



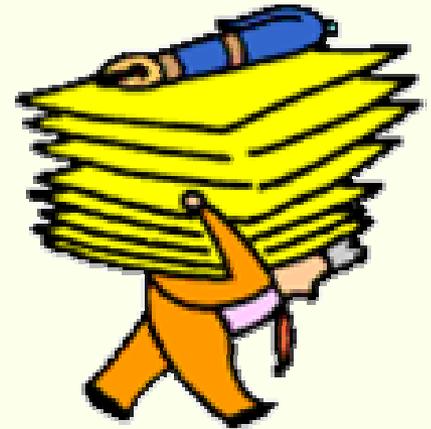
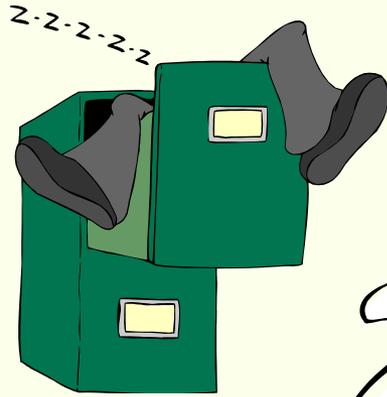
Civilian Human Resources Activity Based Costing System (CHR-ABC)

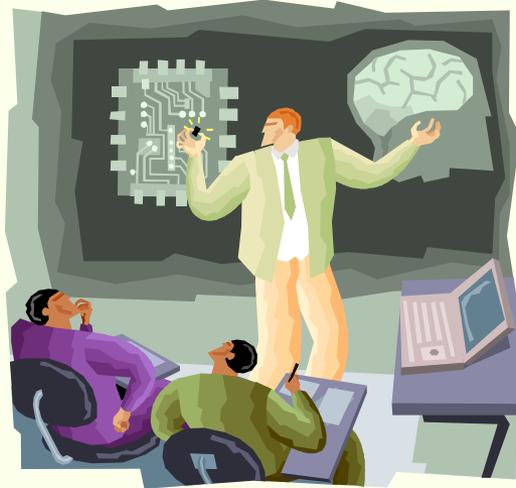


Department of the Army
July 2003

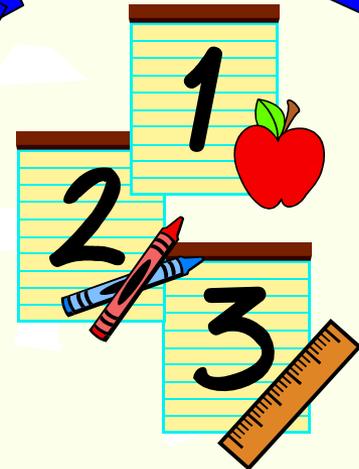


CHR-ABC



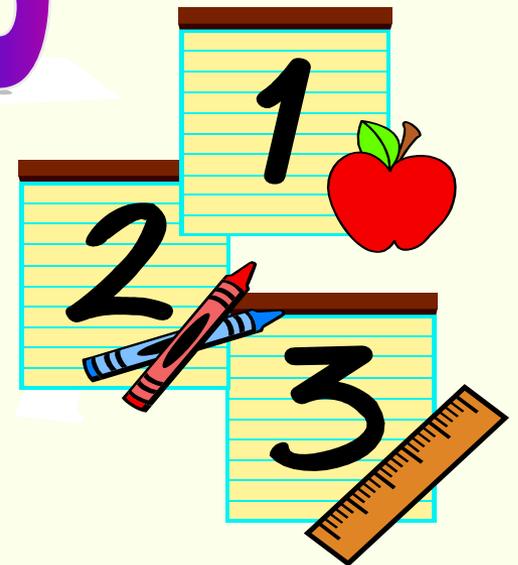


EASY AS





EASY AS





Stop the music machine

Next slide please



Army CHR-ABC

HISTORY

- **Government Performance and Results Act (1993)**
- **National Performance Review (1993)**
- **Former SecDef FY 2000 Goal (1997)**
- **Former USD (AT&L) endorsement (1999)**
- **Former SA endorsement (1999)**
- **Secretary of the Army endorsement (2001)**
- **Vice Chief of Staff of Army requirement (2001)**
- **Assistant G-1 for CPP briefing to VCSA (2002)**



Army CHR-ABC

Background

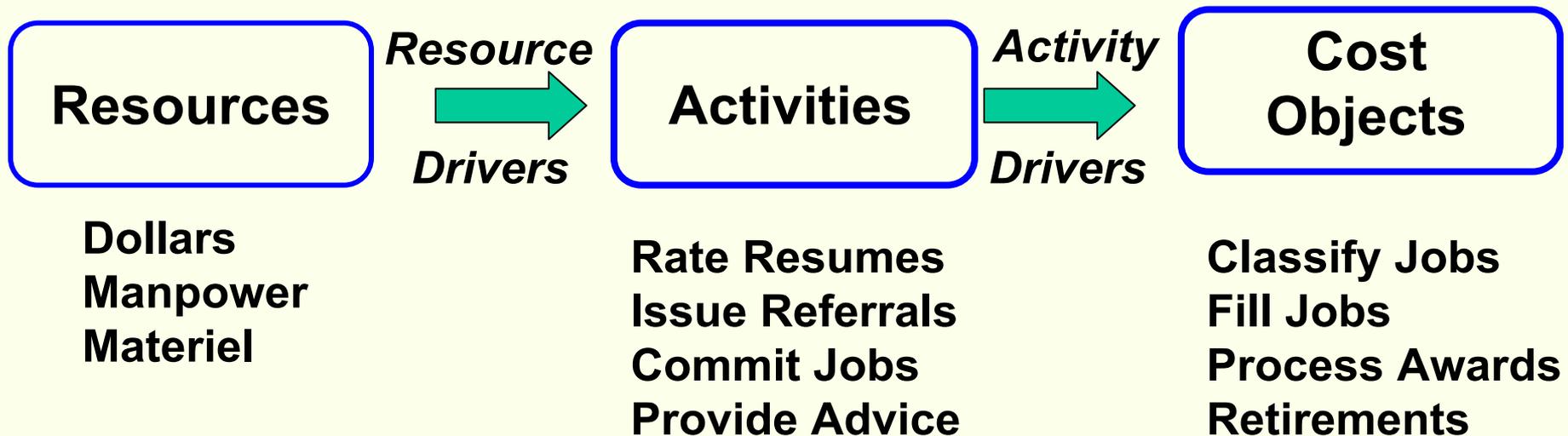
- **Researched other cost management system**
- **Determined key activities for Army's use**
- **Developed data entry system**
- **Tested prototype**
- **Deployed system throughout North Central region**



Army CHR-ABC

Activity Based Costing

... is a method that measures the cost and performance of resources, activities, and cost objects.





Army CHR-ABC

Objectives

- **Outline useful information on what existing activities and products and services really cost;**
- **Identify resources and how they are used;**
- **Distribute detailed data to various levels of Army leadership;**
- **Establish credible fact-based analysis**



Army CHR-ABC

We must manage costs



before costs manage us....



Army CHR-ABC

Marketing

- User's guide with key activity dictionary
(initial dictionary and CPOC/CPAC short versions)
- Market to quell deployment anxiety
- Marketing tools:
 - ☐ Newsletters
 - ☐ Flyer
 - ☐ Q&As
 - ☐ Screen Cam
 - ☐ ABC Manager's Primer - booklet
 - ☐ Support letter from the CPOCMA Director
- Screen Cam orientation



Army CHR-ABC

AIDES

- **User's guide with key activity dictionary (CPOC/CPAC short versions)**
- **Help Desk**
- **User Group (TTT cadre)**
- **Screen Cam orientation**
- **Reports module**



Army CHR-ABC

Benefits

- **Improve business practices and make sound decisions**
- **Data can be used to prevent/encourage outsourcing or reshaping**
- **Determine cost of products and services**
- **Identifies sources and how they are used**



Army CHR-ABC

Progress

- **Prototype tested at the North Central Region, Rock Island, Illinois January 2002**
- **Changes incorporated and system debugged**
- **Retest April/May 2002**
- **Fully fielded to all Civilian Personnel Advisory Centers and Civilian Personnel Operations Centers June 2002**
- **Learning curve (data entry times)**



Army CHR-ABC

Average Time To Input

- **Initial start-up June 2002 - 50-35 minutes**
- **July 2002 - 35-30 minutes**
- **August 2002 - 30-27 minutes**
- **September 2002 - 27-21 minutes**
- **Mid-October 2002 - 17.4 minutes**
- **Mid-May 2003 - 12.6 minutes**



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Tool Development

- **Application development team created the program**
- **The team is responsive to user suggestions and improvements**
- **Continually evolves based on user feedback and system familiarity**



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Training Strategy

- Initial plan was just-in-time training
- Army centralization of DCPDS conflict
- Training plan altered to train-the-trainer
- TTT conducted May 2003 - cadre of 16
- Training database available for users
- Practice monitored to ensure use



Army CHR-ABC

What's Coming

- **DFAS time & attendance interface**
- **Key Activities for Staff Input**
- **Use of BOA to run Ad Hoc reports**
- **Electronic supervisory review**



Army CHR-ABC

Screen Cam Orientation

Activity Based Costing System - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Activity Based Costing ABC Administration User's Manual On Line Evaluation

May 2002

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

[AutoPopulate Holidays](#)

Please select the date on the Calendar for which you need to Add, Modify or Delete Key Activity / Leave. The current 2 Week PayPeriod is shown in a different color.

Welcome to the Department of the Army's Civilian Human Resources

ABC

Activity Based Costing System

Version 3.5

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Unauthorized access is prohibited. Usage will be monitored.

Please select the date on the Calendar for which you need to Add, Modify or Delete Key Activity / Leave

Internet



Demo



Time