

Exhibit 300: Capital Asset Plan and Business Case Summary**Part I: Summary Information And Justification (All Capital Assets)****Section A: Overview (All Capital Assets)**

1. Date of Submission: 9/10/2007
2. Agency: Department of State
3. Bureau: Hr/Ex/Sdd
4. Name of this Capital Asset: Exhibit 300 - Integrated Personnel Management System (IPMS)
5. Unique Project (Investment) Identifier: (For IT investment only, see section 53. For all other, use agency ID system.) 014-00-01-02-01-1177-00

6. What kind of investment will this be in FY2009? (Please NOTE: Investments moving to O&M in FY2009, with Planning/Acquisition activities prior to FY2009 should not select O&M. These investments should indicate their current status.) Mixed Life Cycle

8. Provide a brief summary and justification for this investment, including a brief description of how this closes in part or in whole an identified agency performance gap:

The Integrated Personnel Management System (IPMS) is a multi-year, mixed-lifecycle program initiative that provides the Department of State (DoS) with superior human capital management in support of its diplomatic mission. The program's objectives include the continued upgrade of HR's technical architecture to meet availability, scalability, and security requirements; unification of disparate hardware platforms; elimination of redundant processes and duplicate data entry; and enhancement of business applications to maintain compliance with amended regulations and legislation.

IPMS incorporates input from the DoS/USAID Joint Management Council (JMC) and is aligned with the Joint Overseas HR Segment Architecture. IPMS supports the Secretary of State's Transformational Diplomacy and Diplomatic Readiness initiatives to improve the Department's institutional capacity to execute the President's foreign policy agenda, as well as four goals of the President's Management Agenda (PMA).

IPMS is comprised of four main integrated business components: the Global Employment Management System (GEMS), the HR Knowledge Center (KC), the Post Personnel System (PS), and the Human Resources Online (HROnline) web portal. Together, these components reduce transaction-processing overhead, enhance enterprise-wide data sharing, improve data integrity and quality, and empower employees/supervisors with the ability to independently manage their personal information through online seamless workflow processes.

IPMS utilizes a shared services approach to integrate its core business components for both cross-bureau and cross-agency information sharing. IPMS will continue to expand its service-oriented architecture (SOA) to better integrate existing systems and databases, improve internal and external data sharing, and reduce processing errors. IPMS service components are aligned with the Human Resources Line of Business (HR LoB) reference models and HR LoB Tiered Service Delivery Model.

9. Did the Agency's Executive/Investment Committee approve this request? Yes
- a. If "yes," what was the date of this approval? 8/28/2007
10. Did the Project Manager review this Exhibit? Yes
12. Has the agency developed and/or promoted cost effective, energy-efficient and environmentally sustainable techniques or practices for this project? Yes
- a. Will this investment include electronic assets (including computers)? Yes
- b. Is this investment for new construction or major retrofit of a Federal building or facility? (answer applicable to non-IT assets only) No
1. If "yes," is an ESPC or UESC being used to help fund this investment?
2. If "yes," will this investment meet sustainable design principles?
3. If "yes," is it designed to be 30% more energy efficient than relevant code?
13. Does this investment directly support one of the PMA Yes

initiatives?

If "yes," check all that apply:

- Human Capital
- Budget Performance Integration
- Expanded E-Government
- Right Sized Overseas Presence

14. Does this investment support a program assessed using the Program Assessment Rating Tool (PART)? (For more information about the PART, visit www.whitehouse.gov/omb/part.)

a. If "yes," does this investment address a weakness found during a PART review?

b. If "yes," what is the name of the PARTed program?

c. If "yes," what rating did the PART receive?

15. Is this investment for information technology?

If the answer to Question 15 is "Yes," complete questions 16-23 below. If the answer is "No," do not answer questions 16-23.

For information technology investments only:

16. What is the level of the IT Project? (per CIO Council PM Guidance)

17. What project management qualifications does the Project Manager have? (per CIO Council PM Guidance)

18. Is this investment or any project(s) within this investment identified as "high risk" on the Q4 - FY 2007 agency high risk report (per OMB Memorandum M-05-23)

19. Is this a financial management system?

a. If "yes," does this investment address a FFIA compliance area?

1. If "yes," which compliance area:

2. If "no," what does it address?

b. If "yes," please identify the system name(s) and system acronym(s) as reported in the most recent financial systems inventory update required by Circular A-11 section 52

21. If this project produces information dissemination products for the public, are these products published to the Internet in conformance with OMB Memorandum 05-04 and included in your agency inventory, schedules and priorities?

23. Are the records produced by this investment appropriately scheduled with the National Archives and Records Administration's approval?

Question 24 must be answered by all Investments:

Section D: Performance Information (All Capital Assets)

In order to successfully address this area of the exhibit 300, performance goals must be provided for the agency and be linked to the annual performance plan. The investment must discuss the agency's mission and strategic goals, and performance measures (indicators) must be provided. These goals need to map to the gap in the agency's strategic goals and objectives this investment is designed to fill. They are the internal and external performance benefits this investment is expected to deliver to the agency (e.g., improve efficiency by 60 percent, increase citizen participation by 300 percent a year to achieve an overall citizen participation rate of 75 percent by FY 2xxx, etc.). The goals must be clearly measurable investment outcomes, and if applicable, investment outputs. They do not include the completion date of the module, milestones, or investment, or general goals, such as, significant, better, improved that do not have a quantitative or qualitative measure.

Agencies must use the following table to report performance goals and measures for the major investment and use the Federal Enterprise Architecture (FEA) Performance Reference Model (PRM). Map all Measurement Indicators to the corresponding "Measurement Area" and "Measurement Grouping" identified in the PRM. There should be at least one Measurement Indicator for each of the four different Measurement Areas (for each fiscal year). The PRM is available at www.egov.gov. The table can be extended to include performance measures for years beyond FY 2009.

Performance Information Table								
Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Category	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
2005	Strengthening	Customer	Customer	Customer	% IPMS user	80% IPMS user	Increase to 82%	IPMS surveyed

Exhibit 300: Exhibit 300 - Integrated Personnel Management System (IPMS) (Revision 6)

Performance Information Table								
Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Category	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
	Consular and Management Capabilities	Results	Benefit	Satisfaction	satisfaction of program applications	satisfaction		users in December 2004 with an updated survey format and received an 80% satisfaction rating.
2005	Strengthening Consular and Management Capabilities	Customer Results	Service Accessibility	Availability	Number of Employee Self-Service Functions available under IPMS.	5 Employee Self-Service Functions	Increase to 7	Increased to 8
2005	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk response time	55 minutes	Decrease to 50 minutes	50 minutes
2005	Strengthening Consular and Management Capabilities	Mission and Business Results	Human Resource Management	Organization and Position Management	Agency ranking score on DoS Central Personnel Data File (CPDF) submissions (score provided by OPM).	96 - CPDF agency ranking score	Maintain at 96 (OPM passing score)	IPMS achieved an unofficial score of 96.
2005	Strengthening Consular and Management Capabilities	Processes and Activities	Cycle Time and Resource Time	Cycle Time	Timeliness of DoS CPDF Dynamics records (percentage provided by OPM).	89% transaction timeliness	Increase to 90% (OPM expected score)	IPMS achieved an unofficial score of 90%.
2005	Strengthening Consular and Management Capabilities	Processes and Activities	Quality	Errors	DoS percentage of CPDF dynamics records without errors (actual percentage provided by OPM).	94% dynamics records without errors	Increase to 95% (OPM expected score)	IPMS achieved an unofficial score of 94%.
2005	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of HRM services under the IPMS program.	64 HRM services	Increase by 1 service	Increased to 67 services
2006	Strengthening Consular and Management Capabilities	Customer Results	Service Accessibility	Availability	Number of Employee Self-service functions available under IPMS.	8 Employee Self-service functions	Maintain 8	Maintained Employee Self-service functions of 8
2006	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk response time.	50 minutes	Decrease to 45 minutes	45 minutes
2006	Strengthening Consular and Management Capabilities	Mission and Business Results	Human Resource Management	HR Strategy	Agency ranking score on DoS CPDF submissions (score provided by OPM)	96 - CPDF agency ranking score	Maintain at 96 (OPM passing score)	OPM no longer provides actual results data.
2006	Strengthening Consular and Management Capabilities	Processes and Activities	Cycle Time and Resource Time	Cycle Time	Timeliness of DoS CPDF dynamics records (actual percentage provided by OPM)	90% transaction timeliness	Maintain at 90% (OPM expected score)	OPM no longer provides actual results data.
2006	Strengthening Consular and Management Capabilities	Processes and Activities	Quality	Errors	DoS percentage of CPDF dynamics records without errors (actual percentage provided by OPM)	96% dynamics records without errors	Maintain at 96%	OPM no longer provides actual results data.
2006	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of HRM services under the IPMS program.	67 HRM services	Increase to 68	68 HRM services are currently offered.
2007	Strengthening Consular and Management Capabilities	Customer Results	Customer Benefit	Customer Satisfaction	% IPMS user satisfaction of program applications	82% IPMS user satisfaction	Increase to 85%	Increased to 90%

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Performance Information Table								
Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Category	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
2007	Strengthening Consular and Management Capabilities	Customer Results	Service Accessibility	Availability	Number of Employee Self-service functions available under IPMS.	8 Employee self-service functions	Increase to 9	Increased to 9
2007	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk response time	45 minutes	Decrease to 40 minutes	Decreased to 40 minutes
2007	Strengthening Consular and Management Capabilities	Mission and Business Results	Human Resource Management	Organization and Position Management	Agency ranking score on DoS CPDF submissions (score provided by OPM)	96 - CPDF agency ranking score	Maintain at 96 (OPM passing score)	OPM no longer provides actual results data.
2007	Strengthening Consular and Management Capabilities	Processes and Activities	Cycle Time and Resource Time	Cycle Time	Timeliness of DoS CPDF Dynamics records (percentage provided by OPM)	90% transaction timeliness	Maintain at 90%	OPM no longer provides actual results data.
2007	Strengthening Consular and Management Capabilities	Processes and Activities	Quality	Errors	DoS percentage of CPDF dynamics records without errors (actual percentage provided by OPM)	95% dynamics records without errors	Maintain at 95% (OPM expected score)	OPM no longer provides actual results data.
2007	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of HRM services under the IPMS program.	68 HRM services	Increase to 69.	Increased to 69.
2008	Strengthening Consular and Management Capabilities	Customer Results	Customer Benefit	Customer Satisfaction	Periodically survey IPMS users to assess the efficiency and usability of program applications	85% IPMS user satisfaction	Maintain at 85%	Results will be collected after the end of the fiscal year.
2008	Strengthening Consular and Management Capabilities	Customer Results	Service Accessibility	Availability	Number of Employee Self-service functions available under IPMS	9 Employee self-service functions	Increase to 10	Results will be collected after the end of the fiscal year.
2008	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk response time	40 minutes	Decrease to 35 minutes	Results will be collected after the end of the fiscal year.
2008	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	HR Help Desk resolution time for ISO 20000 Severity 4 incidents.	80% incidents meeting resolution time or 48 hours	Maintain at 80%	Results will be collected after the end of the fiscal year.
2008	Strengthening Consular and Management Capabilities	Customer Results	Timeliness and Responsiveness	Response Time	Percentage of critical defects reworked within time estimated to complete	80%	Maintain at 80%	Results will be collected after the end of the fiscal year.
2008	Strengthening Consular and Management Capabilities	Mission and Business Results	Human Resource Management	Employee Performance Management	Percentage of performance ratings complete prior to end of annual ratings cycle	70% complete	Increase to 72%	Results will be collected after the end of the fiscal year.
2008	Strengthening Consular and Management Capabilities	Processes and Activities	Cycle Time and Resource Time	Cycle Time	Timeliness of DoS CPDF Dynamics records	90% transaction timeliness	Maintain at 90%	Results will be collected after the end of the fiscal year.
2008	Strengthening Consular and Management Capabilities	Processes and Activities	Cycle Time and Resource Time	Timeliness	Percentage of on-time (within 30 days) PCS transfers	85% on-time	Maintain at 85%	Results will be collected after the end of the fiscal year.
2008	Strengthening Consular and Management Capabilities	Processes and Activities	Quality	Errors	Percentage of DoS CPDF Dynamics records without errors	95% dynamics records without errors	Maintain at 95%	Results will be collected after the end of the fiscal year.
2008	Strengthening Consular and Management	Technology	Efficiency	Improvement	Number of external systems sharing IPMS	1 system	Increase to 3 systems	Results will be collected after the end of the

Performance Information Table								
Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Category	Measurement Grouping	Measurement Indicator	Baseline	Target	Actual Results
	Capabilities				SOA services			fiscal year.
2008	Strengthening Consular and Management Capabilities	Technology	Reliability and Availability	Availability	Number of HRM services under the IPMS program.	69 HRM services	Increase to 70	Results will be collected after the end of the fiscal year.

Section E: Security and Privacy (IT Capital Assets only)

8. Planning & Operational Systems - Privacy Table:					
(a) Name of System	(b) Is this a new system? (Y/N)	(c) Is there at least one Privacy Impact Assessment (PIA) which covers this system? (Y/N)	(d) Internet Link or Explanation	(e) Is a System of Records Notice (SORN) required for this system? (Y/N)	(f) Internet Link or Explanation
Gateway to State (GTS) - ITAB# 843	No	Yes	http://foia.state.gov/piaOnline.asp	Yes	http://foia.state.gov/issuances/STATE-31.pdf
HR NET - ITAB# 866	No	No	http://foia.state.gov/piaOnline.asp	Yes	http://foia.state.gov/issuances/STATE-31.pdf
IPMS - ITAB# 951	No	Yes	http://foia.state.gov/piaOnline.asp	Yes	http://foia.state.gov/issuances/STATE-31.pdf
Personnel Reporting and Statistics (PRAS) - ITAB# 730	No	No	http://foia.state.gov/piaOnline.asp	Yes	http://foia.state.gov/issuances/STATE-31.pdf

Details for Text Options:
 Column (d): If yes to (c), provide the link(s) to the publicly posted PIA(s) with which this system is associated. If no to (c), provide an explanation why the PIA has not been publicly posted or why the PIA has not been conducted.
 Column (f): If yes to (e), provide the link(s) to where the current and up to date SORN(s) is published in the federal register. If no to (e), provide an explanation why the SORN has not been published or why there isn't a current and up to date SORN.
 Note: Working links must be provided to specific documents not general privacy websites. Non-working links will be considered as a blank field.

Section F: Enterprise Architecture (EA) (IT Capital Assets only)

In order to successfully address this area of the capital asset plan and business case, the investment must be included in the agency's EA and Capital Planning and Investment Control (CPIC) process and mapped to and supporting the FEA. The business case must demonstrate the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.

1. Is this investment included in your agency's target enterprise architecture? Yes
 - a. If "no," please explain why?

2. Is this investment included in the agency's EA Transition Strategy? Yes
 - a. If "yes," provide the investment name as identified in the Transition Strategy provided in the agency's most recent annual EA Assessment. IPMS
 - b. If "no," please explain why?

4. Service Component Reference Model (SRM) Table:								
Identify the service components funded by this major IT investment (e.g., knowledge management, content management, customer relationship management, etc.). Provide this information in the format of the following table. For detailed guidance regarding components, please refer to http://www.egov.gov .								
Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
Data Exchange	Defines the set of capabilities that support the interchange of information between multiple systems or applications. IPMS supports these capabilities using	Back Office Services	Data Management	Data Exchange			No Reuse	1

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Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
	Oracle.							
Data Mart	Defines the set of capabilities that support a subset of a data warehouse for a single department or function within an organization. IPMS supports these capabilities using Oracle.	Back Office Services	Data Management	Data Mart			No Reuse	1
Data Warehouse	Defines the set of capabilities that support the archiving and storage of large volumes of data. IPMS supports these capabilities using Oracle.	Back Office Services	Data Management	Data Warehouse			No Reuse	1
Extraction and Transformation	Defines the set of capabilities that support the manipulation and change of data. IPMS supports these capabilities using Informatica.	Back Office Services	Data Management	Extraction and Transformation			No Reuse	1
Loading and Archiving	Defines the set of capabilities that support the population of a data source with external data. IPMS supports these capabilities using InforMatica.	Back Office Services	Data Management	Loading and Archiving			No Reuse	1
Meta Data Management	Defines the set of capabilities that support the maintenance and administration of data that describes data. IPMS supports these capabilities using ERWIN.	Back Office Services	Data Management	Meta Data Management			No Reuse	1
Data Integration	Defines the set of capabilities that support the organization of data from separate data sources into a single source using middleware or application integration and the modification of system data models to capture new information within a single system. IPMS supports these capabilities using InforMatica.	Back Office Services	Development and Integration	Data Integration			No Reuse	5
Enterprise Application Integration	Defines the set of capabilities that support the redesigning of disparate information	Back Office Services	Development and Integration	Enterprise Application Integration			No Reuse	4

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Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
	systems into one system that uses a common set of data structures and rules. IPMS supports these capabilities using Microsoft BizTalk.							
Instrumentation and Testing	Defines the set of capabilities that support the validation of application or system capabilities and requirements. IPMS accomplishes these capabilities using Mercury Interactive.	Back Office Services	Development and Integration	Instrumentation and Testing			No Reuse	9
Software Development	Defines the set of capabilities that support the creation of both graphical and process application or system software. IPMS accomplishes these capabilities using .NET, Java, Cold Fusion, and PeopleSoft 8.8.	Back Office Services	Development and Integration	Software Development			No Reuse	17
Resource Planning and Allocation	Support the determination of strategic direction, the identification and establishment of programs and processes, and the allocation of resources (capital and labor) among those programs and processes. IPMS accomplishes these capabilities using the GEMS/PeopleSoft 8.8 for Domestic personnel and uses Post Personnel and FSBid for overseas Foreign Service personnel.	Back Office Services	Human Capital / Workforce Management	Resource Planning and Allocation			No Reuse	1
Skills Management	Defines the set of capabilities that support the proficiency of employees in the delivery of the organization's services. IPMS accomplishes these capabilities using the GEMS/PeopleSoft 8.8 for Domestic personnel and	Back Office Services	Human Capital / Workforce Management	Skills Management			No Reuse	1

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Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
	uses Post Personnel and FSBid for overseas Foreign Service personnel.							
Team / Org Management	Defines the set of capabilities that support the hierarchy structure and identification of employees within the various sub-groups of an organization. IPMS accomplishes these capabilities using the GEMS/PeopleSoft 8.8 for Domestic personnel.	Back Office Services	Human Capital / Workforce Management	Team / Org Management			No Reuse	1
Workforce Acquisition / Optimization	Defines the set of capabilities that support the hiring and restructuring of employees and their roles within an organization. IPMS accomplishes these capabilities using the GEMS/PeopleSoft 8.8 for Domestic personnel and uses Post Personnel and FSBid for overseas Foreign Service personnel.	Back Office Services	Human Capital / Workforce Management	Workforce Acquisition / Optimization			No Reuse	1
Awards Management	Defines the set of capabilities that support the recognition of achievement among employees of an organization. IPMS accomplishes these capabilities using the GEMS/Peoplesoft 8.8 for Domestic personnel and uses Post Personnel for overseas Foreign Service personnel.	Back Office Services	Human Resources	Awards Management			No Reuse	1
Benefit Management	Defines the set of capabilities that support the enrollment and participation in an organization's compensation and benefits programs. IPMS accomplishes these capabilities using the	Back Office Services	Human Resources	Benefit Management			No Reuse	1

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Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
	GEMS/Peoplesoft 8.8 for Domestic personnel and uses Post Personnel for overseas Foreign Service personnel.							
Career Development and Retention	Defines the set of capabilities that support the monitoring of performance as well as the professional growth, advancement, and retention of an organization's employees. IPMS accomplishes these capabilities using the GEMS/Peoplesoft 8.8 for Domestic personnel and uses Post Personnel for overseas Foreign Service personnel.	Back Office Services	Human Resources	Career Development and Retention			No Reuse	2
Education/Training	Defines the set of capabilities that support the active building of employee competencies, to include the range of training from professional development to general awareness training.	Back Office Services	Human Resources	Education / Training			No Reuse	2
Health and Safety	Defines the set of capabilities that support the security and physical well-being of an organization's employees.	Back Office Services	Human Resources	Health and Safety			No Reuse	1
Personnel Administration	Defines the set of capabilities that support the matching between an organization's employees and potential opportunities as well as the modification, addition and general upkeep of an organization's employee-specific information. IPMS supports these capabilities using GEMS/PeopleSoft 8.8.	Back Office Services	Human Resources	Personnel Administration			No Reuse	2
Recruiting	Defines the set of capabilities that support the identification and hiring of	Back Office Services	Human Resources	Recruiting			No Reuse	3

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Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
	employees for the organization. IPMS supports these capabilities using REETA.							
Resume Management	Defines the set of capabilities that support the maintenance and administration of one's professional or work experience and qualifications. IPMS supports these capabilities using Gate to DoS/Quickhire.	Back Office Services	Human Resources	Resume Management			No Reuse	1
Retirement Management	Defines the set of capabilities that support the payment of benefits to retirees. IPMS accomplishes these capabilities using the GEMS/Peoplesoft 8.8 for Domestic personnel and uses Post Personnel for overseas Foreign Service personnel.	Back Office Services	Human Resources	Retirement Management			No Reuse	3
Ad Hoc	Defines the set of capabilities that support the use of dynamic reports on an as needed basis. IPMS supports these capabilities via the Knowledge Center using Business Objects.	Business Analytical Services	Reporting	Ad Hoc			No Reuse	2
OLAP	Defines the set of capabilities that support the analysis of information that has been summarized into multidimensional views and hierarchies. IPMS supports these capabilities via the Knowledge Center using Business Objects.	Business Analytical Services	Reporting	OLAP			No Reuse	2
Standardized / Canned	Defines the set of capabilities that support the use of pre-conceived or pre-written reports. IPMS supports these capabilities via the Knowledge Center using Business Objects.	Business Analytical Services	Reporting	Standardized / Canned			No Reuse	2
Program/Project	Defines the set	Business	Management of	Program /			No Reuse	7

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Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
Management	of capabilities that manage and control a particular effort of an organization.	Management Services	Processes	Project Management				
Organizational Management	Defines the set of capabilities that support multiple users working on related tasks.	Business Management Services	Organizational Management	Workgroup / Groupware			No Reuse	1
Assistance Request	Support the solicitation of support from a customer	Customer Services	Customer Initiated Assistance	Assistance Request			No Reuse	1
Information Mapping / Taxonomy	Defines the set of capabilities that support the creation and maintenance of relationships between data entities, naming standards and categorization. IPMS supports these capabilities using ERWIN.	Digital Asset Services	Knowledge Management	Information Mapping / Taxonomy			No Reuse	2
Information Sharing	Defines the set of capabilities that support the use of documents and data in a multi-user environment for use by an organization and its stakeholders. IPMS accomplishes these capabilities using the Knowledge Center/Business Objects for Domestic personnel.	Digital Asset Services	Knowledge Management	Information Sharing			No Reuse	2
Knowledge Capture	Defines the set of capabilities that facilitate collection of data and information. IPMS supports these capabilities using Business Objects/Knowledge Center.	Digital Asset Services	Knowledge Management	Knowledge Capture			No Reuse	2
Record Linking / Association	Defines the set of capabilities that support the correlation between logical data and information sets.	Digital Asset Services	Records Management	Record Linking / Association			No Reuse	4
Query	Defines the set of capabilities that support retrieval of records that satisfy specific query selection criteria.	Support Services	Search	Query			No Reuse	2
Identification and Authentication	Defines the set of capabilities that support obtaining information about those	Support Services	Security Management	Identification and Authentication			No Reuse	8

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Agency Component Name	Agency Component Description	FEA SRM Service Domain	FEA SRM Service Type	FEA SRM Component (a)	Service Component Reused Name (b)	Service Component Reused UPI (b)	Internal or External Reuse? (c)	BY Funding Percentage (d)
	parties attempting to log on to a system or application for security purposes and the validation of those users. IPMS supports these capabilities using SECREF.							
System Resource Monitoring	Defines the set of capabilities that support the balance and allocation of memory, usage, disk space and performance on computers and their applications. DoS supports these capabilities using Big IP and Oracle RAC (Real Application Clusters).	Support Services	Systems Management	System Resource Monitoring			No Reuse	4

- a. Use existing SRM Components or identify as "NEW". A "NEW" component is one not already identified as a service component in the FEA SRM.
- b. A reused component is one being funded by another investment, but being used by this investment. Rather than answer yes or no, identify the reused service component funded by the other investment and identify the other investment using the Unique Project Identifier (UPI) code from the OMB Ex 300 or Ex 53 submission.
- c. 'Internal' reuse is within an agency. For example, one agency within a department is reusing a service component provided by another agency within the same department. 'External' reuse is one agency within a department reusing a service component provided by another agency in another department. A good example of this is an E-Gov initiative service being reused by multiple organizations across the federal government.
- d. Please provide the percentage of the BY requested funding amount used for each service component listed in the table. If external, provide the percentage of the BY requested funding amount transferred to another agency to pay for the service. The percentages in the column can, but are not required to, add up to 100%.

5. Technical Reference Model (TRM) Table: To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications supporting this IT investment.				
FEA SRM Component (a)	FEA TRM Service Area	FEA TRM Service Category	FEA TRM Service Standard	Service Specification (b) (i.e., vendor and product name)
Software Development	Component Framework	Business Logic	Platform Dependent	Microsoft VB Script
Software Development	Component Framework	Business Logic	Platform Dependent	Microsoft Visual Basic
Software Development	Component Framework	Business Logic	Platform Independent	Microsoft C,C++
Information Sharing	Component Framework	Data Management	Database Connectivity	Microsoft Oracle Open Database Connectivity (ODBC)
Information Sharing	Component Framework	Data Management	Reporting and Analysis	Microsoft Online Analytical Processing (OLAP)
Information Sharing	Component Framework	Data Management	Reporting and Analysis	XML for Analysis
Software Development	Component Framework	Presentation / Interface	Content Rendering	ColdFusion Cascading Style Sheets (CSS)
Software Development	Component Framework	Presentation / Interface	Content Rendering	Dynamic HTML (DHTML)
Instrumentation and Testing	Component Framework	Presentation / Interface	Dynamic Server-Side Display	Hyper Text Markup Language (HTML)
Information Sharing	Component Framework	Presentation / Interface	Dynamic Server-Side Display	Microsoft Active Server Pages (ASP)
Information Sharing	Component Framework	Presentation / Interface	Dynamic Server-Side Display	Microsoft Active Server Pages .Net (ASP.Net)
Identification and Authentication	Component Framework	Security	Certificates / Digital Signatures	Digital Certificate Authentication
Identification and Authentication	Component Framework	Security	Certificates / Digital Signatures	Secure Sockets Layer (SSL)
Information Sharing	Service Access and Delivery	Access Channels	Other Electronic Channels	System to System

Exhibit 300: Exhibit 300 - Integrated Personnel Management System (IPMS) (Revision 6)

5. Technical Reference Model (TRM) Table: To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications supporting this IT investment.				
FEA SRM Component (a)	FEA TRM Service Area	FEA TRM Service Category	FEA TRM Service Standard	Service Specification (b) (i.e., vendor and product name)
Information Sharing	Service Access and Delivery	Service Requirements	Hosting	Internal (within Agency)
Identification and Authentication	Service Access and Delivery	Service Requirements	Legislative / Compliance	Privacy: Liberty Alliance
Identification and Authentication	Service Access and Delivery	Service Requirements	Legislative / Compliance	Section 508
Identification and Authentication	Service Access and Delivery	Service Requirements	Legislative / Compliance	Security
Identification and Authentication	Service Access and Delivery	Service Requirements	Legislative / Compliance	Web Content Accessibility
Information Sharing	Service Access and Delivery	Service Transport	Service Transport	Electronic Mail (E-mail) Microsoft Exchange Server
Information Sharing	Service Access and Delivery	Service Transport	Service Transport	Internet Protocol (IP)
Information Sharing	Service Access and Delivery	Service Transport	Service Transport	Transport Control Protocol (TCP)
Information Sharing	Service Interface and Integration	Integration	Enterprise Application Integration	Biztalk Application Connectivity
Instrumentation and Testing	Service Interface and Integration	Integration	Enterprise Application Integration	BizTalk Business Process Management
Instrumentation and Testing	Service Interface and Integration	Integration	Enterprise Application Integration	Transformation and Formatting
Instrumentation and Testing	Service Interface and Integration	Integration	Middleware	Database Access: ISQL/w
Instrumentation and Testing	Service Interface and Integration	Integration	Middleware	Object Request Broker (ORB): Common Object Request Broker Architecture (CORBA)
Instrumentation and Testing	Service Interface and Integration	Interface	Service Description / Interface	Application Program Interface (API) / Protocol
Instrumentation and Testing	Service Interface and Integration	Interoperability	Data Format / Classification	eXtensible Markup Language (XML) / Protocol
Software Development	Service Interface and Integration	Interoperability	Data Transformation	eXtensible Stylesheet Language Transform (XSLT)
Software Development	Service Interface and Integration	Interoperability	Data Types / Validation	XML Schema
Instrumentation and Testing	Service Platform and Infrastructure	Database / Storage	Database	Oracle database
Instrumentation and Testing	Service Platform and Infrastructure	Database / Storage	Storage	EMC/Compaq Storage Area Network (SAN)
Information Sharing	Service Platform and Infrastructure	Delivery Servers	Media Servers	Microsoft Windows Media Services
Information Sharing	Service Platform and Infrastructure	Hardware / Infrastructure	Embedded Technology Devices	Hard Disk Drive
Information Sharing	Service Platform and Infrastructure	Hardware / Infrastructure	Embedded Technology Devices	Microprocessor
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Embedded Technology Devices	Random Access Memory (RAM)
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Embedded Technology Devices	Redundant Array of Independent Disks (RAID)
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Local Area Network (LAN)	Ethernet
Information Sharing	Service Platform and Infrastructure	Hardware / Infrastructure	Local Area Network (LAN)	Virtual LAN (VLAN)
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	Digital Subscriber Line (DSL)
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	Hub
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	Network Interface Card (NIC)
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	Router
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	Switch
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	T1/T3
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards	Webcullis
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Peripherals	Printer
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Peripherals	Scanner
Information Sharing	Service Platform and Infrastructure	Hardware / Infrastructure	Servers / Computers	Dell/Compaq Enterprise Server
Personnel Administration	Service Platform and Infrastructure	Hardware / Infrastructure	Video Conferencing	CODEC

Exhibit 300: Exhibit 300 - Integrated Personnel Management System (IPMS) (Revision 6)

5. Technical Reference Model (TRM) Table:				
To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications supporting this IT investment.				
FEA SRM Component (a)	FEA TRM Service Area	FEA TRM Service Category	FEA TRM Service Standard	Service Specification (b) (i.e., vendor and product name)
	Infrastructure			
System Resource Monitoring	Service Platform and Infrastructure	Hardware / Infrastructure	Video Conferencing	Hoppman Communications Receiver
Software Development	Service Platform and Infrastructure	Software Engineering	Integrated Development Environment	Microsoft Visual Studio
Software Development	Service Platform and Infrastructure	Software Engineering	Modeling	Unified Modeling Language (UML)
Software Development	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	Defect Tracking
Software Development	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	Deployment Management
System Resource Monitoring	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	Microsoft Project Professional/Project Web Access Task Management
System Resource Monitoring	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	MKS Change Management
System Resource Monitoring	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	MKS Requirements Management and Traceability
System Resource Monitoring	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	MKS Version Management
System Resource Monitoring	Service Platform and Infrastructure	Software Engineering	Software Configuration Management	MKS Visual Source Safe Defect Tracking
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	Mercury Interactive Functional Testing
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	Mercury Interactive Installation Testing
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	Mercury Interactive Load/Stress/Volume Testing
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	Mercury Interactive Security and Access Control Testing
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	Oracle Microsoft SQL Server MSSQL
Instrumentation and Testing	Service Platform and Infrastructure	Software Engineering	Test Management	Usability Testing (508 Testing)

a. Service Components identified in the previous question should be entered in this column. Please enter multiple rows for FEA SRM Components supported by multiple TRM Service Specifications

b. In the Service Specification field, agencies should provide information on the specified technical standard or vendor product mapped to the FEA TRM Service Standard, including model or version numbers, as appropriate.

6. Will the application leverage existing components and/or applications across the Government (i.e., FirstGov, Pay.Gov, etc)? Yes

Exhibit 300: Part II: Planning, Acquisition and Performance Information

Section B: Risk Management (All Capital Assets)

You should have performed a risk assessment during the early planning and initial concept phase of this investment's life-cycle, developed a risk-adjusted life-cycle cost estimate and a plan to eliminate, mitigate or manage risk, and be actively managing risk throughout the investment's life-cycle.

- 1. Does the investment have a Risk Management Plan? Yes
 - a. If "yes," what is the date of the plan? 7/26/2007
 - b. Has the Risk Management Plan been significantly changed since last year's submission to OMB? No
 - c. If "yes," describe any significant changes:
N/A

- 2. If there currently is no plan, will a plan be developed?
 - a. If "yes," what is the planned completion date?
 - b. If "no," what is the strategy for managing the risks?

3. Briefly describe how investment risks are reflected in the life cycle cost estimate and investment schedule:

Exhibit 300: Exhibit 300 - Integrated Personnel Management System (IPMS) (Revision 6)

The Life cycle cost estimate is risk adjusted to account for currently identified program risks and also takes into account the likelihood that additional risks will materialize throughout the project life cycle. The project schedule is based on a conservative estimate of the time required to maintain and implement new applications within IPMS. A detailed analysis of the program's subprojects ("bottoms-up" analysis), taking into account lessons learned, is conducted by management and subject matter experts to assess the current and future level of effort required to meet the investment's objectives. This more conservative approach uses realistic expectations, rather than best case scenarios to develop the investment's budget and schedule.