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**Department of Defense  
Fiscal Year (FY) 2015 Budget Estimates**

March 2014



**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 • FY 2015 • RDT&E Program

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DoD Human Resources Activity • FY 2015 • RDT&E Program

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Department of Defense  
 FY 2015 President's Budget  
 Exhibit R-1 FY 2015 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

24 Feb 2014

Appropriation -----	FY 2013 (Base & OCO)	FY 2014 Base Enacted	FY 2014 OCO Enacted	FY 2014 Total Enacted	FY 2015 Base
Research, Development, Test & Eval, DW	27,611	19,410		19,410	19,430
Total Research, Development, Test & Evaluation	27,611	19,410		19,410	19,430

Department of Defense  
 FY 2015 President's Budget  
 Exhibit R-1 FY 2015 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

24 Feb 2014

Summary Recap of Budget Activities	FY 2013 (Base & OCO)	FY 2014 Base Enacted	FY 2014 OCO Enacted	FY 2014 Total Enacted	FY 2015 Base
Advanced Technology Development	10,956	12,116		12,116	10,692
System Development And Demonstration	326	386		386	286
Management Support	16,329	6,908		6,908	8,452
Total Research, Development, Test & Evaluation	27,611	19,410		19,410	19,430
Summary Recap of FYDP Programs					
Research and Development	27,611	19,410		19,410	19,430
Total Research, Development, Test & Evaluation	27,611	19,410		19,410	19,430

Defense-Wide  
 FY 2015 President's Budget  
 Exhibit R-1 FY 2015 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

24 Feb 2014

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Defense-Wide  
 FY 2015 President's Budget  
 Exhibit R-1 FY 2015 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

24 Feb 2014

Appropriation	FY 2013 (Base & OCO)	FY 2014 Base Enacted	FY 2014 OCO Enacted	FY 2014 Total Enacted	FY 2015 Base
Defense Human Resources Activity	27,611	19,410		19,410	19,430
Total Research, Development, Test & Evaluation	27,611	19,410		19,410	19,430



Defense-Wide  
 FY 2015 President's Budget  
 Exhibit R-1 FY 2015 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

24 Feb 2014

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

Program Line Element No Number	Item	Act	FY 2013 (Base & OCO)	FY 2014 Base Enacted	FY 2014 OCO Enacted	FY 2014 Total Enacted	FY 2015 Base	S e c
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64 0603769SE	Distributed Learning Advanced Technology Development	03	10,956	12,116		12,116	10,692	U
	Advanced Technology Development		10,956	12,116		12,116	10,692	
123 0605021SE	Homeland Personnel Security Initiative	05	326	386		386	286	U
	System Development And Demonstration		326	386		386	286	
162 0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	16,329	6,908		6,908	8,452	U
	Management Support		16,329	6,908		6,908	8,452	
			27,611	19,410		19,410	19,430	
Total Research, Development, Test & Eval, DW								

Defense Human Resources Activity  
 FY 2015 President's Budget  
 Exhibit R-1 FY 2015 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

24 Feb 2014

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

Program Line Element No Number	Item	Act	FY 2013 (Base & OCO)	FY 2014 Base Enacted	FY 2014 OCO Enacted	FY 2014 Total Enacted	FY 2015 Base	S e c
64 0603769SE	Distributed Learning Advanced Technology Development	03	10,956	12,116		12,116	10,692	U
	Advanced Technology Development		10,956	12,116		12,116	10,692	
123 0605021SE	Homeland Personnel Security Initiative	05	326	386		386	286	U
	System Development And Demonstration		326	386		386	286	
162 0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	16,329	6,908		6,908	8,452	U
	Management Support		16,329	6,908		6,908	8,452	
Total Defense Human Resources Activity			27,611	19,410		19,410	19,430	

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DoD Human Resources Activity • FY 2015 • RDT&E Program

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

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

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<b>Line Item</b>	<b>Budget Activity</b>	<b>Program Element Number</b>	<b>Program Element Title</b>	<b>Page</b>
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*Budget Activity 05: System Development & Demonstration (SDD)*  
*Appropriation 0400: Research, Development, Test & Evaluation, Defense-Wide*

.....

<b>Line Item</b>	<b>Budget Activity</b>	<b>Program Element Number</b>	<b>Program Element Title</b>	<b>Page</b>
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*Budget Activity 06: RDT&E Management Support*  
*Appropriation 0400: Research, Development, Test & Evaluation, Defense-Wide*

.....

<b>Line Item</b>	<b>Budget Activity</b>	<b>Program Element Number</b>	<b>Program Element Title</b>	<b>Page</b>
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DoD Human Resources Activity • FY 2015 • RDT&E Program

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

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R&D in Support of DOD Enlistment, Testing and Evaluation	0605803SE	162	06.....	Volume 5 - 11

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**Exhibit R-2, RDT&E Budget Item Justification:** PB 2015 DoD Human Resources Activity **Date:** March 2014

<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide / 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 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Total Program Element	27.048	10.956	12.116	10.692	-	10.692	10.808	10.900	10.897	11.063	Continuing	Continuing
Project 1: <i>Advanced Distributed Learning</i>	27.048	10.956	12.116	10.692	-	10.692	10.808	10.900	10.897	11.063	Continuing	Continuing

# The FY 2015 OCO Request will be submitted at a later date.

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

Established by Executive Order, with policy oversight by the Office of the Deputy Assistant Secretary of Defense/Readiness (Training Readiness and Strategy), this program leverages emerging learning technologies to provide cost effective training and education to employees and Service members of the Federal Government.

The mission of the ADL Initiative is to provide access to the highest-quality education, training, and performance aiding tailored to individual needs and delivered cost-effectively. The ADL Initiative is a DoD program responsible for research and development of distributed and networked learning technologies, to include: online courseware, training games, virtual worlds, and mobile technology. ADL developed the Sharable Content Object Reference Model (SCORM, the de facto industry and internationally accepted standard for e-learning interoperability. It is mandated for all Department of Defense (DoD) agencies through DoD Instruction 1322.26. The ADL initiative, working with ADL Partnership Co-Labs and the NATO community, has reduced costs and increased interoperability and sharing of distributed learning content, enabling discovery, retrieval, and reuse. Online course completions in DoD increased to 20.4 million in FY12, and will likely increase in the future. The ADL Initiative enables the migration of distributed learning content to multiple hardware platforms and software applications using the SCORM standard. The ADL Initiative is working in collaboration with the Services, other government agencies, industry, and our international partners to develop the next generation learning architecture that will be platform agnostic and enable the use of new software applications, including mentoring, social media and experiential learning. The research project for the future is Project Aristotle. The first phase is to develop a Personal Assistant for Learning (PAL), a ubiquitous, 24/7 advanced concept research effort that will provide an untethered, tailored training and learning capability that will adapt to fit the learner's specific strengths and weaknesses, learning style, and level of proficiency. As we look to the future, the PAL will become more sophisticated, intelligent and comprehensive.

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2015 DoD Human Resources Activity	<b>Date:</b> March 2014
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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 2013</b>	<b>FY 2014</b>	<b>FY 2015 Base</b>	<b>FY 2015 OCO</b>	<b>FY 2015 Total</b>
Previous President's Budget	12.195	12.116	12.090	-	12.090
Current President's Budget	10.956	12.116	10.692	-	10.692
Total Adjustments	-1.239	-	-1.398	-	-1.398
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-1.239	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Other Program Adjustments	-	-	-1.398	-	-1.398

**Change Summary Explanation**

In FY 2013, reduction was due to sequestration.

In FY 2015, reduction was due to Budget Control Act and other program adjustments.

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**Exhibit R-2A, RDT&E Project Justification:** PB 2015 DoD Human Resources Activity **Date:** March 2014

<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>
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COST (\$ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Project 1: <i>Advanced Distributed Learning</i>	27.048	10.956	12.116	10.692	-	10.692	10.808	10.900	10.897	11.063	Continuing	Continuing

# The FY 2015 OCO Request will be submitted at a later date.

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

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

	FY 2013	FY 2014	FY 2015
<b>Title:</b> Advanced Distributed Learning	10.956	12.116	10.692
<b>Description:</b> Established by Executive Order, with policy oversight by the Office of the Deputy Assistant Secretary of Defense/Readiness (Training Readiness and Strategy), this program leverages emerging learning technologies to provide cost effective training and education to employees and Service members of the Federal Government.			
<b>FY 2013 Accomplishments:</b>			
<ul style="list-style-type: none"> <li>• Published multiple research articles in leading professional journals on the best practices and effectiveness of online learning compared to classroom training;</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014
<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. Accomplishments/Planned Programs (\$ in Millions)**

	FY 2013	FY 2014	FY 2015
<ul style="list-style-type: none"> <li>• Began work on solving challenges associated with developing a PAL capability, a 24/7, non-intrusive ubiquitous, advanced concept research effort that will provide an untethered, tailored training and learning capability that will adapt to fit the learner's specific strengths and weaknesses, learning style, and level of proficiency.</li> <li>• Researched new learning technologies for possible integration into DoD educational and training programs to include the assessment and tracking of experiential training &amp; education activities;</li> <li>• Researched structured learning content schemas and transformation technologies to modularize content, enhance semantic understanding, and improve the prospects for reuse;</li> <li>• Tested advanced instructional methods using intelligent tutors for training;</li> <li>• Established advanced concept research and prototypes for the Next Generation SCORM standard.</li> </ul> <p><b>FY 2014 Plans:</b></p> <ul style="list-style-type: none"> <li>• Research new learning technologies for possible integration into DoD educational and training programs to include innovative methodologies and approaches to using Social Networking for solving problems in collaborative, disparate environments;</li> <li>• Demonstrate the application of the spacing effect using current mobile technologies to reinforce learning and improve long-term retention.</li> <li>• Continue to test advanced instructional methods for intelligent tutors for training;</li> <li>• Integrate proven concepts from FY13 research into the PAL capability and move to more intelligence-based concepts;</li> <li>• Update policies, plans, and programs to support Distributed Learning Content (DLC) programs, standardization, identification, and distribution of best practices and guidelines for learning, training, and job performance aids that accommodate today's networked learning environment;</li> <li>• Support the White House educational initiatives as the DoD representative to the Learning Registry and Federal Game Guild;</li> <li>• Continue work with the DoD training community for the purpose of sharing of DLC (metrics, best practices, etc.), standardization of common terminology and best practices for developing and implementing efficient and effective DL technologies across DoD;</li> <li>• Collaborate with the Services, other government agencies, industry, and our international partners to develop next generation learning architecture, the Training and Learning Architecture (TLA);</li> <li>• Continue to refine, in collaboration with Military Services and other government agencies to share DLC and 3D models used for immersive learning experiences;</li> <li>• Collaborate with the other Federal Agencies to share descriptive metadata about learning resources and usage information about how those resources are being used;</li> <li>• Participate and influence as Co-chair of the International Training &amp; Education Development (IT&amp;ED), NATO Task Group to increase the standardization and reuse of training.</li> </ul> <p><b>FY 2015 Plans:</b></p> <ul style="list-style-type: none"> <li>• Continue to influence industry and academia through publication of research articles in leading professional journals on the integration of emerging learning technologies to enhance training;</li> </ul>			

PE 0603769SE: *Distributed Learning Advanced Technology Developme...*

DoD Human Resources Activity

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014
<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 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>
<ul style="list-style-type: none"> <li>• Deliver a prototype for Project Aristotle for possible integration into DoD educational and training programs.</li> <li>• Expand research into the following areas: persistent, open independent Learner Models with reasoning capability that incorporate new methods of machine learning; common sense reasoning; cognitive modeling; artificial intelligence; the use of intelligent systems designed to increase both cognitive adaptability and emotional resiliency; and domain independent intelligent system design.</li> <li>• Deliver a prototype of an instructional intelligent tutor for training;</li> <li>• Develop the next iteration of the Training &amp; Learning architecture for the next generation learning environment.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	10.956	12.116	10.692

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

N/A

**Remarks**

**D. Acquisition Strategy**

Not Required.

**E. Performance Metrics**

In FY2015, ADL will:

1. Deliver the next version of the Experience API, which is the first component of the new Training & Learning Architecture.
2. Continue research and integration of the PAL application of Project Aristotle.
3. Continue to influence key Service and international ADL meetings and conferences reference the discovery, sharing and delivery of interoperable training content;
4. Promote 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. Prototype an Intelligent Tutor with the intent to determine the utilization of this technology across DoD and as a step toward the more comprehensive PAL. Metrics include, but are not limited to; Scalability, Generalizability, and Affordability.

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**Exhibit R-2, RDT&E Budget Item Justification:** PB 2015 DoD Human Resources Activity **Date:** March 2014

<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 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Total Program Element	0.756	0.326	0.386	0.286	-	0.286	0.100	0.100	0.393	0.298	Continuing	Continuing
Project 1: Defense Enrollment Eligibility Reporting System	0.756	0.326	0.386	0.286	-	0.286	0.100	0.100	0.393	0.298	Continuing	Continuing

# The FY 2015 OCO Request will be submitted at a later date.

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

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

**B. Program Change Summary (\$ in Millions)**

	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015 Base</u>	<u>FY 2015 OCO</u>	<u>FY 2015 Total</u>
Previous President's Budget	0.387	0.386	0.386	-	0.386
Current President's Budget	0.326	0.386	0.286	-	0.286
Total Adjustments	-0.061	-	-0.100	-	-0.100
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-0.061	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Other Program Adjustments	-	-	-0.100	-	-0.100

**Change Summary Explanation**

FY 2013 reduction was due to sequestration.

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014
<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide</i> / BA 5: <i>System Development &amp; Demonstration (SDD)</i>	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>	
FY 2015 due to Base Control Act and other program adjustments.		

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity										<b>Date:</b> March 2014		
<b>Appropriation/Budget Activity</b> 0400 / 5					<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / Homeland Security Presidential Directive (HSPD-12) Initiative				<b>Project (Number/Name)</b> Project 1 / Defense Enrollment Eligibility Reporting System			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015 Base</b>	<b>FY 2015 OCO #</b>	<b>FY 2015 Total</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 1: <i>Defense Enrollment Eligibility Reporting System</i>	0.756	0.326	0.386	0.286	-	0.286	0.100	0.100	0.393	0.298	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

# The FY 2015 OCO Request will be submitted at a later date.

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

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

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

	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>
<b>Title:</b> Defense Enrollment Eligibility Reporting System/HSPD-12	0.326	0.386	0.286
<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 2013 Accomplishments:</b> Continue research and development of: <ul style="list-style-type: none"> <li>• Providing security personnel notices on persons of interest attempting to Access facilities and increased personnel protection and policy compliance</li> <li>• Providing immediate authentication of emergency essential personnel</li> <li>• Providing an interface among disparate applications/systems across the DoD</li> </ul>			
<b>FY 2014 Plans:</b> Continue research and development of: <ul style="list-style-type: none"> <li>• Providing security personnel notices on persons of interest attempting to Access facilities and increased personnel protection and policy compliance</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014
<b>Appropriation/Budget Activity</b> 0400 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>	<b>Project (Number/Name)</b> Project 1 / <i>Defense Enrollment Eligibility Reporting System</i>

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>
<ul style="list-style-type: none"> <li>• Providing immediate authentication of emergency essential personnel</li> </ul> <p><b>FY 2015 Plans:</b></p> <ul style="list-style-type: none"> <li>• Mechanisms for the interoperability of federal Personal Identification Verification-Interoperable (PIV-I) credentials to facilitate electronic verification and facility access determinations.</li> <li>• Integration of authoritative external data sources into the electronic access determination process to improve total assurance and fitness of requesting individual.</li> <li>• Risk model for the incorporation of mechanisms to support PIV-I credentials for electronic verification and access.</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	0.326	0.386	0.286

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

N/A

**Remarks**

**D. Acquisition Strategy**

Existing contract vehicles in place/GSA for COTS.

**E. Performance Metrics**

None

**UNCLASSIFIED**

**Exhibit R-3, RDT&E Project Cost Analysis:** PB 2015 DoD Human Resources Activity **Date:** March 2014

<b>Appropriation/Budget Activity</b> 0400 / 5	<b>R-1 Program Element (Number/Name)</b> PE 0605021SE / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>	<b>Project (Number/Name)</b> Project 1 / <i>Defense Enrollment Eligibility Reporting System</i>
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Test and Evaluation (\$ in Millions)				FY 2013		FY 2014		FY 2015 Base		FY 2015 OCO		FY 2015 Total	Cost To Complete	Total Cost	Target Value of Contract
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost			
Homeland Personnel Security Directive (HSPD-12) Initiative	C/IDIQ	Gulf Coast Enterprise : Pensacola, FL	0.756	0.326	Dec 2013	0.386	Dec 2014	0.286	Dec 2015	-		0.286	Continuing	Continuing	Continuing
<b>Subtotal</b>			0.756	0.326		0.386		0.286		-		0.286	-	-	-
<b>Project Cost Totals</b>			0.756	0.326		0.386		0.286		-		0.286	-	-	-

**Remarks**

**UNCLASSIFIED**

**Exhibit R-2, RDT&E Budget Item Justification: PB 2015 DoD Human Resources Activity** **Date:** March 2014

<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 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Total Program Element	87.456	16.329	6.908	8.452	-	8.452	7.584	6.073	5.388	7.680	Continuing	Continuing
Project 1: DoD Enlistment Processing & Testing	4.112	1.054	0.376	1.945	-	1.945	2.185	1.986	1.849	1.861	Continuing	Continuing
Project 2: Federal Voting Assistance Program	66.321	9.657	-	-	-	-	-	-	-	-	Continuing	Continuing
Project 3: Human Resources Automation Enhancements	15.627	1.312	2.832	4.976	-	4.976	4.354	3.476	2.664	4.509	Continuing	Continuing
Project 4: Global Force Mgmt Data Initiative	1.396	0.608	-	-	-	-	-	-	-	-	Continuing	Continuing
Project 5: NEO Tracking System	0.000	0.761	0.761	0.531	-	0.531	0.618	-	-	-	Continuing	Continuing
Project 6: Synchronized Pre-deployment & Operational Tracker Enterprise Suite	0.000	2.937	2.939	1.000	-	1.000	0.427	0.611	0.875	1.310	Continuing	Continuing

# The FY 2015 OCO Request will be submitted at a later date.

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

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

Project 1: DoD Enlistment Processing and Testing. The project administers testing programs, which enable the Armed Services to select highly qualified military recruits. The DoD uses a single test, the Armed Services Vocational Aptitude Battery (ASVAB), to determine eligibility of military applicants and to report recruit quality data to Congress. High quality recruits are obtained from administering the ASVAB annually to approximately 600,000 applicants for Military Service as part of the DoD Enlistment Testing program, and to 1 million students in the DoD Student Testing program. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. New ASVAB test forms and related support materials are implemented approximately every four years. This allows DoD to make measurement improvements as well as decrease the likelihood of test compromise. Ongoing RDT&E efforts include development and evaluation of procedures which (1) reduce or eliminate threats to the validity of the ASVAB test scores generated; (2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information. In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn.

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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014
<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>	
<p>Project 2: Federal Voting Assistance Program. Phase I of Internet Voting Competition Challenge: In the first phase submissions will focus on defining security, reliability, usability, and accountability requirements for internet voting systems. Submissions will be open to the public, and will be open to public critique. FVAP will review those submissions and critiques, and then consolidate them into a single set of requirements for Phase II.</p> <p>o Phase II of Internet Voting Competition Challenge: In this phase, submission will provide high level designs and detailed hardware and software architectures, along with procedures necessary for secure operation. Submissions will be sufficiently detailed so that a reasonably skilled information technologist could implement the system to allow for broader peer review. However, many details such as user interfaces and database layouts will be likely be undefined. As with the first phase, submissions will be open for critique. In this phase critiques will focus on identifying areas where designs do not meet the requirements defined in the first phase. The result may be modification of architectures to incorporate ideas from several teams. At the conclusion of this phase, the Department will narrow down the set of acceptable architectures.</p> <p>o RDT&amp;E funding for the internet voting program is discontinued in FY 2014 until the Election Assistance Commission (EAC) and the National Institute of Standards and Technology (NIST) have established the measurements and standards against which internet voting can be evaluated.</p> <p>Project 3: 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.</p> <p>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. DCPDS will complete its upgrade to the Hewlett Packard Blade architecture for all database servers in 2014. Economic analyses have validated the original estimate of approximately \$200M annual savings. The current focus of DCPDS is the expansion of these efficiencies through the consolidation of DCPDS operations to a single data center, where DCPDS enterprise operations and all DoD customer regional operations will be located at the Lockheed Martin Denver Data Center by October 2014. (Army and Air Force will relocate in FY14 to complete DCPDS Consolidation.)</p> <p>Other DCPAS programs supporting the civilian workforce include minimizing involuntary separations, assisting laid-off workers, maintaining workforce balance, and reducing the costs of DoD's workers and unemployment compensation. DHRA/DCPAS supports the development, issuance and maintenance of uniform DoD-wide civilian personnel policy; provides program guidance and technical interpretation for both appropriated and non-appropriated funded civilian HR programs ; manages DoD's Civilian Assistance and Re-Employment (CARE) program, including the Priority Placement Program (PPP); investigates and mediates discrimination complaints; conducts grievance investigations; and manages the operation of the enterprise civilian HR information system, DCPDS. These programs are supported by an aggressive data automation program, to include a communications capability, computing equipment, and an automation software link to standardize these divergent functions. These funds continue to support these processes.</p>		



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<b>Exhibit R-2, RDT&amp;E Budget Item Justification:</b> PB 2015 DoD Human Resources Activity	<b>Date:</b> March 2014
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<b>Appropriation/Budget Activity</b> 0400: <i>Research, Development, Test &amp; Evaluation, Defense-Wide</i> / BA 6: <i>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 4: : Defense Manpower Data Center (DMDC) acts as the authoritative source for identity and personnel information for the DoD Net Centric Enterprise Computing vision of the Department of Defense's Global Information Grid (GIG 2.0). Based on the Defense Enrollment Eligibility Reporting System (DEERS) identities, DMDC provides the key attribute service for the Department of Defense (DoD) Identity and Access Management (IdAM) Capability. The Enterprise Identity Attribute Service (EIAS) supports IdAM through the distribution of DoD person and personnel attributes to applications and services in a controlled, consistent, and secure manner to support ABAC decisions. The controlled, authoritative information provided via EIAS can be used to confirm an individual's identity, affiliation to the DoD, clearance, pay grade/rank, organization and occupation series for an authorization decision. A key attribute for decision makers is organization. The Global Force Management Data Initiative (GFM\_DI) provides the organization unique identifiers (OUID) in the EIAS payload. To meet the DoD demand for the OUID, DMDC working with J8 and the Service/Agencies has to 1) establish the linkage between a person (EDI\_PI) and the OUID, 2) provide the OUID attribute in the EIAS payload for access decisions, and 3) standardize the organizational attributes required to make access decisions

Project 5: The 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.

Project 6: 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.

<b>B. Program Change Summary (\$ in Millions)</b>	<b><u>FY 2013</u></b>	<b><u>FY 2014</u></b>	<b><u>FY 2015 Base</u></b>	<b><u>FY 2015 OCO</u></b>	<b><u>FY 2015 Total</u></b>
Previous President's Budget	16.364	6.908	6.195	-	6.195
Current President's Budget	16.329	6.908	8.452	-	8.452
Total Adjustments	-0.035	-	2.257	-	2.257
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-0.035	-			
• SBIR/STTR Transfer	-	-			
• Other Program Adjustments	-	-	2.257	-	2.257

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**Exhibit R-2A, RDT&E Project Justification:** PB 2015 DoD Human Resources Activity **Date:** March 2014

<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 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Project 1: <i>DoD Enlistment Processing &amp; Testing</i>	4.112	1.054	0.376	1.945	-	1.945	2.185	1.986	1.849	1.861	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

# The FY 2015 OCO Request will be submitted at a later date.

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

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

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

	FY 2013	FY 2014	FY 2015
<b>Title:</b> DoD Enlistment Processing & Testing	1.054	0.376	1.945
<b>Description:</b> DoD Enlistment Processing & Testing			
<b>FY 2013 Accomplishments:</b> DoD Enlistment Testing Program (ETP): <ul style="list-style-type: none"> <li>• Finalize and implement new procedures for test development of ASVAB Items</li> <li>• Continue research on revisions to ASVAB content</li> </ul> DoD Student Testing Program (STP): <ul style="list-style-type: none"> <li>• Continue to evaluate the use of internet-based CAT-ASVAB in the CEP</li> </ul>			
<b>FY 2014 Plans:</b> DoD Enlistment Testing Program (ETP): <ul style="list-style-type: none"> <li>• Continue research on revisions to ASVAB content</li> </ul> DoD Student Testing Program (STP): <ul style="list-style-type: none"> <li>• Evaluate methods to convert all STP to CAT</li> <li>• Continue to evaluate the use of internet-based CAT-ASVAB in the CEP</li> </ul>			
<b>FY 2015 Plans:</b> <ul style="list-style-type: none"> <li>• Continue the research effort on new measures/new content that could potentially be added to the ASVAB</li> <li>• Continue development of new ASVAB test items in accordance with revised procedures</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014
<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>	<b>Project (Number/Name)</b> Project 1 / <i>DoD Enlistment Processing &amp; Testing</i>

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>
NOTE. Plans for FY2013, FY2014, and FY2015 are severely adversely impacted due to reduced funds during these years.			
<b>Accomplishments/Planned Programs Subtotals</b>	1.054	0.376	1.945

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

N/A

**Remarks**

**D. Acquisition Strategy**

NOT REQUIRED.

**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.

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity										<b>Date:</b> March 2014		
<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 / Federal Voting Assistance Program			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015 Base</b>	<b>FY 2015 OCO #</b>	<b>FY 2015 Total</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 2: <i>Federal Voting Assistance Program</i>	66.321	9.657	-	-	-	-	-	-	-	-	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

# The FY 2015 OCO Request will be submitted at a later date.

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

The Federal Voting Assistance Program (FVAP) exists to:

- o Assist military personnel, their dependents, and overseas Americans exercise their right to vote so that they have an equal opportunity with the general population to have their vote counted;
- o Assist the States in complying with relevant federal laws, and advise them on ways to best comply with those laws; and
- o Advocate on behalf of military and overseas voters, identifying impediments to their ability to exercise their right to vote, and proposing methods to overcome those impediments.

Given the inherent uncertainties in deploying an internet voting system five to seven years from now, the Department requires substantial flexibility in shifting two-year RDT& funds over different fiscal years, and in accelerating or decelerating execution rates, dependent upon the results of the intermediate programs which support future steps in the overall effort. For example, in August 2011, during a working group meeting with computer technology scientists and representatives of EAC and NIST, the idea of conducting iterative public competitions of internet voting systems, akin to a weapon system “fly-off,” was adopted, and which provides the Department potential significant cost and time savings in deploying an internet voting system. But its discovery near the end of FY2011 also makes it very difficult to fit such program development into the rigid requirements of the budget cycle and the even more rigid requirements of State election cycles.

Congressional mandates also charge the Election Assistance Commission (EAC) (and through the Technical Guideline Development Committee, the National Institute of Standards and Technology (NIST)), with developing guidelines for the Department on such electronic absentee voting systems. FVAP, EAC and NIST are jointly developing these guidelines, supported by full public engagement with the computer science, military and overseas voting advocacy, and voting system development communities. This public outreach is crucial to designing electronic absentee voting systems which will be accepted as providing the same level of ballot access, security, privacy, and accountability as the current absentee voting systems provided military and overseas voters.

Original FY 2013 FVAP budget estimates assumed a 2012 or 2014 deployment of the electronic absentee voting system demonstration project. However, system and guideline development does not support demonstration project deployment prior to 2016 or 2018.

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

	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>
<b>Title:</b> Federal Voting Assistance Program	9.657	-	-

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014
<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 / Federal Voting Assistance Program

<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>
<p><b>Description:</b> Federal Voting Assistance Program Funding will support the development of online tools to provide Voter Assistance Officer (VAO) training and to develop a dynamic public web-site to facilitate internet-based voter registration, ballot delivery and voting system for use in the first general election after the release of guidelines. FVAP will conduct a variety of research, analysis, evaluation, test and support functions with the intent of supporting Wounded Warrior, disabled military members, military members, their dependents and overseas civilian voters to register and vote successfully with a minimum amount of effort.</p> <p><b>FY 2013 Accomplishments:</b> Given the agile planning and deployment flexibilities required in as dynamic a RDT&amp;E environment as internet voting, the FY 2013 execution plan will be significantly influenced by the results of the FY2011 and FY2012 research, development, and evaluation results. However, current plans are to initiate the first two phases of the internet voting demonstration competition challenge:</p> <ul style="list-style-type: none"> <li>o Phase I of Internet Voting Competition Challenge: In the first phase submissions will focus on defining security, reliability, usability, and accountability requirements for internet voting systems. Submissions will be open to the public, and will be open to public critique. FVAP will review those submissions and critiques, and then consolidate them into a single set of requirements for Phase II.</li> <li>o Phase II of Internet Voting Competition Challenge: In this phase, submission will provide high level designs and detailed hardware and software architectures, along with procedures necessary for secure operation. Submissions will be sufficiently detailed so that a reasonably skilled information technologist could implement the system to allow for broader peer review. However, many details such as user interfaces and database layouts will be likely be undefined. As with the first phase, submissions will be open for critique. In this phase critiques will focus on identifying areas where designs do not meet the requirements defined in the first phase. The result may be modification of architectures to incorporate ideas from several teams. At the conclusion of this phase, the Department will narrow down the set of acceptable architectures.</li> <li>o Conformance Testing to EAC Pilot Program Requirements for Kiosk Systems Used in a 2014 Election: To support the testing of internet voting systems from monitored kiosk test platform (where the ballots of record are printed out and delivered to jurisdictions like other absentee ballots, but the same ballot is delivered electronically to the election jurisdiction for comparison to the paper ballot of record), the Department will test conformance of selected systems to the EAC Pilot Program Testing Requirements.</li> </ul> <p>FY 2014 plans, as stated above, plans for RDT&amp;E funding beyond FY 2013 depend on the NIST and EAC establishing the measurements for standards against which internet voting can be evaluated.</p>			
<b>Accomplishments/Planned Programs Subtotals</b>	9.657	-	-

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014
<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>	<b>Project (Number/Name)</b> Project 2 / <i>Federal Voting Assistance Program</i>

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

N/A

**Remarks**

**D. Acquisition Strategy**

NOT REQUIRED

**E. Performance Metrics**

The project is the development , testing and deployment of an internet-based voter registration, ballot delivery and voting system that integrates the requirements of the electronic absentee voting guidelines.

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity										<b>Date:</b> March 2014		
<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 / Human Resources Automation Enhancements			
<b>COST (\$ in Millions)</b>	<b>Prior Years</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015 Base</b>	<b>FY 2015 OCO #</b>	<b>FY 2015 Total</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 3: <i>Human Resources Automation Enhancements</i>	15.627	1.312	2.832	4.976	-	4.976	4.354	3.476	2.664	4.509	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

# The FY 2015 OCO Request will be submitted at a later date.

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

Civilian HR automation enhancements planned for FY 2013 and FY 2014 are focused on software development to support the Department's civilian workforce, including a performance management system; development of an employee competency assessment capability and EEO investigations case management; and the Office of Personnel Management (OPM) mandates for HR Line of Business (LoB), electronic Official Personnel Folder, and Retirement Systems Modernization implementation. DoD is one of five designated Shared Service Centers in the federal government focused on providing standard services across agency lines, gaining potential significant business and cost-saving benefits. DoD is considered a leader in this initiative. DCPDS is the Department's enterprise civilian HR system that has provided the savings originally projected in the achievement of full operational capability in 2002 and which has continued to operate as the DoD system serving over 800,000 employee records. Additional initiatives to sustain the Department's lead in automated systems include expansion of employee self service functionality, and support for data warehouse improvements, engineering plans for consolidation and migration to a federal data center, an employee-manager portal, and information assurance initiatives to comply with DoD-mandated DMZ requirements. DCPDS enhancements will support the Department's focus on the further consolidation of civilian HR operations to a single operational site, with linkage to Component operations worldwide.

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

<b>Title:</b> Human Resources Automation Enhancements	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>
	1.312	2.832	4.976
<b>FY 2013 Accomplishments:</b> Phase III of DMZ extension was completed to comply with DoD mandated DMZ extension requirements for all systems, and enhancements were developed to comply with legislative, federal-wide and DoD requirements. Interfaces were modified between DCPDS and external systems. Development initiatives included a DCPDS data dictionary (phase I), research into data warehouse expansion alternatives, initial employee/manager portal, and establishment of a web services capability.			
<b>FY 2014 Plans:</b> FY 2014 plans include continued enhancements to comply with information assurance requirements, including DMZ extension requirements; DCPDS and other HR systems development to ensure compliance with legislative, OPM and OMB mandates; system enhancements and interfaces to support HR LoB initiatives. Development of virtualization, cloud computing, data mobility and availability to the user will support the Defense Joint Information Enterprise initiative and combined HR system operations			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity	<b>Date:</b> March 2014
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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 3 / Human Resources Automation Enhancements
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<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>
at a single data center under the Department's Data Center Consolidation initiative and the Federal Data Center Consolidation initiative. Continued enhancement of portal, warehouse and Web services will be developed.  <b>FY 2015 Plans:</b> Information assurance requirements for compliance with IA mandates, including further DMZ extension requirements; integration of functionality to comply with legislative mandates; development and prototyping of Advanced Benefits to support self-service initiatives for civilian employee access and use; data mart expansion to facilitate user access to data; and additional development of features for portal, warehouse, cloud computing, virtualization and Web services will continue.			
<b>Accomplishments/Planned Programs Subtotals</b>	1.312	2.832	4.976

**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:** PB 2015 DoD Human Resources Activity **Date:** March 2014

<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 / Global Force Mgmt Data Initiative
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COST (\$ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Project 4: <i>Global Force Mgmt Data Initiative</i>	1.396	0.608	-	-	-	-	-	-	-	-	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

# The FY 2015 OCO Request will be submitted at a later date.

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

Defense Manpower Data Center (DMDC) acts as the authoritative source for identity and personnel information for the DoD Net Centric Enterprise Computing vision of the Department of Defense's Global Information Grid (GIG 2.0). Based on the DEERS identities, DMDC provides the key attribute service for the Department of Defense (DoD) Identity and Access Management (IdAM) Capability. The Enterprise Identity Attribute Service (EIAS) supports IdAM through the distribution of DoD person and personnel attributes to applications and services in a controlled, consistent, and secure manner to support ABAC decisions. The controlled, authoritative information provided via EIAS can be used to confirm an individual's identity, affiliation to the DoD, clearance, pay grade/rank, organization and occupation series for an authorization decision. A key attribute for decision makers is organization. The Global Force Management Data Initiative (GFM\_DI) provides the unique organization identifier (OUID) in the EIAS payload. To meet the DoD demand for the OUID, DMDC working with J8 and the Service/Agencies has to 1) establish the linkage between a person (EDI\_PI) and the OUID, 2) provide the OUID attribute in the EIAS payload for access decisions, and 3) standardize the organizational attributes required to make access decisions.

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

	FY 2013	FY 2014	FY 2015
<b>Title:</b> Global Force Mgmt Data Initiative (GFMDI)	0.608	-	-
<b>Description:</b> N/A			
<b>FY 2013 Accomplishments:</b>			
<ul style="list-style-type: none"> <li>• Continue to establish a web service between DEERS and Component's personnel Systems to support the EDIPI to SSN links</li> <li>• Continue to facilitate Component's ability to expose their Organizational Hierarchies for usage by the IdAM community</li> <li>• Continue to standardize the web services to support an Enterprise organization attribute service for DoD which promotes Secure Data Access</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	0.608	-	-

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

N/A

**Remarks**

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014
<b>Appropriation/Budget Activity</b> 0400 / 6	<b>R-1 Program Element (Number/Name)</b> PE 0605803SE / <i>R&amp;D in Support of DOD Enlistment, Testing and Evaluation</i>	<b>Project (Number/Name)</b> Project 4 / <i>Global Force Mgmt Data Initiative</i>

**D. Acquisition Strategy**

Existing contract vehicles in place/GSA for COTS.

**E. Performance Metrics**

N/A

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**Exhibit R-2A, RDT&E Project Justification:** PB 2015 DoD Human Resources Activity **Date:** March 2014

<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 / NEO Tracking System
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COST (\$ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Project 5: NEO Tracking System	-	0.761	0.761	0.531	-	0.531	0.618	-	-	-	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

# The FY 2015 OCO Request will be submitted at a later date.

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

The Neo Tracking System (NTS) / Electronic Tracking Accountability System (ETAS) is a certified and accredited DoD automated system that accounts for, and sustains visibility of noncombatant evacuees during a NEO under the authority of DODD 1000.25, DoD Personnel Identity Protection (PIP) Program. NTS is currently being used in the USAFRICOM, USCENTCOM, USEUCOM, USSOUTHCOM, and USPACOM AORs. The ETAS component is the CONUS domestic version of NTS and is for use by USNORTHCOM during disasters in the CONUS whether natural, accidental, or acts of terrorism. The primary purpose of the NTS/ETAS is to provide individual accountability of the evacuee by creating and maintaining a database of evacuees assembled during an evacuation operation and subsequently tracking the evacuees' movement through the evacuation process.

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

	FY 2013	FY 2014	FY 2015
<b>Title:</b> NEO Tracking System (NTS)	0.761	0.761	0.531
<b>FY 2013 Accomplishments:</b>			
<ul style="list-style-type: none"> <li>• Convert the NTS program to a mobile application package that can be run on tablets and smart phones</li> <li>• Streamline the distribution of NTS images, reducing not only the costs associated with the creation of an image, but also the time associated with receiving the image in the field</li> </ul>			
<b>FY 2014 Plans:</b>			
<ul style="list-style-type: none"> <li>• Upgrade system software and hardware drivers for Windows 7, 64-bit compatibility</li> <li>• Continue hardware implementation</li> <li>• Automate distribution of system updates</li> </ul>			
<b>FY 2015 Plans:</b>			
<ul style="list-style-type: none"> <li>• Continue with hardware implementations</li> <li>• Continue with automation distribution of system updates</li> </ul>			
<b>Accomplishments/Planned Programs Subtotals</b>	0.761	0.761	0.531

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

N/A

**Remarks**

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014
<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 5 / <i>NEO Tracking System</i>

**D. Acquisition Strategy**

Existing contract vehicles in place/GSA for COTS.

**E. Performance Metrics**

N/A

**UNCLASSIFIED**

**Exhibit R-2A, RDT&E Project Justification:** PB 2015 DoD Human Resources Activity **Date:** March 2014

<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 / Synchronized Pre-deployment & Operational Tracker Enterprise Suite
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COST (\$ in Millions)	Prior Years	FY 2013	FY 2014	FY 2015 Base	FY 2015 OCO #	FY 2015 Total	FY 2016	FY 2017	FY 2018	FY 2019	Cost To Complete	Total Cost
Project 6: <i>Synchronized Pre-deployment &amp; Operational Tracker Enterprise Suite</i>	-	2.937	2.939	1.000	-	1.000	0.427	0.611	0.875	1.310	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

# The FY 2015 OCO Request will be submitted at a later date.

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

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

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

	FY 2013	FY 2014	FY 2015
<b>Title:</b> The Synchronized Pre-deployment and Operational Tracker	2.937	2.939	1.000
<b>FY 2013 Accomplishments:</b>			
<ul style="list-style-type: none"> <li>• Continue to be the system of record for accountability and visibility of contracts and contractor personnel in support of the CENTCOM Area of Responsibility and other contingencies around the world.</li> <li>• Continue to provide the only DoS, DoD, and USAID sanctioned Letter of Authorization (LOA) which provides the Government Furnished Services to contractor personnel.</li> <li>• Provide the information on contractor personnel supporting Iraq and Afghanistan to the Office of the Secretary of Defense for reports to Congress.</li> <li>• Provide the number of contractor personnel and contract capability to Combatant Commands for operational planning purposes and to aid in their decision making processes.</li> </ul>			
<b>FY 2014 Plans:</b>			
<ul style="list-style-type: none"> <li>• Continue to be the system of record for accountability and visibility of contracts and contractor personnel in support of the CENTCOM Area of Responsibility and other contingencies around the world.</li> </ul>			

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<b>Exhibit R-2A, RDT&amp;E Project Justification:</b> PB 2015 DoD Human Resources Activity		<b>Date:</b> March 2014		
<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 / Synchronized Pre-deployment & Operational Tracker Enterprise Suite		
<b>B. Accomplishments/Planned Programs (\$ in Millions)</b>		<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>
<ul style="list-style-type: none"> <li>Continue to provide the only DoS, DoD, and USAID sanctioned Letter of Authorization (LOA) which provides the Government Furnished Services to contractor personnel.</li> <li>Provide the information on contractor personnel supporting Iraq and Afghanistan to the Office of the Secretary of Defense for reports to Congress.</li> <li>Provide the number of contractor personnel and contract capability to Combatant Commands for operational planning purposes and to aid in their decision making processes.</li> </ul> <p><b>FY 2015 Plans:</b></p> <ul style="list-style-type: none"> <li>Continue to be the system of record for accountability and visibility of contracts and contractor personnel in support of the CENTCOM Area of Responsibility and other contingencies around the world.</li> </ul>				
<b>Accomplishments/Planned Programs Subtotals</b>		2.937	2.939	1.000
<b>C. Other Program Funding Summary (\$ in Millions)</b>				
N/A				
<b>Remarks</b>				
<b>D. Acquisition Strategy</b>				
N/A				
<b>E. Performance Metrics</b>				
N/A				