



Personnel & Readiness Information Management

**Office of the Secretary of Defense (OSD) Manpower
Initiative Action Group Meeting**

May 22, 2012



Goal and Objectives

Goal:

To provide an OSD Manpower System (OMS) update and discuss the next steps

Objectives:

- Review Background and Accomplishments
- Review Current Activities
- Discuss Challenges
- Discuss Next Steps
- Discuss Proposed Agenda for the Executive Council Meeting



Background

- ▶ OSD, DoD IG, the non-Intelligence Defense Agencies and DoD Field Activities (i.e., the 4th Estate) do not have an enterprise solution to support manpower reporting and information exchange (e.g., FYDP, POM)
 - Manpower data comes from 23 separate sources (e.g., systems and spreadsheets) representing 57 different organizations
 - Their manpower data is difficult to compile, understand, and analyze
- ▶ A comprehensive OSD/4th Estate manpower study identified the Joint Staff's manpower system as the solution for an integrated manpower capability
 - OMS will be the manpower system of record for OSD and the 4th Estate
 - The Vice Chairman of the Joint Chiefs of Staff (VCJCS) supported Fiscal Year (FY)12-16 funding in Resource Management Decision 700
- ▶ Personnel & Readiness (P&R) will assume responsibility of OMS in FY13
 - Policy office will be Total Force Planning and Requirements (TFP&R)
 - P&R IM will assume requirements and operational oversight



Accomplishments

- ▶ OMS is now Common Access Card (CAC)-enabled
- ▶ OMS will be accessible by the DoDEA and the NDU with .edu addresses as soon as the Authority to Operate (ATO) is signed
 - Anticipate ATO will be signed in June 2012
- ▶ Acting Undersecretary of Defense for P&R (USD(P&R)) signed a memorandum advising OSD and 4th Estate directors of the transition to OMS in December 2011
- ▶ Acting USD(P&R), Director Joint Staff, and the DA&M chartered the OSD Manpower Initiative's three-tiered governance structure
 - OMS Executive Council, Action Group, and Working Group
- ▶ P&R IM has conducted 17 one-on-one meetings with OSD, DoD IG, and 4th Estate stakeholders
 - Answered questions and obtained agreement on the approach for updating and mapping force structure data for each organization



Current Activities

- ▶ Joint Staff J-1 initiated documentation for the OMS ATO on May 18, 2012
- ▶ A Directive-Type Memorandum (DTM) mandating the use of OMS has completed internal P&R coordination and is now at the Directives Division for review
- ▶ The draft Memorandum of Agreement (MOA) between Joint Staff J-1 and USD(P&R) regarding the FY13 OMS ownership and management transition is being reviewed by the Office of the General Council (OGC)
- ▶ P&R IM, in coordination with Joint Staff J-1, is developing required manpower table and field attributes for OMS
 - Requirements will be coordinated with TFP&R
- ▶ The OMS Implementation Plan has been updated
 - The OMS Task Plan and OMS Data Load Schedule are being updated



Challenges

- ▶ Joint Staff J-1 is working on the Privacy Impact Assessment (PIA) for eJMAPS/OMS
 - The signed PIA is needed for the ATO
- ▶ Need to answer stakeholders' questions regarding if and how contractor information will be stored in OMS
 - What contractor data is being captured and how is it being used?
 - Is a future DoD policy being considered?
- ▶ Determine what person data should be included in OMS to support manpower processes
 - Names and Social Security Numbers (SSNs) are required for Billet Master File reporting (DoDI 7730.64) until the OMS and Defense Civilian Personnel Data System interfaces are established and the DoDI is updated for SSN usage
 - Person data indicates whether or not positions are encumbered and if the person meets position requirements (e.g., security clearance)
 - Global Force Management Data Initiative (GFM DI) Next Steps require Organization Unique Identifiers (OUIDs) to be linked to Electronic Data Interchange Person Identifiers (EDIPI) to show people in positions



Challenges, cont.

- ▶ Some organizations have also identified the need for additional personnel information in OMS for internal management (e.g., Washington Headquarters Service (WHS) for MilPers)
- ▶ What will be the manpower data requirements to support the Civilian Expeditionary Workforce (CEW)?
 - Civilian Personnel Policy is currently drafting a DoDI



Next Steps

- ▶ **P&R IM Actions:**
 - Continue to work with OSD and 4th Estate organizations to prepare for loading data into OMS
 - Conduct the Executive Council Kick-Off Meeting (June 18, 2012)
 - Work with the policy teams on the manpower and person data questions

- ▶ **J-1 Actions:**
 - J-1 to continue to work with the Defense Information Systems Agency to get the ATO signed

- ▶ **Other Actions:**
 - Should the Action Group consider changing the OMS name?



Executive Council Meeting Proposed Agenda

- ▶ Background Information
- ▶ Accomplishments
- ▶ Current Activities
- ▶ Challenges
- ▶ Next steps



Questions?