

Southwest Civilian Personnel Operations Center
Fort Riley, Kansas

SWCPOC

Trailblazer

Issue 3-04

Together Everyone Achieves More

June 2003



FROM THE DIRECTOR

The CPOC staff recently completed the retroactive 1% pay adjustment for the region. This was a huge mission that had an impact on productivity for a 7-week period.

We recently reported some statistics to our higher headquarters on this subject. Here is a "Behind the Scenes" picture of what the figures looked like.

- ? Timeframe to process 1% pay adjustment – 7 weeks
- ? # of employees involved in processing these – 81
- ? # of regular hours spent on processing – 3,492
- ? # of overtime hours spent on processing – 1,219
- ? Total overtime dollars spent - \$27,606



The Army's transformation to a consolidated database at one central site began on 6 June and is scheduled to be completed by 30 June 2003.

Please see the article titled "What's this I hear about Centralization of Databases?" for further information about this transformation.

During this transition period, the SWCPOC will continue to do everything we currently do except input actions into the database. We have coordinated within the HR community and with DFAS to ensure that current employees' pay is not affected by these changes.



Impressive ABC-C Stats

During the CPAC/CPOC Spring Conference held on Fort Riley in May 2003, Ms. Cindi Porter, Chief, Army Benefits Center-Civilian (ABC-C), announced some interesting statistics for the month of April 2003:



- ★ 3965 employees contacted a counselor
- ★ Average wait time was 27 seconds
- ★ ABC-C processed the following actions
 - ✓ 898 voluntary retirements
 - ✓ 86 disability retirements
 - ✓ 377 retirement estimates
 - ✓ 42 death claims
 - ✓ 21 family death claims
 - ✓ 239 Post-56 requests
 - ✓ 95 deposits/redeposits
 - ✓ 56 temporary continuation of FEHB coverage

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What's this I Hear about Centralization of Databases?

It's true!
Department of
Army is
centralizing its
10 civilian

human resources (HR) Defense Civilian Personnel Data System (DCPDS) databases to a consolidated database at one central site.

The transition period for consolidation began 6 Jun 2003. It is expected to be completed sometime during the week of 23 Jun 2003.

The centralization project, also known as M2M, will include Continental United States (CONUS) and Outside of the Continental United States (OCONUS) regions. During the transition period, DCPDS will not be available so personnel actions will not be able to be initiated, processed or flowed to payroll in the automated system.

HISTORY: Army civilian employee records have been maintained in 10 separate regional databases.

WHAT'S CHANGING? All ten regional databases are being centralized into the new Army Civilian Data Center (ACDC) located at Rock Island Arsenal, IL. The CPOCs will no longer maintain regional personnel databases. Instead, all users will access the central database at Rock Island to initiate and process actions.



WHY THE CHANGE? Consolidation of Army's HR databases will better support Army's civilian employees. One database in one location means it can be more quickly and efficiently updated and maintained. One centralized database will allow for more efficient reporting and further standardization of Army processes. Users who need to access employee data from multiple regions will not need separate accounts in each region.

IMPACT ON EMPLOYEES: There should be very little impact on employees as a result of the transition. Although DCPDS will not be available to users during the transition period, CPOCs and CPACs are currently working with managers to ensure that personnel actions are processed in a timely manner. Some personnel actions may be delayed in getting to payroll, but this should be a rare occurrence. CPACs and CPOCs will still be working together to issue job announcements and provide managers with selection lists during the transition period.

WHAT SHOULD EMPLOYEES DO? Contact your supervisor if a personnel action is to be effected during the transition period. Questions regarding actions that may be affected by the transition should also be referred to your supervisor.

IN CASE OF EMERGENCIES: Should an emergency occur that requires a personnel action during the transition period, plans are in place to process such actions using manual processes.



IMPACT ON THE ARMY BENEFITS CENTER-CIVILIAN (ABC-C): ABC-C operations will continue during the transition period. Retirement packages will continue to be processed. Changes to benefits or TSP will continue as usual using the Interactive Voice Response System / Employee Benefit Information System (IVRS/EBIS) system. Information in IVRS / EBIS will be as of 6 Jun 2003 but you will be able to view your actions in the "projected" areas of the system. Any transactions will be held in pending status until DCPDS is once again operational, at which time they will be processed and flowed to payroll.



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