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**Department of Defense  
Fiscal Year (FY) 2016 President's Budget Submission**

February 2015



**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 • President's Budget Submission FY 2016 • RDT&E Program

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Department of Defense  
FY 2016 President's Budget  
Exhibit R-1 FY 2016 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

08 Jan 2015

Appropriation -----	FY 2014 (Base & OCO)	FY 2015 Base Enacted	FY 2015 OCO Enacted	FY 2015 Total Enacted	FY 2016 Base	FY 2016 OCO	FY 2016 Total
-----	-----	-----	-----	-----	-----	-----	-----
Research, Development, Test & Eval, DW	19,410	19,430		19,430	20,495		20,495
Total Research, Development, Test & Evaluation	19,410	19,430		19,430	20,495		20,495

Department of Defense  
FY 2016 President's Budget  
Exhibit R-1 FY 2016 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

08 Jan 2015

Summary Recap of Budget Activities -----	FY 2014 (Base & OCO)	FY 2015 Base Enacted	FY 2015 OCO Enacted	FY 2015 Total Enacted	FY 2016 Base	FY 2016 OCO	FY 2016 Total
Advanced Technology Development	12,116	10,692		10,692	10,771		10,771
System Development And Demonstration	386	286		286	191		191
Management Support	6,908	8,452		8,452	9,533		9,533
Total Research, Development, Test & Evaluation	19,410	19,430		19,430	20,495		20,495
Summary Recap of FYDP Programs -----							
Research and Development	19,410	19,430		19,430	20,495		20,495
Total Research, Development, Test & Evaluation	19,410	19,430		19,430	20,495		20,495

Defense-Wide  
FY 2016 President's Budget  
Exhibit R-1 FY 2016 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

08 Jan 2015

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Defense-Wide  
FY 2016 President's Budget  
Exhibit R-1 FY 2016 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

08 Jan 2015

Appropriation -----	FY 2014 (Base & OCO)	FY 2015 Base Enacted	FY 2015 OCO Enacted	FY 2015 Total Enacted	FY 2016 Base	FY 2016 OCO	FY 2016 Total
	-----	-----	-----	-----	-----	-----	-----
Defense Human Resources Activity	19,410	19,430		19,430	20,495		20,495
Total Research, Development, Test & Evaluation	19,410	19,430		19,430	20,495		20,495



Defense-Wide  
FY 2016 President's Budget  
Exhibit R-1 FY 2016 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

08 Jan 2015

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

Line No	Program Element Number	Item	Act	FY 2014 (Base & OCO)	FY 2015 Base Enacted	FY 2015 OCO Enacted	FY 2015 Total Enacted	FY 2016 Base	FY 2016 OCO	FY 2016 Total	S e c
61	0603769SE	Distributed Learning Advanced Technology Development	03	12,116	10,692		10,692	10,771		10,771	U
		Advanced Technology Development		12,116	10,692		10,692	10,771		10,771	
123	0605021SE	Homeland Personnel Security Initiative	05	386	286		286	191		191	U
		System Development And Demonstration		386	286		286	191		191	
161	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	6,908	8,452		8,452	9,533		9,533	U
		Management Support		6,908	8,452		8,452	9,533		9,533	
Total Research, Development, Test & Eval, DW				19,410	19,430		19,430	20,495		20,495	

Defense Human Resources Activity  
FY 2016 President's Budget  
Exhibit R-1 FY 2016 President's Budget  
Total Obligational Authority  
(Dollars in Thousands)

08 Jan 2015

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

Line No	Program Element Number	Item	Act	FY 2014 (Base & OCO)	FY 2015 Base Enacted	FY 2015 OCO Enacted	FY 2015 Total Enacted	FY 2016 Base	FY 2016 OCO	FY 2016 Total	S e c
61	0603769SE	Distributed Learning Advanced Technology Development	03	12,116	10,692		10,692	10,771		10,771	U
		Advanced Technology Development		12,116	10,692		10,692	10,771		10,771	
123	0605021SE	Homeland Personnel Security Initiative	05	386	286		286	191		191	U
		System Development And Demonstration		386	286		286	191		191	
161	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	6,908	8,452		8,452	9,533		9,533	U
		Management Support		6,908	8,452		8,452	9,533		9,533	
Total Defense Human Resources Activity				19,410	19,430		19,430	20,495		20,495	

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DoD Human Resources Activity • President's Budget Submission FY 2016 • RDT&E Program

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

**Budget Activity 03: Advanced Technology Development (ATD)**  
**Appropriation 0400: Research, Development, Test & Evaluation, Defense-Wide**

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61	03	0603769SE	Distributed Learning Advanced Technology Development (ADL).....	Volume 5 - 1

**Budget Activity 05: System Development & Demonstration (SDD)**  
**Appropriation 0400: Research, Development, Test & Evaluation, Defense-Wide**

Line Item	Budget Activity	Program Element Number	Program Element Title	Page
123	05	0605021SE	Homeland Security Presidential Directive (HSPD-12) Initiative.....	Volume 5 - 5

**Budget Activity 06: RDT&E Management Support**  
**Appropriation 0400: Research, Development, Test & Evaluation, Defense-Wide**

Line Item	Budget Activity	Program Element Number	Program Element Title	Page
161	06	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation.....	Volume 5 - 11

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**Program Element Table of Contents (Alphabetically by Program Element Title)**

<b>Program Element Title</b>	<b>Program Element Number</b>	<b>Line Item</b>	<b>Budget Activity</b>	<b>Page</b>
Distributed Learning Advanced Technology Development (ADL)	0603769SE	61	03.....	Volume 5 - 1
Homeland Security Presidential Directive (HSPD-12) Initiative	0605021SE	123	05.....	Volume 5 - 5
R&D in Support of DOD Enlistment, Testing and Evaluation	0605803SE	161	06.....	Volume 5 - 11

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**Exhibit R-2, RDT&E Budget Item Justification:** PB 2016 DoD Human Resources Activity **Date:** February 2015

<b>Appropriation/Budget Activity</b> 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 3: Advanced Technology Development (ATD)					<b>R-1 Program Element (Number/Name)</b> PE 0603769SE / Distributed Learning Advanced Technology Development (ADL)							
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016 Base</b>	<b>FY 2016 OCO</b>	<b>FY 2016 Total</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Total Program Element	38.004	12.116	10.692	10.771	-	10.771	10.808	10.800	10.982	11.108	Continuing	Continuing
Project 1: <i>Advanced Distributed Learning</i>	38.004	12.116	10.692	10.771	-	10.771	10.808	10.800	10.982	11.108	Continuing	Continuing

## A. Mission Description and Budget Item Justification

Established by Executive Order, with policy oversight by the Office of the Deputy Assistant Secretary of Defense/Readiness (Training Readiness and Strategy), this program (1) Identifies, assesses, develops, and provides guidance on standards for instructional software and associated services used by Federal agencies, international partners, and contractors; (2) Conducts research on the ways these organizations can harness the power of learning technologies, such as computer-based and online courseware, training games, virtual worlds, mobile technology, intelligent tutors, and other emerging learning technologies to provide high-quality, easily accessible, adaptable, and cost-effective education and training. The ADL Initiative efforts reduce costs by reducing the need for face-to-face instruction, by increasing interoperability—which enables discovery, retrieval, and reuse of distributed learning content—and by researching and prototyping methods of distributed learning with superior motivational and learning outcomes. ADL past work resulted in the development of a Sharable Content Object Reference Model (SCORM), the current de facto internationally accepted standard and specification for distributed learning interoperability. SCORM is mandated for all Department of Defense (DoD) agencies through DoD Instruction 1322.26. ADL provides support for users of SCORM, and is also working in collaboration with the Services, other government agencies, industry, and our international partners to develop the next generation training learning architecture (TLA). The TLA is aimed at modernizing the way we learn by facilitating learning experiences that take advantage of current and emerging technologies based on new specifications and standards built upon web services. With respect to researching and prototyping new methods of distributed learning, ADL is conducting projects on intelligent tutoring and serious game for Science, Technology, Engineering, and Math (STEM), as well as projects aimed at supporting life-long learning, in the form of a personal assistant for learning (PAL). The PAL is an advanced concept research effort to provide a ubiquitous, tailored training and learning capability.

<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016 Base</b>	<b>FY 2016 OCO</b>	<b>FY 2016 Total</b>
Previous President's Budget	12.116	10.692	10.771	-	10.771
Current President's Budget	12.116	10.692	10.771	-	10.771
Total Adjustments	-	-	-	-	-
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

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Exhibit R-2A, RDT&E Project Justification: PB 2016 DoD Human Resources Activity										Date: February 2015		
Appropriation/Budget Activity 0400 / 3					R-1 Program Element (Number/Name) PE 0603769SE / <i>Distributed Learning Advanced Technology Development (ADL)</i>				Project (Number/Name) Project 1 / <i>Advanced Distributed Learning</i>			
COST (\$ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
Project 1: <i>Advanced Distributed Learning</i>	38.004	12.116	10.692	10.771	-	10.771	10.808	10.800	10.982	11.108	Continuing	Continuing

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

Established by Executive Order, with policy oversight by the Office of the Deputy Assistant Secretary of Defense/Readiness (Training Readiness and Strategy), this program (1) Identifies, assesses, develops, and provides guidance on standards for instructional software and associated services used by Federal agencies, international partners, and contractors; (2) Conducts research on the ways these organizations can harness the power of learning technologies, such as computer-based and online courseware, training games, virtual worlds, mobile technology, intelligent tutors, and other emerging learning technologies to provide high-quality, easily accessible, adaptable, and cost-effective education and training. The ADL Initiative efforts reduce costs by reducing the need for face-to-face instruction, by increasing interoperability--which enables discovery, retrieval, and reuse of distributed learning content--and by researching and prototyping methods of distributed learning with superior motivational and learning outcomes. ADL past work resulted in the development of a Sharable Content Object Reference Model (SCORM), the current de facto internationally accepted standard and specification for distributed learning interoperability. SCORM is mandated for all Department of Defense (DoD) agencies through DoD Instruction 1322.26. ADL provides support for users of SCORM, and is also working in collaboration with the Services, other government agencies, industry, and our international partners to develop the next generation training learning architecture (TLA). The TLA is aimed at modernizing the way we learn by facilitating learning experiences that take advantage of current and emerging technologies based on new specifications and standards built upon web services. With respect to researching and prototyping new methods of distributed learning, ADL is conducting projects on intelligent tutoring and serious game for Science, Technology, Engineering, and Math (STEM), as well as projects aimed at supporting life-long learning, in the form of a personal assistant for learning (PAL). The PAL is an advanced concept research effort to provide a ubiquitous, tailored training and learning capability.

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

	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Title:</b> Advanced Distributed Learning	12.116	10.692	10.771
<b>Description:</b> Established by Executive Order, with policy oversight by the Office of the Deputy Assistant Secretary of Defense/Readiness (Training Readiness and Strategy), this program leverages emerging learning technologies to provide cost effective training and education to Service members and civilian employees of the Federal Government.			
<b>FY 2014 Accomplishments:</b> <ul style="list-style-type: none"> <li>Published multiple research articles in leading professional journals on the best practices and effectiveness of online distributed learning;</li> <li>Managed multiple research projects with industry and academia on solving the challenges associated with supporting lifelong learning through a 24/7, non-intrusive ubiquitous assistance, adapted to the learner's specific strengths and weaknesses, learning preferences, and level of proficiency (PAL);</li> <li>Researched new learning technologies for possible integration into DoD educational and training programs to include the assessment and tracking of experiential training &amp; education activities;</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2016 DoD Human Resources Activity		<b>Date:</b> February 2015	
<b>Appropriation/Budget Activity</b> 0400 / 3	<b>R-1 Program Element (Number/Name)</b> PE 0603769SE / <i>Distributed Learning Advanced Technology Development (ADL)</i>	<b>Project (Number/Name)</b> Project 1 / <i>Advanced Distributed Learning</i>	
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2014</b>	<b>FY 2015</b>
<ul style="list-style-type: none"> <li>• Researched structured learning content schemas and transformation technologies to modularize content, enhance semantic understanding, and improve the prospects for reuse;</li> <li>• Tested advanced instructional methods using intelligent tutors for training;</li> <li>• Instituted advanced concept research on the Next Generation (SCORM), referred to as TLA. Released version 1.0 of the Experience Application Protocol Interface (xAPI), which is the initial instantiation of the TLA's capabilities;</li> <li>• Developed tools for Service members transitional from Active Duty to civilian life through the Transition Assistance Program (TAP).</li> <li>• Participated and influenced as Co-chair of the Individual Training &amp; Education Development (IT&amp;ED), NATO Training Group to increase the standardization and reuse of training.</li> </ul> <p><b>FY 2015 Plans:</b></p> <ul style="list-style-type: none"> <li>• Research new learning technologies for possible integration into DoD educational and training programs to include innovative methodologies and approaches to using Social Networking for solving problems in collaborative, disparate environments;</li> <li>• Demonstrate the application of the spacing effect using current mobile technologies to reinforce learning and improve long-term retention.</li> <li>• Continue to test advanced instructional methods for intelligent tutors for training;</li> <li>• Integrate proven concepts form FY14 research into application prototypes</li> <li>• Update policies, plans, and programs to support Distributed Learning Content (DLC) programs; standardizations, identification and distribution of best practices; and guidelines for learning, training, and job performance aids that accommodate today's networked learning environment;</li> <li>• Support the White House educational initiatives as the DoD representative to the Learning Registry and Federal Game Guild;</li> <li>• Continue work with the DoD training community for the purpose of sharing DLC, standardization of common terminology, and best practices for developing and implementing efficient and effective DL technologies across DoD;</li> <li>• Collaborate with the Services, other government agencies, industry, and our international partners in development of the TLA;</li> <li>• Continue, in collaboration with Military Services and other government agencies, to better enable sharing of DLC and 3D models used for immersive learning experiences;</li> <li>• Collaborate with the other Federal Agencies to share descriptive metadata about learning resources and usage information about how those resources are being used;</li> <li>• Deliver tools that assist transitioning Service member to civilian jobs and/or educational opportunities.</li> <li>• Participate and influence as Co-chair of the IT&amp;ED, NATO Training Group to increase the standardization and reuse of training.</li> </ul> <p><b>FY 2016 Plans:</b></p> <ul style="list-style-type: none"> <li>• Continue to influence industry and academia through publication of research articles in leading professional journals on the integration of emerging learning technologies to enhance training;</li> <li>• Deliver STEM prototypes for integration into DoD educational and training programs (e.g., with DoDEA).</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2016 DoD Human Resources Activity		<b>Date:</b> February 2015	
<b>Appropriation/Budget Activity</b> 0400 / 3	<b>R-1 Program Element (Number/Name)</b> PE 0603769SE / <i>Distributed Learning</i> <i>Advanced Technology Development (ADL)</i>	<b>Project (Number/Name)</b> Project 1 / <i>Advanced Distributed Learning</i>	
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2014</b>	<b>FY 2015</b>
<ul style="list-style-type: none"> <li>• Expand research into the following areas: persistent, open independent Learning Models with reasoning capability that incorporate new methods of machine learning; common sense reasoning; cognitive modeling; artificial intelligence; the use of intelligent systems designed to increase both cognitive adaptability and emotional resiliency; and domain independent intelligent system design.</li> <li>• Test lifelong learning support prototypes (PAL) with DoD learners.</li> <li>• Develop the next iteration of the TLA for the next generation learning environment.</li> <li>• Develop new tools that assist transitioning Service member to civilian jobs and/or educational opportunities.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>		12.116	10.692
<b>C. Other Program Funding Summary (\$ in Millions)</b>			
N/A			
<b>Remarks</b>			
<b>D. Acquisition Strategy</b>			
Not Required.			
<b>E. Performance Metrics</b>			
In FY2016, ADL will:			
<ol style="list-style-type: none"> <li>1. Deliver the next version of the xAPI, which is the first component of the TLA.</li> <li>2. Publish results on initial field testing of a life-long learning assistant.</li> <li>3. Influence key Service and international ADL meetings and conferences reference the discovery, sharing and delivery of interoperable training content;</li> <li>4. Increase the sharing of data among DoD, other Federal Agencies and state and local education departments throughout the U.S., by making educational resources discoverable and retrievable and also through the open source initiative.</li> <li>5. Evaluate an Intelligent Tutor with the intent to determine the utilization of this technology for DoDEA.</li> </ol>			



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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2016 DoD Human Resources Activity	<b>Date:</b> February 2015
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Appropriation/Budget Activity					R-1 Program Element (Number/Name)							
0400: Research, Development, Test & Evaluation, Defense-Wide / BA 5: System Development & Demonstration (SDD)					PE 0605021SE / Homeland Security Presidential Directive (HSPD-12) Initiative							
COST (\$ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
Total Program Element	1.082	0.386	0.286	0.191	-	0.191	0.160	0.390	0.295	0.295	Continuing	Continuing
Project 1: Defense Enrollment Eligibility Reporting System	1.082	0.386	0.286	0.191	-	0.191	0.160	0.390	0.295	0.295	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)). HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors. The Defense Enrollment and Eligibility System will provide Enterprise capability for the cardholder data repository, common Access interface to multiple types of Access control hardware, common Access software, the ability to control Access to multiple facilities through one authoritative data source, and provide the standards and data to/ form and power efficient gates. Implement Enterprise Access control data for the DoD while providing standards and reducing redundancy. RDT&E funding will be expended to develop the secure interfaces necessary to work with the Federal Bureau of Investigation (FBI) and first responders for Enterprise authentication. Many systems support different aspects of electronic authentication across the Department. RDT&E will allow for the pursuit of a potential solution that will interface disparate applications/systems. This will increase Government efficiency by rapidly verifying electronically the identity of an individual and can be used by many applications, reduce identity fraud, protect privacy by limiting information stored, and increase privacy processes to maintain Access controls, thereby facilitating identification of first responders

<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016 Base</b>	<b>FY 2016 OCO</b>	<b>FY 2016 Total</b>
Previous President's Budget	0.386	0.286	0.191	-	0.191
Current President's Budget	0.386	0.286	0.191	-	0.191
Total Adjustments	-	-	-	-	-
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

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Exhibit R-2A, RDT&E Project Justification: PB 2016 DoD Human Resources Activity										Date: February 2015		
Appropriation/Budget Activity 0400 / 5					R-1 Program Element (Number/Name) PE 0605021SE / Homeland Security Presidential Directive (HSPD-12) Initiative				Project (Number/Name) Project 1 / Defense Enrollment Eligibility Reporting System			
COST (\$ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
Project 1: Defense Enrollment Eligibility Reporting System	1.082	0.386	0.286	0.191	-	0.191	0.160	0.390	0.295	0.295	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

**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)). HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors. The Defense Enrollment and Eligibility System will provide Enterprise capability for the cardholder data repository, common Access interface to multiple types of Access control hardware, common Access software, the ability to control Access to multiple facilities through one authoritative data source, and provide the standards and data to/ form and power efficient gates. Implement Enterprise Access control data for the DoD while providing standards and reducing redundancy. RDT&E funding will be expended to develop the secure interfaces necessary to work with the FBI and first responders for Enterprise authentication. Many systems support different aspects of electronic authentication across the Department. RDT&E will allow for the pursuit of a potential solution that will interface disparate applications/systems. This will increase Government efficiency by rapidly verifying electronically the identity of an individual and can be used by many applications, reduce identity fraud, protect privacy by limiting information stored, and increase privacy processes to maintain Access controls, thereby facilitating identification of first responders.

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

	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Title:</b> Defense Enrollment Eligibility Reporting System/HSPD-12	0.386	0.286	0.191
<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.			
<b>FY 2014 Accomplishments:</b> <ul style="list-style-type: none"> <li>• Provided security personnel notices on persons of interest attempting to Access facilities and increased personnel protection and policy compliance</li> <li>• Provided immediate authentication of emergency essential personnel</li> <li>• Provided an interface among disparate applications/systems across the DoD</li> </ul>			
<b>FY 2015 Plans:</b> Continue research and development of: <ul style="list-style-type: none"> <li>• Providing security personnel notices on persons of interest attempting to Access facilities and increased personnel protection and policy compliance</li> <li>• Providing immediate authentication of emergency essential personnel</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2016 DoD Human Resources Activity		<b>Date:</b> February 2015	
<b>Appropriation/Budget Activity</b> 0400 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>	<b>Project (Number/Name)</b> Project 1 / <i>Defense Enrollment Eligibility Reporting System</i>	
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2014</b>	<b>FY 2015</b>
<ul style="list-style-type: none"> <li>Enhance security and increases Government efficiency, it also reduces identify fraud, and protect personal privacy</li> </ul> <p><b><i>FY 2016 Plans:</i></b></p> <ul style="list-style-type: none"> <li>Mechanisms for the interoperability of federal Personal Identification Verification-Interoperable (PIV-I) credentials to facilitate electronic verification and facility access determinations</li> <li>Will continue to support integration of authorization external data sources into the electronic access determination process to improve total assurance and fitness of requesting individual</li> <li>Risk model for the incorporation of mechanisms to support PIV-I credentials for electronic verification and access</li> <li>Will establish mandatory, Government-wide standard for secure and reliable forms of identification issued by Federal agencies to their employees and contractors.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>		0.386	0.286
<b>C. Other Program Funding Summary (\$ in Millions)</b>			
N/A			
<b>Remarks</b>			
<b>D. Acquisition Strategy</b>			
Existing contract vehicles in place/GSA for COTS.			
<b>E. Performance Metrics</b>			
None			

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<b>Exhibit R-3, RDT&amp;E Project Cost Analysis:</b> PB 2016 DoD Human Resources Activity												<b>Date:</b> February 2015		
<b>Appropriation/Budget Activity</b> 0400 / 5						<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / Homeland Security Presidential Directive (HSPD-12) Initiative				<b>Project (Number/Name)</b> Project 1 / Defense Enrollment Eligibility Reporting System				

  

Test and Evaluation (\$ in Millions)				FY 2014		FY 2015		FY 2016 Base		FY 2016 OCO		FY 2016 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	C/IDIQ	Gulf Coast Enterprise : Pensacola, FL	1.082	0.386	Dec 2013	0.286	Dec 2014	0.191	Dec 2015	-		0.191	Continuing	Continuing	Continuing
<b>Subtotal</b>			1.082	0.386		0.286		0.191		-		0.191	-	-	-

  

			Prior Years	FY 2014		FY 2015		FY 2016 Base		FY 2016 OCO		FY 2016 Total	Cost To Complete	Total Cost	Target Value of Contract
<b>Project Cost Totals</b>			1.082	0.386		0.286		0.191		-		0.191	-	-	-

  

**Remarks**

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Exhibit R-4, RDT&E Schedule Profile: PB 2016 DoD Human Resources Activity																Date: February 2015																									
Appropriation/Budget Activity 0400 / 5										R-1 Program Element (Number/Name) PE 0605021SE / Homeland Security Presidential Directive (HSPD-12) Initiative										Project (Number/Name) Project 1 / Defense Enrollment Eligibility Reporting System																					
										FY 2014				FY 2015				FY 2016				FY 2017				FY 2018				FY 2019				FY 2020							
										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				
Defense Enrollment Eligibility Reporting System										<div></div>																															

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<b>Exhibit R-4A, RDT&amp;E Schedule Details:</b> PB 2016 DoD Human Resources Activity			<b>Date:</b> February 2015
<b>Appropriation/Budget Activity</b> 0400 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>	<b>Project (Number/Name)</b> Project 1 / <i>Defense Enrollment Eligibility Reporting System</i>	

Schedule Details

Events	Start		End	
	Quarter	Year	Quarter	Year
Defense Enrollment Eligibility Reporting System	1	2016	4	2016

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**Exhibit R-2, RDT&E Budget Item Justification:** PB 2016 DoD Human Resources Activity **Date:** February 2015

<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>							
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016 Base</b>	<b>FY 2016 OCO</b>	<b>FY 2016 Total</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Total Program Element	25.803	6.908	8.452	9.533	-	9.533	7.240	5.341	7.613	7.613	Continuing	Continuing
Project 1: <i>DoD Enlistment Processing &amp; Testing</i>	5.166	0.376	1.945	2.181	-	2.181	1.975	1.833	1.845	1.845	Continuing	Continuing
Project 2: <i>Human Resources Automation Enhancements</i>	16.939	2.832	4.976	5.179	-	5.179	4.271	2.641	4.469	4.469	Continuing	Continuing
Project 3: <i>NEO Tracking System</i>	0.761	0.761	0.531	0.616	-	0.616	-	-	-	-	Continuing	Continuing
Project 4: <i>Synchronized Pre-deployment &amp; Operational Tracker Enterprise Suite</i>	2.937	2.939	1.000	1.057	-	1.057	0.994	0.867	1.299	1.299	Continuing	Continuing
Project 5: <i>ESGR Awards and Activity Tracking &amp; Reporting (AATR) Tool</i>	0.000	-	-	0.500	-	0.500	-	-	-	-	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)). 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.

Project 1: DoD Enlistment Processing and Testing. The project 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&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.

Project 2: Human Resources Automation Enhancements. DCPDS is the Department's enterprise civilian human resources (HR) transactional system supporting 800,000 employees, representing approximately one-third of the federal government's civilian work force. DCPDS has proven its business case, avoiding costs for the Department of over \$200M/year when compared to the multiple DoD Component operational costs prior to establishment of the enterprise system. The consolidation

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2016 DoD Human Resources Activity		<b>Date:</b> February 2015
<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>of all instances of DCPDS at the DDC completed in 2014 has resulted in substantial component savings. In FY 15/16, additional data center consolidation will include additional HRIT Enterprise systems moving to the DDC.</p> <p>Network and system operations span worldwide, with 24/7 operations that support 19 Regional Service Centers and over 300 Customer Support Units. DCPDS completed its upgrade to the Hewlett Packard Blade architecture for all database servers in 2014. The current focus of DCPDS is the expansion of these efficiencies through the consolidation of DCPDS operations to a single data center, where DCPDS enterprise operations and all DoD customer regional operations will be located at the Lockheed Martin Denver Data Center.. (Army and Air Force relocated in FY14 and focus has now turned to .)</p> <p>Other DCPAS programs supporting the civilian workforce include minimizing involuntary separations, assisting laid-off workers, maintaining workforce balance, and reducing the costs of DoD's workers and unemployment compensation via the Defense Injury and Unemployment Compensation System (DIUCS). DHRA/DCPAS supports the development, issuance and maintenance of uniform DoD-wide civilian personnel policy; provides program guidance and technical interpretation for both appropriated and non-appropriated funded civilian HR programs ; manages DoD's Civilian Assistance and Re-Employment (CARE) program, including the Priority Placement Program (PPP); investigates and mediates discrimination complaints; conducts grievance investigations; and manages the operation of the enterprise civilian HR information system, DCPDS. These programs are supported by an aggressive data automation program, to include a communications capability, computing equipment, and an automation software link to standardize these divergent functions. These funds continue to support these processes.</p> <p>Project 3: NEO Tracking System. The Non-Combatant Evacuation Operations (NEO)Tracking System (NTS) / Emergency Tracking Accountability System (ETAS) is a certified and accredited DoD automated system that accounts for, and sustains visibility of noncombatant evacuees during a NEO under the authority of DODD 1000.25, DoD Personnel Identity Protection (PIP) Program. NTS is currently being used in the USAFRICOM, USCENTCOM, USEUCOM, USSOUTHCOM, and USPACOM Area of Responsibility. The ETAS component is the CONUS domestic version of NTS and is for use by USNORTHCOM during disasters in the CONUS whether natural, accidental, or acts of terrorism. The primary purpose of the NTS/ETAS is to provide individual accountability of the evacuee by creating and maintaining a database of evacuees assembled during an evacuation operation and subsequently tracking the evacuees' movement throughout the evacuation process. Minor growth from FY 2015 to FY 2016 is attributed to research and development supporting the integration of the Enterprise Identity Attribute Service and the Organization Unique Identifiers in this family of systems that provides secure attribute based access control.</p> <p>Project 4: Synchronized Pre-deployment and Operational Tracker Enterprise Suite (SPOT-ES). SPOT-ES is the Department of Defense (DoD) system of record for accountability and visibility of contracts and contractor personnel authorized to operate in a contingency operation. SPOT-ES provides web based tracking and visibility into contract services, personnel and equipment locations; provides a common operational picture for Combatant Commanders; enhances the analytical tools to accurately plan for the quantity of contracted support required for future contingency operations; and collects accurate data for the Office of Management and Budget-directed quarterly census of all contractors supporting contingency operations. Minor growth from FY 2015 to FY 2016 is attributed to development and integration of more rugged and transportable Automatic Identification Technologies that facilitates person accountability and property tracking and accountability of the NTS.</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</p>		



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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2016 DoD Human Resources Activity	<b>Date:</b> February 2015
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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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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.

<b>B. Program Change Summary (\$ in Millions)</b>	<b><u>FY 2014</u></b>	<b><u>FY 2015</u></b>	<b><u>FY 2016 Base</u></b>	<b><u>FY 2016 OCO</u></b>	<b><u>FY 2016 Total</u></b>
Previous President's Budget	6.908	8.452	9.533	-	9.533
Current President's Budget	6.908	8.452	9.533	-	9.533
Total Adjustments	-	-	-	-	-
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

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Exhibit R-2A, RDT&E Project Justification: PB 2016 DoD Human Resources Activity										Date: February 2015		
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) Project 1 / DoD Enlistment Processing & Testing			
COST (\$ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
Project 1: DoD Enlistment Processing & Testing	5.166	0.376	1.945	2.181	-	2.181	1.975	1.833	1.845	1.845	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		
A. Mission Description and Budget Item Justification												
The primary mission of DoD Enlistment Processing and Testing 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 technically more demanding military.												
B. Accomplishments/Planned Programs (\$ in Millions)									FY 2014	FY 2015	FY 2016	
Title: DoD Enlistment Processing & Testing									0.376	1.945	2.181	
Description: DoD Enlistment Processing & Testing												
FY 2014 Accomplishments:												
• Finalized and implemented new procedures for test development of ASVAB Items												
• Researched on revisions to ASVAB content DoD Student Testing Program (STP)												
• Evaluated the use of internet-based CAT-ASVAB in the CEP												
FY 2015 Plans:												
• Continue to research on revisions to ASVAB content												
• Evaluate methods to convert all STP to Computer Adaptive Test (CAT)												
• Continue to evaluate the use of internet-based CAT-ASVAB in the Career Exploration Program (CEP)												
• Continue to reduce the frequency and impact of ASVAB test compromise, ensuring applicants are qualified to perform the military duties and responsibilities												
FY 2016 Plans:												
• Continue the research effort on new measures/new content that could potentially be added to the ASVAB												
• Continue development of new ASVAB test items in accordance with revised procedures												
• Will greatly reduce the frequency and impact of ASVAB test compromise, ensuring that military applicants are qualified to be in the military and capable of performing their military jobs.												
Accomplishments/Planned Programs Subtotals									0.376	1.945	2.181	

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2016 DoD Human Resources Activity		<b>Date:</b> February 2015
<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> Project 1 / <i>DoD Enlistment Processing &amp; Testing</i>
<p><b>C. Other Program Funding Summary (\$ in Millions)</b> N/A</p> <p><b>Remarks</b></p> <p><b>D. Acquisition Strategy</b> NOT REQUIRED.</p> <p><b>E. Performance Metrics</b> 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.</p>		

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Exhibit R-2A, RDT&E Project Justification: PB 2016 DoD Human Resources Activity										Date: February 2015		
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) Project 2 / Human Resources Automation Enhancements			
COST (\$ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
Project 2: Human Resources Automation Enhancements	16.939	2.832	4.976	5.179	-	5.179	4.271	2.641	4.469	4.469	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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

Civilian HR automation enhancements planned for FY 2015 and FY 2016 are focused on software development to support the Department's civilian workforce, including a DoD-Wide performance management system; enhancement of employee competency assessment capability; modernization of injury and unemployment compensation case management; and EEO investigations case management. In addition, changes to DCPDS are required for mandates for the Office of Personnel Management (OPM), HR Line of Business (LoB), electronic Official Personnel Folder, 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, gaining potential 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 provided the savings originally projected in the achievement of full operational capability in 2002 and which has continued to operate as the DoD system serving over 800,000 employee records. Additional initiatives to sustain the Department's lead in automated systems include expansion of employee self service functionality, and support for data warehouse improvements, engineering plans for consolidation and migration to a federal data center, an employee-manager portal, and information assurance initiatives to comply with DoD-mandated DMZ requirements. DCPDS enhancements will support the Department's focus on the further consolidation of civilian HR operations to a single operational site, with linkage to Component operations worldwide.

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

	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Title:</b> Human Resources Automation Enhancements	2.832	4.976	5.179
<b>FY 2014 Accomplishments:</b> <ul style="list-style-type: none"> <li>• Completed consolidation of all Defense Agency and Military Service DCPDS regional computing operations into a single data center</li> <li>• Continued enhancement of information assurance infrastructure for mandated DoD requirements for zone architecture and move to Risk Management Framework</li> <li>• Planned and executed enhancements to support legislative mandates/requirements</li> <li>• Implemented new employee/manager portal for civilian personnel information</li> <li>• Planned performance management system integration</li> <li>• Completed next phase of DoD Demilitarized Zone (DMZ) extension to comply with DoD mandates for DMZ extension requirements for all systems</li> <li>• Supported HR Line of Business (LoB) initiatives, including modification of interfaces IAW OPM mandates</li> <li>• Developed DCPDS interfaces to support DoD requirements and external systems</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2016 DoD Human Resources Activity		<b>Date:</b> February 2015	
<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> Project 2 / Human Resources Automation Enhancements	
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2014</b>	<b>FY 2015</b>
<ul style="list-style-type: none"> <li>Upgraded communication circuits to support expansion of DCPDS regional operations, test/development site and DR site</li> <li>Leveraged improved purchasing power for hardware and software maintenance purchases</li> </ul> <p><b>FY 2015 Plans:</b></p> <ul style="list-style-type: none"> <li>Implement initial cloud computing, data warehouse improvements and continued expansion of web services (15)</li> <li>Enhance information assurance requirements, including DMZ extension mandates (15)</li> <li>Consolidate DCPAS supported applications to enterprise data center (15)</li> <li>Maximize the Departments' systems to (1) manage injury and unemployment compensation cases; (2) assess executive (and equivalent) performance; (3) move all HRIT Enterprise systems to a common data center, which is managed under the same controls and inherits common security protocols; (4) enhance the DoD capability to assess competencies and plan for workforce development. (15)</li> <li>Plan modernization and integration of legacy applications (15)</li> <li>Implement mobility access to DCPDS (Employment Verification and Leave Balance) within the Joint Information Environment (JIE) (15)</li> <li>Enhance warm site disaster recovery capabilities (15)</li> <li>Develop enhancements to comply with HR legislative and DoD regulatory requirements (Ongoing)</li> <li>Support required changes for HR LoB interfaces and other OPM/OMB mandates (Ongoing)</li> <li>Implement continuous auditing and monitoring to improve compliance with FIAR (Ongoing)</li> </ul> <p><b>FY 2016 Plans:</b></p> <ul style="list-style-type: none"> <li>Implement new capabilities, including employee/manager initiated actions, on portal (16)</li> <li>Improve infrastructure virtualization to increase performance at improved cost (16)</li> <li>Implement SSN Reduction in the DCPDS Mass Action Process (16)</li> <li>Implement integration of supported applications (16)</li> <li>Upgrade system platform to latest commercial version (16)</li> <li>Develop enhancements to comply with HR legislative and DoD regulatory requirements (Ongoing)</li> <li>Support required changes for HR LoB interfaces and other OPM/OMB mandates (Ongoing)</li> <li>Implement continuous auditing and monitoring to improve compliance with FIAR (Ongoing)</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>		2.832	4.976
<b>C. Other Program Funding Summary (\$ in Millions)</b>			
N/A			
<b>Remarks</b>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2016 DoD Human Resources Activity		<b>Date:</b> February 2015
<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> Project 2 / <i>Human Resources Automation Enhancements</i>
<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 2016 DoD Human Resources Activity										Date: February 2015		
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) Project 3 / NEO Tracking System			
COST (\$ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
Project 3: NEO Tracking System	0.761	0.761	0.531	0.616	-	0.616	-	-	-	-	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		
A. Mission Description and Budget Item Justification												
The Neo Tracking System (NTS) / Electronic Tracking Accountability System (ETAS) is a certified and accredited DoD automated system that accounts for, and sustains visibility of noncombatant evacuees during a NEO under the authority of DODD 1000.25, DoD Personnel Identity Protection (PIP) Program. NTS is currently being used in the USAFRICOM, USCENTCOM, USEUCOM, USSOUTHCOM, and USPACOM AORs. The ETAS component is the CONUS domestic version of NTS and is for use by USNORTHCOM during disasters in the CONUS whether natural, accidental, or acts of terrorism. The primary purpose of the NTS/ETAS is to provide individual accountability of the evacuee by creating and maintaining a database of evacuees assembled during an evacuation operation and subsequently tracking the evacuees' movement through the evacuation process.												
B. Accomplishments/Planned Programs (\$ in Millions)									FY 2014	FY 2015	FY 2016	
Title: NEO Tracking System (NTS)									0.761	0.531	0.616	
FY 2014 Accomplishments:												
• Converted the NTS program to a mobile application package that can be run on tablets and smart phones												
• Streamlined the distribution of NTS images, reducing not only the costs associated with the creation of an image, but also the time associated with receiving the image in the field												
FY 2015 Plans:												
• Continue to upgrade system software and hardware drivers for Windows 7, 64-bit compatibility												
• Continue with hardware implementation												
• Provide automate distribution of system updates												
• Provide immediate authentication of emergency essential personnel												
• Provide web services to support development of Enterprise organizations attribute service for DoD which supports the Secure Data Access.												
FY 2016 Plans:												
• Will continue to upgrade hardware implementations												
• Will continue with automation distribution of system updates												
• Continue with the development and deploy required interface, Deploy Global Air Transportation Execution System Interface, the Advance Passenger Information System Customs and Border Protection, and Joint Patient Assessment and Tracking Systems, Health and Human Services.												
Accomplishments/Planned Programs Subtotals									0.761	0.531	0.616	

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2016 DoD Human Resources Activity		<b>Date:</b> February 2015
<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> Project 3 / <i>NEO Tracking System</i>
<b>C. Other Program Funding Summary (\$ in Millions)</b> N/A		
<b>Remarks</b>		
<b>D. Acquisition Strategy</b> Existing contract vehicles in place/GSA for COTS.		
<b>E. Performance Metrics</b> N/A		



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Exhibit R-2A, RDT&E Project Justification: PB 2016 DoD Human Resources Activity										Date: February 2015		
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) Project 4 / Synchronized Pre-deployment & Operational Tracker Enterprise Suite			
COST (\$ in Millions)	Prior Years	FY 2014	FY 2015	FY 2016 Base	FY 2016 OCO	FY 2016 Total	FY 2017	FY 2018	FY 2019	FY 2020	Cost To Complete	Total Cost
Project 4: Synchronized Pre-deployment & Operational Tracker Enterprise Suite	2.937	2.939	1.000	1.057	-	1.057	0.994	0.867	1.299	1.299	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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

The Synchronized Pre-deployment and Operational Tracker Enterprise Suite (SPOT-ES) is the Department of Defense (DoD) system of record for accountability and visibility of contracts and contractor personnel authorized to operate in a contingency operation. SPOT-ES provides web based tracking and visibility into contract services, personnel and equipment locations; provides a common operational picture for Combatant Commanders; enhances the analytical tools to accurately plan for the quantity of contracted support required for future contingency operations; and collects accurate data for the OMB-directed quarterly census of all contractors supporting contingency operations.

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

	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Title:</b> The Synchronized Pre-deployment and Operational Tracker	2.939	1.000	1.057
<b>FY 2014 Accomplishments:</b>			
<ul style="list-style-type: none"> <li>Continued to be the system of record for accountability and visibility of contracts and contractor personnel in support of the CENTCOM Area of Responsibility and other contingencies around the world.</li> <li>Provided the only DoS, DoD, and USAID sanctioned Letter of Authorization (LOA) which provides the Government Furnished Services to contractor personnel.</li> <li>Provided the information on contractor personnel supporting Iraq and Afghanistan to the Office of the Secretary of Defense for reports to Congress.</li> <li>Provided the number of contractor personnel and contract capability to Combatant Commands for operational planning purposes and to aid in their decision making processes.</li> </ul>			
<b>FY 2015 Plans:</b>			
<ul style="list-style-type: none"> <li>Continue to be the system of record for accountability and visibility of contracts and contractor personnel in support of the CENTCOM Area of Responsibility and other contingencies around the world.</li> <li>Continue to provide the only DoS, DoD, and USAID sanctioned Letter of Authorization (LOA) which provides the Government Furnished Services to contractor personnel.</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2016 DoD Human Resources Activity		<b>Date:</b> February 2015	
<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> Project 4 / <i>Synchronized Pre-deployment &amp; Operational Tracker Enterprise Suite</i>	
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2014</b>	<b>FY 2015</b>
<ul style="list-style-type: none"> <li>• Provide the information on contractor personnel supporting Iraq and Afghanistan to the Office of the Secretary of Defense for reports to Congress.</li> <li>• Provide the number of contractor personnel and contract capability to Combatant Commands for operational planning purposes and to aid in their decision making processes.</li> </ul> <p><b><i>FY 2016 Plans:</i></b></p> <ul style="list-style-type: none"> <li>• Continue to be the system of record for accountability and visibility of contracts and contractor personnel in support of the CENTCOM Area of Responsibility and other contingencies around the world</li> <li>• Provides a common operational picture for Commanders, enhancing the analytical tools to accurately plan for the quantity of contracted support required for future contingency operations.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>		2.939	1.000
<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 2016 DoD Human Resources Activity										<b>Date:</b> February 2015		
<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> Project 5 / ESGR Awards and Activity Tracking & Reporting (AATR) Tool			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016 Base</b>	<b>FY 2016 OCO</b>	<b>FY 2016 Total</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 5: <i>ESGR Awards and Activity Tracking &amp; Reporting (AATR) Tool</i>	-	-	-	0.500	-	0.500	-	-	-	-	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		
<b>A. Mission Description and Budget Item Justification</b> Design and build an Awards and Activity Tracking and Reporting (AATR) 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.												
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>										<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>
<b>Title:</b> ESGR Awards and Activity Tracking and Reporting (AATR) Tool										-	-	0.500
<b>FY 2016 Plans:</b> • Design and build Awards and Activity Tracking and Reporting (AATR)												
<b>Accomplishments/Planned Programs Subtotals</b>										-	-	0.500
<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												