



Integrating Human Resources and Payroll

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Regionalization and Systems Modernization
CPMS



Integrating HR and Payroll

Objective of this initiative is to provide the Department of Defense with a technologically advanced automated system to provide human resources and payroll support in a seamless, fully integrated operation to support the civilian workforce.



Current Environment

- **Enterprise HR system – Defense Civilian Personnel Data System (DCPDS)**
 - COTS Application
 - Current technology
- **Enterprise payroll system – Defense Civilian Pay System (DCPS)**
 - Developed 30 years ago
 - Updated to current functionality
- **Systems interface between DCPDS and DCPS**



Current Environment [2]

- **Problems with Current Payroll System**
 - Operates on separate applications
 - Redundant databases
 - Fragmented processing
 - Reconciliation effort
 - Does not easily respond to changes
 - Does not readily support financial audits
 - Complicates customer service
 - Uses resources inefficiently



Future Environment

- **HR responsibilities**
 - Manage integrated HR/payroll operations
 - Manage an integrated COTS application
 - Manage an integrated T&A tool
 - Perform transactional processing
 - Perform pay calculation
- **Comptroller responsibilities**
 - Disburse funds
 - Account for and manage funds
 - Provide Reports



Challenges

- **Automated System**
 - **Federal product**
 - **COTS customization**
 - **NSPS/Best Practices/Pay Banding**
 - **Non-appropriated Fund**
 - **Local National**
 - **Scalability**
 - **Security**
- **Organizational transformation**



Business Management Modernization Program

- **Business Enterprise Architecture (BEA)**
 - Leading practices
 - Civilian Pay Segment
 - Segment IOC - target date of 2007
- **Business transformation**
- **HRM Domain sponsorship**
- **Proposed Pilot**



e-Payroll

- **OPM/OMB initiative**
- **Consolidate payroll providers**
 - **Two partnerships**
 - DoD and GSA
 - DOI and DOA
 - **Sept 2004 target date**
- **Develop one payroll system**
 - **Integrated with HR system**
 - **Targeted for 2005-2007**



HR/Payroll Integration Benefits

- **Consolidates HR/payroll operations**
- **Improves system capabilities**
- **Improves financial accountability**
- **Supports timely and accurate payments**
- **Reduces operating costs**
- **Improves customer service**
- **Improves labor cost reporting**



HR/Payroll Integration Benefits [2]

- **Improves payroll processing efficiency**
- **Improves systems maintenance**
- **Improves system security**
- **Implements one-stop support**
- **Improves management reporting**