

UNCLASSIFIED

**Department of Defense  
Fiscal Year (FY) 2020 Budget Estimates**

March 2019



**DoD Human Resources Activity**

*Defense-Wide Justification Book Volume 5 of 5*

***Research, Development, Test & Evaluation, Defense-Wide***

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DoD Human Resources Activity • Budget Estimates FY 2020 • RDT&E Program

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DoD Human Resources Activity • Budget Estimates FY 2020 • RDT&E Program

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Department of Defense  
FY 2020 President's Budget  
Exhibit R-1 FY 2020 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

26 Feb 2019

Appropriation	FY 2018 (Base + OCO)	FY 2019 Base Enacted	FY 2019 OCO Enacted	FY 2019 Total Enacted
Research, Development, Test & Eval, DW	27,749	25,210		25,210
Total Research, Development, Test & Evaluation	27,749	25,210		25,210

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Department of Defense  
 FY 2020 President's Budget  
 Exhibit R-1 FY 2020 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

26 Feb 2019

Appropriation	FY 2020 Base	FY 2020 OCO for Base Requirements	FY 2020 OCO for Direct War and Enduring Costs	FY 2020 Total OCO	FY 2020 Total (Base + OCO)
Research, Development, Test & Eval, DW	41,843				41,843
Total Research, Development, Test & Evaluation	41,843				41,843



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Department of Defense  
FY 2020 President's Budget  
Exhibit R-1 FY 2020 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

26 Feb 2019

	FY 2018 (Base + OCO)	FY 2019 Base Enacted	FY 2019 OCO Enacted	FY 2019 Total Enacted
<u>Summary Recap of Budget Activities</u>				
System Development And Demonstration	4,893	296		296
Management Support	22,856	24,914		24,914
Total Research, Development, Test & Evaluation	27,749	25,210		25,210
<u>Summary Recap of FYDP Programs</u>				
Research and Development	27,749	25,210		25,210
Training Medical and Other				
Total Research, Development, Test & Evaluation	27,749	25,210		25,210

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Department of Defense  
 FY 2020 President's Budget  
 Exhibit R-1 FY 2020 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

26 Feb 2019

	FY 2020 Base	FY 2020 OCO for Base Requirements	FY 2020 OCO for Direct War and Enduring Costs	FY 2020 Total OCO	FY 2020 Total (Base + OCO)
Summary Recap of Budget Activities					
-----					
System Development And Demonstration	7,295				7,295
Management Support	34,548				34,548
Total Research, Development, Test & Evaluation	41,843				41,843
Summary Recap of FYDP Programs					
-----					
Research and Development	41,743				41,743
Training Medical and Other	100				100
Total Research, Development, Test & Evaluation	41,843				41,843

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Defense-Wide  
 FY 2020 President's Budget  
 Exhibit R-1 FY 2020 President's Budget  
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 (Dollars in Thousands)

26 Feb 2019

Summary Recap of Budget Activities	FY 2018 (Base + OCO)	FY 2019 Base Enacted	FY 2019 OCO Enacted	FY 2019 Total Enacted
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System Development And Demonstration	4,893	296		296
Management Support	22,856	24,914		24,914
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 Summary Recap of FYDP Programs				
-----				
Research and Development	27,749	25,210		25,210
Training Medical and Other				
Total Research, Development, Test & Evaluation	27,749	25,210		25,210

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Defense-Wide  
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 (Dollars in Thousands)

26 Feb 2019

	FY 2020 Base	FY 2020 OCO for Base Requirements	FY 2020 OCO for Direct War and Enduring Costs	FY 2020 Total OCO	FY 2020 Total (Base + OCO)
Summary Recap of Budget Activities					
System Development And Demonstration	7,295				7,295
Management Support	34,548				34,548
Total Research, Development, Test & Evaluation	41,843				41,843
Summary Recap of FYDP Programs					
Research and Development	41,743				41,743
Training Medical and Other	100				100
Total Research, Development, Test & Evaluation	41,843				41,843

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Defense-Wide  
FY 2020 President's Budget  
Exhibit R-1 FY 2020 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

26 Feb 2019

Appropriation	FY 2018 (Base + OCO)	FY 2019 Base Enacted	FY 2019 OCO Enacted	FY 2019 Total Enacted
Defense Human Resources Activity	27,749	25,210		25,210
Total Research, Development, Test & Evaluation	27,749	25,210		25,210

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Defense-Wide  
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 (Dollars in Thousands)

26 Feb 2019

Appropriation	FY 2020 Base	FY 2020 OCO for Base Requirements	FY 2020 OCO for Direct War and Enduring Costs	FY 2020 Total OCO	FY 2020 Total (Base + OCO)
-----	-----	-----	-----	-----	-----
Defense Human Resources Activity	41,843				41,843
Total Research, Development, Test & Evaluation	41,843				41,843

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Defense-Wide  
FY 2020 President's Budget  
Exhibit R-1 FY 2020 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

26 Feb 2019

Appropriation: 0400D Research, Development, Test &amp; Eval, DW

Line No	Program Element Number	Item	Act	FY 2018 (Base + OCO)	FY 2019 Base Enacted	FY 2019 OCO Enacted	FY 2019 Total Enacted	Se e c
129	0605021SE	Homeland Personnel Security Initiative	05	4,893	296		296	U
		System Development And Demonstration		4,893	296		296	
170	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	22,856	24,914		24,914	U
192	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06					U
		Management Support		22,856	24,914		24,914	
Total Research, Development, Test & Eval, DW				27,749	25,210		25,210	

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Defense-Wide  
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26 Feb 2019

Appropriation: 0400D Research, Development, Test &amp; Eval, DW

Line No	Program Element Number	Item	Act	FY 2020 Base	FY 2020 OCO for Base Requirements	FY 2020 OCO for Direct War and Enduring Costs	FY 2020 Total OCO	FY 2020 Total (Base + OCO)	Se
129	0605021SE	Homeland Personnel Security Initiative	05	7,295				7,295	U
		System Development And Demonstration		7,295				7,295	
170	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	34,448				34,448	U
192	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	100				100	U
		Management Support		34,548				34,548	
Total Research, Development, Test & Eval, DW				41,843				41,843	



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Defense Human Resources Activity  
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Appropriation: 0400D Research, Development, Test &amp; Eval, DW

Line No	Program Element Number	Item	Act	FY 2018 (Base + OCO)	FY 2019 Base Enacted	FY 2019 OCO Enacted	FY 2019 Total Enacted	Se c
129	0605021SE	Homeland Personnel Security Initiative	05	4,893	296		296	U
		System Development And Demonstration		4,893	296		296	
170	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	22,856	24,914		24,914	U
192	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06					U
		Management Support		22,856	24,914		24,914	
Total Defense Human Resources Activity				27,749	25,210		25,210	

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Defense Human Resources Activity  
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26 Feb 2019

Appropriation: 0400D Research, Development, Test &amp; Eval, DW

Line No	Program Element Number	Item	Act	FY 2020 Base	FY 2020 OCO for Base Requirements	FY 2020 OCO for Direct War and Enduring Costs	FY 2020 Total OCO	FY 2020 Total (Base + OCO)	Se
129	0605021SE	Homeland Personnel Security Initiative	05	7,295				7,295	U
		System Development And Demonstration		7,295				7,295	
170	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	34,448				34,448	U
192	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	100				100	U
		Management Support		34,548				34,548	
Total Defense Human Resources Activity				41,843				41,843	

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DoD Human Resources Activity • Budget Estimates FY 2020 • RDT&E Program

Program Element Table of Contents (by Budget Activity then Line Item Number)

***Appropriation 0400: Research, Development, Test & Evaluation, Defense-Wide***

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***Appropriation 0400: Research, Development, Test & Evaluation, Defense-Wide***

Line #	Budget Activity	Program Element Number	Program Element Title	Page
170	06	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation.....	Volume 5 - 19
192	06	0808709SE	Defense Equal Opportunity Management Institute (DEOMI).....	Volume 5 - 43

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DoD Human Resources Activity • Budget Estimates FY 2020 • RDT&E Program

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<b>Program Element Title</b>	<b>Program Element Number</b>	<b>Line #</b>	<b>BA</b>	<b>Page</b>
Defense Equal Opportunity Management Institute (DEOMI)	0808709SE	192	06.....	Volume 5 - 43
Homeland Personnel Security Initiative	0605021SE	129	05.....	Volume 5 - 1
R&D in Support of DOD Enlistment, Testing and Evaluation	0605803SE	170	06.....	Volume 5 - 19

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**Exhibit R-2, RDT&E Budget Item Justification:** PB 2020 DoD Human Resources Activity **Date:** March 2019

<b>Appropriation/Budget Activity</b> 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 5: System Development & Demonstration (SDD)					<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / Homeland Personnel Security Initiative							
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Total Program Element	0.158	4.893	0.296	7.295	-	7.295	7.295	7.304	7.310	7.317	Continuing	Continuing
01: Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases	0.158	4.893	0.296	0.295	-	0.295	0.295	0.304	0.310	0.317	Continuing	Continuing
02: Enterprise Data Services (EDS)	-	0.000	0.000	4.200	-	4.200	4.200	2.800	2.800	2.800	Continuing	Continuing
03: Identity Credential Management (ICM)	-	0.000	0.000	2.800	-	2.800	2.800	4.200	4.200	4.200	Continuing	Continuing

**A. Mission Description and Budget Item Justification**

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). FY 2019 RDTE funds were applied to continue the research and investigation of multifactor authentication alternatives that may allow DoD to supplement current public key infrastructure and DoD Self-Service Logon authentication solutions, as well as security improvements and development of the USID card that provides identification for personnel not eligible for the standard CAC. In FY 2020 development of a pilot multifactor authentication alternative will begin. In addition, a new effort has begun in Identity Credential Management to enable data exchanges based on a common set of standard data attributes.

<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>
Previous President's Budget	4.893	0.296	0.295	0.000	0.295
Current President's Budget	4.893	0.296	7.295	0.000	7.295
Total Adjustments	0.000	0.000	7.000	0.000	7.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• ICM increase	-	-	7.000	-	7.000

**Congressional Add Details (\$ in Millions, and Includes General Reductions)**

**Project:** 02: Enterprise Data Services (EDS)

Congressional Add: Enterprise Data Services

<b>FY 2018</b>	<b>FY 2019</b>
-	0.000

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019	
<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide I BA 5: System Development &amp; Demonstration (SDD)</i>		<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	
<b>Congressional Add Details (\$ in Millions, and Includes General Reductions)</b>		<b>FY 2018</b>	<b>FY 2019</b>
Congressional Add Subtotals for Project: 02		-	0.000
<b>Project: 03: Identity Credential Management (ICM)</b>			
Congressional Add: <i>Identity Credential Management</i>		-	0.000
Congressional Add Subtotals for Project: 03		-	0.000
Congressional Add Totals for all Projects		-	0.000
<b>Change Summary Explanation</b>			
Recruiting Databases: OPA JAMRS will continue to operate and maintain the expanded JAMRSdb in FY 2019 and beyond using O&M,DW funding. Increase of \$7M for Improvements in Identity, Credential, and Access Management (IACM) Authentication Services, across two programs: Enterprise Data Services (EDS) and Identity Credential Management (ICM).			



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Exhibit R-2A, RDT&E Project Justification: PB 2020 DoD Human Resources Activity										Date: March 2019		
Appropriation/Budget Activity 0400 / 5					R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>				Project (Number/Name) 01 / <i>Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases</i>			
COST (\$ in Millions)	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	FY 2021	FY 2022	FY 2023	FY 2024	Cost To Complete	Total Cost
01: <i>Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases</i>	0.158	4.893	0.296	0.295	-	0.295	0.295	0.304	0.310	0.317	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**

Homeland Security Presidential Directive (HSPD-12) Initiative (\$0.393 million): The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors. Real Time Automated Personnel Identification System (RAPIDS) is the infrastructure that supports the Uniformed Services identification card, provides on-line updates to DEERS and issues the CAC to Service members, civilian employees, and eligible contractors, thus providing an enterprise-wide credential for both physical and logical access to DoD facilities and networks. CAC uses the DEERS database for authentication and personnel information.

Recruiting Databases Project (\$4.500 million): FY 2018 funds were directed to completing the expansion of recruiting database from the pilot started in FY 2017. It will be provided to all Military Services for use with officer and enlisted recruiting and to explore the merits of expanding use to civilian recruiting. Specifically, the funds will provide contractor support to research efforts on expanding the JAMRS Recruiting database for more precise direct messaging and run micro-targeting pilots with third party data buys.

**B. Accomplishments/Planned Programs (\$ in Millions)**

	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> Defense Enrollment Eligibility Reporting System/HSPD-12/Recruiting Databases	4.893	0.296	0.295
<b>Description:</b> The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors.			
The Office of People analytics (OPA) JAMRS Recruiting Database (JAMRSdb) - Recruiting database provided to all Military Services.			
<b>FY 2019 Plans:</b> HSPD-12: FY 2019 RDTE funds in HSPD-12 will be applied to research and investigation of multifactor authentication alternatives that may allow DoD to supplement current public key infrastructure and DoD Self-Service Logon authentication solutions.			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019	
<b>Appropriation/Budget Activity</b> 0400 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	<b>Project (Number/Name)</b> 01 / <i>Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases</i>	
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2018</b>	<b>FY 2019</b>
<p>Recruiting Databases: OPA JAMRS will continue to operate and maintain the expanded JAMRSdb in FY 2019 and beyond using O&amp;M, DW funding.</p> <p><b>FY 2020 Plans:</b> HSPD-12: FY 2020 RDTE funds in HSPD-12 will be applied to continue research and development of multifactor authentication alternatives that may allow DoD to supplement current public key infrastructure and DoD Self-Service Logon authentication solutions.</p> <p><b>FY 2019 to FY 2020 Increase/Decrease Statement:</b> HSPD-12: FY 2020 mission efforts continue.</p>			
<b>Accomplishments/Planned Programs Subtotals</b>		4.893	0.296
<b>C. Other Program Funding Summary (\$ in Millions)</b>			
N/A			
<b>Remarks</b>			
<b>D. Acquisition Strategy</b>			
HSPD-12: Existing contract vehicles in place/General Services Administration for Commercial Off The Shelf (COTS).			
<b>E. Performance Metrics</b>			
None			

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<b>Exhibit R-3, RDT&amp;E Project Cost Analysis:</b> PB 2020 DoD Human Resources Activity												<b>Date:</b> March 2019			
<b>Appropriation/Budget Activity</b> 0400 / 5						<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Personnel Security Initiative</i>				<b>Project (Number/Name)</b> 01 / <i>Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases</i>					

  

Test and Evaluation (\$ in Millions)				FY 2018		FY 2019		FY 2020 Base		FY 2020 OCO		FY 2020 Total			
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Cost To Complete	Total Cost	Target Value of Contract
Homeland Personnel Security Directive (HSPD-12) Initiative/ Recruiting Databases	C/IDIQ	Gulf Coast Enterprise : Pensacola, FL	0.158	4.893	Dec 2017	0.296	Dec 2018	0.295	Dec 2019	0.000		0.295	Continuing	Continuing	-
<b>Subtotal</b>			0.158	4.893		0.296		0.295		0.000		0.295	Continuing	Continuing	N/A

  

**Remarks**  
HSPD-12: RDTE funds in HSPD-12 will extend through the FYDP and be applied to research and investigation of multifactor authentication alternatives that may allow DoD to supplement current public key infrastructure and DoD Self-Service Logon authentication solutions.

  

	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	Cost To Complete	Total Cost	Target Value of Contract
<b>Project Cost Totals</b>	0.158	4.893	0.296	0.295	0.000	0.295	Continuing	Continuing	N/A

  

**Remarks**

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Exhibit R-4, RDT&E Schedule Profile: PB 2020 DoD Human Resources Activity			Date: March 2019
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative	Project (Number/Name) 01 / Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases	

	FY 2018				FY 2019				FY 2020				FY 2021				FY 2022				FY 2023				FY 2024			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Homeland Security Presidential Directive (HSPD-12)																												
Recruiting Databases																												

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<b>Exhibit R-4A, RDT&amp;E Schedule Details:</b> PB 2020 DoD Human Resources Activity			<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	<b>Project (Number/Name)</b> 01 / <i>Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases</i>	

Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<b><i>Homeland Security Presidential Directive (HSPD-12)</i></b>				
Recruiting Databases	4	2019	3	2020

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Exhibit R-2A, RDT&E Project Justification: PB 2020 DoD Human Resources Activity										Date: March 2019		
Appropriation/Budget Activity 0400 / 5					R-1 Program Element (Number/Name) PE 0605021SE I Homeland Personnel Security Initiative				Project (Number/Name) 02 I Enterprise Data Services (EDS)			
COST (\$ in Millions)	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	FY 2021	FY 2022	FY 2023	FY 2024	Cost To Complete	Total Cost
02: Enterprise Data Services (EDS)	-	0.000	0.000	4.200	-	4.200	4.200	2.800	2.800	2.800	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		
A. Mission Description and Budget Item Justification												
Project 2: Enterprise Data Services - supports the DoD CIO initiative to implement end-to-end digital services for person and non-person entities in support of DoD cybersecurity, interoperability, and secure information sharing across the Department. The enhancements to DMDC data repositories will implement a data centric approach to collect, verify, maintain, and share identity and other attributes. The development of new data attributes and services will enable authentication to DoD networks and resources through common standards, shared services and federation.												
B. Accomplishments/Planned Programs (\$ in Millions)									FY 2018	FY 2019	FY 2020	
Title: Enterprise Data Services									0.000	0.000	4.200	
Description: The Enterprise Data Services funding will update the data attributes collected to secure trusted environments across the DoD so people and non-person entities can securely access all authorized resources based on mission need, and where DoD CIO has visibility of who and what is on the network at any point in time.												
FY 2019 Plans: N/A												
FY 2020 Plans: Develop a Mission Partner Registration service to enable a DoD Origin Network Identity Exchange solution which would enable cross-federal agency identity, credential, and information exchange from authoritative data sources.												
FY 2019 to FY 2020 Increase/Decrease Statement: Enterprise Data Services development begins in FY 2020 by establishing services to enable data exchanges based on a common set of standard data attributes.												
Accomplishments/Planned Programs Subtotals									0.000	0.000	4.200	
							FY 2018	FY 2019				
Congressional Add: Enterprise Data Services							-	0.000				
FY 2019 Plans: N/A												
Congressional Adds Subtotals							-	0.000				

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	<b>Project (Number/Name)</b> 02 / <i>Enterprise Data Services (EDS)</i>
<p><b><u>C. Other Program Funding Summary (\$ in Millions)</u></b> N/A</p> <p><b><u>Remarks</u></b></p> <p><b><u>D. Acquisition Strategy</u></b> N/A</p> <p><b><u>E. Performance Metrics</u></b> None.</p>		

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<b>Exhibit R-3, RDT&amp;E Project Cost Analysis:</b> PB 2020 DoD Human Resources Activity												<b>Date:</b> March 2019		
<b>Appropriation/Budget Activity</b> 0400 / 5						<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / Homeland Personnel Security Initiative				<b>Project (Number/Name)</b> 02 / Enterprise Data Services (EDS)				

  

<b>Product Development (\$ in Millions)</b>				<b>FY 2018</b>		<b>FY 2019</b>		<b>FY 2020 Base</b>		<b>FY 2020 OCO</b>		<b>FY 2020 Total</b>				
<b>Cost Category Item</b>	<b>Contract Method &amp; Type</b>	<b>Performing Activity &amp; Location</b>	<b>Prior Years</b>	<b>Cost</b>	<b>Award Date</b>	<b>Cost</b>	<b>Award Date</b>	<b>Cost</b>	<b>Award Date</b>	<b>Cost</b>	<b>Award Date</b>	<b>Cost</b>	<b>Cost To Complete</b>	<b>Total Cost</b>	<b>Target Value of Contract</b>	
Enterprise Data Services	C/IDIQ	DHRA : TBD	-	-		-		4.200		-		4.200	Continuing	Continuing	-	
<b>Subtotal</b>			-	-		-		4.200		-		4.200	Continuing	Continuing	N/A	

  

			<b>Prior Years</b>	<b>FY 2018</b>		<b>FY 2019</b>		<b>FY 2020 Base</b>		<b>FY 2020 OCO</b>		<b>FY 2020 Total</b>	<b>Cost To Complete</b>	<b>Total Cost</b>	<b>Target Value of Contract</b>
<b>Project Cost Totals</b>			-	-		0.000		4.200		-		4.200	Continuing	Continuing	N/A

  

**Remarks**



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Exhibit R-4, RDT&E Schedule Profile: PB 2020 DoD Human Resources Activity										Date: March 2019			
Appropriation/Budget Activity					R-1 Program Element (Number/Name)					Project (Number/Name)			
0400 / 5					PE 0605021SE / Homeland Personnel Security Initiative					02 / Enterprise Data Services (EDS)			

	FY 2018				FY 2019				FY 2020				FY 2021				FY 2022				FY 2023				FY 2024			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Enterprise Data Services																												
Enterprise Data Services																												

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<b>Exhibit R-4A, RDT&amp;E Schedule Details:</b> PB 2020 DoD Human Resources Activity			<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	<b>Project (Number/Name)</b> 02 / <i>Enterprise Data Services (EDS)</i>	

Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<b><i>Enterprise Data Services</i></b>				
Enterprise Data Services	2	2020	2	2021

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity										<b>Date:</b> March 2019		
<b>Appropriation/Budget Activity</b> 0400 / 5					<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / Homeland Personnel Security Initiative				<b>Project (Number/Name)</b> 03 / Identity Credential Management (ICM)			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
03: Identity Credential Management (ICM)	-	0.000	0.000	2.800	-	2.800	2.800	4.200	4.200	4.200	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		
<b>A. Mission Description and Budget Item Justification</b> Identity Credential Management establishes DHRA/DMDC as the Identity Credential Service Provider for the Department of Defense to develop improved credentialing solutions including the implementation of multi-factor authentication registration service, assertion services, authentication gateway, and a centralized enterprise credential management service.												
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>									<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	
<b>Title:</b> Identity Credential Management									0.000	-	2.800	
<b>FY 2020 Plans:</b> FY 2020 RDT&E funds will be applied to begin development of improved multifactor authentication technologies in support of DoD and VA associated individuals that require access to government websites using a trusted credential.												
<b>FY 2019 to FY 2020 Increase/Decrease Statement:</b> Research and development work supporting Identity Credential Management development begins in FY 2020.												
<b>Accomplishments/Planned Programs Subtotals</b>									0.000	-	2.800	
									<b>FY 2018</b>	<b>FY 2019</b>		
<b>Congressional Add:</b> Identity Credential Management									-	0.000		
<b>FY 2019 Plans:</b> N/A												
<b>Congressional Adds Subtotals</b>									-	0.000		
<b>C. Other Program Funding Summary (\$ in Millions)</b> N/A												
<b>Remarks</b>												
<b>D. Acquisition Strategy</b> N/A												

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	<b>Project (Number/Name)</b> 03 / <i>Identity Credential Management (ICM)</i>
<b>E. Performance Metrics</b> N/A.		

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<b>Exhibit R-3, RDT&amp;E Project Cost Analysis:</b> PB 2020 DoD Human Resources Activity												<b>Date:</b> March 2019		
<b>Appropriation/Budget Activity</b> 0400 / 5						<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / Homeland Personnel Security Initiative				<b>Project (Number/Name)</b> 03 / Identity Credential Management (ICM)				

  

Product Development (\$ in Millions)				FY 2018		FY 2019		FY 2020 Base		FY 2020 OCO		FY 2020 Total				
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost		Cost To Complete	Total Cost	Target Value of Contract
Identity Credential Management	C/IDDQ	DHRA : TBD	-	-		-		2.800		-		2.800		Continuing	Continuing	-
<b>Subtotal</b>			-	-		-		2.800		-		2.800		Continuing	Continuing	N/A

  

	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	Cost To Complete	Total Cost	Target Value of Contract
<b>Project Cost Totals</b>	-	-	0.000	2.800	-	2.800	Continuing	Continuing	N/A

  

**Remarks**

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Exhibit R-4, RDT&E Schedule Profile: PB 2020 DoD Human Resources Activity										Date: March 2019									
Appropriation/Budget Activity					R-1 Program Element (Number/Name)					Project (Number/Name)									
0400 / 5					PE 0605021SE / Homeland Personnel Security Initiative					03 / Identity Credential Management (ICM)									

	FY 2018				FY 2019				FY 2020				FY 2021				FY 2022				FY 2023				FY 2024			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Identity Credential Management																												
Identity Credential Management																												

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<b>Exhibit R-4A, RDT&amp;E Schedule Details:</b> PB 2020 DoD Human Resources Activity			<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	<b>Project (Number/Name)</b> 03 / <i>Identity Credential Management (ICM)</i>	

Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<b><i>Identity Credential Management</i></b>				
Identity Credential Management	2	2020	2	2021

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**Exhibit R-2, RDT&E Budget Item Justification:** PB 2020 DoD Human Resources Activity **Date:** March 2019

<b>Appropriation/Budget Activity</b> 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support					<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation							
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Total Program Element	15.230	22.856	24.914	34.448	-	34.448	35.260	27.157	17.480	17.829	Continuing	Continuing
5: <i>ESGR Awards and Activity Tracking &amp; Reporting (AATR) Tool</i>	0.000	0.595	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
6: <i>Enterprise Data Services</i>	0.000	0.134	4.856	14.434	-	14.434	17.880	10.637	0.644	0.658	Continuing	Continuing
7: <i>DSaid</i>	1.932	3.570	1.800	2.984	-	2.984	0.669	0.000	0.000	0.000	-	-
8: <i>CAP</i>	0.000	0.290	1.292	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
9: <i>Office of People Analytics (OPA), Testing and Assessment</i>	2.686	2.640	2.419	5.089	-	5.089	4.767	4.244	4.329	4.416	Continuing	Continuing
10: <i>Enterprise Human Resource Infor System(EHRIS)</i>	4.585	6.827	3.127	4.380	-	4.380	4.383	4.511	4.602	4.692	Continuing	Continuing
11: <i>Personnel Accountability (PA)</i>	1.774	5.000	3.330	2.174	-	2.174	2.174	2.237	2.282	2.327	Continuing	Continuing
12: <i>Personnel Security Assurance (PSA)</i>	4.253	3.000	4.116	4.594	-	4.594	4.594	4.728	4.823	4.920	Continuing	Continuing
13: <i>Federal Voting Assistance Program</i>	0.000	0.800	0.793	0.793	-	0.793	0.793	0.800	0.800	0.816	Continuing	Continuing
14: <i>Defense Travel System-Modernization (PILOT)</i>	0.000	0.000	3.181	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing

**A. Mission Description and Budget Item Justification**

A. Mission Description and Budget Item Justification

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). This PE includes application of R&D to expedite prototype development and mission support efforts to sustain and/or modernize operations required for general RDT&E.

For FY 2017, as a result of a Business Process and Systems Review, DHRA implemented a major reorganization that impacted the DHRA RDT&E budget. The most significant aspect of this reorganization, from a RDT&E perspective, was the integration of the Enterprise Human Resources Information System (EHRIS) into the Defense Manpower Data Center's (DMDC) portfolio of information technology (IT) initiatives. Additionally, DHRA has implemented a major reorganization of the DMDC programs to more accurately align budget program lines with the DHRA Information Technology (IT) data reported in the DHRA IT Budget. The Defense Eligibility and

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Exhibit R-2, RDT&E Budget Item Justification: PB 2020 DoD Human Resources Activity		Date: March 2019
Appropriation/Budget Activity 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	
<p>Enrollment System (DEERS); Data Governance; Real Time Automated Personnel Identification System (RAPIDS); Common Access Card (CAC); the Cyber Security program has been integrated into the DEERS and RAPIDS programs, with CAC being retained as part of the RAPIDS program. Synchronized Pre-deployment and Operational Tracker (SPOT) has been integrated into a Personnel Accountability (PA) program that also includes Joint Personnel Accountability Reconciliation and Reporting (JPARR), and the Noncombatant Evacuation Operations (NEO) Tracking System (NTS).</p> <p>Project 1: DCPDS - this project is described below in Project #10 EHRIS where it has been realigned.</p> <p>Project 5: ESGR Awards &amp; Activity Tracking (AATR) Tool. Employer Support of the Guard and Reserve (ESGR) requires a comprehensive web-based application (Awards and Activity Tracking and Reporting) to track ESGR Activities to include briefings and recognition of civilian employers and briefings of National Guard and Reserve that will track against organizational goals vs. costs and the hours donated by Volunteers. The application will replace several manual processes that use Microsoft Excel spreadsheets across 54 State Committees and through contractor support. This will also place all critical data in a DoD Data Center. Development of a web-based application would immensely improve data collection and analysis while allowing field staff and volunteers to better focus on operations and mission accomplishment. The application would be an addition to ESGR's current Portal that contains ESGR's member management, inquiry and case management, and freedom award nomination systems.</p> <p>Project 6: Enterprise Data Management (EDS) is addressing two critical projects in FY 2020: 1) JOM and 2) EDDIE. 1) The Joint Officer Management (JOM) modernization initiative will support improvements in the Joint Manpower Information System's (JMIS) automation, reliability, accuracy, and system interoperability to enable the Department to more effectively comply with Title 10 management requirements of Joint Duty Officers in the Active and Reserve forces, and improve the sight picture of joint officer personnel capabilities and readiness for the SECDEF and the Chairman, Joint Chiefs of Staff (CJCS). The JMIS is the DoD's sole IT system to inform the SECDEF and CJCS on their operational joint personnel officer readiness capability. The system is used to track joint duty billets, and the officers assigned to them. It also tracks joint duty experiences, education, training, and qualifications for facilitation of joint duty officer assignments and promotions. The legacy system was built in the 1990's and is no longer agile enough to support today's mission. This modernization project will bring JOM into the 21st century while addressing critical compliance issue around cyber security, and legislative and policy changes for which the legacy system has been unable to keep pace. 2) The Enterprise Data to Decisions Information Environment (EDDIE) introduces a streamlined way to provide person based "data as a service" and "analytics as a service" to all of DoD and other Federal Agencies. It enables and improves all types of analytics from standard reporting to more emergent and embedded predictive/prescriptive analytics. EDDIE will assist decision makers in forming relevant questions, retrieving pertinent information, and informing policy and program changes. In FY 2020 development will begin based on the findings of the Analysis of Alternatives.</p> <p>Project 7: Defense Sexual Assault Incident Database (DSOID). DSOID serves as the Department's only centralized, case-level database for the collection and maintenance of information regarding sexual assaults involving Service members, via both Unrestricted and Restricted Reporting options. In addition, DSOID accommodates a variety of uses, including the tracking of sexual assault victim support services, support Sexual Assault Prevention and Response (SAPR) program administration, program reporting requirements, and data analysis. DSOID will also facilitate reports to Congress on claims of retaliation in connection with an Unrestricted Report of sexual assault made by or against a member of the Armed Force, and serve as a repository for documents necessary for victim future support. Service Sexual Assault Response Coordinators (SARCs) use the system to track support to victims of sexual assault throughout the lifecycle of support requirements that facilitate sexual assault case transfer between SARCs and Services.</p>		

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide / BA 6: RDT&amp;E Management Support</i>		<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>
<p>The DoD SAPR Office and Service headquarters-level users access the system as a management tool for statistical analysis, tracking, Congressional and ad-hoc reporting, evaluating program effectiveness, conducting research, and case and business management. In order to facilitate analysis at the OSD level, the System is able to easily export data for analysis in statistical applications, such as Statistical Package for the Social Sciences (SPSS). DSAID includes safeguards to shield personally identifiable information (PII) from unauthorized disclosure, and stringent user access control in place.</p> <p>Currently CAP utilizes a Government-Off-The-Shelf (GOTS) product designed to support the program's robust mission. This product, CAP Portal, is used primarily to process DoD and other government agencies requests for hardware, software, training, and other miscellaneous accommodation services. CAP Portal also processes information pertaining to developing and tracking requirements packages, market research, events and outreach to include proposals, presentations, materials, and assistive technology. The CAP Portal allows staff and contract support personnel to utilize all aspects of its functionality to facilitate the provision of reasonable accommodations, and run various reports to make financial forecasts with the data that is contained within the system.</p> <p>Project 9: OPA Testing and Assessment Division administers testing programs, which enable the Armed Services to select highly qualified military recruits. The DoD uses a single test, the Armed Services Vocational Aptitude Battery (ASVAB), to determine eligibility of military applicants and to report recruit quality data to Congress. High quality recruits are obtained from administering the ASVAB annually to approximately 600,000 applicants for Military Service as part of the DoD Enlistment Testing program, and to 1 million students in the DoD Student Testing program. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. New ASVAB test forms and related support materials are implemented approximately every four years. This allows DoD to make measurement improvements as well as decrease the likelihood of test compromise. Ongoing RDT&amp;E efforts include development and evaluation of procedures which (1) reduce or eliminate threats to the validity of the ASVAB test scores generated; (2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information. In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn.</p> <p>Project 10: The Enterprise Human Resource Information System (EHRIS) is comprised of the Defense Civilian Personnel Data System (DCPDS), Civilian HR IT Managed Services, Civilian HR IT Enterprise Services, and Civilian HR IT Program Planning and Management.</p> <ul style="list-style-type: none"> <li>- DCPDS is the DoD enterprise civilian personnel HR system, servicing approximately 900,000 users worldwide. The system holds all authoritative civilian employee "personal data" and personnel actions, and provides HR business capabilities to support the end-to-end HR line of business and employee self-service capabilities, such as benefits election. The DCPDS program implements systems training, testing, and requirements management that provides user and administrator training for DCPDS and performs integrated testing for DCPDS and DoD HR IT systems to ensure proper operations throughout their life cycles.</li> <li>-Civilian HR IT Managed Services is responsible to customers for deployment and management of civilian HR IT systems delivered to the DoD by external government service providers, such as the Office of Personnel Management (OPM). Services currently managed include staff acquisition (USA Jobs and USA Staffing) and the electronic official personnel folders (eOPF). DMDC's role is to centrally manage the Department's requirements for these services so that the service provider (in most cases OPM) is working with a single point of contact at DoD.</li> <li>-Civilian HR IT Enterprise Services is responsible to customers for the development, operations, and sustainment of all other enterprise civilian HR IT capabilities not provided by DCPDS or external government service providers. These systems are typically unique to the DoD and allow the DoD to automate the remainder of the end-to-end HR line of business.</li> </ul>		

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide / BA 6: RDT&amp;E Management Support</i>		<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>
<p>-Civilian HR IT Program Planning and Management centralizes civilian HR IT planning and strategy activities within DMDC in order to create an integrated plan for the future that both aligns with higher level guidance and takes into account requirements and priorities across the Department for automation of civilian HR IT processes. This program works with functional sponsors and users to produce validated functional requirements, as well as technical requirements that apply to all DoD HR IT systems.</p> <p>Project 11: Personnel Accountability program is comprised of several systems, including: Synchronized Pre-deployment Operational Tracker Enterprise Suite (SPOT-ES), Joint Personnel Accountability Reconciliation and Reporting (JPARR), Defense Travel System (DTS)/Defense Travel System Modernization and Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This family of systems represents end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilian, contractor and U.S. citizens. This includes DoD travel, contracts, and contractor personnel tracking in support of contingencies, military readiness, reporting of locations at the unit and person level, accountability of DoD personnel during (and after) natural or man-made disasters and accountability and visibility of noncombatant evacuees.</p> <p>Project 12: Personnel Security Assurance (PSA) provides comprehensive capabilities to perform processing and verification of security clearances for all DoD military personnel, civilians and contractors including the technology and processes that need to be addressed in order to implement Continuous Evaluation. Funding in this program support the Defense Information System for Security (DISS) which transferred to DHRA/DMDC from DLA in FY 2017. The DISS mission is to consolidate the DoD personnel security mission into an enterprise adjudicative case management system that will automate the implementation of improved national investigative and adjudicative standards to eliminate costly and inefficient work processes and increase information collaboration across the community.</p> <p>Project 13: The Federal Voting Assistance Program (FVAP) administers many of the federal responsibilities of the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA) of 1986 and other federal military voter registration and assistance laws. FVAP works to ensure Service members, their eligible family members and overseas citizens are aware of their right to vote and have the tools and resources to successfully do so – from anywhere in the world. FVAP works to Increase the likelihood of interested Active Duty Members to use available FVAP resources to increase their level of awareness of available DoD voting assistance resources, which will increase the likelihood of returning their absentee ballot. FVAP conducts voting research projects with States, local election jurisdictions and private entities to assist UOCAVA voters to register to vote and submit their absentee ballot and improve federal, State and local election processes and procedures.</p> <p>Project 14: Defense Travel System-Modernization (Pilot) - The DoD Travel System Pilot Program (DTSP), is part of the DTS-M effort, to determine the viability of using commercial-off-the-shelf software as a service (CSaaS) to conduct DoD travel.</p>		

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2020 DoD Human Resources Activity	<b>Date:</b> March 2019
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<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide / BA 6: RDT&amp;E Management Support</i>	<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>
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<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>
Previous President's Budget	30.356	24.914	34.448	-	34.448
Current President's Budget	22.856	24.914	34.448	-	34.448
Total Adjustments	-7.500	0.000	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-7.500	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

**Change Summary Explanation**

Congress reduced DHRA by -\$7.500 million in FY 2018 for prior year carryover.

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity										<b>Date:</b> March 2019		
<b>Appropriation/Budget Activity</b> 0400 / 6					<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				<b>Project (Number/Name)</b> 5 / ESGR Awards and Activity Tracking & Reporting (AATR) Tool			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
5: ESGR Awards and Activity Tracking & Reporting (AATR) Tool	0.000	0.595	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**  
 Redesign the ESGR Portal that contains the Inquiry and Case Management System, Member Management System, and Secretary of Defense Employer Support Freedom Award Nomination (FAN) system to account for technology changes and migrate to an approved DoD or Federal Cloud environment.

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> ESGR Redesign/Technical Refresh	0.595	-	-
<b>Accomplishments/Planned Programs Subtotals</b>	0.595	-	-

**C. Other Program Funding Summary (\$ in Millions)**  
 N/A

**Remarks**  
 N/A

**D. Acquisition Strategy**  
 N/A

**E. Performance Metrics**  
 N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2020 DoD Human Resources Activity										Date: March 2019		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 6 / Enterprise Data Services			
COST (\$ in Millions)	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	FY 2021	FY 2022	FY 2023	FY 2024	Cost To Complete	Total Cost
6: Enterprise Data Services	0.000	0.134	4.856	14.434	-	14.434	17.880	10.637	0.644	0.658	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**

Supports research and development efforts on two critical projects, JOM and EDDIE. The Joint Officer Management (JOM) modernization initiative will support improvements in the Joint Manpower Information System's (JMIS) automation, reliability, accuracy, and system interoperability of the program that tracks and manages joint personnel officer readiness capability. The Enterprise Data to Decisions Information Environment (EDDIE) introduces a streamlined way to provide person based "data as a service" and "analytics as a service" to all of DoD and other Federal Agencies.

**B. Accomplishments/Planned Programs (\$ in Millions)**

	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> Enterprise Data Services (EDS)	0.134	4.856	14.434
<b>FY 2019 Plans:</b> <ul style="list-style-type: none"> <li>• Research JOM requirements and perform decomposition of the technical implementation requirements and specifications needed for the development efforts.</li> <li>• Develop JOM proposed architecture for modernized system.</li> <li>• Evaluate JOM interoperability requirements and system interfaces.</li> <li>• Research existing alternatives and develop an Analysis of Alternatives for the EDDIE environment.</li> <li>• Evaluate the DISA Data Lake, CIO Data Environment, and PDE Enhancement.</li> <li>• Develop the architecture and design for EDDIE.</li> <li>• Collaborate with the Federally Funded Research and Development Centers (FFRDC), Policy Offices, and other stakeholders on EDDIE.</li> <li>• Perform business process reengineering in support of EDDIE to improve the approval processes in gaining access to the data,</li> <li>• Define EDDIE workflow.</li> <li>• Define the minimal and optimal data universe required for the EDDIE collaborative environment.</li> </ul>			
<b>FY 2020 Plans:</b> <ul style="list-style-type: none"> <li>• JOM technical implement begins and continues through FY 2022.</li> <li>• Provides JOM configuration management support.</li> <li>• Deploys JOM to internal/user testing and Production Environments.</li> <li>• Install, configure, and integrate software and middleware to host EDDIE.</li> <li>• Implement EDDIE architecture and migrate data assets for inclusion in the pilot implementation.</li> <li>• Create the software workflows and data governance processes necessary to store candidate data assets in the EDDIE system.</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019	
<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>	<b>Project (Number/Name)</b> 6 / <i>Enterprise Data Services</i>	
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2018</b>	<b>FY 2019</b>
<ul style="list-style-type: none"> <li>Extend EDDIE self-service capability to selected user communities.</li> </ul> <p><b><i>FY 2019 to FY 2020 Increase/Decrease Statement:</i></b>            The EDS project increase from FY 2019 to FY 2020 supports increased funding for both the JOM modernization project and the EDDIE project. FY 2019 funding provided initial start-up funds, but the bulk of the development work for each program will begin in FY 2020.</p>			
<b>Accomplishments/Planned Programs Subtotals</b>		0.134	4.856
<b>C. Other Program Funding Summary (\$ in Millions)</b> N/A			
<b>Remarks</b>			
<b>D. Acquisition Strategy</b> N/A			
<b>E. Performance Metrics</b> N/A			



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Exhibit R-2A, RDT&E Project Justification: PB 2020 DoD Human Resources Activity										Date: March 2019		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 7 / DSAID			
COST (\$ in Millions)	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	FY 2021	FY 2022	FY 2023	FY 2024	Cost To Complete	Total Cost
7: DSAID	1.932	3.570	1.800	2.984	-	2.984	0.669	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		
A. Mission Description and Budget Item Justification												
The Defense Sexual Assault Incidents Database (DSAID) is the integrated DoD SAPR Data Collection and Reporting System that accommodates a variety of uses, including the tracking of sexual assault victim support services, support SAPR program administration, program reporting requirements, and data analysis.												
B. Accomplishments/Planned Programs (\$ in Millions)									FY 2018	FY 2019	FY 2020	
Title: Defense Sexual Assault Incidents Database (DSAID)									3.570	1.800	2.984	
FY 2019 Plans:												
• Add Business Intelligence tools to the Enhanced Reporting Capability Module												
• Incorporate DSAID Control Board (CCB) approved and pending Change Requests (CRs) (e.g. Create Retaliation and Document Management Modules)												
• Implement an interface with the DEERS.												
FY 2020 Plans:												
• The Joint Services Provider (JSP) has required all systems moved out of the Pentagon enclave. This requirement necessitates SAPRO to move DSAID to new server environment with additional system requirements in FY 2020.												
• FY 2019 requires the Department to expand Congressional reporting requirements to include data on collateral misconduct and expedited transfers for adult dependents. SAPRO will add required data elements as a new module in DSAID.												
FY 2019 to FY 2020 Increase/Decrease Statement:												
Decrease in funding \$1.770M from FY 2018 to FY 2019 - realigning planned FY 2019 requirements to FY 2020 and FY 2021 and prioritizing those requirements and associated funding:												
• Implement or update interfaces with the Service Investigative Agencies, Family Advocacy and Sexual Harassment Programs.												
• Add Service interface (e.g. Navy & USMC Resiliency Management system) to the Enhanced Reporting Capability Module.												
• Create additional Legal Officer (LO) Modules for Regional Judge Advocates, Academies, the National Guard Bureau (NGB), and the Coast Guard.												
Accomplishments/Planned Programs Subtotals									3.570	1.800	2.984	
C. Other Program Funding Summary (\$ in Millions)												
N/A												

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>	<b>Project (Number/Name)</b> 7 / <i>DSAID</i>
<b>C. Other Program Funding Summary (\$ in Millions)</b>		
<b>Remarks</b>		
<b>D. Acquisition Strategy</b> N/A		
<b>E. Performance Metrics</b> <ul style="list-style-type: none"><li>• In accordance with contract Plan of Action &amp; Milestones.</li></ul>		

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Exhibit R-2A, RDT&E Project Justification: PB 2020 DoD Human Resources Activity										Date: March 2019		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 8 / CAP			
COST (\$ in Millions)	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	FY 2021	FY 2022	FY 2023	FY 2024	Cost To Complete	Total Cost
8: CAP	0.000	0.290	1.292	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		
A. Mission Description and Budget Item Justification												
<p>The Computer/Electronic Accommodations Program (CAP) Portal has been certified as a Defense Business System (DBS). This project will help CAP obtain and maintain an optimized and certified DBS that executes data collection, records management, and reporting accountability for all stakeholders. In order to enhance areas of program data-tracking capabilities and stabilize the environment for future operations, CAP requires modernization of CAP Portal. The CAP Portal has pages/controls that have accumulated up to 7,000 lines of code, making it difficult to ensure the reliability of any updates made to the system which has undergone over 500 change requests since its launch.</p> <p>There are components and functionality that are no longer being utilized and others needed, but it is risky to remove or disable due to the interconnected nature of the codebase. The current codebase utilizes an outdated framework that is difficult to maintain. The CAP Modernization Project will implement a .NET Model View Controller (MVC) framework to separate the business, display and input layers of the code. As CAP's operating procedures evolve, CAP Portal's current structure will not match the changing business needs of its users. Towards that end, the issue of restructuring CAP Portal is necessary to ensure flexibility and reliability moving forward. As a result of an outdated framework, the current CAP Portal is becoming increasingly challenging to maintain and less reliable when making updates. The CAP Modernization Project will provide a restructured database for CAP Portal with an updated codebase to provide a solid foundation that supports CAP's current structure and business processes while also increasing flexibility for future enhancements and efficiencies. All aspects of CAP Portal will be enhanced by this project, which will provide a streamlined foundation on which to incorporate new internal processing workflow entitled ONE CAP. It will provide the ability to implement new processes that reflect the current organization, roles, responsibilities, tasks and specific workflow and assignments. The modernization of technology will ensure full integration of the new internal operating model.</p>												
B. Accomplishments/Planned Programs (\$ in Millions)									FY 2018	FY 2019	FY 2020	
Title: The Computer/Electronic Accommodations Program (CAP)									0.290	1.292	-	
FY 2019 Plans: FY 2019 is a continuation of the efforts accomplished in FY 2018.												
FY 2019 to FY 2020 Increase/Decrease Statement: Project complete in FY 2019.												
Accomplishments/Planned Programs Subtotals									0.290	1.292	-	
C. Other Program Funding Summary (\$ in Millions)												
N/A												
Remarks												

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Exhibit R-2A, RDT&E Project Justification: PB 2020 DoD Human Resources Activity		Date: March 2019
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 8 / CAP
D. Acquisition Strategy N/A		
E. Performance Metrics N/A		

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity										<b>Date:</b> March 2019		
<b>Appropriation/Budget Activity</b> 0400 / 6					<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				<b>Project (Number/Name)</b> 9 / Office of People Analytics (OPA), Testing and Assessment			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
9: Office of People Analytics (OPA), Testing and Assessment	2.686	2.640	2.419	5.089	-	5.089	4.767	4.244	4.329	4.416	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**

The primary mission of OPA Testing and Assessment is to test and implement more accurate methods of assessing aptitudes required for military enlistment, success in training, and performance on the job. Also, it includes implementing methods that are useful in the identification of persons with the high aptitudes required by today's smaller and more technically demanding military.

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> Office of People Analytics (OPA), Testing and Assessment  <b>FY 2019 Plans:</b> <ul style="list-style-type: none"> <li>• Improve the efficiency of the test development, calibration, and validation process</li> <li>• Continue research efforts on new measures/new content that could potentially be added to the Armed Services Vocational Aptitude Battery (ASVAB).</li> </ul> <b>FY 2020 Plans:</b> <ul style="list-style-type: none"> <li>• Improve the efficiency of the test development, calibration, and validation process</li> <li>• Continue research efforts on new measures/new content that could potentially be added to the ASVAB</li> <li>• Build/Improve methods to conducted automated test item generation.</li> </ul> <b>FY 2019 to FY 2020 Increase/Decrease Statement:</b> Full funding for FY 2020 will allow development and implementation of new tests with higher predictive validity for predicting success in training to proceed. Reprioritized projects and realigned some planned FY 2019 requirements to FY 2020.	2.640	2.419	5.089
<b>Accomplishments/Planned Programs Subtotals</b>	2.640	2.419	5.089

**C. Other Program Funding Summary (\$ in Millions)**  
N/A

**Remarks**

**D. Acquisition Strategy**  
N/A

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>	<b>Project (Number/Name)</b> <i>9 / Office of People Analytics (OPA), Testing and Assessment</i>

### E. Performance Metrics

N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2020 DoD Human Resources Activity										Date: March 2019		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 10 / Enterprise Human Resource Infor System(EHRIS)			
COST (\$ in Millions)	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	FY 2021	FY 2022	FY 2023	FY 2024	Cost To Complete	Total Cost
10: Enterprise Human Resource Infor System(EHRIS)	4.585	6.827	3.127	4.380	-	4.380	4.383	4.511	4.602	4.692	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**

The planned Civilian HR automation enhancements are focused on software development to rationalize and modernize legacy systems and standalone systems to support the Department's civilian workforce, including a DoD-Wide performance management system; enhancement of employee competency assessment capability and talent management; modernization of the Priority Placement Program and Reemployment Priority List; and integration of succession planning. In addition, changes to the Defense Civilian Personnel Data System (DCPDS) are required for the Office of Personnel Management (OPM) mandates, HR Line of Business (LoB) directives, electronic Official Personnel Folder changes, and Retirement Systems Modernization implementation. DoD is one of five designated Shared Service Centers in the federal government focused on providing standard services across agency lines, potentially gaining significant business and cost-saving benefits. DoD is considered a leader in this initiative.

DCPDS is the Department's enterprise civilian HR system that has proven a recurring \$200M annual cost-avoidance originally projected in the achievement of full operational capability in 2002 and which continues to operate as the DoD system serving over 900,000 employee records. Additional initiatives to sustain the Department's lead in automated systems include expansion the Oracle eBusiness Suite (EBS) capability to provide self-service functionality, centralized payroll support, and data warehouse improvements. Compliance with a number of directives, such as Data Center Optimization Initiative (DCOI) and Financial Audit Readiness (FIAR), drive additional consolidation requirements.

**B. Accomplishments/Planned Programs (\$ in Millions)**

	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> Enterprise Human Resource Infor System (EHRIS)	6.827	3.127	4.380
<b>FY 2019 Plans:</b> Deploy Modernized Priority Placement Program and Reemployment Priority List Solution <ul style="list-style-type: none"> <li>• Pilot USA Performance for Executive Performance Management</li> <li>• Explore Succession Planning</li> <li>• Develop cloud based solution for the migration of Civilian HR tools from the current DCPDS.</li> <li>• Develop replacement solutions for required capability currently existing in DCPDS that have been determined to be out of scope for initial IT</li> <li>• Reform Initiative to move to Software as a Service (SaaS)</li> <li>• Complete HRIT enterprise system hosting transition to DISA</li> <li>• Begin strategy for integration of time and attendance &amp; payroll processing</li> </ul>			
<b>FY 2020 Plans:</b>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019	
<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>	<b>Project (Number/Name)</b> 10 / <i>Enterprise Human Resource Infor System(EHRIS)</i>	
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2018</b>	<b>FY 2019</b>
<ul style="list-style-type: none"> <li>• Continue exploring ways of transforming portfolio from on premise IT support to SaaS</li> <li>• Configure SaaS to replace attendance support</li> <li>• Configure SaaS to replace/enhance Competency Management and Talent Management</li> <li>• Explore Benefits Management capability in SaaS offering</li> </ul> <p><b><i>FY 2019 to FY 2020 Increase/Decrease Statement:</i></b>            This increase supports the work required to re-develop and migrate the validated HR capability currently provided in DCPDS to a new solution.</p>			
<b>Accomplishments/Planned Programs Subtotals</b>		6.827	3.127
<b>C. Other Program Funding Summary (\$ in Millions)</b>			
N/A			
<b>Remarks</b>			
<b>D. Acquisition Strategy</b>			
N/A			
<b>E. Performance Metrics</b>			
N/A			



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Exhibit R-2A, RDT&E Project Justification: PB 2020 DoD Human Resources Activity										Date: March 2019		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 11 / Personnel Accountability (PA)			
COST (\$ in Millions)	Prior Years	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	FY 2021	FY 2022	FY 2023	FY 2024	Cost To Complete	Total Cost
11: Personnel Accountability (PA)	1.774	5.000	3.330	2.174	-	2.174	2.174	2.237	2.282	2.327	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**

The PA program is comprised of three sub-programs: Synchronized Pre-deployment and Operational Tracker (SPOT), Joint Personnel Accountability Reconciliation and Reporting (JPARR), and the Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This family of systems represents end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilians, contractors, and U.S. citizens. This includes DoD contracts, and contractor personnel tracking in support of contingencies, military readiness, reporting of locations at the unit and person level, accountability of DoD personnel during (and after) natural or man-made disasters, and accountability and visibility of noncombatant evacuees. SPOT is the DoD system of record for accountability and visibility of contracts and contractor personnel authorized to operate in a contingency operation. JPARR is a "public" SIPR only application that provides daily person- level location reporting. JPARR receives feeds for Service and Agency deployment systems, reconciles the data, and provides various reports at unit level detail. NTS is a certified and accredited DoD automated system that accounts for, and sustains visibility of noncombatant evacuees during a NEO.

**B. Accomplishments/Planned Programs (\$ in Millions)**

	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> Personnel Accountability (PA)	5.000	3.330	2.174
<b>FY 2019 Plans:</b> Enhancements will reduce the physical footprint of systems such as NEO and SPOT-ES (Joint Asset Movement Management System). In coordination with PACOM, DMDC will be creating the ability to pre-populate a NEO with the affected population to ensure faster more accurate accountability. Personnel Accountability will be looking at an effort to analyze and develop a plan to migrate SPOT-ES from the .NET framework to the Java technology stack standard supported by DMDC which will allow development and operations to live on DMDC shared application infrastructure.			
Personnel Accountability will also work towards several new modernization efforts to include development and implementation of distributed processing, business intelligence and geographic information system (GIS) tools to support the Contingency Tracking System (CTS) and Joint Personnel Accountability Reconciliation and Reporting (JPARR) systems. Additionally we will research and create an integration plan for the possible use of Blue Force Tracking data and Radio-frequency identification (RFID) scanning technologies for evacuation and personnel accounting operations.			
<b>FY 2020 Plans:</b>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019	
<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>	<b>Project (Number/Name)</b> 11 / <i>Personnel Accountability (PA)</i>	
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2018</b>	<b>FY 2019</b>
Enhancements will include modernization and integration of the products in the PA program. Enhancements will also allow for development of new features within the SPOT, JAMMS and NTS systems to include additional online capabilities. Funding will also be used for the transformation of travel capabilities using a commercial travel solution.			
<b><i>FY 2019 to FY 2020 Increase/Decrease Statement:</i></b> Decrease is attributable to the completion of FY 2019 New Travel System and DTS Modernization Pilot funding.			
<b>Accomplishments/Planned Programs Subtotals</b>		5.000	3.330
<b>C. Other Program Funding Summary (\$ in Millions)</b> N/A			
<b>Remarks</b>			
<b>D. Acquisition Strategy</b> N/A			
<b>E. Performance Metrics</b> N/A			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity										<b>Date:</b> March 2019		
<b>Appropriation/Budget Activity</b> 0400 / 6					<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				<b>Project (Number/Name)</b> 12 / Personnel Security Assurance (PSA)			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
12: Personnel Security Assurance (PSA)	4.253	3.000	4.116	4.594	-	4.594	4.594	4.728	4.823	4.920	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**

Personnel Security Assurance (PSA) provides comprehensive capabilities to perform processing and verification of security clearances for all DoD military personnel, civilians and contractors including the technology and processes that need to be addressed in order to implement Continuous Evaluation. Funds within this program will support the Defense Information System for Security (DISS). The DISS mission is to consolidate the DoD personnel security mission into an enterprise adjudicative case management system that will automate the implementation of improved national investigative and adjudicative standards to eliminate costly and inefficient work processes and increase information collaboration across the community.

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> Personnel Security Assurance  <b>FY 2019 Plans:</b> FY 2019 RDT&E will be used for DISS development to meet National Security, Suitability and Credentialing reform initiatives.  <b>FY 2020 Plans:</b> FY 2020 funding will be used to complete development of the DISS solution and finalize integration with Joint Verification System and National Background Investigation System interfaces.  <b>FY 2019 to FY 2020 Increase/Decrease Statement:</b> DISS development continues in FY 2020. Increase can be attributed to a combination of price growth and normal schedule fluctuations associated with modernization.	3.000	4.116	4.594
<b>Accomplishments/Planned Programs Subtotals</b>	3.000	4.116	4.594

**C. Other Program Funding Summary (\$ in Millions)**  
N/A

**Remarks**

**D. Acquisition Strategy**  
N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2020 DoD Human Resources Activity		Date: March 2019
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 12 / Personnel Security Assurance (PSA)
E. Performance Metrics N/A		

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity										<b>Date:</b> March 2019		
<b>Appropriation/Budget Activity</b> 0400 / 6					<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				<b>Project (Number/Name)</b> 13 / Federal Voting Assistance Program			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
13: Federal Voting Assistance Program	0.000	0.800	0.793	0.793	-	0.793	0.793	0.800	0.800	0.816	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**

FVAP administers many of the federal responsibilities of the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA) of 1986 and other federal military voter registration and assistance laws. FVAP works to ensure Service members, their eligible family members and overseas citizens are aware of their right to vote and have the tools and resources to successfully do so – from anywhere in the world. FVAP works to increase the likelihood of interested Active Duty Members to use available FVAP resources to increase their level of awareness of available DoD voting assistance resources, which will increase the likelihood of returning their absentee ballot. FVAP conducts voting research projects with States, local election jurisdictions and private entities to assist UOCAVA voters to register to vote and submit their absentee ballot and improve federal, State and local election processes and procedures.

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> Federal Voting Assistance Program  <b>Description:</b> : The Federal Voting Assistance Program (FVAP) requires a research and analysis policy clearinghouse program that continues to research and present the value of key policy and technology topics that connects to the successful return of absentee balloting materials from military and overseas citizen voters pursuant to the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA).  <b>FY 2019 Plans:</b> FVAP efforts in FY 2019 are a continuation of the cooperative agreement from FY 2018.  <b>FY 2020 Plans:</b> The program mission efforts continue from FY 2019.  <b>FY 2019 to FY 2020 Increase/Decrease Statement:</b> No program changes between FY 2019 and FY 2020.	0.800	0.793	0.793
<b>Accomplishments/Planned Programs Subtotals</b>	0.800	0.793	0.793

**C. Other Program Funding Summary (\$ in Millions)**  
N/A

**Remarks**

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>	<b>Project (Number/Name)</b> 13 / <i>Federal Voting Assistance Program</i>
<b>D. Acquisition Strategy</b> N/A		
<b>E. Performance Metrics</b> <p>Each project contained within this program contains specific metrics to determine progress towards completion. Metrics for all include completed and documented analysis provided by the performer. The completion date for that analysis varies with each project. In addition, to that analysis, each effort contains a roadmap addressing the best use of the findings throughout the department. If the results of the analysis show benefit to the Department, those findings are included in policy, doctrine, tactics and procedures. The project will yield actionable findings on how to best assist UOCAVA voters while reducing the overall reporting burden for these States to provide data on the number of absentee ballots transmitted to and received from military and overseas citizens after each federal election. Process mappings about how the Federal Post Card Application and the Federal Write-in Absentee Ballot, are treated by States for uniformed overseas and civilian overseas citizens and the impact of their residency classifications will identify the extent of uniformed and civilian overseas citizens who vote. The acceptance of electronic signatures derived from the Common Access Card within the Department provides significant potential for ensuring the absentee balloting process is seamless for active duty military members by permitting the use of an electronic signing and submission of an absentee ballot application in those States that permit an electronic submission. This will measure the extent to which States have proceeded with the consideration and adoption of authorizing statutes or administrative rules to permit the use of electronic signatures in a limited fashion and for a limited population of uniformed overseas voters.</p>		

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<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
14: Defense Travel System-Modernization (PILOT)	0.000	0.000	3.181	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**  
 The DoD Travel System Pilot Program (DTSP), is part of the DTS-M effort, to determine the viability of using commercial-off-the-shelf software as a service (CSaaS) to conduct DoD travel.

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> Defense Travel System-Modernization  <b>FY 2019 Plans:</b> DTS supports \$3.0 Billion in annual travel across the DoD. DTSP will investigate the use of CSaaS to conduct DoD Travel under the Federal and Joint Travel Regulations.  <b>FY 2020 Plans:</b> The Defense Travel System-Modernization project will reside within the Personnel Accountability (PA) program.  <b>FY 2019 to FY 2020 Increase/Decrease Statement:</b> The Defense Travel System-Modernization project will reside within the Personnel Accountability (PA) program.	0.000	3.181	0.000
<b>Accomplishments/Planned Programs Subtotals</b>	0.000	3.181	0.000

**C. Other Program Funding Summary (\$ in Millions)**  
 N/A

**Remarks**

**D. Acquisition Strategy**  
 N/A

**E. Performance Metrics**  
 N/A

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**Exhibit R-2, RDT&E Budget Item Justification:** PB 2020 DoD Human Resources Activity **Date:** March 2019

<b>Appropriation/Budget Activity</b> 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support	<b>R-1 Program Element (Number/Name)</b> PE 0808709SE / Defense Equal Opportunity Management Institute (DEOMI)
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COST (\$ in Millions)	Prior Years <sup>(+)</sup>	FY 2018	FY 2019	FY 2020 Base	FY 2020 OCO	FY 2020 Total	FY 2021	FY 2022	FY 2023	FY 2024	Cost To Complete	Total Cost
Total Program Element	-	0.000	0.000	0.100	-	0.100	0.100	0.100	0.100	0.100	Continuing	Continuing
15: Defense Equal Opportunity Management Institute (DEOMI)	-	0.000	0.000	0.100	-	0.100	0.100	0.100	0.100	0.100	Continuing	Continuing

<sup>(+)</sup> The sum of all Prior Years is \$0.000 million less than the represented total due to several projects ending

## A. Mission Description and Budget Item Justification

Executive Orders 13111 and 13218 mandate all federal agencies to take full advantage of technological advances to educate and train the workforce, to ensure employees acquire the skills and learning needed to succeed in a changing workplace, and to report on the training technologies used. Thus, DEOMI's mission is to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness. This is accomplished through testing, evaluation, and transition of new technologies to enhance human relations performance. Development and dissemination of research, training resources, and other human relations job-aids and information materials for commanders, service members, and civilians, enhancing their human relations acumen and leadership.

The emerging spectrum of human relations requirements DEOMI was tasked to address are expanding and RDT&E funds are critical to supporting the DoD strategy for the Prevention of Sexual Harassment and to support the Department's strategy for Diversity and Inclusion. Fundamental research and development is also needed to support policy, training, and programs related to the prevention of hazing, bullying, and all forms of harassment. Adequate RDT&E will allow DEOMI to be a force multiplier for the DoD.

<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>
Previous President's Budget	0.000	0.000	0.100	-	0.100
Current President's Budget	0.000	0.000	0.100	-	0.100
Total Adjustments	0.000	0.000	0.000	-	0.000
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

## Congressional Add Details (\$ in Millions, and Includes General Reductions)

**Project:** 15: Defense Equal Opportunity Management Institute (DEOMI)

FY 2018	FY 2019

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019	
<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide / BA 6: RDT&amp;E Management Support</i>		<b>R-1 Program Element (Number/Name)</b> PE 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>	
<b><u>Congressional Add Details (\$ in Millions, and Includes General Reductions)</u></b> Congressional Add: <i>None</i>		Congressional Add Subtotals for Project: 15	Congressional Add Totals for all Projects
		0.000	0.000
		0.000	0.000
		0.000	0.000
<b><u>Change Summary Explanation</u></b> N/A			

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<b>Appropriation/Budget Activity</b> 0400 / 6					<b>R-1 Program Element (Number/Name)</b> PE 0808709SE / Defense Equal Opportunity Management Institute (DEOMI)				<b>Project (Number/Name)</b> 15 / Defense Equal Opportunity Management Institute (DEOMI)			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020 Base</b>	<b>FY 2020 OCO</b>	<b>FY 2020 Total</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
15: Defense Equal Opportunity Management Institute (DEOMI)	-	0.000	0.000	0.100	-	0.100	0.100	0.100	0.100	0.100	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**A. Mission Description and Budget Item Justification**  
Transfer from the U.S. Air Force

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
<b>Title:</b> Defense Equal Opportunity Management Institute (DEOMI)  <b>Description:</b> DEOMI's mission is to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness.  <b>FY 2019 Plans:</b> N/A  <b>FY 2020 Plans:</b> Current ongoing projects include: Office of Naval Research Summer Faculty Research Program and the DEOMI High Fidelity Virtual Puppeteering Simulation Facilitator/EOA Training Platform.  <b>FY 2019 to FY 2020 Increase/Decrease Statement:</b> Transfer in from the U.S. Air Force to DHRA.	0.000	0.000	0.100
<b>Accomplishments/Planned Programs Subtotals</b>	0.000	0.000	0.100

	<b>FY 2018</b>	<b>FY 2019</b>
<b>Congressional Add:</b> None  <b>FY 2018 Accomplishments:</b> N/A  <b>FY 2019 Plans:</b> N/A	0.000	0.000
<b>Congressional Adds Subtotals</b>	0.000	0.000

**C. Other Program Funding Summary (\$ in Millions)**  
N/A

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2020 DoD Human Resources Activity		<b>Date:</b> March 2019
<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>	<b>Project (Number/Name)</b> 15 / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>
<b>C. Other Program Funding Summary (\$ in Millions)</b>		
<b>Remarks</b> DEOMI transferred to DHRA in FY 2020 from the U.S. Air Force.		
<b>D. Acquisition Strategy</b> N/A		
<b>E. Performance Metrics</b> N/A		