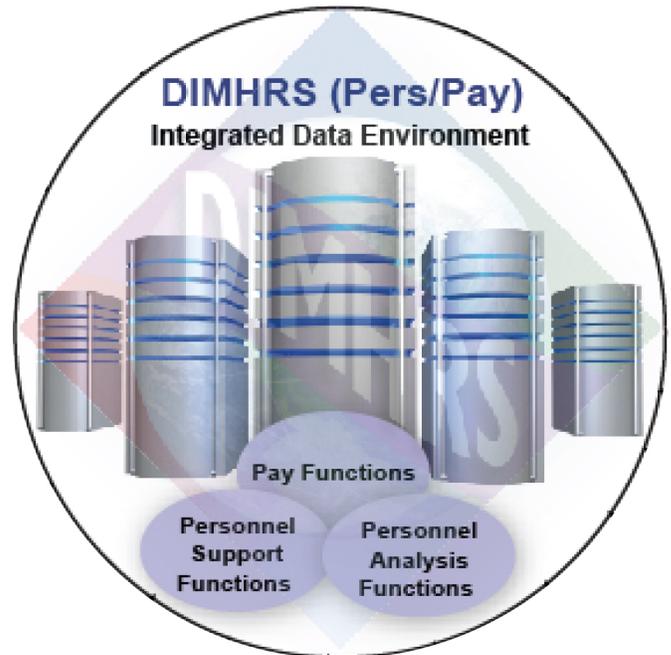


Defense Integrated Military Human Resources System (DIMHRS)

Executive Summary

- During FY08, a contractor-controlled Army System Integration Test (SIT) of the Department of Defense (DoD) Defense Integrated Military Human Resources System (DIMHRS) was conducted from September 2007 through August 2008.
- The program manager initiated the government-controlled DIMHRS Army System Acceptance Test (SAT) in late August 2008. However, significant problems with user roles and permissions, converted data, and interfaces slowed SAT progress.
- The program manager delayed the multi-Service Limited User Test, originally scheduled to start on September 29, 2008, to allow more time to correct system and data deficiencies.
- The program manager and Air Force are applying lessons learned from Army DIMHRS development to the design and development of Air Force specific functionality and interfaces.



System

- DIMHRS is an automated information system designed to integrate and modernize all military personnel and pay data collection and processing capabilities into a single, standard military personnel and pay system. The system will provide personnel support, analysis, and pay functions to approximately 3.1 million military personnel of all Services and Service Components and 3 million retirees and survivors.
- Release 1, Initial Operational Capability (IOC), will provide the core DIMHRS integrated personnel and pay functionality along with Army-specific data and interfaces. Release 2 will contain any enhancements to the fielded core software along with Air Force-specific data and interfaces. The Full Operational Capability (FOC) will be obtained when the Department of the Navy is fully integrated into DIMHRS.

activities; such as, accessing members, documenting factors required to ensure proper pay and benefits, and tracking service in theater, to separating, retiring, or transferring individuals to other Services or components.

- Human Resources managers will leverage DIMHRS fully integrated Enterprise Resource Planning system to reduce the personnel service support footprint and provide near-real-time delivery of personnel and pay services.

Prime Contractor

- Northrop Grumman

Mission

- Military Service pay and personnel specialists will employ DIMHRS to support the full range of personnel life-cycle

Activity

- The developing contractor conducted the SIT of the DIMHRS core plus Army functionality from September 2007 through August 2008 at the DIMHRS facility, the Space and Naval Warfare (SPAWAR) Systems Center (SSC), New Orleans, Louisiana.
- The program manager initiated the SAT in late August 2008 and it is ongoing. The SAT is being conducted at the Army's

Human Resource Command (HRC), Alexandria, Virginia, and DIMHRS facility, the Space and Naval Warfare (SPAWAR) Systems Center (SSC), New Orleans, Louisiana.

- The program manager and Air Force continue to design and develop Air Force functionality, applications, and interfaces.

Assessment

- Changing system requirements, ongoing interface development, and the correction of data conversion processing errors caused the SIT to extend from three months to nearly a year. The breadth and depth of system problems found during the SAT clearly indicate that the contractor-controlled SIT was inadequate. System fixes made and retested in SIT were later found to be inadequate in SAT. This was especially prevalent in the area of interfaces where the initial failure rate in SAT was over 90 percent. The majority of the problems experienced in SAT should have been detected and corrected during the SIT.
- Significant problems with user roles and permissions, system performance, converted data errors, and failed interfaces have severely limited the conduct of SAT. However, the transition from the contractor-controlled SIT to the government-controlled SAT has brought increased visibility to the problems and enabled the program manager to more effectively resolve them. DOT&E endorses the move to government-controlled testing, as it has led to improvements in the detection, management, and resolution of DIMHRS problems.
- The program manager delayed the multi-Service Limited User Test, originally scheduled to start on September 29, 2008, to allow more time to correct identified problems and complete SAT.
- The program manager and Air Force are applying lessons learned from DIMHRS Army development to Air Force development.

Recommendations

- Status of Previous Recommendations. This is the first annual report for this program.
- FY08 Recommendations.
 1. The DIMHRS program must correct identified Priority 1 and 2 deficiencies and data conversion problems prior to entering operational testing.
 2. The DIMHRS program manager should review the SIT process and take appropriate contractual action to ensure that the SIT for the upcoming DIMHRS release with Air Force functionality incorporates the lessons learned from the Army development effort.