



How to Read Human Resources Management (HRM) and Finance and Accounting (F&A) Enterprise Standards

HRM and F&A Enterprise Standards in Joint Enterprise Baseline (JEB) 2.0 are encapsulations of existing Department of Defense (DoD) laws, regulations and policies. They allow stakeholders to evaluate the impact of policy on Components and encourage semantic consistency and consistent application of policy across the Department.

This document examines the elements of HRM and F&A Enterprise Standards within JEB 2.0. The following is an example of a JEB 2.0 Enterprise Standard and its key elements:

JEB Sets
A logical grouping of HRM and F&A Enterprise Standards by functional category.

Authoritative Sources
Public laws, Joint publications, DoD issuances, and DoD regulations that establish policy and provide general procedures for implementing the policy.

Business Rule Standards
Business Rules, derived from Authoritative Sources, intended to influence or guide business behavior.

Enterprise Standard generation

 **HRM Enterprise Standard**

Service Academy Cadets Midshipmen Service Academy Prep Students Sub Allownce Comp

Joint Enterprise Baseline Sets:
Allowances: Subsistence Allowance: Academy Commuted Rations

Authoritative Sources:
Department of Defense (DoD) 7000.14-R, Volume 7A, Chapter 38, Service Academy Cadets, Midshipmen, And Service Academy Preparatory School Students, September 2009

Business Process Standards:
A business process standard was not directed by law or DoD policy.

Business Rule Standards:
SA_Cadet_Midshipmen_SA_Prep_Subsistence_Allowance_Computation
The Service concerned must pay Service Academy Cadets, Midshipmen and Service Academy Preparatory School Students Subsistence Allowance to a member who is eligible for Service Academy Cadets, Midshipmen and Service Academy Preparatory School Students Subsistence Allowance at the rate established by the Under Secretary of Defense (Comptroller).

References:
DoD 7000.14-R, Vol. 7A, Ch. 38, Para. 380102
DoD 7000.14-R, Vol. 7A, Ch. 38, Tbl. 38-1, Note

CHRIS:
DoD Electronic Data Interchange Person Identifier
Member Uniformed Service Branch
Member Uniformed Service Branch Start Date
Member Uniformed Service Branch Stop Date
Person Academy Commuted Rations Amount
Person Social Security Number

Appendix A: Business Glossary Standards
Member
A member is a person who is affiliated with a Service with status of Active Duty, Reserve, Active Duty Retired, or Retired Reserve.
DoDI 1000.13, End. 2, Para. E2.1.16

Appendix B: Common Human Resource Information Standards
DoD Electronic Data Interchange Person Identifier
DoD Electronic Data Interchange Person Identifier (EDI-PI) is a unique identifier assigned to all persons within DoD.
CHRIS Usage:
DoD Electronic Data Interchange Person Identifier (EDI-PI) is used to document the unique identifier of a person within Department of Defense (DoD).

JEB 2.0 incremental release 1, 17 March 2011 Page 1 of 4

Enterprise Standard Type

Enterprise Standard Title

Business Process Standards
A description of an operational activity that may include a sequential list of required sub-activities if directed by law or policy.

Business Glossary Standards
A controlled business vocabulary that includes relevant terms, phrases, and definitions, intended to be consistent across the DoD enterprise.

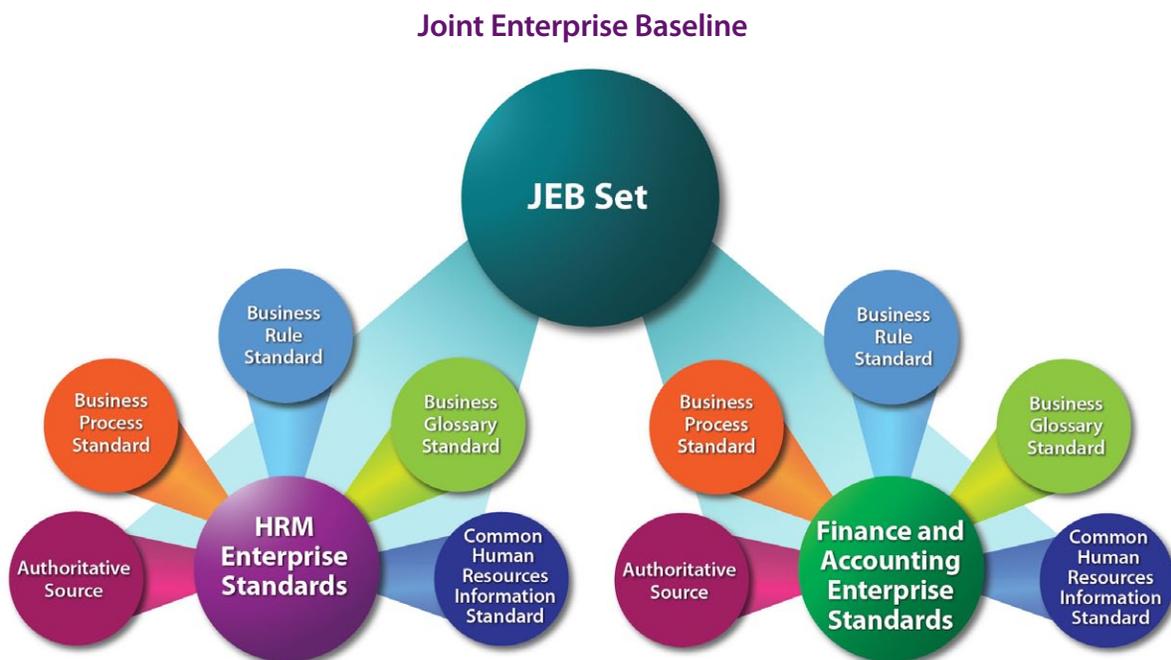
Common Human Resource Information Standards (CHRIS)
An encapsulated view of a business information need conveying context in a semantically consistent manner.

JEB 2.0 Enterprise Standards

JEB 2.0 provides DoD-wide standards to Service Integrated Personnel and Pay Systems (IPPS) for Personnel, Compensation, and Finance and Accounting. JEB 2.0 contains reconciled and integrated HRM and F&A Enterprise Standards:

- **HRM Enterprise Standards** enable the consistent application of benefits and entitlements across DoD by providing semantically consistent HRM information supporting eligibility and computation for regular military compensation, special and incentive pays, and eligibility for personnel programs.
- **F&A Enterprise Standards** enable accurate and consistent pay computations across DoD. They support policies and regulations as they relate to accounting, disbursing, reporting, auditability and interoperability.

As illustrated below, HRM and F&A Enterprise Standards are comprised of five key elements and are organized into functional categories known as JEB Sets. A JEB Set is a logical grouping of related Enterprise Standards by functional category. Each JEB Set contains reconciled and integrated standards to increase semantic consistency across both domains and avoid duplicity. For example, a single CHRIS may support the information needs of both HRM and F&A Enterprise Standards in a JEB Set.



NOTE: Not all JEB Sets contain both HRM Enterprise Standards and F&A Enterprise Standards

Access to JEB 2.0

JEB 2.0 is available via the Personnel and Readiness Information Management (P&R IM) website at <http://www.prim.osd.mil>. DiscovHR, an information visualization software tool that depicts relationships among JEB elements, is also available via the P&R IM website. P&R IM recently updated DiscovHR to display all JEB 2.0 content. Users can employ DiscovHR's powerful search feature to easily access and view relationships among all integrated and reconciled HRM and F&A Enterprise Standards in JEB 2.0.

For more information or to provide feedback on JEB 2.0, please e-mail:
HRMEnterpriseStandards@osd.pentagon.mil or visit <http://www.prim.osd.mil>