

# **Defense Human Resources Activity**

**Fiscal Year (FY) 2010 Budget Estimates**

**May 2009**



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

**Page Intentionally Blank**

**Exhibit R-1, RDT&E SUMMARY BY PROGRAM ELEMENT**

**Defense Human Resources Activity (DHRA)**

**APPROPRIATION: Research, Development, Test, and evaluation (RDT&E)**

**Date: May 2009**

<u>Line No.</u>	<u>Program Element Number</u>	<u>Item</u>	<u>Budget Activity</u>	<u>Prior Year Cost (FY2008)</u>	<u>Current Year Cost (FY2009)</u>	<u>Year 1 Cost (FY2010)</u>
56	0603769SE	Distributed Learning Advanced Technology Development (ADL)	03	13.197	13.501	13.822
119	0605021SE	Homeland Personnel Security Directive (HSPD-12) Initiative	05	1.789	.399	.395
152	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation *	06	27.974*	18.385**	19.554***
	<b>Total Direct</b>			<b>42.960</b>	<b>32.285</b>	<b>33.771</b>

**\*Footnote: In FY 2008, \$18.707 is included for Wounded, Ill and Injured. These funds are OCO supplemental appropriations.**

**\*\*Footnote: In FY 2009, \$8.676 is included for Human Resources Automation Enhancements**

**\*\*\*Footnote: In FY 2010, \$9.863 is included for Federal Voting Assistance Program enhancements**

**UNCLASSIFIED**

DoD Human Resources Activity President's Budget FY 2010 RDT&E Program

Exhibit R-1

(Listing by Budget Activity, then Program Element Number)

**BA# 3: Advanced Technology Development (ATD)**

Line#	BA#	PE#	PE Title	Cost (\$ in Millions)			
				FY 2008	FY 2009	FY 2010	FY 2011
56	3	0603769SE	Distributed Learning Advanced Technology Development (ADL)	13.197	13.501	13.822	
<b>Total:</b> Advanced Technology Development (ATD)				13.197	13.501	13.822	

**BA# 5: Development & Demonstration (SDD)**

Line#	BA#	PE#	PE Title	Cost (\$ in Millions)			
				FY 2008	FY 2009	FY 2010	FY 2011
119	5	0605021SE	Homeland Personnel Security Directive (HSPD-12) Initiative	1.789	0.399	0.395	
<b>Total:</b> Development & Demonstration (SDD)				1.789	0.399	0.395	

**BA# 6: RDT&E Management Support**

Line#	BA#	PE#	PE Title	Cost (\$ in Millions)			
				FY 2008	FY 2009	FY 2010	FY 2011
152	6	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation	27.974	18.385	19.554	
<b>Total:</b> RDT&E Management Support				27.974	18.385	19.554	

**UNCLASSIFIED**

Exhibit R-1

Page 1 of 1

**UNCLASSIFIED**

**Exhibit R-2, PB 2010 DoD Human Resources Activity RDT&E Budget Item Justification** **DATE:** May 2009

<b>APPROPRIATION/BUDGET ACTIVITY</b>					<b>R-1 ITEM NOMENCLATURE</b>					
0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 3 - Advanced Technology Development (ATD)					PE 0603769SE Distributed Learning Advanced Technology Development (ADL)					
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Total Program Element	13.197	13.501	13.822						Continuing	Continuing
Project 1: Advanced Distributed Learning	13.197	13.501	13.822						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)).

Advanced Distributed Learning (ADL): This program develops the technologies to make learning and performance support available to service members, anytime, anywhere. The ADL concept enables the ability to migrate online learning content to multiple hardware and software applications using the Sharable Content Object Reference Model (SCORM) standard. It has become the de facto standard and is moving through International Organization of Standards for global accreditation; its use is mandatory throughout the Department of Defense through (DoD Instruction 1322.26). The program continues to develop US and international partnerships with public education, vocational training, and life-long learning programs. Policy oversight is managed by the Office of the Deputy Under Secretary of Defense/Readiness (Readiness and Training Policy and Programs). Recent work has established a single registry where all online learning content developed by the Department can be discovered for reuse. In FY 2009, specifications and models to link online training and education to relevant multiplayer online games will be accomplished. A fourth addition of SCORM was released in May 2009. In FY2010, guidelines for integrating technical manuals to SCORM will be published and a strategic plan will be in place to incorporate advances from social networking and other "Web 2.0" technologies into the ADL framework.

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

	<u><b>FY 2008</b></u>	<u><b>FY 2009</b></u>	<u><b>FY 2010</b></u>	<u><b>FY 2011</b></u>
Previous President's Budget	14.604	14.959	14.134	
Current BES/President's Budget	13.197	13.501	13.822	
Total Adjustments	-1.407	-1.458	-0.312	
Congressional Program Reductions	0.000	0.000		
Congressional Rescissions	0.000	0.000		
Total Congressional Increases	0.000	0.000		
Total Reprogrammings	0.000	0.000		
SBIR/STTR Transfer	0.000	0.000		

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>									<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 3 - Advanced Technology Development (ATD)				<b>R-1 ITEM NOMENCLATURE</b> PE 0603769SE Distributed Learning Advanced Technology Development (ADL)					<b>PROJECT NUMBER</b> Project 1	
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 1: Advanced Distributed Learning	13.197	13.501	13.822						Continuing	Continuing

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

This program develops the technologies to make learning and performance support available to service members, anytime, anywhere. The ADL concept supports the ability to migrate online learning content to multiple hardware and software applications using the Sharable Content Object Reference Model (SCORM) standard developed earlier. It has become the de facto standard and is moving through International Organization of Standards for global accreditation; it is the declared standard within the Department of Defense. The program continues to develop US and international partnerships with public education, vocational training, and life-long learning programs. Policy oversight is managed by the Office of the Deputy Under Secretary of Defense/Readiness (Readiness and Training Policy and Programs). Recent work has established a single registry where all online learning content developed by the Department can be discovered for reuse; it is maintained by the Defense Technical Information Center. In FY 2008, tools to automate content registration will be accomplished and advanced technologies for Joint Individual Augmentee Training will be tested. In FY 2009, specifications and models to link online training and education to relevant multiplayer online games will be accomplished.

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

	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
Advanced Distributed Learning	13.197	13.501	13.822	
<p><i>FY 2008 Accomplishments:</i></p> <ul style="list-style-type: none"> <li>• Issued DoD Instruction 1322.26 which mandates the use of ADL specifications across the Department of Defense</li> <li>• Established an operational ADL-Registry at the Defense Technical Information Center</li> <li>• Completion of the SCORM 2004 interoperability standard 3rd edition, which is being adopted globally; 234 products have been formally certified; technical workshops are provided throughout the year</li> <li>• Convened a "Plugfest" for interoperability testing at Tamkang University in Taiwan. More than 300 individuals/organizations attended</li> <li>• Convened an annual "Implementation Fest" for the military services and vendors in using SCORM, attended by 400</li> <li>• Published research articles in leading professional journals on the effectiveness of online learning compared to classroom training</li> </ul>				

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>			<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 3 - Advanced Technology Development (ATD)	<b>R-1 ITEM NOMENCLATURE</b> PE 0603769SE Distributed Learning Advanced Technology Development (ADL)		<b>PROJECT NUMBER</b> Project 1	
<b>B. Accomplishments/Planned Program (\$ in Millions)</b>	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
<ul style="list-style-type: none"> <li>• Developed and tested specialized advanced instructional methods for training Joint Individual Augmentees at the Joint Forces Command.</li> <li>• Added critical features to SCORM 2004, resulting in the release of the 4th edition documents.</li> </ul>				
<b>C. Other Program Funding Summary (\$ in Millions)</b> N/A				
<b>D. Acquisition Strategy</b> Not Required.				
<b>E. Performance Metrics</b> By FY2009, 900 online courses will conform to a SCORM format. By FY2011, 1,400 online courses will be SCORM-conformant. Each course comprises a sequence of learning objects (also known as content packages). By FY2009, a minimum of 15,000 online learning objects will be registered in the ADL Registry; by FY2010, 60,000; and by FY2011, 175,000 learning objects will be registered. Published reports will demonstrate a reduction in time to train of 35% or greater using ADL technologies in comparison to a comparable classroom course.				

**UNCLASSIFIED**

**Page Intentionally Blank**

**UNCLASSIFIED**

**Exhibit R-2, PB 2010 DoD Human Resources Activity RDT&E Budget Item Justification** **DATE:** May 2009

<b>APPROPRIATION/BUDGET ACTIVITY</b>					<b>R-1 ITEM NOMENCLATURE</b>					
0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 5 - Development & Demonstration (SDD)					PE 0605021SE Homeland Personnel Security Directive (HSPD-12) Initiative					
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Total Program Element	1.789	0.399	0.395						Continuing	Continuing
Project 4: Defense Enrollment Eligibility Reporting System	1.789	0.399	0.395						Continuing	Continuing

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

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). This PE includes application of R&D to expedite prototype development and mission support efforts for DoD implementation of Homeland Security Presidential Directive – 12 (HSPD-12). HSPD-12 is a Presidential mandate that directs common, interoperable, secure identity credentials across the Federal Government, with the same card appearance and proofing and vetting processes. HSPD-12 directs that all access, both physical and logical, be rapidly electronically authenticated. This requires that a chain-of-trust be established for clear, documented, and auditable standards and rules dealing with identity proofing, vetting, authentication, authorization, privacy protection, timely revocation, and use of biometrics, to confirm identity credentials, both for our employees, military members, and industry partners. Integration of these disparate components has not been accomplished and requires the development of new technology and database access at a level not heretofore fielded within the Department or across the Federal Enterprise. At successful completion, this will improve security, improve business processes, and promote sustainable interoperability among Department of Defense and Federal agencies. Inter-governmental and inter-jurisdictional coordination is essential to ensure effective prevention of, protection from, response to, and recovery from natural and manmade disasters, including acts of terrorism, whether within the US, or across our bases and stations world-wide. Credentialing of NCR-based Federal executive branch emergency response personnel in accordance with the requirements of Homeland Security Presidential Directive – 12 requires the Department to work with Regional Partners (other Federal, State, local, and tribal), to develop a process by which State and local incident commanders can identify emergency response personnel, authenticate credentials and permissions, and manage human capital. RDT&E to be applied for seamless integration of DoD specific functions into Regional response efforts.

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2, PB 2010 DoD Human Resources Activity RDT&amp;E Budget Item Justification</b>	<b>DATE:</b> May 2009
--	-----------------------

<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 5 - Development & Demonstration (SDD)	<b>R-1 ITEM NOMENCLATURE</b> PE 0605021SE Homeland Personnel Security Directive (HSPD-12) Initiative
---	---

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

	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
Previous President's Budget	1.800	0.400	0.400	
Current BES/President's Budget	1.789	0.399	0.395	
Total Adjustments	-0.011	-0.001	-0.005	
Congressional Program Reductions	0.000	0.000		
Congressional Rescissions	0.000	0.000		
Total Congressional Increases	0.000	0.000		
Total Reprogrammings	0.000	0.000		
SBIR/STTR Transfer	0.000	0.000		

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>									<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 5 - Development & Demonstration (SDD)				<b>R-1 ITEM NOMENCLATURE</b> PE 0605021SE Homeland Personnel Security Directive (HSPD-12) Initiative					<b>PROJECT NUMBER</b> Project 4	
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 4: Defense Enrollment Eligibility Reporting System	1.789	0.399	0.395						Continuing	Continuing

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

This program develops the technologies to make learning and performance support available to service members, anytime, anywhere. The ADL concept supports the ability to migrate online learning content to multiple hardware and software applications using the Sharable Content Object Reference Model (SCORM) standard developed earlier. It has become the de facto standard and is moving through International Organization of Standards for global accreditation; it is the declared standard within the Department of Defense. The program continues to develop US and international partnerships with public education, vocational training, and life-long learning programs. Policy oversight is managed by the Office of the Deputy Under Secretary of Defense/Readiness (Readiness and Training Policy and Programs). Recent work has established a single registry where all online learning content developed by the Department can be discovered for reuse; it is maintained by the Defense Technical Information Center. In FY2008, tools to automate content registration will be accomplished and advanced technologies for Joint Individual Augmentee Training will be tested. In FY2009, specifications and models to link online training and education to relevant multiplayer online games will be accomplished.

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

	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
Defense Enrollment Eligibility Reporting System  <i>FY 2008 Accomplishments:</i> DEERS/HSPD-12 <ul style="list-style-type: none"> <li>• Direct interfaces with joint law enforcement biometric databases, such as NCIC, watchlists, Red Force databases, (ABIS), to include interfaces to receive BOLOs from local or national sources</li> <li>• Proof of Concept for a wholly new application of data mining for forensics to increase data sharing</li> <li>• Capability to pre-register at a disaster site with a handheld device and allowing integration into secure wireless network infrastructure, using a virtual perimeter, as well as registering 'out' upon leaving a disaster area for accountability purposes</li> <li>• Work toward interfacing credentials from various agencies</li> <li>• Work toward interfacing disparate systems/applications across the DoD</li> <li>• Create an unknown visitor vetting capability</li> </ul>	1.789	0.399	0.395	

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>			<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 5 - Development & Demonstration (SDD)	<b>R-1 ITEM NOMENCLATURE</b> PE 0605021SE Homeland Personnel Security Directive (HSPD-12) Initiative		<b>PROJECT NUMBER</b> Project 4	
<b>B. Accomplishments/Planned Program (\$ in Millions)</b>	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
<ul style="list-style-type: none"> <li>• Integrate with service-specific law enforcement databases, e.g. Navy Criminal Investigative Service (NCIS), Security Forces Management Information System (SFMIS), Consolidated Law Enforcement Operations Center (CLEOC)</li> <li>• Leverage DBIDS infrastructure, (handheld) in the first responder project</li> <li>• Research a feasibility study of integrating identity management technologies with DHS, State, and others for programs such as e-Passport, Real-ID, Western Hemisphere travel card, and Transportation Security Administration (TSA)'s trusted traveler program</li> <li>• Establish benchmarks for technology base support for Continuity of Operations (COOP)</li> </ul> Continue research and development of: <ul style="list-style-type: none"> <li>• Meeting the mandatory requirements of the Presidential Directive</li> <li>• Integrate with FBI and Defense biometric identification systems to provide real time authentication against criminal and terrorist watch lists</li> <li>• Track changes in personnel status and aid in criminal investigations</li> <li>• Verifying visitor identity/authorization</li> <li>• Meet the mandatory requirements of the Presidential Directive</li> <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>C. Other Program Funding Summary (\$ in Millions)</b>				
N/A				
<b>D. Acquisition Strategy</b>				
Existing contract vehicles in place/GSA for COTS.				
<b>E. Performance Metrics</b>				
FY 2008				
At least 3 interfaces with joint/national law enforcement/biometric databases				

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>		<b>DATE:</b> May 2009
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 5 - Development & Demonstration (SDD)	<b>R-1 ITEM NOMENCLATURE</b> PE 0605021SE Homeland Personnel Security Directive (HSPD-12) Initiative	<b>PROJECT NUMBER</b> Project 4
At least 2 interfaces with Service specific databases Complete Proof of Concept for Visitor Vetting FY 2009 Field a handheld with biometric contact/contactless technology to support the First Responder Project Publish CONOPS for Continuity of Operations (COOP)		

**UNCLASSIFIED**

**Page Intentionally Blank**

**UNCLASSIFIED**

<b>Exhibit R-2, PB 2010 DoD Human Resources Activity RDT&amp;E Budget Item Justification</b>								<b>DATE:</b> May 2009		
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support					<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation					
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Total Program Element	27.974	18.385	19.554						Continuing	Continuing
Project 1 : Joint Service Training & Readiness System Development	4.076	4.281	4.268						Continuing	Continuing
Project 2: Defense Training Resource Analysis	3.245	3.400	3.404						Continuing	Continuing
Project 3: DoD Enlistment Processing & Testing	1.946	2.028	2.019						Continuing	Continuing
Project 4: Human Resource Automation Enhancements	0.000	8.676	0.000						Continuing	Continuing
Project 5: Federal Voting Assistance Program	0.000	0.000	9.863						Continuing	Continuing
Project 6: Wounded, Ill and Injured	18.707	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)). 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: Joint Service Training & Readiness System Development. The Joint Service programs were established by the Secretary of Defense to improve the training and readiness of the Active and Reserve Components. This project expedites the prototype development of new training and readiness technologies and Joint Service Training and Readiness systems, which improve training and readiness effectiveness and enhance military forces' performance. It also facilitates the sharing of training and readiness information, while allowing for the transfer of emerging and innovative technologies among the Services and the private sector. Efforts have included: development of mission essential tasks; design, development, and implementation of performance metrics, data, and methodologies for the Joint Assessment and

**UNCLASSIFIED**

R-1 Line Item #152

Page 1 of 15

**UNCLASSIFIED**

<b>Exhibit R-2, PB 2010 DoD Human Resources Activity RDT&amp;E Budget Item Justification</b>		<b>DATE:</b> May 2009
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support	<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation	
<p>Enabling Capability to guide Training Transformation and support the Department's balanced scorecard and Defense Readiness Reporting System; identified and defined joint urban training requirements identified methods to conduct effective joint training and determined best means to develop simulations, military construction, and other urban training facilities that meet Service, joint, and fiscal demands and requirements; developed joint training regimen requirements and investments ranging from the joint strategic level down to the joint tactical level for joint asymmetric warfare; and developed a joint stability and support operations training roadmap and investment plan for operations other than war including peace enforcement, peacekeeping, and humanitarian assistance.</p> <p>Project 2: The Defense Training Resources Analysis. This project supports DHRA and DoD training managers (OSD, Joint Staff, Unified Commands, and the Services) in promoting more efficient and effective use of training resources, increasing the effectiveness of military training, and enhancing the readiness and performance of the military forces. Projects analyze the contributions to readiness of various training techniques and programs and use the results to expedite new training concepts and procedures that increase unit effectiveness or decrease costs. Emphasis is placed on developing analytical tools and systematic methodologies to improve training resource allocations.</p> <p>Project 3: 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&amp;E efforts include development and evaluation of procedures which (1) reduce or eliminate threats to the validity of the ASVAB test scores generated; (2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information.</p> <p>In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn.</p> <p>Project 4: Human Resource Automation Enhancements. FY 2009 RDT&amp;E funding will support an HR/payroll prototype aimed at proof of concept for supporting potential integration of civilian payroll data, processing, and reporting capability into DCPDS. The prototype will be used to determine whether the Oracle COTS product supports the functionality for an integrated government HR payroll solution, as well as identify those areas where customization, configuration or other changes to the COTS solution may be needed.</p> <p>Project 5: Federal Voting Assistance Program. the Federal voting Assistance Program (FVAP) administers the Federal responsibilities of the Secretary of Defense, as specified in the Uniformed and Overseas Citizens Absentee Voting Act of 1986 which covers more than six million potential voters. FVAP informs and educates U.S. citizens around the world of their right to vote, fosters voting participation and protects the integrity of the electoral process at the Federal, State and local levels. The</p>		

**UNCLASSIFIED**

R-1 Line Item #152

Page 2 of 15

**UNCLASSIFIED**

<b>Exhibit R-2, PB 2010 DoD Human Resources Activity RDT&amp;E Budget Item Justification</b>	<b>DATE:</b> May 2009
--	-----------------------

<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support	<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation
---	---

election Assistance Commission is developing electronic absentee voting guidelines in conjunction with the National Institute of standards and Technology. RDT&E funding will support the development of 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.

Project 6: Wounded, Ill and Injured received Overseas Contingency Operations (OCO) funds for their requirements.

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

	<u>FY 2008</u>	<u>FY 2009</u>	<u>FY 2010</u>	<u>FY 2011</u>
Previous President's Budget	9.532	9.791	9.910	
Current BES/President's Budget	27.974	18.385	19.554	
Total Adjustments	18.442	8.594	9.644	
Congressional Program Reductions	0.000	0.000		
Congressional Rescissions	0.000	0.000		
Total Congressional Increases	0.000	0.000		
Total Reprogrammings	0.000	0.000		
SBIR/STTR Transfer	0.000	0.000		

**Change Summary Explanation**

Change Summary Explanation: FY 2009 reflects initial RDT&E funding for a prototype aimed at proof of concept for potential future full integration of civilian payroll data, processing, and reporting capability into DCPDS. Full integration is contingent upon future years funding. No offsets, pro-rata rescission, or economic assumptions applied.

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>									<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support				<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation					<b>PROJECT NUMBER</b> Project 1	
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 1 : Joint Service Training & Readiness System Development	4.076	4.281	4.268						Continuing	Continuing

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

The Joint Service programs were established by the Secretary of Defense to improve the training and readiness of the Active and Reserve Components. This project expedites the prototype development of new training and readiness technologies and Joint Service training and readiness systems, which improve the training and readiness effectiveness and enhance the performance of the military forces. It also facilitates the sharing of training and readiness information, while allowing for the transfer of emerging and innovative technologies among the Services and private sector. Efforts have included: development of mission essential tasks; design, development, and implementation of performance metrics, data, and methodologies for the Joint Assessment and Enabling Capability to guide Training Transformation and support the Department's balanced scorecard and Defense Readiness Reporting System; identified and defined joint urban training requirements, identified methods to conduct effective joint training, and determined best means to develop simulations, military construction, and other urban training facilities that meet Service, joint, and fiscal demands and requirements; developed joint training regimen requirements and investments ranging from the joint strategic level down to the joint tactical level for joint asymmetric warfare; and developed a joint stability and support operations training roadmap and investment plan for operations other than war including peace enforcement, peacekeeping, and humanitarian assistance.

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

	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
Joint Service Training & Readiness System Development	4.076	4.281	4.268	
<i>FY 2008 Accomplishments:</i> <ul style="list-style-type: none"> <li>• Develop training and readiness transformation strategies to implement wide-ranging change in training processes and infrastructure</li> <li>• Continue development of mission essential tasks</li> <li>• Advance the live, virtual, and constructive simulation training baseline to include developmental systems and visionary views to compose trends and assess macro-functionality in the context of Joint Vision 2020 (JV2020)</li> <li>• Examine and assess future learning technology requirements for Joint Vision 2020 to develop policies and resources capitalizing on the next-leap in technology (embedded intelligence, linked/seamless exchange of learning experiences to include immersive and virtual)</li> </ul>				

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>			<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support	<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation		<b>PROJECT NUMBER</b> Project 1	
<b>B. Accomplishments/Planned Program (\$ in Millions)</b>	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
<ul style="list-style-type: none"> <li>• Continue to assess and refine the DoD training strategy for the Services, combatant commands and Defense Agencies</li> <li>• Developed methodology for force capability and like kind substitutions and trade-offs</li> <li>• Revised and expanded the existing suite of Joint Training System (JTS) tools and metrics to enhance the capability of joint training and readiness assessments with the long-range goal of embedding automated performance assessment capabilities in operational software and data systems linked to Defense Readiness Reporting System (DRRS)</li> <li>• Develop a synchronized and unified process model depicting the desired enhanced JTS capabilities</li> <li>• Developed a process model to assist in the integration of the Adaptive Planning process into JTS</li> <li>• Continue to provide support to the Joint Knowledge Development and Distribution Capability for ADL prototype development based on requirements from the Joint Staff and Combatant Commanders that support joint, interagency and coalition training communities</li> <li>• Continue to support prototype development, assessment and application of DoD's Knowledge Management Systems and Ports</li> <li>• Continue to use the current JTS as a baseline, conduct analyses of current and emerging operational requirements of Combatant Commanders, Training Transformation Joint Management Offices, and other stakeholders to identify major system improvement opportunities</li> <li>• Developed a synchronized and unified process model depicting the desired enhanced JTS capabilities</li> <li>• Examine military training models and methodologies used by foreign nations to prepare their militaries for operations, focusing on the collective or unit training models and methodologies and use lessons learned to support training</li> <li>• Develop an adaptability training strategy for the DoD</li> <li>• Investigate, quantify, and assess the value of system training to Defense acquisition programs in terms of cost and performance effectiveness</li> <li>• Evaluate and compare alternatives for the acquisition of materials associated with Joint Rapid Database Development and Distribution Capability (JRD3C) and make recommendation to the Milestone Decision Authority based on the evaluation. The JRD3C will provide a web-based architecture for assembling and correlating modeling and simulation scenarios, which will reduce the overall time needed to plan mission rehearsals</li> </ul>				

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>		<b>DATE:</b> May 2009
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support	<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation	<b>PROJECT NUMBER</b> Project 1
<b>C. Other Program Funding Summary (\$ in Millions)</b> N/A		
<b>D. Acquisition Strategy</b> NOT REQUIRED.		
<b>E. Performance Metrics</b> Each project contained within this program contains specific metrics to determine progress towards completion. Metrics for all include completed and documented analysis provided by the performer. The completion date for that analysis varies with each project. In addition, to that analysis, each effort contains a roadmap addressing the best use of the findings throughout the department. If the results of the analysis show benefit to the Department, those findings are included in policy, doctrine, tactics and procedures.		

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>									<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support				<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation					<b>PROJECT NUMBER</b> Project 2	
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 2: Defense Training Resource Analysis	3.245	3.400	3.404						Continuing	Continuing
<b>A. Mission Description and Budget Item Justification</b>										
<p>This project supports DHRA and DoD training managers (OSD, Joint Staff, Unified Commands, and the Services) in promoting more efficient and effective use of training resources, increasing the effectiveness of military training, and enhancing the readiness and performance of the military forces. Projects analyze the contributions to readiness of various training techniques and programs and use the results to expedite new training concepts and procedures that increase unit effectiveness or decrease costs. Emphasis is placed on developing analytical tools and systematic methodologies to improve training resource allocations.</p>										
<b>B. Accomplishments/Planned Program (\$ in Millions)</b>							<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
Defense Training Resource Analysis  <i>FY 2008 Accomplishments:</i> <ul style="list-style-type: none"> <li>• Provide analytical support to address sustainability of training ranges strategy to protect range capability to support needed testing and training</li> <li>• Develop comprehensive strategy to address near-term range encroachments that threaten DoD's ability to test and train as required</li> <li>• Develop recommendations on ways Joint Simulation and Modeling System (JSIMS) and supporting tools can be integrated into the Joint Experimentation process</li> <li>• Continue integration of next-generation training simulation tools into joint and interoperability training</li> <li>• Continue development of Phase IV, JTIMS prototype readiness and training assessment tools</li> <li>• Assess the costs and benefits of establishing standing Joint Task Forces (JTFs) in the combatant commands</li> <li>• Inventory encroachment problems facing training ranges across the Department; assess the contribution of the Service efforts and existing Department efforts to deal with encroachment; and assist in developing an Office of the Secretary of Defense (OSD) agenda to deal with the problems across the Military Departments</li> </ul>							3.245	3.400	3.404	

**UNCLASSIFIED**

R-1 Line Item #152

Page 7 of 15

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>			<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support	<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation		<b>PROJECT NUMBER</b> Project 2	
<b>B. Accomplishments/Planned Program (\$ in Millions)</b>	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
<ul style="list-style-type: none"> <li>• Develop and refine a future Department of Defense (DoD) training strategy and roadmap congruent with JV2020 and the Combined Joint Chiefs of Staff's Joint Training System</li> <li>• Develop an information management approach that captures and maintains Service-identified training range requirements, and evaluates the adequacy of existing training resources to meet these requirements</li> <li>• Develop an information management baseline to support the DoD sustainable ranges initiative agenda, and to oversee and manage encroachment issues across OSD, the military departments, and stakeholders outside of DoD</li> <li>• Analyze and recommend improved approaches for compatible land use and buffer zone creation to increase range sustainability</li> <li>• Develop strategy to sustain ranges including legislative/regulatory, outreach, policy, organization, and programming as part of an overall response to address the most critical encroachment issues</li> <li>• Conduct encroachment assessment and planning to sustain overseas ranges in concert with comprehensive planning being done for Continental United States (CONUS) ranges</li> <li>• Continue development Sustainable Ranges Working IPT (WIPT)-approved analysis approach and initiated OSD study of range information system capabilities to develop a current capabilities baseline, identify best practices, analyze gaps, and recommend common solutions</li> <li>• Continue development of an overseas range inventory baseline, WIPT overseas action plan, and supporting overseas region/theater case studies</li> <li>• Define and reach consensus on OSD-Service-sponsored DoD range buffer zone projects</li> <li>• Continue development and coordination of DoD sustainable range and operational range clearances, and outreach policy</li> <li>• Continue development of Sustainable Range funding tracking mechanism and supported WIPT late-summer review of Service budgets</li> <li>• Investigate various methodologies to improve DoD involuntary access to Reserve Component units and/or individual members for the purpose of individual or collective skill training required to meet deployment standards and timelines.</li> <li>• Examine and use various options for compensating Reserve component personnel who complete electronic distribution learning courses and develop suggested methods for standardizing the level of compensation awarded for various training and educational curricula</li> </ul>				

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>			<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support	<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation		<b>PROJECT NUMBER</b> Project 2	
<b>B. Accomplishments/Planned Program (\$ in Millions)</b>	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
<ul style="list-style-type: none"> <li>• Continue development of various methodologies for assessing the true economic impact of mobilization on Reserve component members and their families</li> <li>• Conduct research and analyses on key Joint and Service training, safety, and readiness programs, reports, plans and activities; and make recommendations directly to the directorate</li> <li>• Develop and maintain readiness and mishap metrics for senior level forums</li> <li>• Analyze methods to relieve stress on the force</li> <li>• Develop useful aggregations of readiness measures</li> <li>• Review utility and quality of Department of Defense Readiness Reporting System (DRRS) Data bases</li> <li>• Via Defense Safety Oversight Council, develop initiatives to reduce preventable mishaps by 75%</li> <li>• Develop, field, maintain and fund DRRS and scenario assessment tools.</li> <li>• Develop safety tracking and management of injuries, fatalities and accidents</li> <li>• Continue to improve the Department of Defense Readiness Reporting System</li> </ul>				
<b>C. Other Program Funding Summary (\$ in Millions)</b>				
N/A				
<b>D. Acquisition Strategy</b>				
NOT REQUIRED.				
<b>E. Performance Metrics</b>				
Each project contained within this program contains specific metrics to determine progress towards completion. Metrics for all include completed and documented analysis provided by the performer. The completion date for that analysis varies with each project. In addition, to that analysis, each effort contains a roadmap addressing the best use of the findings throughout the department. If the results of the analysis show benefit to the Department, those findings are included in policy, doctrine, tactics and procedures.				

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>	<b>DATE:</b> May 2009
---	-----------------------

<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support				<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation					<b>PROJECT NUMBER</b> Project 3	
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 3: DoD Enlistment Processing & Testing	1.946	2.028	2.019						Continuing	Continuing

**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 Program (\$ in Millions)**

	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
DoD Enlistment Processing & Testing	1.946	2.028	2.019	
<i>FY 2008 Accomplishments:</i> DoD Enlistment Testing Program (ETP) <ul style="list-style-type: none"> <li>• Implement procedures for the detection of test compromise</li> <li>• Improve on-line item calibration procedures</li> <li>• Conduct a review of the ASVAB content, identify and research content changes</li> <li>• Continue research line on use of multidimensional CAT item selection and scoring procedures</li> <li>• Evaluate feasibility of implementing internet-based screening and practice tests</li> <li>• Develop procedures for conducting internet-based CAT-ASVAB with verification testing at MEPS</li> <li>• Evaluate the impact of using commercial test preparation materials on test scores and test validity</li> </ul> DoD Student Testing Program (STP) <ul style="list-style-type: none"> <li>• Develop a new Career Exploration Program (CEP) Web Site</li> <li>• Implement new materials and publish new technical manual</li> <li>• Evaluate the use of internet-based CAT-ASVAB in the nation's high schools</li> <li>• Evaluate the use of Item Response Theory and CAT in administering the CEP interest inventory</li> <li>• Develop and implement occupational linkages to O*NET</li> <li>• Develop and implement a fully functional CEP web site</li> </ul>				

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>		<b>DATE:</b> May 2009
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support	<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation	<b>PROJECT NUMBER</b> Project 3
<b>C. Other Program Funding Summary (\$ in Millions)</b> N/A		
<b>D. Acquisition Strategy</b> NOT REQUIRED.		
<b>E. Performance Metrics</b> Each project contained within this program contains specific metrics to determine progress towards completion. Metrics for all include completed and documented analysis provided by the performer. The completion date for that analysis varies with each project. In addition, to that analysis, each effort contains a roadmap addressing the best use of the findings throughout the department. If the results of the analysis show benefit to the Department, those findings are included in policy, doctrine, tactics and procedures.		

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>									<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support				<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation					<b>PROJECT NUMBER</b> Project 4	
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 4: Human Resource Automation Enhancements	0.000	8.676	0.000						Continuing	Continuing

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

An HR Automation Enhancements project is planned to identify requirements associated with the start-up of an initial civilian integrated HR/payroll prototypet proof of concept supporting, potential, integration of civilian personnel payroll data, processing and reporting capability into the Defense Civilian Personnel Data System (DCPDS). The integration of the Department's civilian HR and payroll systems could greatly enhance HR functionality by eliminating existing separate systems and their associated costs and workload for operations, maintenance, and interfaces. The integrated system would replace an aging payroll system, the Defense Civilian Pay System (DCPS), a mainframe COBOL-based system that is more than 20 years old and in need of replacement.

The successful implementation of an integrated Personnel/Pay system would align the Department's HRM and payroll services with Administration and DoD policies; improve HRM and payroll financial management; improve operational efficiencies; improve customer service; and produce cost savings. In addition, successful project completion fully aligns DoD's HRM structure, systems, and services with the Administration's Lines of Business strategy and the Federal Enterprise Architecture; the President's Management Agenda objectives for eGovernment; and long-standing federal requirements to integrate and standardize business management systems using commercial off-the-shelf (COTS) solutions.

FY 2009 RDT&E funding will support an HR/payroll prototype aimed at proof of concept for supporting potential integration of civilian payroll data, processing, and reporting capability into DCPDS. The prototype will be used to determine whether the Oracle COTS product supports the functionality for an integrated government HR payroll solution, as well as identify those areas where customization, configuration or other changes to the COTS solution may be needed.

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

	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
HR Automation Enhancements	0.000	8.676	0.000	
<i>FY 2008 Accomplishments:</i>				
<i>FY2009:</i>				
• Develop HR/Payroll prototype				
• Identify areas where configuration or customization to COTS solution may be needed				

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>		<b>DATE:</b> May 2009
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support	<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation	<b>PROJECT NUMBER</b> Project 4
<b>C. Other Program Funding Summary (\$ in Millions)</b> N/A		
<b>D. Acquisition Strategy</b> NOT REQUIRED.		
<b>E. Performance Metrics</b> Each project contained within this program contains specific metrics to determine progress towards completion. Metrics for all include completed and documented analysis provided by the performer. The completion date for that analysis varies with each project. In addition, to that analysis, each effort contains a roadmap addressing the best use of the findings throughout the department. If the results of the analysis show benefit to the Department, those findings are included in policy, doctrine, tactics and procedures.  By Q1-Q4 activities will include the development and testing of an HR/payroll prototype that integrates initial payroll requirements into DCPDS.		

**UNCLASSIFIED**

**UNCLASSIFIED**

**Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&E Project Justification** **DATE:** May 2009

<b>APPROPRIATION/BUDGET ACTIVITY</b>				<b>R-1 ITEM NOMENCLATURE</b>					<b>PROJECT NUMBER</b>	
0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support				PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation					Project 5	
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 5: Federal Voting Assistance Program	0.000	0.000	9.863						Continuing	Continuing

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

The Federal Voting Assistance Program (FVAP) administers the Federal responsibilities of the Secretary of Defense, as specified in the Uniformed and Overseas Citizens Absentee Voting Act of 1986 which covers more than six million potential voters. FVAP informs and educates U.S. citizens around the world of their right to vote, fosters voting participation and protects the integrity of the electoral process at the Federal, State and local levels.

The election assistance commission is developing electronic absentee voting guidelines in conjunction with the national institute of standards and technology. RDTE funding will support the development of online tools to provide voter assistance officer training and to development a dynamic public website to facilitate internet based voter registration, ballot delivery and voting system for use in the first general election after the release of guidelines.

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

	<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
Federal Voting Assistance Program <i>FY 2010 Plans:</i> FY2010: Initiate Concept Development study for the FVAP Voting System Award Contract for Management Services and Evaluation	0.000	0.000	9.863	

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

N/A

**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.

**UNCLASSIFIED**

**UNCLASSIFIED**

<b>Exhibit R-2a, PB 2010 DoD Human Resources Activity RDT&amp;E Project Justification</b>									<b>DATE:</b> May 2009	
<b>APPROPRIATION/BUDGET ACTIVITY</b> 0400 - Research, Development, Test & Evaluation, Defense-Wide/BA 6 - RDT&E Management Support				<b>R-1 ITEM NOMENCLATURE</b> PE 0605803SE R&D in Support of DOD Enlistment, Testing and Evaluation					<b>PROJECT NUMBER</b> Project 6	
<b>COST (\$ in Millions)</b>	<b>FY 2008 Actual</b>	<b>FY 2009 Estimate</b>	<b>FY 2010 Estimate</b>	<b>FY 2011 Estimate</b>	<b>FY 2012 Estimate</b>	<b>FY 2013 Estimate</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>	<b>Cost To Complete</b>	<b>Total Cost</b>
Project 6: Wounded, Ill and Injured	18.707	0.000	0.000						Continuing	Continuing
<b>A. Mission Description and Budget Item Justification</b>										
The Wounded, Ill, and Injured Senior Oversight Committee (WII-SOC) Staff Office is a key component of the Department of Defense's first principal objective – commitment to care of the all-volunteer force.										
<b>B. Accomplishments/Planned Program (\$ in Millions)</b>							<b>FY 2008</b>	<b>FY 2009</b>	<b>FY 2010</b>	<b>FY 2011</b>
Wounded Ill and Injured <i>FY 2008 Accomplishments:</i> Supported the wounded, ill and injured serviceman upon return from the area of responsibility (AOR).							18.707	5.000	0.000	
<b>C. Other Program Funding Summary (\$ in Millions)</b>										
N/A										
<b>D. Acquisition Strategy</b>										
NOT REQUIRED.										
<b>E. Performance Metrics</b>										
The project is currently reviewing requirements to establish potential performance metric and goals.										

**UNCLASSIFIED**

R-1 Line Item #152

Page 15 of 15

**Page Intentionally Blank**