

DEFENSE INTEGRATED MILITARY HUMAN RESOURCES SYSTEM (DIMHRS)



Navy ACAT IAM Program

Total Number of Systems:	TBD
Total Program Cost (TY\$):	\$437M
Average Unit Cost (TY\$):	TBD
Initial Operating Capability	TBD

Prime Contractor

TBD

SYSTEM DESCRIPTION & CONTRIBUTION TO JOINT VISION 2020

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 that will collect, pass, use, and report personnel and pay entitlement data. 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 COTS applications. Extensive re-engineering of business practices that captures the best of both private and public sectors are expected.

The initial core system of DIMHRS will provide support to core 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 data bases 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. DIMHRS data will also be used by managers and analysts in the OSD, the Joint Staff, and other federal agencies for planning and reporting purposes. DIMHRS supports *information superiority* envisioned in *Joint Vision 2020* by providing a seamless integration of military personnel and pay information within the Defense Department.

BACKGROUND INFORMATION

DIMHRS was conceived to address deficiencies impacting the personnel and pay entitlement support provided to military commanders. Approved in 1998, the Joint Requirements Oversight Council (JROC)-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 capabilities.
- 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.

The initial acquisition strategy developed by the PMO was flawed, and the strategy was suspended pending review by the Joint Requirements and Integration Office under the Office of the Under Secretary of Defense for Personnel and Readiness. This issue remains unresolved and the program office is somewhat hampered in their efforts to plan and execute the development of DIMHRS.

TEST & EVALUATION ACTIVITY

The PMO has held several Test and Evaluation Integrated Process Team meetings. DOT&E reviewed and approved a preliminary DIMHRS TEMP in June 2000.

TEST & EVALUATION ASSESSMENT

There have been no test events subject to DOT&E assessment.