

On Course



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NPC makes plans for WCMS content migration

By JO1 Teresa J. Frith,
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The Navy Personnel Command (NAVPERSCOM) Web Content Management System (WCMS) plan to restructure and consolidate the over 19,000 web pages contained in the Persnet, StayNavy and intranet websites is now well into the second phase of development. This phase brings approved templates for web content, a new internal search engine, new hardware, and a plan for migration of the old web pages into the new site ([Click here for a preview.](#))

One of the biggest changes is the new templates that will be used by all content providers to put information onto the website. In the past, web owners used Microsoft Frontpage to design or update their web pages. With the new templates, this will no longer be necessary, as all content will use the template guidelines.

"The content managers will have access to a template gallery containing 12 types of templates," said Bridgette Decent, Web Content Manager for the WCMS project. "All they will have to do is pick the appropriate template, type in or paste in their information, and then upload it to their web site after it is approved by the approving authority for their pillar."

[\(Click here for more information on guidelines for approval of web page content.\)](#)

The 12 templates ([Click here for a look at the new templates](#)) include gateway, document, links, news, calendar, FAQ, message, generic, standard, table, login, and site map. Each give content managers a simple and user-friendly method of getting their information out to their customers.

Along with the new templates, all the internal content within the NAVPERSCOM web pages will soon be searchable through the Google search engine.

"The Google search engine will help to make the web pages more user-friendly because the customer will have an easier time finding the information they need without surfing through everything to find it," said Decent.

One of the biggest hurdles that has to be met is the migration of all the current web pages into the new system. Representatives from all three business pillars in NAVPERSCOM are currently working on a content inventory to determine who is responsible for each of the 19,000

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News You Can Use

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N-MAPS implementation takes flight: Moves into second phase

by JOI Teresa J. Frith
NAVPERSCOM Communications Office

Navy Manpower and Personnel Strategy (N-MAPS) is a web-based measurement and management tool being implemented throughout BUPERS to align our performance to our strategy - "Mission First... Sailors Always."

Based upon the "Balanced Scorecard" methodology in use by hundreds of corporate and government organizations, N-MAPS translates strategy into action, determining measurable goals and specifying initiatives that will help us realize strategic goals. A prototype version of N-MAPS featuring recruiting and manpower budget measures has been completed. N-MAPS Phase II will involve expansion to other aspects of the strategy including personnel policy and detailing, as well as improving display capabilities such as dashboards.

"The N-MAPS software will be used by each of our BUPERS offices," said RDML John Stewart, Assistant Deputy Chief of Naval Operations for Manpower and Personnel. "It will give us the ability to update our metrics automatically, as time goes on, and we are able to connect to the various databases. It will also help us standardize how we post, use and share the data with each other and senior leadership.

N-MAPS' centerpiece is its "strategy map." ([Click here to view the latest N1 strategy map](#)). The one page map describes the logic of the BUPERS business strategy through strategic objectives. These objectives reflect our intentions to improve our service to our customers (the Fleet and Sailors) and do it at least cost, as well as objectives for transforming our business processes so we can achieve the improved customer and fiscal outcomes. Each of the objectives has specific measures that gauge whether the strategy is being successfully executed, and sets the bar for the desired level of performance. By focusing on these strategic objectives, N-MAPS will help us best allocate our scarce people, IT, R&D and fiscal resources.

Each organization within BUPERS, including each of our business units or "pillars" (Business Operations, Career Management and Fleet Support) within NAVPERSCOM, has been developing and refining its own "cascaded" strategy map. Each business unit will eventually determine how deeply it will cascade N-MAPS into its structure. Through this cascading process, every member of the BUPERS team should understand how he or she contributes to the overall strategy.

"This is a long-term effort that will require many small steps to get to our goal," said Stewart. "It's a journey, not a destination, and it will take many months to get N-MAPS cascaded down to the lowest working levels. We will continue to gain momentum as each pillar continues their work, and the total effort, education and training take hold."

N-MAPS obtains its data from the new Enterprise Data Warehouse (EDW). The EDW is intended to be the single, authoritative source of critical enterprise management data. N-MAPS is able to pull information from the EDW to create powerful displays and address ad hoc queries.

Comprehensive plans are also being developed to train potential N-MAPS users. "We are working through a dilemma of how to communicate and train our people on N-MAPS without having a working automated tool available to show them how it works," said Stewart. "We will continue to do this using traditional briefing slides and articles such as this one, with a few illustrations. It will all gel once we get the process fully automated. Our goal is to start training by April of next year at the N1 level, with the sub-pillars following close behind."

While we have made a notable start with N-MAPS, considerable work remains. "N-MAPS will evolve as the organization itself evolves," said Stewart. "Some of the measures used today may change or mature over time. It is primarily a senior leadership tool. The goal is to develop measures that will allow senior CNP/NAVPERSCOM leadership to

manage desired outcomes."

In the long run, N-MAPS will help all of us do our jobs more efficiently by connecting individuals more closely with an enterprise strategy. Watch this space for more information, as N-MAPS becomes a fundamental part of our culture.

... WCMS project

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plus pages and what must be done to ensure that all the information contained on them is current and transferable to the new site. After this is done, a schedule will be determined to decide when each page will migrate to the new system.

"If you currently maintain a website on the BUPERS domain, you should have already been contacted by your pillar representative or the WCMS Content Manager," said Decent. "If you have not yet provided one of these individuals with information identifying the author, editor, and structure of your site, please call the Content Manager at (901) 874-4136."

Lt. Cmdr. Sandra Amsden, NAVPERSCOM WCMS Project Manager, added, "The migration of the web pages is expected to start in late August and be done by mid-January 2005."

New hardware has been installed to replace the old servers that were used to service the current web pages. According to Decent, the new servers are "more stable" than the old ones, which were five or six years old. The servers are located in Building 789 and be maintained by PERS-34.

Dell Professional Services team will provide the necessary training to representatives from each pillar so that they can, in turn, train content managers to use the new system templates and other features.

"This project is a great thing for our Sailors and civilians," said Amsden. "It will help to make our web pages more user-friendly, up-to-date and accessible to those who use it."

Navy strives to improve diversity through corporate partnerships

By JO1 Teresa J. Frith,
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In an effort to recruit and advance men and women who are a reflection of America's diverse society, the Navy has teamed up with corporations in a new outreach program.

One of the Navy's plans to reach students of diverse backgrounds is through corporate sponsorships with prominent organizations that assist in presenting the Navy as a career option. Some examples of these minority organizations include the Mexican American Engineers and Scientists, the Society of Hispanic Professional Engineers, the National Society of Black Engineers and the National Association for Equal Opportunity in Higher Education.

"These groups offer us a way to speak to the students on what the Navy has to offer and help to put the Navy in the same light as corporate job options," said Capt. Mary McAdams, diversity advisor to Commander, Navy Recruiting Command.

The partnerships formed between these professional groups and the Navy aid both organizations by bringing candidates with diverse backgrounds to the Navy, while offering candidates benefits and services, such as scholarships and mentoring. The organizations offer their endorsement to the Navy, as well as provide access to the students' resumes and provide the Navy preferred booth locations at their career fairs.

"Over the next five years, we want to continue to improve the Navy's diversity

numbers," said McAdams. "In order to make an impact, we have to begin talking with young people in their freshman year of high school and continue working with them through college. Part of the problem is getting the word out on the programs that are available to help minority students grow as leaders and pay for their education."

Through these partnerships and other programs, the Navy seeks new ways to invest in the strength of America's diversity and make the Navy a place where every Sailor and civilian can prosper and contribute to mission readiness, no matter who they are or what type of background they come from.

NSIPS provides Sailors 24/7 records access

By LT (j.g.) Mike Morley,
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The Navy Standard Integrated Personnel System (NSIPS) is now the single repository for personnel and pay data for all active-duty and Reserve Sailors in the Navy.

Currently being deployed in a Web enabled version, NSIPS offers Sailors around-the-clock access to their personnel information once fully deployed.

In testing for more than five years, NSIPS has been widely used by thousands of Navy Reservists to update key personal information, and by four Personnel Support Detachment (PSD) sites to update pay and personnel information for customers.

"We're the first active-duty site to cut over to NSIPS, and I find it very user friendly," said Personnelman 1st Class (SW) Nilbert Ng, receipts supervisor at PSD [Personnel Support Detachment] Point Loma, Calif. "At PSD, we use NSIPS on a daily basis to record gains and losses, leave reporting and page two maintenance. Right now, it's working perfectly for us."

The system allows access for shore-based Sailors using an NMCI computer, or any Web-enabled per-

sonal computer with a DoD public-key infrastructure (PKI) certificate. For ships that don't maintain a secure Internet connection, NSIPS provides the ability to send and receive work items, updates and records to and from the main server. NSIPS ensures Sailors' privacy by using the latest in Secure Socket Layer (SSL) encryption technology.

NSIPS also offers promising future capabilities. In the first quarter of fiscal year '05, Sailors can use NSIPS self-service functions to verify their personal information in their Electronic Service Record (ESR). Sailors will be able to update their own record for functions, such as mailing address, phone, emergency contact information, race and religion.

"Soon, Sailors will be able to view large parts of their service records using NSIPS," said Art Tate, NSIPS implementation manager at NSIPS Program Office located at the Space and Naval Warfare Systems Command Information Technology Center in New Orleans, La. "They can see what's missing or in error, and if it's outside what they can fix themselves, can visit their personnel office to get it corrected."

NSIPS brings tangible benefits to the Navy, replacing four legacy pay and

personnel input systems. Also, as NSIPS is a Web-based system, local personnel sites no longer have to maintain hardware or software for legacy systems. Application updates are completed on one Web server, eliminating the need to send software updates to the individual personnel processing locations around the world. All PSDs and customer service desks are scheduled to be fully functional on NSIPS by the end of 2004.

"We had very few bugs to work out when we cut over," Ng added. "All of them were fixed quickly, so later users should find NSIPS even easier to work with."

Sailors can sign up for self-service access and view their information online in minutes. To request access to NSIPS for the first time, visit <https://nsips.nmci.navy.mil> and complete a System Access Authorization Request (SARR), then click on Existing Users (Self Service).

**Not sure how to
assist a customer
from the fleet?
Refer them to our Customer
Service Center at
866-U-ASK-NPC or
www.staynavy.navy.mil**

Sailors to be able to access their records through new web-based EMPRS

by JO1 Teresa J. Frith
NAVPERSCOM Communications Office

Last year, Sailors traded in the old microfiche readers and could order their Official Military Personnel File (OMPF) on CD-Rom. Soon, they will be able to add another method - - viewing their records online through BUPERS Online.

The Electronic Military Personnel Records System (EMPRS) is undergoing a major technology upgrade to correct deficiencies, make it more stable and up-to-date, and provide a Web-enabled Record Review (WERR) that will allow Sailors to see their records through a secure website using their existing BUPERS Online accounts.

"We are upgrading everything in the system from servers to operating systems to the Record Management application," said Ann Stewart, EMPRS Program Manager. "The upgrade will benefit all Navy personnel. Sailors will be able to confirm what is in their record at any time. This will enhance career management for both the Sailors and their detailers because personnel service records will be accessible to decision support groups for advancements, assignments and other personnel record management functions."

How will this work? First, Sailors will login to their existing BUPERS Online account at www.bupers.navy.mil. Next, they will click on the link for viewing their records. In order to sign on to this link, a Sailor needs either a CAC-card reader on an NMCI computer or a Public Key Infrastructure (PKI) soft certificate on a disk. For more information on PKI soft certificates, contact your command Local Registry Authority. Then, they will login using one of these systems in order to view their records 24-hours-a-day. If desired, Sailors will still be able to order their own personal copies of their record on CD-Rom.

Testing for the new system will begin in August 2004, and Sailors should have access by January 2005. The EMPRS upgrade is the key factor that will allow Sailors to submit information via the Internet to a selection board (*see story in last month's On Course*).

The upgrades will also help facilitate the EMPRS integration with the Navy Marine Corps Intranet (NMCI), the Navy Standard Integrated Personnel System (NSIPS) and position it to integrate with the Defense Integrated Human Resources System (DIMHRS), when it is fielded.

"The web-based system will allow the detailer and the Sailor to view their records

Deadline approaching for voter registration

By LT (j.g.) Mike Morley,
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With the Nov. 2 general election about five months away, Navy voting officials are working hard to ensure every Sailor, Navy family member and civilian employee is contacted, given the opportunity to register to vote, and can cast a ballot by Election Day.

"It is particularly appropriate that you, who protect this right (voting) for all of us, also exercise this right for yourself. It's your sacrifice, it's your country, and it's your future," said Admiral Vern Clark, Chief of Naval Operations, to Sailors in a recent message. "You've earned this right, and your vote counts. Do it (register) now to eliminate potential problems later."

While the Federal Voting Assistance Program recommends that anyone wishing to vote by absentee ballot be registered to vote at least 45 days prior to an election, "You really want to begin the process four to five months out," said Lt. Cmdr. Mark Lofton, Navy Voting Assistance Program Officer at Navy Personnel Command, Millington, Tenn. "When you factor in time it takes to mail in your FPCA (Federal Post Card Application), your county's processing time, their mailing you a ballot, and your completing and mailing the ballot back, it's smart to register early."

To meet approaching deadlines, the Navy is turning to its Voting Assistance Officers (VAOs) and the Internet. Lofton is currently identifying and training more than 2,300 VAOs worldwide, aided by a Web-based database known as VIMS (Voting Information Management System). In January 2004, the Navy Voting Assistance Program launched VIMS as

together, even if they are an ocean apart," said Stewart. "This should reduce the stress they (Sailors) feel when they wonder whether or not their record contains a critical fitness report or evaluation. The new technology will make it much easier to link critical personnel information together."

a Navy-wide means to register VAOs, track required reporting, and quickly disseminate voting information.

Located at www.persnet.navy.mil/nvap, VIMS is designed to simplify the duties of the VAO, Lofton said. "The website gives VAOs simple, one-stop access to all of the materials and information they'll need. VAOs looking to register for the first time should review NAVADMIN 013/04 for login instructions.

"Registering VAOs into the database is the key to our success," Lofton added. "If we can get 100 percent of the VAOs registered in the database, we can achieve our contact goals for Sailors and their families," he said.

Historically, military members and their families are more likely to vote than are civilians. In the November 2000 elections, the Department of Defense noted that 74 percent of those in the military voted — 72 percent overseas, 76 percent stateside. Overall, only 51 percent of all eligible Americans voted.

Military voters and their families using absentee ballots are essential to America's democratic process. The Federal Elections Commission reports that in 2000, the Presidential election was decided by a mere 537 votes in the state of Florida. Absentee ballots were a huge factor, as more than 25,000 Florida residents (including thousands of military members) voted by absentee ballot.

Sailors with voting questions should contact their command VAO, or visit the DoD voting website at www.fvap.gov. Voting Assistance Officers with questions can contact LCDR Lofton at (901) 874-4606, DSN 882-4606.