

**BUDGET JUSTIFICATION  
OF THE  
DEFENSE HUMAN RESOURCES ACTIVITY**

**PROCUREMENT, DEFENSE-WIDE**

**P-1 LINE ITEM NUMBER**

**Fiscal Year (FY) 2008/FY 2009 Budget Estimates**

**February 2007**

DEFENSE HUMAN RESOURCES ACTIVITY  
Procurement, Defense-Wide  
P-1 Line Item Number 29  
Fiscal Year (FY) 2008/FY 2009 Budget Estimates

**Table of Contents**

Purpose and Scope/Justification of Funds

<u>EXHIBIT</u>	<u>TITLE</u>
P-1	Summary
P-40	Budget Item Justification
P-5	Cost Analysis
P-5a	Procurement History and Planning Exhibit

DEFENSE HUMAN RESOURCES ACTIVITY  
Procurement, Defense-Wide  
P-1 Line Item Number 29  
Fiscal Year (FY) 2008/FY 2009 Budget Estimates

<u>Dollars in Millions</u>	
FY 2009 Estimate	9.945
FY 2008 Estimate	7.013
FY 2007 Estimate	7.883
FY 2006 Estimate	7.395

Purpose and Scope

The Department of Defense Human Resources Activity (DHRA) is a consolidated Field Activity under the direction and control of the Under Secretary of Defense (Personnel and Readiness) (USD (P&R)) established for the collection and interaction of manpower and personnel data to support Department-wide tracking, analysis, research, studies, and a wide variety of reporting requirements. DHRA provides functional information management, civilian personnel policy support, and civilian personnel administrative services to DoD Components and activities.

The scope of operations is necessarily broad and encompasses all aspects of data collection and utilization of Defense manpower and personnel data records to support DoD-wide analysis, studies, research, and reporting requirements. DHRA is the responsible organization within DoD for the interchange of automated manpower data with other government agencies.

DHRA 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.

The Real-Time Automated Personnel Identification System (RAPIDS) program is the Department's enterprise solution for issuing the Uniformed Services Identification and Privilege Cards to all service members, both the Active and Reserve, civilian employees, retired members, eligible family members, and selected contractors. This system is fielded in over 1,200 locations around the world, including not only fixed-sites, but also mobilized Guard and Reserve activities and aboard Navy ships.

RAPIDS provides the means to collect family member information so that eligible family members are appropriately categorized and entered into the Defense Enrollment Eligibility Reporting System (DEERS) and are issued ID cards that correctly reflect their entitlements and privileges. In addition, RAPIDS is the application that issues the Common Access Card (CAC). This means that RAPIDS is not only the infrastructure which provides ID cards and collects family member information, but that RAPIDS is also the Local Registration Authority (LRA) for the issuance of the digital credential necessary to implement the Public Key Infrastructure (PKI) for the Department. The CAC is the DoD solution for interoperable Federal credentials required under Homeland Security Presidential Directive (HSPD-12).

DEFENSE HUMAN RESOURCES ACTIVITY  
Procurement, Defense-Wide  
P-1 Line Item Number 29  
Fiscal Year (FY) 2008/FY 2009 Budget Estimates

Purpose and Scope (Cont'd)

It is necessary to procure and maintain current mission essential items such as computers and telecommunications equipment to effect a high degree of capability in the administration of civilian and military personnel program operations throughout the Department. This includes organizational infrastructure and sustainment of a modern information system.

Justification of Funds

The FY 2008 and FY 2009 requests also support information systems, infrastructure and communications requirements for the Defense Civilian Personnel Data System (DCPDS), and Civilian Personnel Management Service (CPMS) operations. Equipment will support the DoD civilian human resources (HR) community by providing more timely access to information for HR specialists and managers. Current economic analyses have validated the original estimate of \$200 million annual savings after servicing ratio targets are attained. These reductions in costs have already been programmed into DoD Components' budgets along with corresponding personnel reductions. System purchases include equipment such as database servers, network servers, computing infrastructure, system software, and associated peripherals. CPMS operations use procurement funding for major hardware and software purchases in support of the DoD enterprise HR system.

Enhancements in process for DCPDS include integrating employee self-service functionality and incorporating other HR automated system solutions, such as the recent implementation of a corporate data warehousing capability. In collaboration with the Program Executive Office (PEO) National Security personnel System (NSPS), CPMS will develop, test, and deploy the system changes needed for successful NSPS implementation.

The proposed FY 2008 and FY 2009 investment in Automated Data Processing (ADP) equipment supports the RAPIDS program. This includes the acquisition, installation, and maintenance of the DMDC infrastructure, as well as replacing outdated and maintenance-intensive equipment in order to continue to ensure full functionality and security of the system and to implement HSPD-12.

Exhibit P-1 - Procurement Program  
 Procurement, Defense-Wide  
 Defense Human Resources Activity

Appropriation: Procurement, Defense-Wide Budget Activity: 01		TOA, \$ in Millions				Date: February 2007				
P-1 Line Item No	Item Nomenclature	Ident Code	FY 2006		FY 2007		FY 2008		FY 2009	
			Qty	Cost	Qty	Cost	Qty	Cost	Qty	Cost
29	MAJOR EQUIPMENT, DRHA - PERSONNEL ADMINISTRATION		n/a	7.395	n/a	7.883	n/a	7.013	n/a	9.945
29	DoD Civilian Personnel Data System (DCPDS) Central Operations/Management/ Civilian Personnel Management System (CPMS) Operations	01	n/a	5.815	n/a	6.192	n/a	3.922	n/a	6.404
29	Real-Time Automated Personnel Identification System (RAPIDS)/Common Access Card (CAC)	02	n/a	1.580	n/a	1.691	n/a	3.091	n/a	3.541

**DEFENSE HUMAN RESOURCES ACTIVITY**  
**Procurement, Defense-Wide**  
**Fiscal Year (FY) 2008/FY 2009 Budget Estimates**

Exhibit P-40, Budget Item Justification						Date: February 2007					
Appropriation (Treasury) Code/CC/BA/BSA/Item Control Number 9780300.7301 /BA-01, Major Equipment/ Item 29						P-1 Line Item Nomenclature MAJOR EQUIPMENT, DHRA - PERSONNEL ADMINISTRATION					
Program Element for Code B Items DCPDS-PE 10240614400, RAPIDS/DEERS-PE 10240615503						Other Related Program Elements					
TOA, \$ in Millions											
Quantity	ID	Prior Years	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	Total
	Code										
Cost	n/a	6.718	7.395	7.883	7.013	9.945	10.187	8.569	8.871	8.817	75.398
<p>DHRA manages and operates a number of major DoD programs, including the Defense Civilian Personnel Data System (DCPDS) and the Real-Time Automated Personnel Identification System (RAPIDS) program. The DCPDS is the Department's enterprise civilian human resources information system. It ensures a coherent, standardized, and cost-effective system for the entire Department. The 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. The Real-Time Automated Personnel Identification System (RAPIDS) program is the Department's enterprise solution for issuing the Uniformed Services Identification and Privilege Cards to all service members, both the Active and Reserve, civilian employees, retired members, eligible family members, and selected contractors. This system is fielded in over 1,200 locations around the world, including not only fixed-sites, but also mobilized Guard and Reserve activities and aboard Navy ships.</p>											

P-1 Line Item No. 29  
(Page 6 of 13)

Exhibit P-40, Budget Item Justification  
(Exhibit P-40, Page 1 of 3)

**DEFENSE HUMAN RESOURCES ACTIVITY**  
**Procurement, Defense-Wide**  
**Fiscal Year (FY) 2008/FY 2009 Budget Estimates**

Exhibit P-40, Budget Item Justification						Date: February 2007					
Appropriation (Treasury) Code/CC/BA/BSA/Item Control Number 9780300.7301 /BA-01, Major Equipment/ Item 29						P-1 Item Nomenclature MAJOR EQUIPMENT, DHRA - PERSONNEL ADMINISTRATION DoD Civilian Personnel Data System (DCPDS)					
Program Element for Code B Items DCPDS - PE 10240614400						Other Related Program Elements					
TOA, \$ in Millions											
Quantity	ID	Prior Years	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	Total
	Code										
Cost	01	5.282	5.815	6.192	3.922	6.404	6.595	6.737	6.581	6.538	54.066
<p>DCPDS is the Department's enterprise civilian human resources (HR) data system; the largest automated HR system in the world. The regionalization of civilian HR services, combined with systems modernization, has reduced resources dedicated to the civilian HR services infrastructure. This has allowed DoD to achieve an improved HR servicing ratio (the number of personnelists per employee served) from 1:66 at program inception to a current ratio of 1:81. Current economic analyses have validated the original estimate of approximately \$200M annual savings based on the combination of full deployment of DCPDS and attainment of the target servicing ratio. These cost reductions are attributable to reduced personnel and facilities costs and the elimination of 10 legacy systems. Benefits from regionalization and modernization are reflected throughout the budgets of DHRA, the Military Departments, Defense Agencies and field activities.</p> <p>Programs for 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 supports the development, issuance and maintenance of uniform DoD-wide civilian personnel policy; provides program guidance and technical interpretation for both appropriated and nonappropriated funded civilian personnel programs (USC Titles 5, 10 and 32); 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 oversees the regional restructuring of civilian HR operations and the operation of the enterprise civilian HR information system, DCPDS. These programs are supported by an aggressive data automation program, to include acquiring a communications capability, computing equipment, and an automation software link to standardize these divergent functions. A portion of these funds continue that process.</p>											

DEFENSE HUMAN RESOURCES ACTIVITY  
 Procurement, Defense-Wide  
 Fiscal Year (FY) 2008/FY 2009 Budget Estimates

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Appropriation (Treasury) Code/CC/BA/BSA/Item Control Number 9780300.7301 /BA-01, Major Equipment/ Item 29						P-1 Item Nomenclature MAJOR EQUIPMENT, DHRA - PERSONNEL ADMINISTRATION Real-Time Automated Personnel Identification System					
Program Element for Code B Items RAPIDS/DEERS - PE 10240615503						Other Related Program Elements					
TOA, \$ in Millions											
Quantity	ID Code	Prior Years	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	Total
Cost	02	1.436	1.580	1.691	3.091	3.541	3.592	1.832	2.290	2.279	21.332
<p>DHRA is the proponent for all DoD Identification (ID) Card Systems. The Real-Time Automated Personnel Identification System (RAPIDS) is a program established to develop and implement a secure ID card system for the Uniformed Services and is the primary update vehicle for the DEERS database. Additionally, RAPIDS is the Local Registration Authority (LRA) for issuance of the digital credential necessary to implement PKI in the Department. DHRA centrally manages all resources for the program. The CAC is the DoD solution for an interoperable federal credentials required under Homeland Security Presidential Directive (HSPD-12).</p>											

**DEFENSE HUMAN RESOURCES ACTIVITY**  
**Procurement, Defense-Wide**  
**Fiscal Year (FY) 2008/FY 2009 Budget Estimates**

Exhibit P-5 Cost Analysis			Weapon System: n/a				Date February 2007			
Appropriation (Treasury) Code/CC/BA/BSA/Item Control Number 9780300.7301 /BA-01, Major Equipment/ Item 29			D CODE		P-1 Line Item Nomenclature MAJOR EQUIPMENT, DHRA - PERSONNEL ADMINISTRATION					
TOA, \$ in Millions	Prior Years		First Prior Year		Current Year		Budget Years			
	Prior Years		FY2006		FY2007		FY2008		FY2009	
WEB COST ELEMENTS	Unit Cost	Total Cost	Unit Cost	Total Cost	Unit Cost	Total Cost	Unit Cost	Total Cost	Unit Cost	Total Cost
(ID-01) DCPDS Central Operati	3.542	3.542	3.778	3.778	4.003	4.003	3.922	3.922	4.076	4.076
(ID-01) CPMS Operations	1.740	1.740	2.037	2.037	2.189	2.189	0.000	0.000	2.328	2.328
(ID-02) Real-Time Automated Personnel Identification System (RAPIDS)/Common Access Card (CAC)	1.436	1.436	1.580	1.580	1.691	1.691	3.091	3.091	3.541	3.541
Funding Cost		6.718		7.395		7.883		7.013		9.945
Total		6.718		7.395		7.883		7.013		9.945

DEFENSE HUMAN RESOURCES ACTIVITY  
 Procurement, Defense-Wide  
 Fiscal Year (FY) 2008/FY 2009 Budget Estimates

Exhibit P-5 Cost Analysis (Page 2)			Weapon System: n/a		P-1 Line Item Nomenclature MAJOR EQUIPMENT, DHRA - PERSONNEL ADMINISTRATION					
TOA, \$ in Millions			Budget Years						Complete Cost	
			FY2010		FY2011		FY2012			
WEB COST ELEMENTS	Unit Cost	Total Cost	Unit Cost	Total Cost	Unit Cost	Total Cost	Unit Cost	Total Cost	Complete Cost	Total Cost
(ID-01) DCPDS Central Operati	4.209	4.209	4.292	4.292	4.146	4.146	4.119	4.119		36.087
(ID-01) CPMS Operations	2.386	2.386	2.445	2.445	2.435	2.435	2.419	2.419		17.979
(ID-02) Real-Time Automated Personnel Identification System (RAPIDS)/Common Access Card (CAC)	3.592	3.592	1.832	1.832	2.290	2.290	2.279	2.279		21.332
Funding Cost		10.187		8.569		8.871		8.817		75.398
<b>Total</b>		<b>10.187</b>		<b>8.569</b>		<b>8.871</b>		<b>8.817</b>		<b>75.398</b>

**DEFENSE HUMAN RESOURCES ACTIVITY**  
**Procurement, Defense-Wide**  
**Fiscal Year (FY) 2008/FY 2009 Budget Estimates**

Exhibit P-5a Procurement History and Planning (Page 1)				Weapon System: n/a			Date: February 2007			
Appropriation (Treasury) Code/CC/BA/BSA/Item Control Number 9780300.7301 /BA-01, Major Equipment/ Item 29				P-1 Item Nomenclature MAJOR EQUIPMENT, DHRA - PERSONNEL ADMINISTRATION 01 DCPDS Central Operations/CPMS Operations 02 RAPIDS/CAC						
Cost Element/Fiscal Year	Quantity	Unit Cost	Location of PCO	RFP Issue Date	Contract Method and Type	Contractor and Location	Award Date	Date of First Delivery	Tech Data Available Now?	Date Revisions Available
<u>Past Years (FY 2005)</u>										
DCPDS Central Opns/Mgmt	1	Varies	Various	May-05	C/FP	Various	May-05	FY05	Yes	
CPMS Operations		Varies	Various GSA Sched	Dec-05	C/FP	Various GSA Sched	Dec-05	FY05	Yes	
RAPIDS/CAC Central Mgmt	1	Varies	Various GSA Award	Aug-05	C/FP	Various GSA Award	Aug-05	FY05	Yes	
<u>Prior Year FY 2006</u>										
DCPDS Central Opns/Mgmt	1	Varies	Various	Jan-06	C/FP	Various	Jan-06	FY06	Yes	
CPMS Operations		Varies	Various GSA Sched	May-06	C/FP	Various GSA Sched	May-06	FY06	Yes	
RAPIDS/CAC Central Mgmt	1	Varies	Various GSA Award	Aug-06	C/FP	Various GSA Award	Aug-06	FY06	Yes	
<u>Current Year FY 2007</u>										
DCPDS Central Opns/Mgmt	1	Varies	Various	Jan-07	C/FP	Various	Jan-07	FY07	Yes	
CPMS Operations		Varies	Various GSA Sched	May-07	C/FP	Various GSA Sched	May-07	FY07	Yes	
RAPIDS/CAC Central Mgmt	1	Varies	Various GSA Award	Aug-07	C/FP	Various GSA Award	Aug-07	FY07	Yes	

**DEFENSE HUMAN RESOURCES ACTIVITY**  
**Procurement, Defense-Wide**  
**Fiscal Year (FY) 2008/FY 2009 Budget Estimates**

Exhibit P-5a Procurement History and Planning (Page 2)				Weapon System: n/a			Date: February 2007			
Appropriation (Treasury) Code/CC/BA/BSA/Item Control Number 9780300.7301 /BA-01, Major Equipment/ Item 29				P-1 Item Nomenclature MAJOR EQUIPMENT, DHRA - PERSONNEL ADMINISTRATION 01 DCPDS Central Operations/CPMS Operations 02 RAPIDS/CAC						
Cost Element/Fiscal Year	Quantity	Unit Cost	Location of PCO	RFP Issue Date	Contract Method and Type	Contractor and Location	Award Date	Date of First Delivery	Tech Data Available Now?	Date Revisions Available
<u>Budget Year 1 (FY 2008)</u> DCPDS Central Opns/Mgmt  CPMS Operations	1	Varies	Various	Sep-07	C/FP	Various	Sep-07	FY08	No	
<u>Budget Year 2 (FY 2009)</u> DCPDS Central Opns/Mgmt  CPMS Operations	1	Varies	Various	Sep-08	C/FP	Various	Sep-08	FY09	No	
<u>Budget Year 2+1 (FY 2010)</u> DCPDS Central Opns/Mgmt  CPMS Operations	1	Varies	Various	Sep-09	C/FP	Various	Sep-09	FY10	No	

P-1 Line Item No. 29  
(Page 12 of 13)

**Exhibit P-5a, Procurement History and Planning**  
(Exhibit P-5a, page 2 of 3)

**DEFENSE HUMAN RESOURCES ACTIVITY**  
**Procurement, Defense-Wide**  
**Fiscal Year (FY) 2008/FY 2009 Budget Estimates**

Exhibit P-5a Procurement History and Planning (Page 3)				Weapon System: n/a			Date: February 2007			
Appropriation (Treasury) Code/CC/BA/BSA/Item Control Number 9780300.7301 /BA-01, Major Equipment/ Item 29				P-1 Item Nomenclature MAJOR EQUIPMENT, DHRA - PERSONNEL ADMINISTRATION 01 DCPDS Central Operations/CPMS Operations 02 RAPIDS/CAC						
Cost Element/Fiscal Year	Quantity	Unit Cost	Location of PCO	RFP Issue Date	Contract Method and Type	Contractor and Location	Award Date	Date of First Delivery	Tech Data Available Now?	Date Revisions Available
<u>Budget Year 2+2 (FY 2011)</u> DCPDS Central Opns/Mgmt  CPMS Operations	1	Varies	DLA/Army	Sep-10	C/FP	Various	Sep-10	FY11	yes	
<u>Budget Year 2+3 (FY 2012)</u> DCPDS Central Opns/Mgmt  CPMS Operations	1	Varies	DLA/Army	Sep-11	C/FP	Various	Sep-11	FY12	yes	
<u>Budget Year 2+4 (FY 2013)</u> DCPDS Central Opns/Mgmt  CPMS Operations	1	Varies	DLA/Army	Sep-12	FY13	Various	Sep-12	FY13	yes	

P-1 Line Item No. 29  
(Page 13 of 13)

**Exhibit P-5a, Procurement History and Planning**  
(Exhibit P-5a, page 3 of 3)