Navy and Air Force, has already tested the system. The Army's Pacific Region, headquartered at Fort Richardson, Alaska, was the Army test site. Testing there began last October. Refinements to the system continue.

Supervisors will become more involved with the new system and related support software applications once the system is deployed, Johnson

said. Managers will be able to initiate and track the status of personnel actions from their desktops as well as access and retrieve information on their subordinates. Additional enhancements will be made as the system [as] users' needs mature.

Employees will also be able to take a more hands-on role in completing and monitoring their own personnel transactions. The Army is currently deploying a new benefits delivery system and has established a center, the Army Benefits Center-Civilian at Fort Riley, Kan. The ABC-C uses an interactive voice response system and Web capability to allow employees to make changes to their health benefits, life insurance, the Thrift Savings Plan, and to conduct retirement processes by telephone or automation.

"ABC-C will interact with the new modern Defense Civilian Personnel Data System to update employee records in the database," Johnson said.

The Army is also in the process of deploying Resumix in serviced organizations. Resumix software operates with the modern DCPDS to provide an automated rating and referral capability

for applicants. Resumix software will allow job applicants to prepare their resumes online and submit their applications electronically to the CPOCs. At the CPOCs, this software will automatically rate the applications and prepare candidate referral lists. All Army regions will be using Resumix by the end of the year.

"The modern DCPDS was developed in partnership with Oracle HR," Johnson said. "A federal shell was built on top of the Oracle Human Resources database and then tailored to meet the needs of the DoD workforce."

In June 2000, Lockheed Martin Federal Systems assumed operation and maintenance of the system. The Defense Civilian Personnel Management Service has functional proponentcy for the overall system.

Editor's Note: Sheftick is the Chief of Army News Operations, Information Strategy Division, Office of the Chief of Public Affairs, Headquarters, Department of the Army. This information is in the public domain at www.dtic.mil/armylink/news.