

On Course



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BRAC 2005 begins Navy-wide data calls

By JO1 Teresa J. Frith,
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Beginning in November, Defense Base Realignment and Closure Act (BRAC) 2005 representatives will begin to collect information Navy-wide as part of the scenario development and analysis phase of the closure and realignment process.

This information will be collected through "data calls," where the office contacted will be asked to provide data based on their answers to a proposed scenario. The Navy Personnel Command will be among the hundreds of Navy and other Service commands undergoing these data calls.

"Don't read anything into the fact that we may be asked to provide data on multiple BRAC scenarios," said CAPT Mike Arnold, PERS-3 Director, Business Operations. "It's just part of a Navy-wide process all Navy commands are being asked to do."

He added, "Historically there are lots of scenarios put out, with few acted on." For example, during the last BRAC round in 1995, there were 174 scenarios Navy-wide, but only 60 were left when the final BRAC report came out.

BRAC is not a new topic. It has its origins in the 1960s when the Department of Defense (DoD) closed 60 bases without Congress or any other government agency being involved. Since that time, Congress has become a part of the process and this will be the fifth round of BRAC since the 1980s, with the other four occurring in 1988, 1991, 1993, and 1995. NPC was affected by BRAC 1993, which resulted in the command's move to Millington in 1998.

The stated goal for BRAC 2005 is transformation, which involves the reconfiguration of current infrastructure to maximize war-fighting capabilities and efficiency and to examine and implement opportunities for greater joint activity. Within the Department of the Navy (DON), the BRAC 2005 process will be under the Secretary of the Navy's oversight and guidance. The BRAC data calls and information used to evaluate military installations for realignment and closure will not be released to the general public until the Secretary of Defense has forwarded his recommendations to the BRAC 2005 commission in May of next year.

"Anyone who is contacted by someone in the community regarding BRAC questions should refer the person to the NSA Mid-South Public Affairs Office," said Arnold.

For more information on BRAC go to <http://www.dod.mil/brac>.

News You Can Use

Task Force Uniform announces changes in Navy Uniform Regulations

Countdown to change: DoD personnel overhaul effort seeks staff buy-in

Navy convenes Diversity Advisory Group meeting

Navy to create command for force protection needs, issues

CIO says Navy moving toward E-business practices

Sailors allowed flexibility for exam deadlines

Army enlists first "Blue to Green" Sailor

England: NMCI on satisfying track

Recent NAVADMINs

210/04 JPME I CD-Rom Program Expands

209/04 Navy Uniforms Update

204/04 Flexibility in Administering Navy Advancement Exams

203/04 Diversity Conferences, Events and Awards

201/04 Expansion of Anthrax and Smallpox Immunization Program

200/04 ECM, OCM, and QMO Changeovers

198/04 FY-05 Graduate School Opportunities

195/04 Navy Voluntary Education Program Review

190/04 Observance of Hispanic Heritage Month

188/04 Restructure of Nuclear Officer Pay

Defense Integrated Military Human Resources System begins testing

by JOCS Karen Suich
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In October 2005, the Navy will begin operational test and evaluation of the Defense Integrated Military Human Resources System (DIMHRS).

DIMHRS is a single, integrated human resources pay and personnel system for all the Armed Services and DFAS, and will replace many of the systems that provide personnel and pay functions.

How will DIMHRS affect the Services? Regardless of status, component or service, it will provide personnel and pay support services throughout the life cycle of a Service member's career. This means DIMHRS will provide support across the full operational spectrum in times of peace or war in all theaters of operation to the service member and all commands throughout the Navy.

Additionally, DIMHRS implementation will resolve major problem areas from various applications and systems that sup-

port current personnel and pay activities such as:

- Combatant Commanders will have access to accurate or timely data on personnel needed to assess operational capabilities
- Managers and other users of data will have access to standard data with like definitions facilitating 'apples to apples' comparisons across the services and DFAS
- Constant visibility and accountability for all personnel regardless of component, service, or status, ensuring accurate and timely pay
- A common personnel and pay system among the Services and DFAS facilitating the shut down of numerous applications or systems, thus saving fiscal resources

DIMHRS is real, Congressionally mandated and will soon take over the role of the legacy systems utilized for so many years. The Navy is scheduled to complete

transition and implementation to DIMHRS by December 2006. Release One will incorporate personnel and pay modules. Subsequent releases will provide increased functionality and will eventually incorporate manpower and training modules.

In 2001, VADM Hoewing established Task Force DIMHRS to ensure that the Navy was ready for transition. Task Force DIMHRS is available to answer any questions or concerns you may have with regard to the implementation of DIMHRS. Additionally, you can access the following link, <http://www.dimhrs.mil> to learn more about the program.

The Task Force DIMHRS team and the Navy need your continued participation and support to ensure a successful and timely implementation. Please contact CDR Mike Warren at 901-874-4203 with your questions.

Assistant Secretary discusses new civilian personnel system at Town Hall meeting

By JO1 Teresa J. Frith,
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Navy civilian employees and their supervisors in Millington, Tenn. got the chance to ask questions and learn about the new National Security Personnel System (NSPS) during a special Town Hall meeting conducted by the Assistant Secretary of the Navy for Manpower and Reserve Affairs, William A. Navas, Jr. and the Deputy Assistant Secretary of the Navy for Civilian Human Resources, Patricia Adams on September 30.

Navas stressed the importance of everyone's involvement in the start-up of NSPS.

"We want to address any concerns that people have about the new system," said Navas. "We need everyone's input in order to help decide the direction we will go as decisions are made to develop this new system."

The meeting began with a presentation explaining the NSPS and how it is being put into action. A question and answer session followed, with the main concerns centering on pay bands (for

more information on pay bands go to: <http://www.cpms.osd.mil/nsps/> and click on pay bands), hiring practices, mobility opportunities, and pay for performance issues.

Congress authorized NSPS as part of the fiscal 2004 National Defense Authorization Act, allowing the Defense Department authority to develop new civilian human resources, labor-management relations and employee appeals systems. Considered the most significant change since the Civil Service Reform Act of 1978, it is expected to offer flexibilities never before afforded to the civil service system.

NSPS came about due to several problems in the current system, including slow hiring practices, limitations on mobility, accountability and the methods of rewarding outstanding performance versus poor performance. It is expected to make sweeping changes to the ways that DoD hires, pays, promotes and otherwise manages its over 700,000 civilian workers.

"This is part of a brand new concept," said Navas. "It is part of the plan to help

better manage our 'total force' of employees, including the active force, the Reserves and civilian employees."

NSPS is governed by seven guiding principles:

- Put mission first – support National Security goals and strategic objectives
- Respect the individual; protect rights guaranteed by law
- Value talent, performance, leadership and commitment to public service
- Be flexible, understandable, credible, responsive, executable
- Ensure accountability at all levels
- Balance HR interoperability with unique mission requirements
- Be competitive and cost effective

"This is a huge organizational change," said Adams. "NSPS is a more flexible system and should be easier to understand and better for everyone. For example, in the current system it takes about 85-90 days to hire a new employee. We hope to shorten that."

She added that NSPS is a performance-based system, vice the current

(click here to read full story)