The CHRIS is an up-to-date, automated system for real-time processing of federal personnel actions in compliance with legally-mandated requirements. It maintains a single, online source of human resources data that can be used by all DOE organizations for query and reporting purposes; builds a foundation for implementing future functionality and business process improvements in the human capital arena; and allows submission of personnel transactions data to the DOE Payroll System (DCPS–Defense Civilian Payroll System) through a bi-directional interface process. DOE sites across the country, including the NETL sites, have access to CHRIS via DOENet (DOE’s private network).

The CHRIS application is a DOE-modified Commercial Off-The-Shelf (COTS) product, Oracle/PeopleSoft Human Capital Management (HCM) with PeopleTools, running in an Oracle 12c database environment. CHRIS provides mandated reports for the Office of Personnel Management (OPM) and the Office of Management and Budget (OMB), and interfaces with DOE’s Online Learning Center (OLC) and other DOE iManage applications/data stores. Personnel data from CHRIS is used for budget and resource planning and reporting. The HCM module interfaces with the recently implemented Customer Relationship Management (CRM) module, which provides HR Helpdesk capabilities to DOE’s Human Resources Shared Service Centers (SSCs).

There are two layers of technical support for the CHRIS system: the CHRIS technical team at NETL providing development and application administration support, and the DOE Data Center and Shared Services (DC&SS) teams. The primary CHRIS system is physically housed at a DOE Headquarters (HQ) facility and utilizes the housing/hosting services at that facility. The CHRIS Disaster Recovery Site (DRS) is located at a DOE Disaster Recovery facility and utilizes the housing/hosting services at that facility. The DC&SS personnel manage the lower-level physical hardware and infrastructure, databases, operating systems, and server layers. The CHRIS application and infrastructure fall under the HQ Assessment and Accreditation (A&A). The CHRIS A&A process involves policies and procedures from DOE HQ/CF and is managed at the DOE HQ level.

DOE is in the process of upgrading CHRIS to PeopleSoft 9.2. The table below summarizes the current CHRIS environment (As Is) and the planned (To Be) upgraded environment.

|  |  |  |
| --- | --- | --- |
| **Environment** | **As Is** | **To Be** |
| PeopleSoft 9.1 Demo | 9.1 | Won’t be needed after upgrade |
| PeopleSoft 9.1 Demo PeopleTools | 8.54.23 | Won’t be needed after upgrade |
| PeopleSoft 9.2 Demo | 9.2 PUM image 16 | 9.2 most recent image |
| PeopleSoft 9.2 Demo PeopleTools | 8.55.01 | 8.55.14 (or most recent version) |
| PeopleSoft HCM | 9.1 | 9.2 (most recent image) |
| PeopleSoft CRM | 9.2 | 9.2 (most recent image) |
| PeopleTools (HCM & CRM) | 8.54.23 | 8.55.14 (or most recent version) |
| Database (on Oracle Linux) | 12c | 12c |
| Operating System | Windows 2008 | Windows 2012  |
| Number of Customizations | ~ 500 | ~500 |
| Number of HCM Environments | ~10 instances (varies)\* | ~7-8 |
| Number of CRM Environments | ~7-8 instances (varies)\* | ~7-8 |
| Number of HCM users | ~10,000 | ~10,000 |
| HCM and CRM V-LANs | Reside on different V-LANs | Reside on the same V-LAN |
| \*The number of instances of the HCM and CRM virtual environments varies depending on the work being performed. Currently, with the transition to new Windows 2012 servers for HCM and the 9.2 upgrade, there are more than the typical number of environments. |
| **Current Resources** |  |  |
| Developers | 4.3 |  |
| Technical Administrators | 3.5 |  |
| Federal SMEs | ~7 |  |

PeopleSoft HCM and PeopleSoft CRM are currently on the same version of PeopleTools but different versions of PeopleSoft, and are currently installed on different V-LANs with synchronization via Integration Broker. Upon completion of the upgrade effort, both HCM and CRM will be the same version of PeopleSoft 9.2 and will be in one V-LAN with synchronization via Integration Broker. Currently, the virtual servers for HCM are on Windows 2008 R2 Enterprise and CRM is on Windows 2012 R2 Standard. The DOE Data Center and Shared Services (DC&SS) team is bringing in new servers with Windows 2012 R2 Standard for the upgraded HCM and two instances have been moved to Windows 2012.

|  |
| --- |
| Functionality currently implemented in CHRIS/PeopleSoft |
|  PS Federal HCM - personnel action processing, position management |
|  Base Benefits |
|  Enterprise Learning (training administration) - SF-182 functionality |
|  Custom workflows – HR, Training, and Recruitment |
|  Custom Standards of Conduct Tracking - financial disclosure |
|  Custom Telework Availability Tracking  |
|  Labor Management/Employee Relations (LMER)  |
|  Query reporting tool  |
|  Customer Relationship Management (CRM) – as HelpDesk tool for shared service centers |
|  Custom Time-to-Hire (end-to-end) (T2H) – *currently being developed* |

Concurrent development will be ongoing in 9.1 during the initial stages of the 9.2 upgrade. This includes the Time-To-Hire development project, expected to be completed and released prior to starting development under 9.2, and any regulatory changes that are required while the upgrade is in progress. Along with the 9.2 upgrade, DOE expects to implement Elastic Search and Test Framework.

The tables below summarize the modifications approved to move forward with the 9.2 upgrade as of 5/8/2017. These represent the current number of rolled-up modifications for the upgrade. Note that another release will be completed before the upgrade so this count will go up slightly.

*Approved modifications by Modification Type (does not include CRM mods):*

|  |  |
| --- | --- |
| **Modification Type** | **Number of mods** |
| Interfaces | 34 |
| Mass processes | 36 |
| Online code | 263 |
| Reports\* | 80 |
| Upgrade | 2 |
| **Total number of rolled-up mods:**  | 416 |
| *\* Of the reports, 4 are modifications to delivered reports. The others are either created from scratch for DOE, or are so far removed from what was delivered as to be considered created by DOE.* |

*Approved modifications by Functional area:*

|  |  |
| --- | --- |
| **Functional Area** | **Number of mods** |
| Benefits | 21 |
| CR | 4 |
| eOPF (Interface) | 4 |
| ePerformance (Interface) | 1 |
| General/cross-functional | 14 |
| Human Resources | 236 |
| Labor Relations | 4 |
| PayBanding | 23 |
| PeopleTools | 10 |
| Standards of Conduct (DOE Custom) | 7 |
| SF52 Tracking (DOE Custom) | 12 |
| Training | 53 |
| HR Workflow (DOE Custom) | 16 |
| Recruitment Workflow (DOE Custom) | 4 |
| Training Workflow (DOE Custom) | 6 |
| Customer Relations Management (SSC HelpDesk) | 12 |
| **Total number of rolled-up mods:**  | 428 |

The current CHRIS support team has begun the PeopleSoft 9.2 upgrade project, including the Fit-Gap analysis and exploration of new functionalities available in 9.2. Concerning the Compare Reports, DOE standardly accepts all PeopleSoft changes and accepts any DOE changes not modified by the upgrade.

Current CHRIS environments:

|  |  |  |
| --- | --- | --- |
| **Group** | **Environment** | **VM O/S** |
| **CHRIS Environments****(HCM)** | **CHRIS Disaster Recovery Site** | Win 2008 R2  - 64bit |
| **CHRIS Production** | Win 2008 R2  - 64bit |
| **CHRIS Functional/Training** | Win 2008 R2  - 64bit |
| **CHRIS System Integration Test** | Win 2008 R2  - 64bit |
| **CHRIS User Acceptance Test** | Win 2008 R2  - 64bit |
| **CHRIS Development** | Win 2008 R2  - 64bit |
| **CHRIS Testing** | Win 2008 R2  - 64bit |
| **CHRIS Demo** | Win 2008 R2  - 64bit |
| **CHRIS Upgrade Area** | Win 2008 R2  - 64bit |
| **CHRIS SSC Stand-up Area** | Win 2008 R2  - 64bit |
|  |  |  |
| **CHRIS CRM** | **CRM Production** | Win 2012  - 64bit |
| **CRM Demo** | Win 2012  - 64bit |
| **CRM Development/Test** | Win 2012  - 64bit |
| **CRM SIT** | Win 2012  - 64bit |
| **CRM UAT** | Win 2012  - 64bit |
| **CRM Disaster Recovery Site** | Win 2012  - 64bit |
| **CRM Training/Functional** | Win 2012  - 64bit |