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INTEGRATED ONLINE SYSTEM TO MANAGE PERSONNEL, PAY ACTIONS FOR ALL U.S. SERVICEMEMBERS

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HEIDELBERG, Germany -- Soon Soldiers will have an integrated system to manage their personnel and pay issues at their fingertips.

The web-based Defense Integrated Military Human Resources System, tentatively scheduled to go into effect Army-wide March 1, 2009, will manage pay issues and maintain a single personnel record for Soldiers on active duty and in the Army Reserve and National Guard. It will be implemented later for the Navy, Marine Corps and Air Force.

DIMHRS officials say the concept is based on the ideas of self-service and enabling Soldiers to obtain information and conduct personnel transactions directly through the Internet and avoid traditional written or verbal processes.

The system will allow Soldiers to track the progress their personnel and pay requests from initial submission through final approval and take advantage of integrated and technological capabilities such as electronic signatures, e-mail notifications and automatic routing of personnel action requests, say DIMHRS officials.

Some of the self-service tasks Soldiers will be able to perform within DIMHRS include:

- Requests for assignment
- Requests for assignment curtailment, deletion or early arrival
- Retirement requests
- Pregnancy-, hardship-, and married Army couples-related requests
- Requests for records updates
- Awards requests
- Family member travel requests
- Requests for enlistment extension
- Various waiver requests
- Green to Gold and Officer Candidate School requests
- Requests for early return of dependents from overseas

- Active duty for training and individual mobilization requests (reserve component Soldiers)
- Request for transition to regular commission (reserve component Soldiers)

“This real-time functionality will decrease processing time for personnel action requests and improve customer service by virtually turning the personnel action process into an almost paperless environment,” said Sgt. 1st Class Jose Miranda, DIMHRS clearinghouse NCO, in a DIMHRS news release. “Not only will this decrease the need for paperwork, but in some cases it will eliminate the need for Soldiers to schedule an appointment with personnel or pay specialists.”

The move from existing human resources systems to DIMHRS has been an immense undertaking, but the transition will have numerous benefits for Soldiers, said Lt. Col. John Steves, USAREUR chief of theater Army personnel services.

“It used to be extremely difficult, and tracking (Soldiers) was so bureaucratic,” said Steves. “We will now have one system that integrates active duty, the Reserve and the National Guard.”

The authority DIMHRS gives to Soldiers brings with it a responsibility to manage their own personnel data and pay. The system is designed to give Soldiers the capability to update their own pay and personnel records and manage allotments from their monthly pay for items such as Army Emergency Relief donations or Servicemembers Group Life Insurance payments.

“DIMHRS gives Soldiers capabilities they didn’t have before, so the (responsibility) will be on the Soldier,” said Steves.

More than 60 existing systems will be taken over by DIMHRS. While this will bring a new look to some old practices, the core functions of the systems being taken over by DIMHRS will be retained. For example, instead of receiving a Leave and Earnings Statement, Soldiers will receive a DIMHRS Pay Slip. The name may change, but the purpose will remain the same: creating a single form that describes a Soldier's pay, entitlements, deductions and allotments.

The driving force behind DIMHRS is simplicity, said Steves -- an integrated, comprehensive system that allows Soldiers to manage and track personnel and pay actions saves time and doesn’t take troops away from their unit.

“With DIMHRS, (you) can go in, and everything is right there,” Steves said.

It will take time and training to implement an online system as intricate as DIMHRS to serve the Army and train local personnel officials and Soldiers on the benefits and new responsibilities that DIMHRS establishes for them. To facilitate the program's launch, teams are being dispatched across the U.S. to demonstrate the capabilities of DIMHRS to leaders and Soldiers. Site visits to Army communities across Europe are now under way;

a schedule of briefings in those communities is available on the USAREUR Web site at www.hqusareur.army.mil.

“Just because you don’t work in the (personnel office) doesn’t mean you won’t be affected by this. Every Soldier will be affected by this,” said Steves.

“Our goal on the DIMHRS staff is to make life easier for the Soldier,” said Master Sgt. Joe Ruiz, DIMHRS Integration Team NCO-in-charge in a DIMHRS release. “Through a few keystrokes, DIMHRS minimizes the input and maximizes the output. DIMHRS is truly the wave of the future.”

Complete information on the DIMHRS program, its activation and its capabilities is available online at the DIMHRS Web site at www.dimhrs.mil and the ADPO Web site at www.hrc.army.mil/site/ArmyDIMHRS/index.html (secure site for .mil users only).

(Portions of this article were excerpted from a DIMHRS news release.)



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