



U.S. DEPARTMENT of COMMERCE
Office of Human Resources Management

Office of the Secretary

In the spring of 2010, the Department of Commerce (the “Agency”) Human Resources (HR) community began to implement an HR management system (HRMS). This activity coincided with that of the Office of Personnel Management (OPM) HR Line of Business (HR LOB) vision to provide an Agency-wide, modern, cost-effective, standardized and interoperable HR solution that:

- Delivers common, core functionality to support the strategic management of human capital.
- Addresses the manual and inefficient processing of HR transactions across the Agency.

The Agency chose to partner with the Department of Treasury (Treasury) to implement their software as a service (SaaS) cloud based technology solution, HR Connect. This partnership utilized the Agency’s current payroll provider, the National Finance Center (NFC). Agency deployments began in a phased approach starting in August of 2012 with the United States Census Bureau (Census) , and completing with National Oceanic and Atmospheric Administration(NOAA) July of 2014. This enterprise-wide HRMS will enable managers and employees to easily manage personnel information and make strategic decisions while reengineering the core personnel processes provided by HR professionals. Self-service functionality will dramatically transform and streamline how employees, managers and HR staff perform their work.

HRMS VISION

- Fundamentally transform the way the Agency performs human capital management processes and activities.
- Significantly increase availability of and access to Agency-wide human capital management data, information and knowledge.
- Support strategic planning and human capital decision making.