



# Joint Enterprise Baseline

The Joint Enterprise Baseline (JEB) provides Department of Defense (DoD)-wide standards to Service Integrated Personnel and Pay Systems (IPPS) for Personnel, Compensation, and Finance and Accounting.

The JEB was compiled by Personnel and Readiness Information Management (P&R IM) and the Defense Finance and Accounting Service (DFAS) and includes Human Resources Management (HRM) Enterprise Standards and Finance and Accounting (F&A) Enterprise Standards, originating from the following policy areas:

Personnel and Readiness Policies	Comptroller Policies
Eligibility and computation of regular military compensation	Military pay accounting
Eligibility and computation of special and incentive pays	Military pay disbursement
Eligibility for personnel programs	Standardized reporting
	Standardized data exchanges
	Military pay auditability

## Value of the JEB

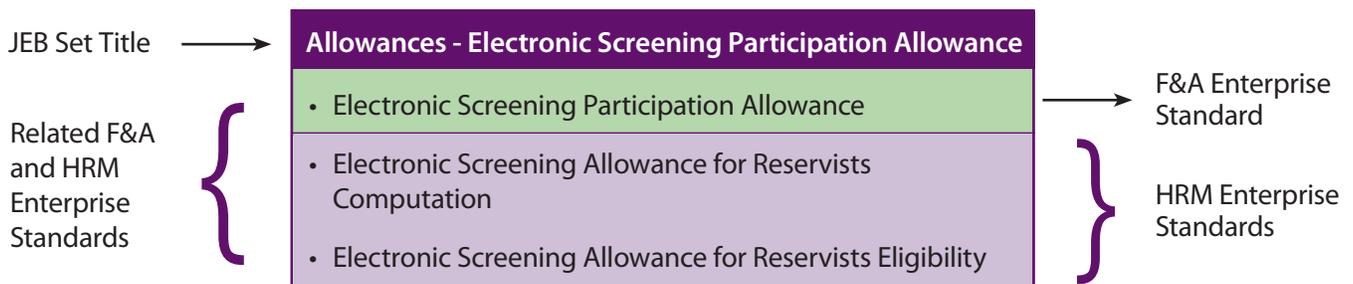
Containing reconciled and integrated HRM and F&A Enterprise Standards the JEB:

- Enables semantic consistency and consistent application of policy across the Department;
- Provides functional context for DoD business processes, rules, glossaries, and data;
- Supports consistent business rules across HRM and F&A domains when applicable;
- Promotes standardized reporting of information to Congress and DoD decision makers; and
- Enables information standardization for functional requirements development.

The JEB is included in the current Business Enterprise Architecture (BEA) release and will continue to be updated and refined based on changes to existing or creation of new policy. Users are encouraged to provide feedback on the JEB to ensure it remains a valuable resource for the DoD community.

## The JEB Structure

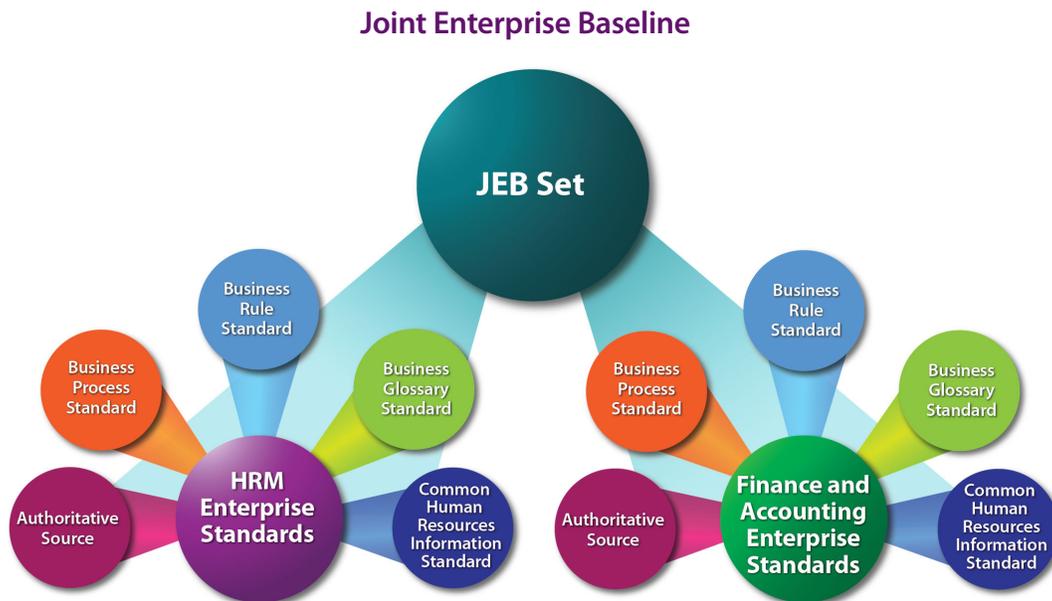
The reconciled and integrated HRM and F&A Enterprise Standards in the JEB are organized into over 200 functional categories called **JEB Sets**. A JEB Set groups related HRM and F&A Enterprise Standards by functional category as shown in the example below.



JEB Sets may include the following elements:

- **HRM Enterprise Standards**, which enable the consistent application of benefits and entitlements across DoD by providing semantically consistent HRM information supporting eligibility and computation for regular military compensation, special and incentive pays, and eligibility for personnel programs. They contain existing policy, documented terms and definitions, business rules, business processes, and business information needs relative to specific functional areas.
- **F&A Enterprise Standards**, which enable accurate and consistent pay computations across DoD and support policies and regulations as they relate to accounting, disbursing, reporting, auditability and interoperability. They comprise existing policy, business rules, business processes and business information needs.

As illustrated below, the standards in each JEB Set are reconciled and integrated to increase semantic consistency across both domains and avoid duplicity. For example, a single Common Human Resources Information Standard (CHRIS) may support the information needs of both HRM and F&A Enterprise Standards in a JEB Set.



*NOTE: Not all JEB Sets contain both HRM Enterprise Standards and F & A Enterprise Standards*

## Access to the JEB

The JEB is available via the P&R IM website at <http://www.prim.osd.mil>. DiscovHR, an information visualization software tool that depicts relationships among JEB elements, is also available via the P&R IM website. Users can employ DiscovHR's powerful search feature to easily access and view relationships among all HRM and F&A Enterprise Standards in the JEB.

For more information or to provide feedback on the JEB, please e-mail:  
[HRMEnterpriseStandards@osd.pentagon.mil](mailto:HRMEnterpriseStandards@osd.pentagon.mil) or visit <http://www.prim.osd.mil>