



HR BEACON

Community News for HR Professionals

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What is TFMMS?

*How a Billet Becomes Authorized, [Part 3 of 4]

As mentioned in the overview (Beacon 2015-06), the Total Force Manpower Management System (TFMMS) is the Navy's authoritative manpower data system. TFMMS is a classified (SAAR-N required) system that contains manpower requirements, authorizations, and end strength data for Navy officer and enlisted manpower, whose business requirements are maintained by the Navy's Manpower Analysis Center (NAVMAC). TFMMS is the single, authoritative data base for total force manpower requirements (active duty and reserve). In laymen's terms, "TFMMS Rules All."

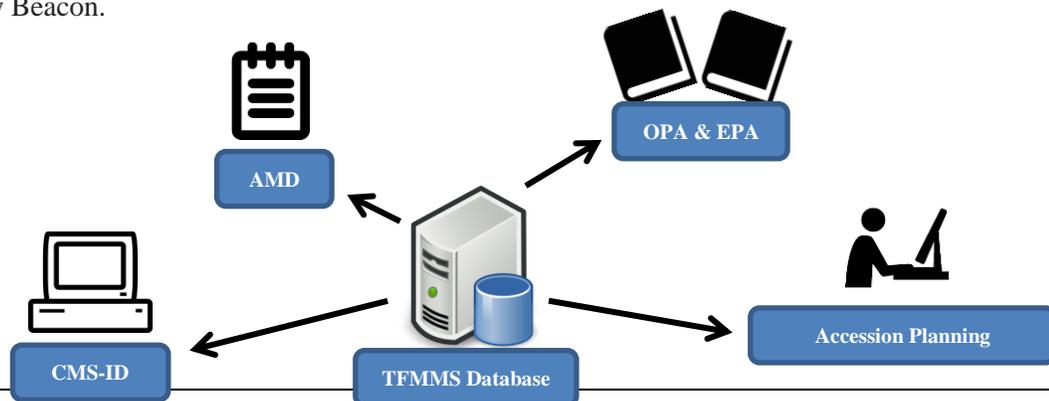
Who uses TFMMS?:

OPNAV N122 and NAVMAC manage the usability of TFMMS in meeting the manpower business needs. BSOs manage the Navy's Statements of Manpower Requirements (SMR) in TFMMS in a de-centralized fashion. Congress uses the SMR to approve the Navy's endstrength across the FYDP. OPNAV N122 is responsible for the endstrength, manpower authorizations, and activity (UIC) management. Budget Submitting Offices (BSOs) are responsible for the entry of approved PPBE (or approved "POM issue") decisions, as well as approved Billet Change Requests (BCR) for "out-of-cycle" manpower changes. Once a request is submitted into TFMMS, Resource Sponsor (RS), Requirements Officer (RO) and OPNAV N122 ensure the requests meet instructional guidelines.

What does TFMMS give me?:

TFMMS is the "spaces" database and ultimately drives the changes made to the Officer Programmed Authorizations (OPA), Enlisted Manpower Authorizations (EPA) and Activity Manpower Documents (AMD) throughout the Navy. Changes to a billet (e.g., rating, designator, paygrade, Navy Enlisted Classification (NEC) code, or Navy Officer Billet Classification (NOBC), must occur in TFMMS. These billet attributes drive the "spaces" across all Navy manpower programs. The bottom line is if it is not in TFMMS, then it does not matter.

This was just a brief look at TFMMS and how it's used. If you have questions or need more information, any of the users detailed above can assist in your quest to understand the TFMMS database. A detailed look into OPA/EPA will follow in subsequent quarterly Beacon.



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