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**Department of Defense  
Fiscal Year (FY) 2018 Budget Estimates**

May 2017



**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 2018 • RDT&E Program

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Department of Defense  
 FY 2018 President's Budget Request  
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 Total Obligational Authority  
 (Dollars in Thousands)

25 Apr 2017

Appropriation	FY 2016 Base + OCO	FY 2017 PB Request with CR Adj Base	FY 2017 Total PB Requests* with CR Adj Base	FY 2017 PB Request with CR Adj OCO	FY 2017 Total PB Requests* with CR Adj OCO	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req with CR Adj OCO
Research, Development, Test & Eval, DW	18,695	23,898	23,898				
Total Research, Development, Test & Evaluation	18,695	23,898	23,898				

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Appropriation	FY 2017 Total PB Requests** with CR Adj Base+OCO+SAA	FY 2017 Total PB Requests* with CR Adj Base + OCO	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req with CR Adj Base + OCO	FY 2018 Base	FY 2018 OCO	FY 2018 Total
Research, Development, Test & Eval, DW	23,898	23,898		23,898	35,249		35,249
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<u>Summary Recap of Budget Activities</u>							
Advanced Technology Development	10,399						
System Development And Demonstration		1,658	1,658				
Management Support	8,296	22,240	22,240				
Total Research, Development, Test & Evaluation	18,695	23,898	23,898				
<u>Summary Recap of FYDP Programs</u>							
Research and Development	18,695	23,898	23,898				
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<u>Summary Recap of Budget Activities</u>							
Advanced Technology Development							
System Development And Demonstration	1,658	1,658		1,658	4,893		4,893
Management Support	22,240	22,240		22,240	30,356		30,356
Total Research, Development, Test & Evaluation	23,898	23,898		23,898	35,249		35,249
<u>Summary Recap of FYDP Programs</u>							
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25 Apr 2017

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

Line No	Program Element Number	Item	Act	FY 2016 Base + OCO	FY 2017 PB Request with CR Adj Base	FY 2017 Total PB Requests* with CR Adj Base	FY 2017 PB Request with CR Adj OCO	FY 2017 Total PB Requests* with CR Adj OCO	FY 2017 Less Enacted Div B P.L.114-254** OCO	FY 2017 Remaining Req with CR Adj OCO	S e c
61	0603769SE	Distributed Learning Advanced Technology Development	03	10,399							U
		Advanced Technology Development		10,399							
125	0605021SE	Homeland Personnel Security Initiative	05		1,658	1,658					U
		System Development And Demonstration			1,658	1,658					
164	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	8,296	22,240	22,240					U
		Management Support		8,296	22,240	22,240					
Total Research, Development, Test & Eval, DW				18,695	23,898	23,898					

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61	0603769SE	Distributed Learning Advanced Technology Development	03								U
		Advanced Technology Development									
125	0605021SE	Homeland Personnel Security Initiative	05	1,658	1,658		1,658	4,893		4,893	U
		System Development And Demonstration		1,658	1,658		1,658	4,893		4,893	
164	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	22,240	22,240		22,240	30,356		30,356	U
		Management Support		22,240	22,240		22,240	30,356		30,356	
Total Research, Development, Test & Eval, DW				23,898	23,898		23,898	35,249		35,249	



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		Advanced Technology Development		10,399							
125	0605021SE	Homeland Personnel Security Initiative	05		1,658	1,658					U
		System Development And Demonstration			1,658	1,658					
164	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	8,296	22,240	22,240					U
		Management Support		8,296	22,240	22,240					
Total Defense Human Resources Activity				18,695	23,898	23,898					

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61	0603769SE	Distributed Learning Advanced Technology Development	03								U
		Advanced Technology Development									
125	0605021SE	Homeland Personnel Security Initiative	05	1,658	1,658		1,658	4,893		4,893	U
		System Development And Demonstration		1,658	1,658		1,658	4,893		4,893	
164	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	22,240	22,240		22,240	30,356		30,356	U
		Management Support		22,240	22,240		22,240	30,356		30,356	
Total Defense Human Resources Activity				23,898	23,898		23,898	35,249		35,249	

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DoD Human Resources Activity • Budget Estimates FY 2018 • RDT&E Program

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

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

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

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<b>Line #</b>	<b>Budget Activity</b>	<b>Program Element Number</b>	<b>Program Element Title</b>	<b>Page</b>
125	05	0605021SE	Homeland Security Presidential Directive (HSPD-12) Initiative.....	Volume 5 - 5

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<b>Line #</b>	<b>Budget Activity</b>	<b>Program Element Number</b>	<b>Program Element Title</b>	<b>Page</b>
164	06	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation.....	Volume 5 - 9

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DoD Human Resources Activity • Budget Estimates FY 2018 • RDT&E Program

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Homeland Security Presidential Directive (HSPD-12) Initiative	0605021SE	125	05.....	Volume 5 - 5
R&D in Support of DOD Enlistment, Testing and Evaluation	0605803SE	164	06.....	Volume 5 - 9

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DoD Human Resources Activity • Budget Estimates FY 2018 • RDT&E Program

Exhibit R-1

(Listing by Budget Activity, then Program Element Number)

**BA# 03: Advanced Technology Development (ATD)**

Cost (\$ in Millions)

Line#	BA#	PE#	PE Title	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total
61	03	0603769SE	Distributed Learning Advanced Technology Development (ADL)	60.812	10.399	0.000	0.000	-	0.000
<b>Total: Advanced Technology Development (ATD)</b>				60.812	10.399	0.000	0.000	-	0.000

**BA# 05: System Development & Demonstration (SDD)**

Cost (\$ in Millions)

Line#	BA#	PE#	PE Title	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total
125	05	0605021SE	Homeland Security Presidential Directive (HSPD-12) Initiative	1.754	0.000	1.658	4.893	-	4.893
<b>Total: System Development &amp; Demonstration (SDD)</b>				1.754	0.000	1.658	4.893	-	4.893

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DoD Human Resources Activity • Budget Estimates FY 2018 • RDT&E Program

Exhibit R-1

(Listing by Budget Activity, then Program Element Number)

**BA# 06: RDT&E Management Support**

Cost (\$ in Millions)

Line#	BA#	PE#	PE Title	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total
164	06	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation	48.650	8.296	22.240	30.356	-	30.356
<b>Total: RDT&amp;E Management Support</b>				48.650	8.296	22.240	30.356	-	30.356



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**Exhibit R-2, RDT&E Budget Item Justification:** FY 2018 DoD Human Resources Activity **Date:** May 2017

<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide I BA 3: Advanced Technology Development (ATD)</i>	<b>R-1 Program Element (Number/Name)</b> PE 0603769SE / <i>Distributed Learning Advanced Technology Development (ADL)</i>
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COST (\$ in Millions)	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
Total Program Element	60.812	10.399	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
Project 1: <i>Advanced Distributed Learning</i>	60.812	10.399	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing

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

This program has transferred to OSD P&R in FY 2017.

The ADL Initiative collaborates with the DoD, the Federal government, Industry, and Academia partners to shape the way people learn, grow, and perform. The ADL Program provides DoD, other Federal agencies, and international partners with innovative: (1) standards for training and education software, systems, and associated Web services that demonstrate the “art of the possible;” (2) prototypes and proofs of concept that harness the power of learning technologies, such as computer/Web-based training, serious games, virtual worlds, mobile technology, intelligent tutors, and other emerging learning technologies; (3) technologies and learning methods that empower learners; and (4) high-quality, easily accessible, adaptable, and cost-effective education and training.

The ADL Initiative’s R&D efforts improve efficiencies and reduce costs by (1) reducing the need for face-to-face instruction; (2) increasing interoperability--which enables discovery, retrieval, and reuse of distributed learning content; and (3) researching and prototyping methods of distributed learning with superior motivational and learning outcomes.

ADL’s research efforts resulted in the development of a Sharable Content Object Reference Model (SCORM), the current de facto internationally accepted standard for distributed learning interoperability. ADL is working in collaboration with our partners to develop the next generation training learning architecture (TLA). The TLA will modernize the way we learn by facilitating learning experiences that take advantage of current and emerging technologies based on new standards built on web services. ADL is conducting research on intelligent tutoring technologies that support the creation of a personal assistant for learning (PAL). The PAL will further empower learners with effective learning content that is more personalized and context sensitive. ADL was established by Executive Order 13111, with policy oversight by the Office of the Deputy Assistant Secretary of Defense (Readiness) (Training Readiness and Strategy).

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> FY 2018 DoD Human Resources Activity	<b>Date:</b> May 2017
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<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide I BA 3: Advanced Technology Development (ATD)</i>	<b>R-1 Program Element (Number/Name)</b> PE 0603769SE / <i>Distributed Learning Advanced Technology Development (ADL)</i>
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<b>B. Program Change Summary (\$ in Millions)</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>
Previous President's Budget	10.399	0.000	0.000	-	0.000
Current President's Budget	10.399	0.000	0.000	-	0.000
Total Adjustments	0.000	0.000	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

**Change Summary Explanation**

This program has transferred to OSD P&R in FY 2017.

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity										<b>Date:</b> May 2017		
<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>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 1: <i>Advanced Distributed Learning</i>	60.812	10.399	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing

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

This program transferred to OSD P&R in FY 2017.

The ADL Initiative collaborates with the DoD, the Federal government, Industry, and Academia partners to shape the way people learn, grow, and perform. The ADL Program provides DoD, other Federal agencies, and international partners with innovative: (1) standards for training and education software, systems, and associated Web services that demonstrate the “art of the possible;” (2) prototypes and proofs of concept that harness the power of learning technologies, such as computer/Web-based training, serious games, The ADL Initiative collaborates with the DoD, the Federal government, Industry, and Academia partners to shape the way people learn, grow, and perform. The ADL Program provides DoD, other Federal agencies, and international partners with innovative: (1) standards for training and education software, systems, and associated Web services that demonstrate the “art of the possible;” (2) prototypes and proofs of concept that harness the power of learning technologies, such as computer/Web-based training, serious games,

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

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Title:</b> Advanced Distributed Learning	10.399	-	-
<b>Description:</b> ADL serves as the thought-leader for the DoD and other government agencies for learning science and learning technologies, enabling innovation, finding efficiencies, guiding customers into the future, and creating a shared vision and strategy for ADL’s partners.			
<b>FY 2016 Accomplishments:</b>			
<ul style="list-style-type: none"> <li>• Gained efficiencies in Learning Science and Technology (LS&amp;T) through publication of a research strategy and roadmap for future LS&amp;T topics;</li> <li>• Published articles in leading professional journals on the integration of emerging learning technologies to enhance training;</li> <li>• Identified emerging concepts and showcase the art-of-the-possible through the integration of emerging learning technologies and learning science to enhance training and education;</li> <li>• Established the next generation LS&amp;T research and development (R&amp;D) program by expanding research into Human dimension, Learner-centric technology-enabled training and education, Human performance assessment (data-driven learning), Learning organizations, and social computing and social learning;</li> <li>• Continued work with the DoD training community to increase sharing of DL resources, standardization of DL terminology, and best practices for developing and implementing efficient and effective DL technologies across DoD;</li> <li>• Partnered across DoD and other government agencies to support LS&amp;T, enable knowledge sharing and coordinated investment of resources to reduce cost of training;</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity		<b>Date:</b> May 2017
<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 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<ul style="list-style-type: none"> <li>• Led policy and standards discussions to improve development, dissemination, and use of DL methodologies;</li> <li>• Facilitated transition, acceptance and adoption of new LS&amp;T by DoD and other agencies via policy, communication and transition support;</li> <li>• Supported the White House educational initiatives as the DoD representative to the Learning Registry and Federal Game Guild;</li> <li>• Participated in NATO Training Group to influence global standardization of training.</li> <li>• Continued to support the Services investment in developing/maintaining SCORM content.</li> <li>• Continued to increase sharing of learning content among DoD and other Federal Agencies by making educational resources more discoverable and retrievable</li> <li>• Provided best practices and lessons learned in the use of mobile devices and cloud services in support of training and education within DoD;</li> <li>• Continued to advocate open source initiatives by increasing awareness of open source and licensing policies.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	10.399	-	-

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

N/A

**Remarks**

**D. Acquisition Strategy**

Not Required.

**E. Performance Metrics**

In FY 2016, ADL has:

1. Delivered the next version of the xAPI, which is the first component of the TLA.
2. Published results on initial field testing of a life-long learning assistant.
3. Influenced key Service and International ADL meetings and conference reference the discovery, sharing and delivery of interoperable training content;
4. Increased 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.
5. Evaluated an Intelligent Tutor with the intent to determine the utilization of this technology for DoDEA.

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**Exhibit R-2, RDT&E Budget Item Justification: FY 2018 DoD Human Resources Activity** **Date:** May 2017

<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 Security Presidential Directive (HSPD-12) Initiative
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COST (\$ in Millions)	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
Total Program Element	1.754	0.000	1.658	4.893	-	4.893	0.298	0.298	0.298	0.304	Continuing	Continuing
Project 1: <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>	1.754	0.000	0.158	0.393	-	0.393	0.298	0.298	0.298	0.304	Continuing	Continuing
Project 2: <i>Recruiting Databases</i>	0.000	0.000	1.500	4.500	-	4.500	0.000	0.000	0.000	0.000	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)). RDTE funding in FY18 will be applied to the start-up costs for expanding the recruiting database provided to all Military Services for use with officer and enlisted recruiting and to explore the merits of expanding use to civilian recruiting as proposed in a Force of the Future initiative. Specifically, the funds will provide contractor support for the development of a pilot expanded database, procurement of additional directory lists, and the purchase of IT hardware and software for the development of a user- friendly interface for accessing the data. FY18 RDTE funds in HSPD-12 will be applied to the DoD NextGen USID and will allow the Department to replace the existing Teslin ID cards which are highly susceptible to counterfeiting due to an outdated design and lack of newer anti-counterfeiting technology, by completing the design of the new card form factor utilizing the latest technical and printing techniques on a plastic substrate which will undergo extensive quality.

<b>B. Program Change Summary (\$ in Millions)</b>	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018 Base</u>	<u>FY 2018 OCO</u>	<u>FY 2018 Total</u>
Previous President's Budget	0.191	1.658	4.893	-	4.893
Current President's Budget	0.000	1.658	4.893	-	4.893
Total Adjustments	-0.191	0.000	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-0.191	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity										<b>Date:</b> May 2017		
<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>Homeland Security Presidential Directive (HSPD-12) Initiative</i>			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 1: <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>	1.754	0.000	0.158	0.393	-	0.393	0.298	0.298	0.298	0.304	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. 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.

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

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Title:</b> Defense Enrollment Eligibility Reporting System/HSPD-12	0.000	0.158	0.393
<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 2016 Accomplishments:</b> Implemented CAC updates making us more compliant with FIPS 201-2 regulations, including Affiliation Color Code (for visually impaired), Name display, replace expired fingerprints.			
<b>FY 2017 Plans:</b> To support HSDP-12, FY17 RDTE funds will be expended to implement probabilistic search to prevent the duplication of identities and reduce help desk calls and manual record corrections. Performing a probabilistic search before adding a person to the PDR promotes better data quality and improves identity assurance.			
<b>FY 2018 Plans:</b> Funds in HSPD-12 will be applied to the DoD NextGen USID which will allow the Department to replace the existing Teslin ID cards that are highly susceptible to counterfeiting due to an outdated design and lack newer anti-counterfeiting technology. This project was deferred from FY 2017 to accommodate higher priority identity management task for probabilistic search. Completing			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity	<b>Date:</b> May 2017
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<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>Homeland Security Presidential Directive (HSPD-12) Initiative</i>
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<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	FY 2016	FY 2017	FY 2018
the USID redesign utilizing the latest technical and printing techniques on a plastic substrate will significantly improve card quality and reduce fraud.			
<b>Accomplishments/Planned Programs Subtotals</b>	0.000	0.158	0.393

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

N/A

**Remarks**

**D. Acquisition Strategy**

Existing contract vehicles in place/General Services Administration for Commercial Off The Shelf.

**E. Performance Metrics**

None

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**Exhibit R-2A, RDT&E Project Justification:** FY 2018 DoD Human Resources Activity **Date:** May 2017

<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 2 / <i>Recruiting Databases</i>
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COST (\$ in Millions)	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
Project 2: <i>Recruiting Databases</i>	0.000	0.000	1.500	4.500	-	4.500	0.000	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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

FY18 funds will go towards completing the expansion of recruiting database from the pilot started in FY17. 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 as proposed in a Force of the Future initiative. 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)**

	FY 2016	FY 2017	FY 2018
<b>Title:</b> STAR Program Recruiting Database	-	1.500	4.500
<b>Description:</b> Recruiting database provided to all Military Services			
<b>FY 2017 Plans:</b> FY 2017 funds went towards the start-up costs for expanding the recruiting database.			
<b>FY 2018 Plans:</b>			
<ul style="list-style-type: none"> <li>• Research efforts on expanding the JAMRS Recruiting database for more precise direct messaging.</li> <li>• Run micro-targeting pilots with third party data buys.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	-	1.500	4.500

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

N/A

**Remarks**

**D. Acquisition Strategy**

N/A

**E. Performance Metrics**

Various



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**Exhibit R-2, RDT&E Budget Item Justification: FY 2018 DoD Human Resources Activity** **Date:** May 2017

<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
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COST (\$ in Millions)	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
Total Program Element	48.650	8.296	22.240	30.356	-	30.356	21.326	17.373	16.830	17.151	Continuing	Continuing
Project 1: DoD Enlistment Processing & Testing	7.487	2.553	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Project 2: Human Resources Automation Enhancements	24.747	3.570	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Project 3: NEO Tracking System	2.053	0.616	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Project 4: Synchronized Pre-deployment & Operational Tracker Enterprise Suite	6.876	1.057	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Project 5: Employer Support of the Guard and Reserves (ESGR) Awards and Activity Tracking & Reporting (AATR) Tool	0.000	0.500	0.000	0.900	-	0.900	0.000	0.000	0.000	0.000	Continuing	Continuing
Project 6: Enterprise Data Services	0.000	0.000	4.037	0.134	-	0.134	0.114	1.165	0.619	0.631	Continuing	Continuing
Project 7: DSAID	0.000	0.000	3.590	4.916	-	4.916	0.000	0.000	0.000	0.000	Continuing	Continuing
Project 8: CAP	0.000	0.000	0.000	1.780	-	1.780	1.303	0.000	0.000	0.000	Continuing	Continuing
Project 9: Surveys, Testing, Research and Assessment (STAR)	0.000	0.000	3.680	3.640	-	3.640	4.061	4.161	4.161	4.244	Continuing	Continuing
Project 10: Enterprise Human Resource Infor System(EHRIS)	0.000	0.000	4.585	8.093	-	8.093	4.320	4.419	4.422	4.511	Continuing	Continuing
Project 11: Personnel Accountability (PA)	0.000	0.000	2.091	5.742	-	5.742	6.188	2.193	2.193	2.237	Continuing	Continuing
Project 12: Personnel Security Assurance (PSA)	0.000	0.000	4.257	4.351	-	4.351	4.540	4.635	4.635	4.728	Continuing	Continuing
Project 13: Federal Voting Assistance Program	7.487	0.000	0.000	0.800	-	0.800	0.800	0.800	0.800	0.800	Continuing	Continuing

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> FY 2018 DoD Human Resources Activity	<b>Date:</b> May 2017
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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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**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 has implemented a major reorganization that will impact 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 Enrollment System (DEERS); Data Governance; Real Time Automated Personnel Identification System (RAPIDS); Common Access Card (CAC); Cyber Security program has been decomposed into a DEERS program and a RAPIDS program, 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).

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. This program realigned to STAR as project #9 in FY 2017.

Project 2: Human Resources Automation Enhancements. The Defense Civilian Personnel Advisory Service (DCPAS), a DHRA component, manages and operates a number of major DoD programs, including the Defense Civilian Personnel Data System (DCPDS). DCPDS is the Department's enterprise civilian human resources information system. It ensures a coherent, standardized, and cost-effective system for the entire Department. DCPDS is built using a commercial off-the-shelf product customized for Federal and Defense requirements. The system is web-enabled and provides flexibility to respond to changes in the Department's civilian human resources (HR) operational requirements. DCPDS supports HR operations and improved business processes with continuous implementation of improved technology, meeting cost, schedule, and performance goals. Network and system operations span worldwide, with 24/7 operations that support 19 Regional Service Centers and over 300 Customer Support Units. 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. DHRA/DCPAS supports the development, issuance and maintenance of uniform DoD-wide civilian

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> FY 2018 DoD Human Resources Activity	<b>Date:</b> May 2017
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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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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. This project realigned to EHRIS as project #10 in FY 2017.

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. This project realigned to PA as project #11 in FY 2017.

Project 4: Synchronized Pre-deployment & Operational Tracker Enterprise Suite. 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 Office of Management and Budget- directed quarterly census of all contractors supporting contingency operations. This project realigned under PA, as project #11 in FY 2017.

Project 5: ESGR Awards & 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. In FY 2016, funding will support the design and efforts will carry over into FY 2017. In FY 2018, funds required to build and implement design changes.

Project 6: Enterprise Data Services. Cybersecurity deals with the unauthorized exposure of classified data to WikiLeaks raised awareness on the need for improved data security management and access control measures across DoD IT enterprise. In PBR-12 one issue was critically linked to this risk and fully funded - Cross Domain Information Sharing (CDS). CDS provides for protected, automated transfer of data across networks of different security classifications reducing the need for removable media while better safe guarding the transport of information from one network to another. DMDC is developing the Enterprise Identity Attribute Service (EIAS)/Access Based Access Control technology in the classified environment as an immediate deterrent to allow/deny access to classified information giving the DoD the ability to

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> FY 2018 DoD Human Resources Activity	<b>Date:</b> May 2017
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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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control and monitor pre-provisioned user access in a manner that cannot be repudiated (e.g., using CAC-enabled PKE Authentication). Further, DOD will have the ability to enable, monitor and control the authorized transfer of information between SIPRNET and other DOD Networks as required via globally available and operationally effective cross domain enterprise service solutions. This was a new start in FY17.

Project 7: Defense Sexual Assault Incidents Database. 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 Sexual Assault Prevention and Response (SAPR) program administration, program reporting requirements, and data analysis. In order to facilitate analysis at the OSD level, the System will be able to easily export data for analysis in computerized statistical applications, such as Statistical Package for the Social Sciences (SPSS). Service field-level users use the system to track support to victims of sexual assault throughout the lifecycle of that support requirement and to facilitate sexual assault case transfer between SARCs and Services. Service headquarters-level users use the system to support program planning, analysis, and management. DoD SAPR Office (SAPRO) users and Service headquarters-level users access the system to produce mandated and requested reports, monitor program effectiveness and support cohort and trend analysis.

Project 8. Computer/Electronic Accommodations Program. The Computer/Electronic Accommodations Program (CAP) mission is to provide assistive technology and accommodations to support individuals with disabilities and wounded, ill, and injured Service members throughout the Federal Government in accessing information and communication technology. CAP currently has partnerships with 69 federal agencies. CAP's wounded, ill, and injured Service member's initiative is designed to cover active duty Service members, to include Guard or Reserve who are on active duty orders, including Title 10 orders. Since its inception, the program has provided over 150,000 accommodations for Department of Defense (DoD) and non-DoD employees with disabilities and wounded, ill, and injured Service members. In Fiscal Year (FY) 2014 alone, CAP filled 12,789 accommodations – the most ever in a single year.

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.

Project 9: STAR 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. This is a new project but not a new start. This project realigned from Project 1 in FY 2017.

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> FY 2018 DoD Human Resources Activity	<b>Date:</b> May 2017
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<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide I 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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Project 10: (EHRIS) 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.

Network and system operations span worldwide, with 24/7 operations that support 19 Regional Service Centers and over 300 Customer Support Units. The current focus of DCPDS is the expansion of these efficiencies through the consolidation of DCPDS operations to a single database and expansion of capabilities to support integrated benefits processing and data management supporting the Department’s Force of the Future initiative.

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. This was a new project for FY 2017 but not a new start. This project realigned from Project 2 in FY 2017.

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. This was a new project for FY 2017 but not a new start. This project realigned from project #3 and project #4.

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. Planning funds within this program will 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. This was a new start for FY 2017.

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

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> FY 2018 DoD Human Resources Activity	<b>Date:</b> May 2017
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<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide I 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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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. Program Change Summary (\$ in Millions)</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>
Previous President's Budget	9.905	22.240	30.356	-	30.356
Current President's Budget	8.296	22.240	30.356	-	30.356
Total Adjustments	-1.609	0.000	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-1.609	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

**Change Summary Explanation**

Congress reduced DHRA by -\$1.609M in FY 16.

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**Exhibit R-2A, RDT&E Project Justification:** FY 2018 DoD Human Resources Activity **Date:** May 2017

<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 1 / DoD Enlistment Processing & Testing
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COST (\$ in Millions)	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
Project 1: DoD Enlistment Processing & Testing	7.487	2.553	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**

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. This project realigned to Project #9 STAR, and Project #12 PSA, in FY 2017.

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

	FY 2016	FY 2017	FY 2018
<b>Title:</b> DoD Enlistment Processing & Testing	2.553	-	-
<b>Description:</b> DoD Enlistment Processing & Testing			
<b>FY 2016 Accomplishments:</b>			
<ul style="list-style-type: none"> <li>• Implemented unproctored Internet testing</li> <li>• Continue to research on revisions to ASVAB content</li> <li>• Evaluate methods to convert all STP to Computer Adaptive Test (CAT)</li> <li>• Continue to evaluate the use of internet-based CAT-ASVAB in the Career Exploration Program (CEP)</li> <li>• Continue to reduce the frequency and impact of ASVAB test compromise, ensuring applicants are qualified to perform the military duties and responsibilities</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	2.553	-	-

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

N/A

**Remarks**

**D. Acquisition Strategy**

N/A

**E. Performance Metrics**

N/A

**UNCLASSIFIED**

<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity										<b>Date:</b> May 2017		
<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>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 2: Human Resources Automation Enhancements	24.747	3.570	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**

Civilian HR automation enhancements planned for 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. This project realigned to Project #10 EHRIS, in FY 2017.

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

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Title:</b> Human Resources Automation Enhancements	3.570	-	-
<b>FY 2016 Accomplishments:</b>			
<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> </ul>			



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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity		<b>Date:</b> May 2017
<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 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<ul style="list-style-type: none"> <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>			
<b>Accomplishments/Planned Programs Subtotals</b>	3.570	-	-

**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-2A, RDT&E Project Justification:** FY 2018 DoD Human Resources Activity **Date:** May 2017

<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 3 / NEO Tracking System
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COST (\$ in Millions)	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
Project 3: NEO Tracking System	2.053	0.616	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**

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. This project realigned to Project #11 PA, in FY 2017.

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

	FY 2016	FY 2017	FY 2018
<b>Title:</b> NEO Tracking System (NTS)	0.616	-	-
<b>FY 2016 Accomplishments:</b>			
<ul style="list-style-type: none"> <li>• Continued upgrade of system software and hardware drivers for Windows 7, 64-bit compatibility</li> <li>• Continued with hardware implementation</li> <li>• Provided automate distribution of system updates</li> <li>• Provided immediate authentication of emergency essential personnel</li> <li>• Provided web services to support development of Enterprise organizations attribute service for DoD which supports the Secure Data Access.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	0.616	-	-

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

N/A

**Remarks**

**D. Acquisition Strategy**

Existing contract vehicles in place/General Services Administration for Commercial Off The Shelf.

**E. Performance Metrics**

N/A

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity										<b>Date:</b> May 2017		
<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 4 / Synchronized Pre-deployment & Operational Tracker Enterprise Suite			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 4: <i>Synchronized Pre-deployment &amp; Operational Tracker Enterprise Suite</i>	6.876	1.057	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**

The PA program is comprised of three sub-programs: Synchronized Pre-deployment and Operational Tracker (SPOT), Joint Personnel Accountability Reconciliation and Reporting (JPARR), 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 civilians, contractors, 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. 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.

This project realigned to Project #11, PA, starting in FY 2017.

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

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Title:</b> Synchronized Pre-deployment & Operational Tracker Enterprise Suite	1.057	-	-
<p><b>FY 2016 Accomplishments:</b></p> <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, humanitarian assistance, peacekeeping operations, and other missions and exercises as designated by the Combatant Commanders around the world.</li> <li>Continued to provide the only DoS, DoD, and USAID sanctioned Letter of Authorization (LOA) which provides the Authorized Government 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> <li>Modified SPOT and TOPSS to accommodate the emerging requirement to account for contractors supporting Operation United Assistance in Liberia and Senegal. Deployed three JAMMS workstations for that mission.</li> <li>Modified the Letter of Authorization format to accommodate changing requirements.</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity	<b>Date:</b> May 2017
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<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 4 / Synchronized Pre-deployment & Operational Tracker Enterprise Suite
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<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	FY 2016	FY 2017	FY 2018
<ul style="list-style-type: none"> <li>• Upgraded to SQL Server 2012.</li> <li>• Modified SPOT/TOPSS to accommodate the new standard for Federal Procurement Identification number format for DoD.</li> <li>• Developed Audit Compliance Reports for TOPSS to allow Contracting Officers to better evaluate performance of contractor companies and hold them accountable for data maintenance.</li> <li>• Upgraded browser compatibility for TOPSS to include Internet Explorer 8/9/10/11, Firefox, and Chrome.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	1.057	-	-

**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-2A, RDT&E Project Justification:** FY 2018 DoD Human Resources Activity **Date:** May 2017

<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 / Employer Support of the Guard and Reserves (ESGR) Awards and Activity Tracking & Reporting (AATR) Tool
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COST (\$ in Millions)	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
Project 5: Employer Support of the Guard and Reserves (ESGR) Awards and Activity Tracking & Reporting (AATR) Tool	0.000	0.500	0.000	0.900	-	0.900	0.000	0.000	0.000	0.000	Continuing	Continuing
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. Accomplishments/Planned Programs (\$ in Millions)**

	FY 2016	FY 2017	FY 2018
<b>Title:</b> ESGR Redesign/Technical Refresh	0.500	-	0.900
<b>FY 2016 Accomplishments:</b> • Designed and built Awards and Activity Tracking and Reporting (AATR).			
<b>FY 2018 Plans:</b> • ESGR Portal Redesign/Technical Refresh			
<b>Accomplishments/Planned Programs Subtotals</b>	0.500	-	0.900

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

N/A

**Remarks**

**D. Acquisition Strategy**

N/A

**E. Performance Metrics**

N/A

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity										<b>Date:</b> May 2017		
<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 6 / Enterprise Data Services			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 6: Enterprise Data Services	0.000	0.000	4.037	0.134	-	0.134	0.114	1.165	0.619	0.631	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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

Cybersecurity deals with the unauthorized exposure of classified data to sites such as WikiLeaks which raised awareness on the need for improved data security management and access control measures across DoD IT enterprise. Cross Domain Information Sharing (CDS) provides for protected, automated transfer of data across networks of different security classifications reducing the need for removable media while better safe guarding the transport of information from one network to another. DMDC is developing the Enterprise Identity Attribute Service (EIAS)/Access Based Access Control technology in the classified environment as an immediate deterrent to allow/deny access to classified information giving the DoD the ability to control and monitor pre-provisioned user access in a manner that cannot be repudiated (e.g., using CAC-enabled PKE Authentication). Further, DOD will have the ability to enable, monitor and control the authorized transfer of information between SIPRNET and other DOD Networks as required via globally available and operationally effective cross domain enterprise service solutions.

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

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Title:</b> Enterprise Data Services (EDS)	-	4.037	0.134
<b>FY 2017 Plans:</b>			
<ul style="list-style-type: none"> <li>• Procure the Automated Regression and Functional Testing (EoSL) Modernization</li> <li>• Install Microsoft Forefront Identity Management (FIM)</li> <li>• Implement Network (EoSL) Lifecycle Modernization</li> <li>• Modernize the VTC/AV Upgrades for DoDC (Seaside) and Mark Center (EoSL) Lifecycle Modernization</li> <li>• Server End of Service Life (EoSL) Lifecycle Modernization</li> <li>• Wireless Local Area Network (WLAN) (EoSL) Lifecycle Modernization</li> <li>• Destruction Of Mainframe Tapes</li> <li>• Implementation of Audit Log Management</li> <li>• Continued development and implementation of the Intrusion Detection System / Intrusion Prevention System (IDS/IPS)</li> <li>• Continued installation of required Port Aggregators</li> <li>• Implement Rogue System Detection (RSD)</li> <li>• Implement Dynamic Code Scanning Solution (NTO Spider)</li> <li>• Implement Static Code Scanning Solution (Fortify)</li> </ul>			
<b>FY 2018 Plans:</b>			
<ul style="list-style-type: none"> <li>• Procure the Automated Regression and Functional Testing (EoSL) Modernization</li> <li>• Install Microsoft Forefront Identity Management (FIM)</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity		<b>Date:</b> May 2017
<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 6 / Enterprise Data Services

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<ul style="list-style-type: none"> <li>• Implement Network (EoSL) Lifecycle Modernization</li> <li>• Modernize the VTC/AV Upgrades for DoDC (Seaside) and Mark Center (EoSL) Lifecycle Modernization</li> <li>• Server End of Service Life (EoSL) Lifecycle Modernization</li> <li>• Wireless Local Area Network (WLAN) (EoSL) Lifecycle Modernization</li> <li>• Destruction Of Mainframe Tapes</li> <li>• Implementation of Audit Log Management</li> <li>• Continued development and implementation of the Intrusion Detection System / Intrusion Prevention System (IDS/IPS)</li> <li>• Continued installation of required Port Aggregators</li> <li>• Implement Rogue System Detection (RSD)</li> <li>• Implement Dynamic Code Scanning Solution (NTO Spider)</li> <li>• Implement Static Code Scanning Solution (Fortify)</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	-	4.037	0.134

**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-2A, RDT&E Project Justification:** FY 2018 DoD Human Resources Activity **Date:** May 2017

<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 7 / DSAID
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COST (\$ in Millions)	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
Project 7: DSAID	0.000	0.000	3.590	4.916	-	4.916	0.000	0.000	0.000	0.000	Continuing	Continuing
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 2016	FY 2017	FY 2018
<b>Title:</b> Defense Sexual Assault Incidents Database (DSAID)	-	3.590	4.916
<b>FY 2017 Plans:</b>			
<ul style="list-style-type: none"> <li>• Develop Secure File Locker Mechanism</li> <li>• Migrate from Oracle 11g to SQL Server 2012 or government approved database server &amp; converts DSAID to Government off the Shelf (GOTS)</li> <li>• Incorporate DSAID Control Board (CCB) approved and pending Change Requests (CRs)</li> <li>• Add functionality to the Enhanced Reporting Capability</li> </ul>			
<b>FY 2018 Plans:</b>			
<ul style="list-style-type: none"> <li>• Develop Secure File Locker Mechanism</li> <li>• Incorporate DSAID Control Board (CCB) approved and pending Change Requests (CRs)</li> <li>• Add functionality to the Enhanced Reporting Capability</li> <li>• Implement or update interfaces with Service Legal Agency Systems, personnel systems, and external databases (DMDC/DEERS)</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	-	3.590	4.916

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

N/A

**Remarks**

**D. Acquisition Strategy**

N/A

**E. Performance Metrics**

N/A



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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity										<b>Date:</b> May 2017		
<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 8 / CAP			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 8: CAP	0.000	0.000	0.000	1.780	-	1.780	1.303	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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

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.

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.

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

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Title:</b> The Computer/Electronic Accommodations Program (CAP)	0.000	-	1.780
<b>FY 2016 Accomplishments:</b> N/A			
<b>FY 2018 Plans:</b> Enhancements in FY18 will include development efforts along several lines. One such effort will be increasing the ability for CAP Staff to update content on the CAP website, CAP Mobile App, and communications template to reduce dependence on external resources to make these changes. Also included are development efforts aimed at enhancing the ability of CAP Staff to document process actions within the system in support of procurement and acquisition records keeping requirements as well as to facilitate effective relationship management between CAP, the DoD, Federal partner agencies, and other stakeholders. Another major			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity	<b>Date:</b> May 2017
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<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 8 / CAP
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<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	FY 2016	FY 2017	FY 2018
effort will be increasing the self-service accessibility of information to CAP customers to reduce the level of effort required to pass on information regarding their requests for reasonable accommodation.			
<b>Accomplishments/Planned Programs Subtotals</b>	0.000	-	1.780

**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-2A, RDT&E Project Justification:** FY 2018 DoD Human Resources Activity **Date:** May 2017

<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 9 / Surveys, Testing, Research and Assessment (STAR)
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COST (\$ in Millions)	Prior Years	FY 2016	FY 2017	FY 2018 Base	FY 2018 OCO	FY 2018 Total	FY 2019	FY 2020	FY 2021	FY 2022	Cost To Complete	Total Cost
Project 9: Surveys, Testing, Research and Assessment (STAR)	0.000	0.000	3.680	3.640	-	3.640	4.061	4.161	4.161	4.244	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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

The primary mission of STAR 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 2016	FY 2017	FY 2018
<b>Title:</b> Surveys, Testing, Research and Assessment (STAR)	-	3.680	3.640
<b>FY 2017 Plans:</b>			
• Develop automated item generation of General Science and Arithmetic Reasoning items			
• Research efforts on new measures/new content that could potentially be added to the ASVAB			
<b>FY 2018 Plans:</b>			
• Continue to develop automated item generation of General Science and Arithmetic Reasoning items			
• Continue research efforts on new measures/new content that could potentially be added to the ASVAB			
<b>Accomplishments/Planned Programs Subtotals</b>	-	3.680	3.640

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

N/A

**Remarks**

**D. Acquisition Strategy**

N/A

**E. Performance Metrics**

N/A

**UNCLASSIFIED**

**Exhibit R-2A, RDT&E Project Justification:** FY 2018 DoD Human Resources Activity **Date:** May 2017

<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 10 / Enterprise Human Resource Infor System(EHRIS)			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 10: <i>Enterprise Human Resource Infor System(EHRIS)</i>	0.000	0.000	4.585	8.093	-	8.093	4.320	4.419	4.422	4.511	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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

Civilian HR automation enhancements planned for 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.

EHRIS 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 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Title:</b> Enterprise Human Resource Infor System (EHRIS)	-	4.585	8.093
<b>FY 2017 Plans:</b>			
<ul style="list-style-type: none"> <li>• Deliver improved Benefits processing and employee self service capabilities</li> <li>• Complete consolidation to single database</li> <li>• Explore integration of time and attendance and payroll processing</li> </ul>			
<b>FY 2018 Plans:</b>			
<ul style="list-style-type: none"> <li>• Continue to deliver improved Benefits processing and employee self service capabilities</li> <li>• Continue completion efforts on consolidation to single database</li> <li>• Continue work on integration of time and attendance and payroll processing</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	-	4.585	8.093

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

N/A

**UNCLASSIFIED**

<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity		<b>Date:</b> May 2017
<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 10 / <i>Enterprise Human Resource Infor System(EHRIS)</i>

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

**Remarks**

**D. Acquisition Strategy**

N/A

**E. Performance Metrics**

N/A

**UNCLASSIFIED**

<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity										<b>Date:</b> May 2017		
<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 11 / Personnel Accountability (PA)			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 11: <i>Personnel Accountability (PA)</i>	0.000	0.000	2.091	5.742	-	5.742	6.188	2.193	2.193	2.237	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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

The PA program is comprised of four sub-programs: Synchronized Pre-deployment and Operational Tracker (SPOT), Joint Personnel Accountability Reconciliation and Reporting (JPARR), Noncombatant Evacuation Operations (NEO) Tracking System (NTS), and the program management of the Defense Travel System (DTS). In addition to these sub-programs, at the request of Acting Secretary of Defense, PA is conducting a DoD Travel System Pilot Program (DTSP), as 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. 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 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. 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. 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. Accomplishments/Planned Programs (\$ in Millions)**

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Title:</b> Personnel Accountability (PA)	-	2.091	5.742
<b>FY 2017 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, humanitarian assistance, peacekeeping operations, and other missions and exercises as designated by the Combatant Commanders around the world.</li> <li>• Continue to provide the only DoS, DoD, and USAID sanctioned Letter of Authorization (LOA) which provides the Authorized Government Services to contractor personnel.</li> <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> <li>• Field JAMMS NG to all locations currently serviced by JAMMS.</li> <li>• Allow for two different JAMMS credentials - paper LOA and plastic credential.</li> </ul>			
<b>FY 2018 Plans:</b>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity		<b>Date:</b> May 2017
<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 11 / Personnel Accountability (PA)

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<ul style="list-style-type: none"> <li>• Modernize hardware and peripheral footprint</li> <li>• Automate and reduce maintenance requirements for fielded systems</li> <li>• Modernize data management and data processing</li> <li>• Modernize application technologies and processes</li> <li>• Develop application programming interfaces (API) and micro services</li> <li>• Research and develop mobile technologies</li> <li>• Identify, reduce and consolidate fragmented/duplicated personnel accountability systems</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	-	2.091	5.742

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

N/A

**Remarks**

**D. Acquisition Strategy**

N/A

**E. Performance Metrics**

N/A

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity										<b>Date:</b> May 2017		
<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 12 / Personnel Security Assurance (PSA)			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 12: <i>Personnel Security Assurance (PSA)</i>	0.000	0.000	4.257	4.351	-	4.351	4.540	4.635	4.635	4.728	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. Accomplishments/Planned Programs (\$ in Millions)**

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Title:</b> Personnel Security Assurance	-	4.257	4.351
<b>FY 2017 Plans:</b>			
<ul style="list-style-type: none"> <li>• Completion of the Case Adjudication Tracking System (CATS) Service Desk application development.</li> <li>• Completion of the Enterprise Service Bus (ESB) development.</li> <li>• Completion of activities related to the development and testing of the Joint Verification System (DISS 2.0).</li> <li>• Develop system capabilities for emerging Office of the Under Secretary of Defense, Intelligence requirements.</li> <li>• Support extension of DISS Operations and Sustainment activities to Executive Branch personnel security adjudication.</li> </ul>			
<b>FY 2018 Plans:</b>			
<ul style="list-style-type: none"> <li>• FY2018 RDT&amp;E will be used for DISS development to meet emerging interface or architecture requirements as well as data quality initiatives.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	-	4.257	4.351

**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> FY 2018 DoD Human Resources Activity		<b>Date:</b> May 2017
<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 12 / <i>Personnel Security Assurance (PSA)</i>

<b><u>E. Performance Metrics</u></b> N/A
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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity										<b>Date:</b> May 2017		
<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 13 / Federal Voting Assistance Program			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018 Base</b>	<b>FY 2018 OCO</b>	<b>FY 2018 Total</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 13: <i>Federal Voting Assistance Program</i>	7.487	0.000	0.000	0.800	-	0.800	0.800	0.800	0.800	0.800	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. Accomplishments/Planned Programs (\$ in Millions)**

	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>
<b>Title:</b> Federal Voting Assistance Program	-	-	0.800
<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 2018 Plans:</b> FVAP requires a clearinghouse through a cooperative agreement with a nonprofit organization to work with FVAP to develop innovative programs to support uniformed overseas and civilian overseas voters. <ul style="list-style-type: none"> <li>Assess the impact of previous efforts to enact structured data feeds from the States and localities with the most populous number of military and overseas voters.</li> <li>Identify and assess the process to assess voter residency and how it impacts overseas citizen voters attempting to vote in federal elections.</li> <li>Study the extent to which States enact authorizations for the use and acceptance of electronic signatures derived from the Department of Defense Common Access Card (CAC), or its successor.</li> <li>Identify the feasibility and risks associated with a comprehensive approach for States to establish a single statewide office with the technology and software to process UOCAVA absentee balloting materials.</li> <li>Monitor the implementation, adoption and impact of clearinghouse recommendations and voting technology practices.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	-	-	0.800

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> FY 2018 DoD Human Resources Activity		<b>Date:</b> May 2017
<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 13 / <i>Federal Voting Assistance Program</i>

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

N/A

**Remarks**

**D. Acquisition Strategy**

N/A

**E. Performance Metrics**

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.

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