Manpower – Planning, Programming, Budgeting, & Execution (PPBE) Scope Statement

Purpose: The scoping statement is intended only to provide a brief overview of triggering events, outcomes of the business area process, identification of impacted processes, and scope. The details behind the scope statement will be communicated via the presentation of the OV-5a Operational Activity Decomposition Tree and OV-6c Business Process Models.

Business Areas: Perform Manpower Planning, Perform Manpower Programming, Perform Manpower Budgeting, and Execute Manpower

Assumptions:

- Use cases, processes, and information detailed in the Office of the Secretary of Defense (OSD) Manpower Analysis document was leveraged for further background and insight.
- Business Rule Standards (BRS) developed for this area were based on the list of Laws, Regulations, and Policies (LRPs) listed in the Fourth Estate Manpower Tracking System (FMTS) Policy Hierarchy presentation.

Scope (Perform Manpower Planning):
This business area is associated with projecting manpower requirements, identifying the mission list, and developing policy & procedure guidance, to support preparation of the Department of Defense (DoD) budget, including both budgetary and executionary requirements.

Scope (Perform Manpower Programming):
This business area is associated with the process of compiling and projecting future manpower requirements, documenting these requirements, integrating them into the overall planning, programming, and budgeting process, and translating them into a form that provides a basis for personnel procurement, training, and assignment.

Scope (Perform Manpower Budgeting):
This business area is associated with developing, reviewing, and adjusting budget estimates based on program requirements and in accordance with budgetary and congressional guidance. Program Budget Decisions are integrated with DoD’s budget and incorporated into the President's budget.

Scope (Execute Manpower):

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Personnel Readiness and Information Management
This business area is associated with reviewing Manpower Allocation, reconciling discrepancies, updating position data and Manpower documents, and distributing Manpower documents.

**HRM Capability:** Manage Organization

**Trigger Events:** The PPBE process starts when the PPBE cycle starts with the reviewing of the Strategic Planning Guidance document to create the DoD Component-specific planning guidance. Also, the Manpower Budgeting process is triggered once the Manpower Budget requirements are submitted.

**Business Area Outcome Information:** This business area ends when the manpower budget requirements are submitted to Financial Management for funding, or a Reclama is submitted for discrepancies that need a budgeting decision. If there are no discrepancies or if manpower allocation discrepancy list has been reconciled then maintain positions, update manpower documents, and distribute manpower documents. This process may also be terminated if the requirement is not within the Defense Planning Guidance and the allowed number of positions. and is not an exception.

**Business Areas interfacing with the Administer Organization Unique Identifier activity include (but are not limited to):**

**Manage Manpower Change** – This business area is used to show the source of the Manpower allocation discrepancy list to display the differences between allocation received and the requirements submitted. This business area is also used to show the maintaining of positions (i.e., creating, updating, and deleting) and position details.

**Manage Assignment** – This business area is used to show the sending of organizational level Manpower document update information to be used in the identification of potential candidates to fill personnel requisitions. This business area is also used to show the sending of funded position identification information to be used in the association of Member to a valid open personnel requisition.

**Perform Workforce Analysis** – This business area is used to show the sending of organizational level manpower document update information and funded position identification to be used in the analyzing of workforce information to produce the required workforce information. This business area is also used to show the receipt of force and simulation modeling information used to provide guidance on the manpower requirements needed to perform a specific function.

**Financial Management (FM)** – This area is associated with providing accurate and reliable financial information in support of the PPBE process to ensure adequate financial resources for warfighter mission requirements. This is used to show the receipt of FM information (e.g., Future Years Defense Program, Program and Funding Document, Program Budget Decision, Strategic Planning Guidance) in order to execute the process. This is also used to show the sending of force structure information (e.g., Manpower...
Budget Requirement, Manpower Input to Program Decision Memorandum, Manpower Reclama, Strength Planning Information) as the process is completed.

**Materiel Supply and Service Management (MSSM)** – This area is associated with covering DoD's supply chain, responsible for ensuring enterprise business capability to maintain readiness for the warfighter and sustain the force at a level of performance that meets or exceeds Combatant Commander's requirements. The key elements of MSSM include the conduct of planning, sourcing, making/manufacturing/repairing, performing logistics and field services, sustainment operations, delivery of property and forces, retail sales as required, and the return or retrograde of all classes of supply (materiel), personnel, and forces (deployments). When required, MSSM elements include disposal and demilitarization. Field services include such activities as laundry, bath services, and mortuary services. These capabilities are represented in the architecture as conduct planning, conduct sourcing, perform build, make, maintenance, and sustainment operations, deliver property and forces, and dispose or return property and materiel. This business area is used to show the receipt of geographic requirement, market information, and rejected purchase request in order to execute the process.

**Weapon System Life Cycle Management (WSLM)** – This area is associated with the full lifecycle management, cradle-to-grave, of Defense acquisition of weapon systems and automated information systems to include requirements, technology, development, production, and sustainment. This business area is used to show the receiving of workload information to be used in the determination of manpower mission requirements.