

(UNCLASSIFIED)

INFORMATION PAPER

ARNG-HRM
04 January 2012

SUBJECT: Reserve Component Manpower System (RCMS)

1. Purpose: To explain RCMS and what it does for the ARNG
2. Facts:

a. The RCMS suite of applications provides essential manpower data for the ARNG and most importantly provides action officers and senior leaders critical information needed to enhance their decision-making process. RCMS features a robust enterprise data warehouse which aggregates sources of information from many disparate systems. Army Training Requirements and Resources System (ATRRS), Standard Installation and Division Personnel Reporting System (SIDPERS), Total Army Personnel Database - Guard (TAPDB-G), Medical Protection System (MEDPROS), are a few of the currently connected 43 different systems to RCMS. The majority of the inputs into this system are raw data reflecting the status of Reserve Component personnel and changes that have occurred to the force during the current reporting period. RCMS processes this data and converts it into useful information through its products, modules, and models. The output generated may take on many forms, such as graphical output showing grade and year-of-service profiles, a budget book showing the cost of the manpower program over the Future Years Defense Programs (FYDP), or statistics showing personnel readiness during mobilization. The greatest benefit of this system is its ability to provide users access data from multiple sources. The user can then refine and improve that data and make it available to decision makers in a form that makes trends and key issues apparent for making critical Guard-wide decisions.

b. RCMS is a complex system of 17 different tools that provides a myriad of data via its products, modules, models, and data interfaces. Some of the more commonly used tools include the Director's Personnel Readiness Overview(DPRO), Record Brief and Guard Incentive Management System (GIMS). The system's features and capabilities have grown over the years in sophistication and quantity. This evolution has been supported by a rich set of hardware and software systems. Today, RCMS fully leverages the latest Microsoft Office Suite as the system has steadily evolved from its 1985 creation. Previous to its creation, the data points needed to answer challenging questions was not readily available. RCMS supports a large number of concurrent users across many functional and operational areas. Currently, there are more than 33,000 users in RCMS who are accessing the 17 different tools within the system over 120,000 times per month.

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CPT [REDACTED] (b)(6) / (703) 604-8187

Approved By: MAJ [REDACTED] (b)(6)

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