Product Director, Army Human Resource Systems (PD AHRS)
Overview

Lee James, III
Product Director
19 May 2016
**UNCLASSIFIED**

**Army Human Resource Systems (AHRS)**

**Mission**
Deliver a comprehensive suite of secure human resource and installation support capabilities to the Warfighter through innovative integration of cost-effective IT solutions connecting the global Force.

**Vision**
PD AHRS will bridge the gap to 21st century human resource and installation support capabilities necessary for the Fighting Force to succeed and win.

**Installation Support Modules (ISM)**
Web-based system that consists of four standard automation applications packaged into functional modules that integrate day-to-day Army installation business practices and processes.

**Range Facility Management Support System (RFMSS)**
Provides a standard, integrated system to efficiently assist installation commanders in providing training support for units and schools to manage valuable training lands and ranges.

**Electronic Military Personnel Office (eMILPO)**
Web-enabled system provides the Army the ability to manage strength accountability and personnel actions. Provides visibility of the unit, status, and soldier skills.

**Deployed Theater Accountability System (DTAS)**
Provides real-time in-theater accountability by name, unit, location and date.

**Tactical Personnel System (TPS)**
Serves as a deployment manifesting platform for all Soldiers (Active, Reserve, NG, and other forces), DoD/DA civilians, contractors, and foreign nationals.

**Commander’s Risk Reduction Dashboard (CRRD)**
Provides commanders at all levels near real time ability to identify, monitor, and act upon Soldier level and Unit level risk.
AHRS Program Overview

### eMILPO
**Functional Proponent:** Army G-1, HRC
- Provides functions for personnel and strength accounting, readiness, strength balancing, mobilization, loss, transition, changes in duty status and (re)assignment, promotions – and personnel services (e.g., Soldier’s personal, family, emergency notification, education, awards)
- Primary Site: National Capitol Region (NCR), Secondary Site: ALTESS
- (38) interfaces with (21) interface partners: AKO, NG, AR, COOL, DAPMIS, DEERS, DMDC, DTAS, EDAS/TOPMIS, ESB, GCSS-A, ITAPDB, TAPDB, RECMOD, TAADS-R, TC-AIMS II

### RFMSS
**Functional Proponent:** Army G-3/5/7
- Supports range management processes including range and training area scheduling; unit request submission and range control approval process; live training asset allocation; automation of range firing desk operations; resolution of safety and environmental conflicts, and compilation of range and training area utilization data.
- Over 1,000 users, 350 firedesks @ 212 locations (USA, USAR, ARNG, USN, USMC)
- Primary Site: Fort Belvoir, VA., Secondary Site: Fort Huachuca, AZ
- (4) interfaces with CSE Eglin AF, RMTK, TAP-IN, IRSS

### CRRD
**Functional Proponent:** Army G-1, HRC
- Enables Commanders in the US Army to more effectively identify, act-upon, monitor and track, and manage soldier-level and unit-level risk.
- Provides Battalion and Company Commanders with access to individual Soldier data as well as collective unit risk data.
- Incremental ACAT III program with (2) increments:
  - Increment 1 – Proof of Concept, currently in use (pre MS C)
  - Increment 2 – Objective Solution (pre MS B)
- Over 1,830 Increment 1 end users
- Increment 1 currently hosted at Army Analytics Group (AAG)
- Increment 2 will be hosted at DISA

### DTAS / TPS
**Functional Proponent:** Army G-1, HRC
- DTAS is the only system that provides real-time in-theater accountability by name, unit, location and date.
- TPS serves as a deployment manifesting platform to track movement on the battlefield. Performs the functions of manifest, personnel mgmt, task forcing, crew status, and reports. When used in conjunction with DTAS, TPS tracks personnel location so that tactical Commanders can track forces to support battlefield operations.
- Over 615 end users (535 SIPR / 80 NIPR)
- Primary Site: OCONUS, Secondary Site: CONUS
- (14) interfaces with (8) interfaces partners: eMILPO, DMDC, SPOT, TPS, MSAT, DRRS, FMTS, FIPS

### ISM
**Functional Proponent:** Army G1, HRC/G4/CIO-G6/CMO
- Facilitates the operation of specific installation functional processes and via (4) discrete modules:
  - **Personnel Locator (PERSLOC) —** provides location info
  - **In-Processing/Out-Processing (IN/OUTPROC) —** schedules Soldier in- and out-processing appointments and produces personnel in-processing and out-processing forms
  - **Transition Processing (TRANSPROC) —** supports Transition Processing Center in transitioning soldiers out of the Army, incl. automated (DD) Form 214 and 215
  - **Central Issue Facility (CIF) —** automates the receipt, storage, issue, exchange, and return of authorized Organizational Clothing and Individual Equipment (OCIE)
- Over 14,900 end users (USA, ARNG, USAR)
- Primary Site: Fort Belvoir, VA., Secondary Site: Fort Huachuca, AZ
- 24 interfaces with 14 interface partners: DEERS, RAND, TPUMS, LMP, DMDC, RCMS-G, DJMS, SES, IRM, LIW, SPEIRS, PBUSE, UCX, DRAS

Worldwide Accountability of the Fighting Force
CRRD Concept of Operations (CONOPS)

- **Law Enforcement**
  - U.S. Army Legal Services Agency
  - Criminal Investigation Command
- **Medical**
  - U.S. Army Medical Department
  - Army Physical Disability Agency
  - Army Wounded Warrior Program/Office of Management and Budget/Wounded Soldier Family Hotline Program
  - Army Suicide Prevention Program
  - Family Advocacy Program
- **Financial**
  - Army Community Service
- **Personnel**
  - Human Resources Command
  - Army Combat Readiness/Safety Center
  - Army Substance Abuse Program
  - Casually and Mortuary Affairs Operations Center
  - Defense Manpower Data Center
  - Records Management Program Division
  - Sexual Assault Prevention and Response Program
  - Exceptional Family Member Program

Worldwide Accountability of the Fighting Force
PM IPPS-A Portfolio Organization Structure

Project Manager
COL Darby McNulty

Increment II
Inc II PdM
LTC Nicole Reinhardt

Inc II PD SP
Ms. Maggi Patton

PD AHRS
Mr. Lee James

PL AHRS

PL DLS
Mr. Stanley Davis

PD MC4
Mr. Matthew Maier

PL FMS
Ms. Sammi Foong

Military

Civilian

AOS
FMS

G3 Systems

Worldwide Accountability of the Fighting Force
PD AHRS Organization Structure

FY16 Contractors
- GDIT (CPFF) – McLean, VA – AHRS PMO Support and ISM / RFMSS O&S
- HPE (FFP) – Herndon, VA – eMILPO and DTAS O&S
- CSRA (FFP) – Fairfax, VA – ISM and RFMSS DEV
UNCLASSIFIED

AHRS Contracts

TODAY

- eMILPO / DTAS (O&S)
- ISM / RFMSS (O&S)
- AHRS PMO & ISM / RFMSS (PMO Support + ISM / RFMSS O&S)
- CRRD PMO (PMO Support)

DECISION POINT

FY17-18

- Course of Action 1
- Course of Action 2
- Course of Action ‘N’

FUTURE STATE

Future-state is driven by ERP landscape

- IPPS-A
- G-Army
- ATIS

CRRD (Testing, Training, Deployment, O&S)
Additional Focus Areas

- **Data center migration**
  - Relocate hardware to data centers
  - Virtualize infrastructures – transition to capacity services hosting model

- **Army audit readiness support (eMILPO - feeder system)**
  - Access controls
  - Segregation of duties
  - Configuration management
  - Security management
  - Contingency planning

- **Risk Management Framework (RMF) implementation**

- **Legacy system transitions**
  - eMILPO, ISM, DTAS → IPPS-A (2019)
  - RFMSS → ATIS (TBD)
  - CIF → G-Army (TBD)
QUESTIONS
## Acronyms

<table>
<thead>
<tr>
<th>ACRONYM</th>
<th>DEFINITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>AAG</td>
<td>Army Analytics Group</td>
</tr>
<tr>
<td>AKO</td>
<td>Army Knowledge Online</td>
</tr>
<tr>
<td>ALTESS</td>
<td>Acquisition, Logistics and Technology Enterprise Systems and Services</td>
</tr>
<tr>
<td>AR</td>
<td>Army Reserve</td>
</tr>
<tr>
<td>ARNG</td>
<td>Army National Guard</td>
</tr>
<tr>
<td>CIF</td>
<td>Central Issue Facility</td>
</tr>
<tr>
<td>COOL</td>
<td>Credentialing Opportunities On-Line</td>
</tr>
<tr>
<td>CRRD</td>
<td>Commander’s Risk Reduction Dashboard</td>
</tr>
<tr>
<td>CSE-Eglin</td>
<td>Center Scheduling Enterprise – Eglin AFB, FL</td>
</tr>
<tr>
<td>DAPMIS</td>
<td>DA Photo Management Information System</td>
</tr>
<tr>
<td>DEERS</td>
<td>Defense Enrollment Eligibility Reporting System</td>
</tr>
<tr>
<td>DISA</td>
<td>Defense Information Systems Agency</td>
</tr>
<tr>
<td>DJMS</td>
<td>Defense Joint Military Pay System</td>
</tr>
<tr>
<td>DMDC</td>
<td>Defense Manpower Data Center</td>
</tr>
<tr>
<td>DRAS</td>
<td>Defense Retiree and Annuittant Pay System</td>
</tr>
<tr>
<td>DRRS</td>
<td>Defense Readiness Reporting System</td>
</tr>
<tr>
<td>DTAS</td>
<td>Deployed Theater Accountability System</td>
</tr>
<tr>
<td>EDAS/TOPMIS</td>
<td>Enlisted Distribution Assignment System/Total Officer Personnel Management Information System</td>
</tr>
<tr>
<td>eMILPO</td>
<td>Electronic Military Personnel Office</td>
</tr>
<tr>
<td>ESB</td>
<td>Enterprise Service Bus</td>
</tr>
<tr>
<td>FIPS</td>
<td>Federal Information Processing Standards</td>
</tr>
<tr>
<td>FMTS</td>
<td>The Fourth Estate Manpower Tracking System</td>
</tr>
<tr>
<td>GCSS-A</td>
<td>Global Combat Support System-Army</td>
</tr>
<tr>
<td>HPES</td>
<td>HP Enterprise Services</td>
</tr>
<tr>
<td>IN/OUTPROC</td>
<td>In-Processing/Out-Processing</td>
</tr>
<tr>
<td>IRSS</td>
<td>Integrated Range Status System</td>
</tr>
<tr>
<td>ISM</td>
<td>Installation Support Modules</td>
</tr>
<tr>
<td>ITAPDB</td>
<td>Integrated Total Army Personnel Database</td>
</tr>
<tr>
<td>LIW</td>
<td>Logistic Information Warehouse</td>
</tr>
<tr>
<td>LMP</td>
<td>Logistics Modernization Program</td>
</tr>
<tr>
<td>MSAT</td>
<td>Medical Situational Awareness in the Theater</td>
</tr>
<tr>
<td>OCIE</td>
<td>Organizational Clothing and Individual Equipment</td>
</tr>
<tr>
<td>PBUSCE</td>
<td>Property Book Unit Supply Enhanced</td>
</tr>
<tr>
<td>PERSLOC</td>
<td>Personnel Locator</td>
</tr>
<tr>
<td>RAND</td>
<td>Research and Development Decisions</td>
</tr>
<tr>
<td>RCMS-G*</td>
<td>Reserve Component Management System-Guard</td>
</tr>
<tr>
<td>RECMOD</td>
<td>Reception Module</td>
</tr>
<tr>
<td>RFMSS</td>
<td>Range Facility Management Support System</td>
</tr>
<tr>
<td>RMTK</td>
<td>Range Manager Toolkit</td>
</tr>
<tr>
<td>SES</td>
<td>Soldier Equipping System</td>
</tr>
<tr>
<td>SPEIRS</td>
<td>Soldier Portable Equipment Issuing and Recovery System</td>
</tr>
<tr>
<td>SPOT</td>
<td>Synchronized Predeployment and Operational Tracker Database</td>
</tr>
<tr>
<td>TAADS-R</td>
<td>The Army Authorization Document System Design</td>
</tr>
<tr>
<td>TAPDB</td>
<td>Total Army Personnel Databases</td>
</tr>
<tr>
<td>TC-AIMS II</td>
<td>Transportation Coordinators’ – Automated Information for Movement Systems II</td>
</tr>
<tr>
<td>TPUMS**</td>
<td>Troop Program Unit Management Subsystem</td>
</tr>
<tr>
<td>TRANSPROC</td>
<td>Transition Processing</td>
</tr>
<tr>
<td>TSP</td>
<td>Tactical Personnel System</td>
</tr>
<tr>
<td>UCX</td>
<td>Unemployment Compensation for Ex-Service Members</td>
</tr>
<tr>
<td>USA</td>
<td>United States Army</td>
</tr>
<tr>
<td>USAR</td>
<td>United States Army Reserve</td>
</tr>
<tr>
<td>USMC</td>
<td>United States Marine Corps</td>
</tr>
<tr>
<td>USN</td>
<td>United States Navy</td>
</tr>
</tbody>
</table>

* Formerly Total Army Personnel Databases for National Guard
** Formerly Total Army Personnel Databases for Reserves