Department of Homeland Security
Options for Human Resources Management System

The Human Resources Management System Design Team was chartered to develop a range of options for a human resources system that is both excellent and fair and supports the vital missions of the Department of Homeland Security.

What is an "option?"
Options are descriptions of potential personnel systems that the Department could adopt. They represent a range of possible systems for one or more of the six HR functional areas under consideration including: pay, performance, classification, labor relations, adverse actions and appeals. The options were developed based on a broad array of data sources including town hall meetings and focus groups with DHS employees, supervisors, and HR professionals, public and private sector research, communications with internal and external stakeholders, as well as discussions with DHS, OPM and union leadership.

What will happen with these options?
All of the Design Team's options (posted below) will be presented to the Senior Review Committee (SRC) during a public meeting October 20 - 22, 2003. The SRC is composed of top leaders from DHS and OPM, the presidents of the major DHS unions, and a group of highly regarded technical experts who serve as advisors to the Committee. The SRC will carefully review all of the options developed and determine which options to present to Secretary Ridge and OPM Director James. The Secretary and the Director will take the Committee's input into consideration and adopt those systems whose objectives are in keeping with the critically important mission of DHS, as well as the needs of employees. The final decisions of Secretary Ridge and Director James are scheduled to be published as proposed regulations in late 2003 and made available for public comment for a 30-day period thereafter.

Feedback on Options?
The HR Design Team welcomes feedback throughout the HR Design process. If you have feedback on options, please email your comments to hrdesignteam@dhs.gov.