Department of Defense
Fiscal Year (FY) 2017 President's Budget Submission

February 2016

DoD Human Resources Activity

Defense-Wide Justification Book Volume 5 of 5

Research, Development, Test & Evaluation, Defense-Wide

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Department of Defense
FY 2017 President's Budget
Exhibit R-1 FY 2017 President's Budget
Total Obligational Authority
(Dollars in Thousands)

27 Jan 2016

Appropriation	FY 2015 (Base & OCO)	FY 2016 Base Enacted	FY 2016 OCO Enacted	FY 2016 Total Enacted	FY 2017 Base	FY 2017 OCO	FY 2017 Total
Research, Development, Test & Eval, DW	19,430	18,695		18,695	23,898		23,898
Total Research, Development, Test & Evaluation	19,430	18,695		18,695	23,898		23,898

R-1C1: FY 2017 President's Budget (Published Version of PB Position), as of January 27, 2016 at 10:25:30

Department of Defense
FY 2017 President's Budget
Exhibit R-1 FY 2017 President's Budget
Total Obligational Authority
(Dollars in Thousands)

27 Jan 2016

Summary Recap of Budget Activities	FY 2015 (Base & OCO)	FY 2016 Base Enacted	FY 2016 OCO Enacted	FY 2016 Total Enacted	FY 2017 Base	FY 2017 OCO	FY 2017 Total
Advanced Technology Development	10,692	10,771		10,771			
System Development And Demonstration	286				1,658		1,658
Management Support	8,452	7,924		7,924	22,240		22,240
Total Research, Development, Test & Evaluation	19,430	18,695		18,695	23,898		23,898
Summary Recap of FYDP Programs							
Research and Development	19,430	18,695		18,695	23,898		23,898
Total Research, Development, Test & Evaluation	19,430	18,695		18,695	23,898		23,898

Defense-Wide
FY 2017 President's Budget
Exhibit R-1 FY 2017 President's Budget
Total Obligational Authority
(Dollars in Thousands)

27 Jan 2016

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Advanced Technology Development	10,692	10,771		10,771			
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Summary Recap of FYDP Programs							
Research and Development	19,430	18,695		18,695	23,898		23,898
Total Research, Development, Test & Evaluation	19,430	18,695		18,695	23,898		23,898

Defense-Wide
FY 2017 President's Budget
Exhibit R-1 FY 2017 President's Budget
Total Obligational Authority
(Dollars in Thousands)

27 Jan 2016

Appropriation	FY 2015 (Base & OCO)	FY 2016 Base Enacted	FY 2016 OCO Enacted	FY 2016 Total Enacted	FY 2017 Base	FY 2017 OCO	FY 2017 Total
Defense Human Resources Activity	19,430	18,695		18,695	23,898		23,898
Total Research, Development, Test & Evaluation	19,430	18,695		18,695	23,898		23,898

Defense-Wide
FY 2017 President's Budget
Exhibit R-1 FY 2017 President's Budget
Total Obligational Authority
(Dollars in Thousands)

27 Jan 2016

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

Line No	Program Element Number	Item	Act	FY 2015 (Base & OCO)	FY 2016 Base Enacted	FY 2016 OCO Enacted	FY 2016 Total Enacted	FY 2017 Base	FY 2017 OCO	FY 2017 Total	Sec
59	0603769SE	Distributed Learning Advanced Technology Development	03	10,692	10,771		10,771				U
		Advanced Technology Development		10,692	10,771		10,771				
123	0605021SE	Homeland Personnel Security Initiative	05	286				1,658		1,658	U
		System Development And Demonstration		286				1,658		1,658	
161	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	8,452	7,924		7,924	22,240		22,240	U
		Management Support		8,452	7,924		7,924	22,240		22,240	
Total Research, Development, Test & Eval, DW				19,430	18,695		18,695	23,898		23,898	

Defense Human Resources Activity
FY 2017 President's Budget
Exhibit R-1 FY 2017 President's Budget
Total Obligational Authority
(Dollars in Thousands)

27 Jan 2016

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

Line No	Program Element Number	Item	Act	FY 2015 (Base & OCO)	FY 2016 Base Enacted	FY 2016 OCO Enacted	FY 2016 Total Enacted	FY 2017 Base	FY 2017 OCO	FY 2017 Total	Sec
59	0603769SE	Distributed Learning Advanced Technology Development	03	10,692	10,771		10,771				U
Advanced Technology Development				10,692	10,771		10,771				
123	0605021SE	Homeland Personnel Security Initiative	05	286				1,658		1,658	U
System Development And Demonstration				286				1,658		1,658	
161	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	8,452	7,924		7,924	22,240		22,240	U
Management Support				8,452	7,924		7,924	22,240		22,240	
Total Defense Human Resources Activity				19,430	18,695		18,695	23,898		23,898	

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

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

Line #	Budget Activity	Program Element Number	Program Element Title	Page
59	03	0603769SE	Distributed Learning Advanced Technology Development (ADL)	Volume 5 - 1

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

Line #	Budget Activity	Program Element Number	Program Element Title	Page
123	05	0605021SE	Homeland Security Presidential Directive (HSPD-12) Initiative	Volume 5 - 7

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

Line #	Budget Activity	Program Element Number	Program Element Title	Page
161	06	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation	Volume 5 - 17

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

Program Element Title	Program Element Number	Line #	BA	Page
Distributed Learning Advanced Technology Development (ADL)	0603769SE	59	03	Volume 5 - 1
Homeland Security Presidential Directive (HSPD-12) Initiative	0605021SE	123	05	Volume 5 - 7
R&D in Support of DOD Enlistment, Testing and Evaluation	0605803SE	161	06	Volume 5 - 17

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Exhibit R-2, RDT&E Budget Item Justification: PB 2017 DoD Human Resources Activity	Date: February 2016
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 3: *Advanced Technology Development (ATD)*	**R-1 Program Element (Number/Name)** PE 0603769SE *I Distributed Learning Advanced Technology Development (ADL)*

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Total Program Element	50.120	10.692	10.771	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
Project 1: *Advanced Distributed Learning*	50.120	10.692	10.771	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing

A. Mission Description and Budget Item Justification

This program will transfer to OSD P&R starting in FY 2017.

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

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

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

Exhibit R-2, RDT&E Budget Item Justification: PB 2017 DoD Human Resources Activity	Date: February 2016
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 3: *Advanced Technology Development (ATD)*	**R-1 Program Element (Number/Name)** PE 0603769SE *I Distributed Learning Advanced Technology Development (ADL)*

B. Program Change Summary ($ in Millions)	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total
Previous President's Budget	10.692	10.771	0.000	-	0.000
Current President's Budget	10.692	10.771	0.000	-	0.000
Total Adjustments	0.000	0.000	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

Change Summary Explanation

This program will transfer to OSD P&R starting in FY 2017.

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 3	**R-1 Program Element (Number/Name)** PE 0603769SE / *Distributed Learning Advanced Technology Development (ADL)*	**Project (Number/Name)** Project 1 / *Advanced Distributed Learning*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 1: *Advanced Distributed Learning*	50.120	10.692	10.771	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing

A. Mission Description and Budget Item Justification

This program will transfer to OSD P&R in FY 2017.

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

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: Advanced Distributed Learning	10.692	10.771	-
Description: ADL serves as the thought-leader for the DoD and other government agencies for learning science and learning technologies, enabling innovation, finding efficiencies, guiding customers into the future, and creating a shared vision and strategy for ADL's partners.			
FY 2015 Accomplishments: • Researched innovative methodologies to using Social Networking for solving problems in collaborative, disparate environments; • Demonstrated the application of the spacing effect to reinforce learning and improve long-term knowledge retention using current mobile technologies; • Continued to test advanced instructional methods for intelligent tutors for training; • Integrated proven concepts from FY14 research into application prototypes; • Began updating policies to support DoD's Distributed Learning (DL) programs; • Continued to support the White House educational initiatives for the Learning Registry and Federal Game Guild; • Continued work with the DoD training community to develop new standards, common terminology, and best practices for developing and implementing efficient DL technologies across DoD; • Continued development of the TLA; • Continued to enable sharing of DL and 3D models used for immersive learning experiences; • Delivered tools that assist transitioning Service member to civilian jobs and/or educational opportunities;			

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 3	**R-1 Program Element (Number/Name)** PE 0603769SE / *Distributed Learning Advanced Technology Development (ADL)*	**Project (Number/Name)** Project 1 / *Advanced Distributed Learning*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
• Participated in NATO Training Groups to increase the standardization and reuse of training globally; • Continued to support the Services investment in developing/maintaining SCORM content; • Continued to advocate open source initiatives by increasing awareness of open source and licensing policies. ***FY 2016 Plans:*** • Gain efficiencies in Learning Science and Technology (LS&T) through publication of a research strategy and roadmap for future LS&T topics; • Publish articles in leading professional journals on the integration of emerging learning technologies to enhance training; • Identify emerging concepts and showcase the art-of-the-possible through the integration of emerging learning technologies and learning science to enhance training and education; • Establish the next generation LS&T research and development (R&D) program by expanding research into Human dimension, Learner-centric technology-enabled training and education, Human performance assessment (data-driven learning), Learning organizations, and social computing and social learning; • Continue work with the DoD training community to increase sharing of DL resources, standardization of DL terminology, and best practices for developing and implementing efficient and effective DL technologies across DoD; • Partner across DoD and other government agencies to support LS&T, enable knowledge sharing and coordinated investment of resources to reduce cost of training; • Lead policy and standards discussions to improve development, dissemination, and use of DL methodologies; • Facilitate transition, acceptance and adoption of new LS&T by DoD and other agencies via policy, communication and transition support; • Support the White House educational initiatives as the DoD representative to the Learning Registry and Federal Game Guild; • Participate in NATO Training Group to influence global standardization of training. • Continue to support the Services investment in developing/maintaining SCORM content. • Continue to increase sharing of learning content among DoD and other Federal Agencies by making educational resources more discoverable and retrievable • Provided best practices and lessons learned in the use of mobile devices and cloud services in support of training and education within DoD; • Continue to advocate open source initiatives by increasing awareness of open source and licensing policies.			
Accomplishments/Planned Programs Subtotals	10.692	10.771	-

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 3	**R-1 Program Element (Number/Name)** PE 0603769SE / *Distributed Learning Advanced Technology Development (ADL)*	**Project (Number/Name)** Project 1 / *Advanced Distributed Learning*

D. Acquisition Strategy

Not Required.

E. Performance Metrics

In FY 2016, ADL will:

1. Deliver the next version of the xAPI, which is the first component of the TLA.
2. Publish results on initial field testing of a life-long learning assistant.
3. Influence key Service and International ADL meetings and conference reference the discovery, sharing and delivery of interoperable training content;
4. Increase the sharing of data among DoD, other Federal Agencies and state and local education departments throughout the U.S., by making educational resources discoverable and retrievable and also through the open source initiative.
5. Evaluate an Intelligent Tutor with the intent to determine the utilization of this technology for DoDEA.

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Exhibit R-2, RDT&E Budget Item Justification: PB 2017 DoD Human Resources Activity	Date: February 2016
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 5: *System Development & Demonstration (SDD)*	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Security Presidential Directive (HSPD-12) Initiative*

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Total Program Element	1.468	0.286	0.000	1.658	-	1.658	4.893	0.298	0.298	0.298	Continuing	Continuing
Project 1: *Homeland Security Presidential Directive (HSPD-12) Initiative*	1.468	0.286	0.000	0.158	-	0.158	0.393	0.298	0.298	0.298	Continuing	Continuing
Project 2: *Recruiting Databases*	-	0.000	0.000	1.500	-	1.500	4.500	0.000	0.000	0.000	Continuing	Continuing

A. Mission Description and Budget Item Justification

In the past, HSPD-12 was the only project associated with this PE. DHRA received funding starting in FY 2017 in the PE for a new start for a Recruiting Database for JAMR's. DHRA will seek to create a new PE for the FY 2018 Presidents' Budget Submission for this project.

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). RDTE funding in FY17 will be applied to the start-up costs for expanding the recruiting database provided to all Military Services for use with officer and enlisted recruiting and to explore the merits of expanding use to civilian recruiting as proposed in a Force of the Future initiative. Specifically, the funds will provide contractor support for the development of a pilot expanded database, procurement of additional directory lists, and the purchase of IT hardware and software for the development of a user- friendly interface for accessing the data. FY17 RDTE funds in HSPD-12 will be applied to the DoD NextGen USID and will allow the Department to replace the existing Teslin ID cards which are highly susceptible to counterfeiting due to an outdated design and lack of newer anti-counterfeiting technology, by completing the design of the new card form factor utilizing the latest technical and printing techniques on a plastic substrate which will undergo extensive quality.

B. Program Change Summary ($ in Millions)	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total
Previous President's Budget	0.286	0.191	1.658	-	1.658
Current President's Budget	0.286	0.000	1.658	-	1.658
Total Adjustments	0.000	-0.191	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-0.191			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / *Homeland Security Presidential Directive (HSPD-12) Initiative*	Project (Number/Name) Project 1 / *Homeland Security Presidential Directive (HSPD-12) Initiative*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 1: *Homeland Security Presidential Directive (HSPD-12) Initiative*	1.468	0.286	0.000	0.158	-	0.158	0.393	0.298	0.298	0.298	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors. Real Time Automated Personnel Identification System (RAPIDS)is the infrastructure that supports the Uniformed Services identification card, provides on-line updates to DEERS and issues the CAC to Service members, civilian employees, and eligible contractors, thus providing an enterprise-wide credential for both physical and logical access to DoD facilities and networks. CAC uses the DEERS database for authentication and personnel information.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: Defense Enrollment Eligibility Reporting System/HSPD-12	0.286	-	0.158
Description: 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. ***FY 2015 Accomplishments:*** Implemented CAC updates making us more compliant with FIPS 201-2 regulations, including Affiliation Color Code (for visually impaired), Name display, replace expired fingerprints. ***FY 2017 Plans:*** Enhance processes to facilitate flexible batch issuance processes; enable additional secure contactless capabilities			
Accomplishments/Planned Programs Subtotals	0.286	-	0.158

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

Existing contract vehicles in place/GSA for COTS.

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 5	**R-1 Program Element (Number/Name)** PE 0605021SE / *Homeland Security Presidential Directive (HSPD-12) Initiative*	**Project (Number/Name)** Project 1 / *Homeland Security Presidential Directive (HSPD-12) Initiative*

E. Performance Metrics

None

Exhibit R-3, RDT&E Project Cost Analysis: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 5	**R-1 Program Element (Number/Name)** PE 0605021SE / *Homeland Security Presidential Directive (HSPD-12) Initiative*	**Project (Number/Name)** Project 1 / *Homeland Security Presidential Directive (HSPD-12) Initiative*

Test and Evaluation ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2015 Cost	FY 2015 Award Date	FY 2016 Cost	FY 2016 Award Date	FY 2017 Base Cost	FY 2017 Base Award Date	FY 2017 OCO Cost	FY 2017 OCO Award Date	FY 2017 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Homeland Personnel Security Directive (HSPD-12) Initiative	C/IDIQ	Gulf Coast Enterprise : Pensacola, FL	1.468	0.286	Dec 2015	-		0.158	Dec 2017	-		0.158	Continuing	Continuing	Continuing
		Subtotal	1.468	0.286		-		0.158		-		0.158	-	-	-

	Prior Years	FY 2015		FY 2016		FY 2017 Base		FY 2017 OCO		FY 2017 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	1.468	0.286		0.000		0.158		-		0.158	-	-	-

Remarks

Exhibit R-4, RDT&E Schedule Profile: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 5	**R-1 Program Element (Number/Name)** PE 0605021SE / *Homeland Security Presidential Directive (HSPD-12) Initiative*	**Project (Number/Name)** Project 1 / *Homeland Security Presidential Directive (HSPD-12) Initiative*

	FY 2015				FY 2016				FY 2017				FY 2018				FY 2019				FY 2020				FY 2021			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Homeland Security Presidential Directive (HSPD-12) Initiative					[redacted]																							

Exhibit R-4A, RDT&E Schedule Details: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 5	**R-1 Program Element (Number/Name)** PE 0605021SE / *Homeland Security Presidential Directive (HSPD-12) Initiative*	**Project (Number/Name)** Project 1 / *Homeland Security Presidential Directive (HSPD-12) Initiative*

Schedule Details

	Start		End	
Events	**Quarter**	**Year**	**Quarter**	**Year**
Homeland Security Presidential Directive (HSPD-12) Initiative	1	2016	4	2016

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / *Homeland Security Presidential Directive (HSPD-12) Initiative*	Project (Number/Name) Project 2 / *Recruiting Databases*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 2: *Recruiting Databases*	-	0.000	0.000	1.500	-	1.500	4.500	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

FY17 funds will go towards the start-up costs for expanding the recruiting database provided to all Military Services for use with officer and enlisted recruiting and to explore the merits of expanding use to civilian recruiting as proposed in a Force of the Future initiative. Specifically, the funds will provide contractor support for the development of a pilot expanded database, procurement of additional directory lists, and the purchase of IT hardware and software for the development of a user-friendly interface for accessing the data.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: STAR Program Recruiting Database	-	-	1.500
Description: Recruiting database provided to all Military Services			
FY 2017 Plans: FY17 funds will go towards the start-up costs for expanding the recruiting database			
Accomplishments/Planned Programs Subtotals	-	-	1.500

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

Various

Exhibit R-3, RDT&E Project Cost Analysis: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / *Homeland Security Presidential Directive (HSPD-12) Initiative*	Project (Number/Name) Project 2 / *Recruiting Databases*	

Product Development ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2015 Cost	FY 2015 Award Date	FY 2016 Cost	FY 2016 Award Date	FY 2017 Base Cost	FY 2017 Base Award Date	FY 2017 OCO Cost	FY 2017 OCO Award Date	FY 2017 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Recruiting Database	C/IDIQ	N/A : N/A	-	-		-		1.500	Mar 2017	-		1.500	Continuing	Continuing	-
		Subtotal	-	-		-		1.500		-		1.500	-	-	-

	Prior Years	FY 2015		FY 2016		FY 2017 Base		FY 2017 OCO		FY 2017 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	-	-		0.000		1.500		-		1.500	-	-	-

Remarks

Exhibit R-4, RDT&E Schedule Profile: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 5	**R-1 Program Element (Number/Name)** PE 0605021SE / *Homeland Security Presidential Directive (HSPD-12) Initiative*	**Project (Number/Name)** Project 2 / *Recruiting Databases*

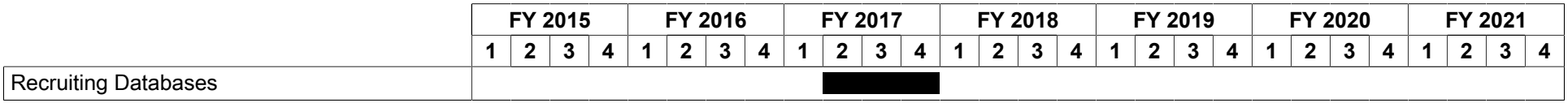

Exhibit R-4A, RDT&E Schedule Details: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 5	**R-1 Program Element (Number/Name)** PE 0605021SE / *Homeland Security Presidential Directive (HSPD-12) Initiative*	**Project (Number/Name)** Project 2 / *Recruiting Databases*

Schedule Details

	Start		End	
Events	**Quarter**	**Year**	**Quarter**	**Year**
Recruiting Databases	2	2017	4	2017

Exhibit R-2, RDT&E Budget Item Justification: PB 2017 DoD Human Resources Activity											Date: February 2016	
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide* / BA 6: *RDT&E Management Support*					R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*							
COST ($ in Millions)	**Prior Years**	**FY 2015**	**FY 2016**	**FY 2017 Base**	**FY 2017 OCO**	**FY 2017 Total**	**FY 2018**	**FY 2019**	**FY 2020**	**FY 2021**	**Cost To Complete**	**Total Cost**
Total Program Element	32.711	8.452	7.924	22.240	-	22.240	19.956	16.526	16.573	16.030	Continuing	Continuing
Project 1: *DoD Enlistment Processing & Testing*	5.542	1.945	2.181	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Project 2: *Human Resources Automation Enhancements*	19.771	4.976	3.570	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Project 3: *NEO Tracking System*	1.522	0.531	0.616	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Project 4: *Synchronized Pre-deployment & Operational Tracker Enterprise Suite*	5.876	1.000	1.057	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Project 5: *ESGR Awards and Activity Tracking & Reporting (AATR) Tool*	0.000	0.000	0.500	0.000	-	0.000	0.900	0.000	0.000	0.000	Continuing	Continuing
Project 6: *Enterprise Data Services*	-	0.000	0.000	4.037	-	4.037	0.134	0.114	1.165	0.619	Continuing	Continuing
Project 7: *DSAID*	-	0.000	0.000	3.590	-	3.590	4.916	0.000	0.000	0.000	Continuing	Continuing
Project 8: *CAP*	-	0.000	0.000	0.000	-	0.000	1.780	1.303	0.000	0.000	Continuing	Continuing
Project 9: *Surveys, Testing, Research and Assessment (STAR)*	-	0.000	0.000	3.680	-	3.680	3.640	4.061	4.161	4.161	Continuing	Continuing
Project 10: *Enterprise Human Resource Infor System(EHRIS)*	-	0.000	0.000	4.585	-	4.585	2.493	4.320	4.419	4.422	Continuing	Continuing
Project 11: *Personnel Accountability (PA)*	-	0.000	0.000	2.091	-	2.091	1.742	2.188	2.193	2.193	Continuing	Continuing
Project 12: *Personnel Security Assurance (PSA)*	-	0.000	0.000	4.257	-	4.257	4.351	4.540	4.635	4.635	Continuing	Continuing

Exhibit R-2, RDT&E Budget Item Justification: PB 2017 DoD Human Resources Activity	Date: February 2016
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide* / BA 6: *RDT&E Management Support*	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*

A. Mission Description and Budget Item Justification

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

For FY 2017, as a result of a Business Process and Systems Review, DHRA will implement a major reorganization that will impact the DHRA RDT&E budget. The most significant aspect of this reorganization, from a RDT&E perspective, will be the integration of the Enterprise Human Resources Information System (EHRIS) into the Defense Manpower Data Center's (DMDC) portfolio of information technology (IT) initiatives. Additionally, DHRA has implemented a major reorganization of the DMDC programs to more accurately align budget program lines with the DHRA Information Technology (IT) data reported in the DHRA IT Budget. The Defense Eligibility and Enrollment System (DEERS); Data Governance; Real Time Automated Personnel Identification System (RAPIDS); Common Access Card (CAC); Cyber Security program has been decomposed into a DEERS program and a RAPIDS program, with CAC being retained as part of the RAPIDS program. Synchronized Pre-deployment and Operational Tracker (SPOT) has been integrated into a Personnel Accountability (PA) program, that also includes Joint Personnel Accountability Reconciliation and Reporting (JPARR), and the Noncombatant Evacuation Operations (NEO) Tracking System (NTS).

Project 1: DoD Enlistment Processing and Testing. The project administers testing programs, which enable the Armed Services to select highly qualified military recruits. The DoD uses a single test, the Armed Services Vocational Aptitude Battery (ASVAB), to determine eligibility of military applicants and to report recruit quality data to Congress. High quality recruits are obtained from administering the ASVAB annually to approximately 600,000 applicants for Military Service as part of the DoD Enlistment Testing program, and to 1 million students in the DoD Student Testing program. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. New ASVAB test forms and related support materials are implemented approximately every four years. This allows DoD to make measurement improvements as well as decrease the likelihood of test compromise. Ongoing RDT&E efforts include development and evaluation of procedures which (1) reduce or eliminate threats to the validity of the ASVAB test scores generated; (2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information. In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn.
This program realigns to STAR which is project #9..

Project 2: Human Resources Automation Enhancements. The Defense Civilian Personnel Advisory Service (DCPAS), a DHRA component, manages and operates a number of major DoD programs, including the Defense Civilian Personnel Data System (DCPDS). DCPDS is the Department's enterprise civilian human resources information system. It ensures a coherent, standardized, and cost-effective system for the entire Department. DCPDS is built using a commercial off-the-shelf product customized for Federal and Defense requirements. The system is web-enabled and provides flexibility to respond to changes in the Department's civilian human resources (HR) operational requirements.
DCPDS supports HR operations and improved business processes with continuous implementation of improved technology, meeting cost, schedule, and performance goals. Network and system operations span worldwide, with 24/7 operations that support 19 Regional Service Centers and over 300 Customer Support Units. In FY 15, funds for new development are insufficient to implement all planned civilian HR IT Roadmap initiatives. Many projects will be pushed to FY 16 and therefore require additional funding. These include the implementation of manager and employee initiated actions, expansion of the data warehouse, and movement of all HRIT systems to the Denver Data Center.

Exhibit R-2, RDT&E Budget Item Justification: PB 2017 DoD Human Resources Activity	Date: February 2016
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide* / BA 6: *RDT&E Management Support*	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*

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.
This project realigns to EHRIS, which is project #10 starting in FY 2017.

Project 3: NEO Tracking System. The Non-Combatant Evacuation Operations (NEO)Tracking System (NTS) / Emergency Tracking Accountability System (ETAS) is a certified and accredited DoD automated system that accounts for, and sustains visibility of noncombatant evacuees during a NEO under the authority of DODD 1000.25, DoD Personnel Identity Protection (PIP) Program. NTS is currently being used in the USAFRICOM, USCENTCOM, USEUCOM, USSOUTHCOM, and USPACOM Area of Responsibility. The ETAS component is the CONUS domestic version of NTS and is for use by USNORTHCOM during disasters in the CONUS whether natural, accidental, or acts of terrorism. The primary purpose of the NTS/ETAS is to provide individual accountability of the evacuee by creating and maintaining a database of evacuees assembled during an evacuation operation and subsequently tracking the evacuees' movement throughout the evacuation process. Minor growth from FY 2015 to FY 2016 is attributed to research and development supporting the integration of the Enterprise Identity Attribute Service and the Organization Unique Identifiers in this family of systems that provides secure attribute based access control.
This project realigns to PA which is project #11 starting in FY 2017.

Project 4: Synchronized Pre-deployment & Operational Tracker Enterprise Suite. The Synchronized Pre-deployment and Operational Tracker Enterprise Suite (SPOT-ES) is the Department of Defense (DoD) system of record for accountability and visibility of contracts and contractor personnel authorized to operate in a contingency operation. SPOT-ES provides web based tracking and visibility into contract services, personnel and equipment locations; provides a common operational picture for Combatant Commanders; enhances the analytical tools to accurately plan for the quantity of contracted support required for future contingency operations; and collects accurate data for the Office of Management and Budget- directed quarterly census of all contractors supporting contingency operations. Minor growth from FY 2015 to FY 2016 is attributed to development and integration of more rugged and transportable Automatic Identification Technologies that facilitates person accountability and property tracking and accountability of the NTS.
This project realigns under PA, which is project #11 starting in FY 2017.

Project 5: ESGR Awards & Activity Tracking (AATR) Tool. Employer Support of the Guard and Reserve (ESGR) requires a comprehensive web-based application (Awards and Activity Tracking and Reporting) to track ESGR Activities to include briefings and recognition of civilian employers and briefings of National Guard and Reserve that will track against organizational goals vs. costs and the hours donated by Volunteers. The application will replace several manual processes that use Microsoft Excel spreadsheets across 54 State Committees and through contractor support. This will also place all critical data in a DoD Data Center. Development of a web-based application would immensely improve data collection and analysis while allowing field staff and volunteers to better focus on operations and mission accomplishment. The application would be an addition to ESGR's current Portal that contains ESGR's member management, inquiry and case management, and

Exhibit R-2, RDT&E Budget Item Justification: PB 2017 DoD Human Resources Activity	Date: February 2016
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 6: *RDT&E Management Support*	**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*

freedom award nomination systems. In FY 2016, funding will support the design and efforts will carry over into FY 2017. In FY 2018, funds required to build and implement design changes.

Project 6: Enterprise Data Services. Cybersecurity deals with the unauthorized exposure of classified data to WikiLeaks raised awareness on the need for improved data security management and access control measures across DoD IT enterprise. In PBR-12 one issue was critically linked to this risk and fully funded - Cross Domain Information Sharing (CDS). CDS provides for protected, automated transfer of data across networks of different security classifications reducing the need for removable media while better safe guarding the transport of information from one network to another. DMDC is developing the Enterprise Identity Attribute Service (EIAS)/Access Based Access Control technology in the classified environment as an immediate deterrent to allow/deny access to classified information giving the DoD the ability to control and monitor pre-provisioned user access in a manner that cannot be repudiated (e.g., using CAC-enabled PKE Authentication). Further, DOD will have the ability to enable, monitor and control the authorized transfer of information between SIPRNET and other DOD Networks as required via globally available and operationally effective cross domain enterprise service solutions. This is a new start.

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

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

Currently CAP utilizes a Government-Off-The-Shelf (GOTS) product designed to support the program's robust mission. This product, CAP Portal, is used primarily to process DoD and other government agencies requests for hardware, software, training, and other miscellaneous accommodation services. CAP Portal also processes information pertaining to developing and tracking requirements packages, market research, events and outreach to include proposals, presentations, materials, and assistive technology. The CAP Portal allows staff and contract support personnel to utilize all aspects of its functionality to facilitate the provision of reasonable accommodations, and run various reports to make financial forecasts with the data that is contained within the system.

Project 9: STAR project administers testing programs, which enable the Armed Services to select highly qualified military recruits. The DoD uses a single test, the Armed Services Vocational Aptitude Battery (ASVAB), to determine eligibility of military applicants and to report recruit quality data to Congress. High quality recruits

are obtained from administering the ASVAB annually to approximately 600,000 applicants for Military Service as part of the DoD Enlistment Testing program, and to 1 million students in the DoD Student Testing program. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. New ASVAB test forms and related support materials are implemented approximately every four years. This allows DoD to make measurement improvements as well as decrease the likelihood of test compromise. Ongoing RDT&E efforts include development and evaluation of procedures which (1) reduce or eliminate threats to the validity of the ASVAB test scores generated; (2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information. In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn. This is a new project but not a new start. This project realigns from Project 1 starting in FY 2017.

Project 10: (EHRIS) is the Department's enterprise civilian human resources (HR) transactional system supporting 800,000 employees, representing approximately one-third of the federal government's civilian work force. DCPDS has proven its business case, avoiding costs for the Department of over $200M/year when compared to the multiple DoD Component operational costs prior to establishment of the enterprise system. The consolidation of all instances of DCPDS at the DDC completed in 2014 has resulted in substantial component savings. In FY 15/16, additional data center consolidation will include additional HRIT Enterprise systems moving to the DDC.
Network and system operations span worldwide, with 24/7 operations that support 19 Regional Service Centers and over 300 Customer Support Units. The current focus of DCPDS is the expansion of these efficiencies through the consolidation of DCPDS operations to a single database and expansion of capabilities to support integrated Benefits processing and data management supporting Department's Force of the Future initiative.
Other DCPAS programs supporting the civilian workforce include minimizing involuntary separations, assisting laid-off workers, maintaining workforce balance, and reducing the costs of DoD's workers and unemployment compensation via the Defense Injury and Unemployment Compensation System (DIUCS). DHRA/DCPAS supports the development, issuance and maintenance of uniform DoD-wide civilian personnel policy; provides program guidance and technical interpretation for both appropriated and non-appropriated funded civilian HR programs ; manages DoD's Civilian Assistance and Re-Employment (CARE) program, including the Priority Placement Program (PPP); investigates and mediates discrimination complaints; conducts grievance investigations; and manages the operation of the enterprise civilian HR information system, DCPDS. These programs are supported by an aggressive data automation program, to include a communications capability, computing equipment, and an automation software link to standardize these divergent functions. These funds continue to support these processes. This is a new project but not a new start. This project realigns from Project 2.

Project 11: Personnel Accountability program is comprised of three systems: Synchronized Pre-deployment Operational Tracker (SPOT), Joint Personnel Accountability Reconciliation and Reporting (JPARR), and Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This family of systems represents end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilian, contractor and U.S. citizens. This includes DoD travel, contracts, and contractor personnel tracking in support of contingencies, military readiness, reporting of locations at the unit and person level, accountability of DoD personnel during (and after) natural or man-made disasters and accountability and visibility of noncombatant evacuees. This is a new project but not a new start. This project realigns from project #3 and project #4.

Project 12: Personnel Security Assurance (PSA) provides comprehensive capabilities to perform processing and verification of security clearances for all DoD military personnel, civilians and contractors including the technology and processes that need to be addressed in order to implement Continuous Evaluation. Planning funds

Exhibit R-2, RDT&E Budget Item Justification: PB 2017 DoD Human Resources Activity	Date: February 2016
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within this program will support the Defense Information System for Security (DISS) which transfers to DHRA/DMDC from DLA starting in FY 2017. The DISS mission is to consolidate the DoD personnel security mission into an enterprise adjudicative case management system that will automate the implementation of improved national investigative and adjudicative standards to eliminate costly and inefficient work processes and increase information collaboration across the community. This is a new start.

B. Program Change Summary ($ in Millions)	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total
Previous President's Budget	8.452	9.533	22.240	-	22.240
Current President's Budget	8.452	7.924	22.240	-	22.240
Total Adjustments	0.000	-1.609	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-1.609			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

Change Summary Explanation

Congress gave DHRA a reduction of 1,609.

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 1 / *DoD Enlistment Processing & Testing*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 1: *DoD Enlistment Processing & Testing*	5.542	1.945	2.181	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

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

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

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: DoD Enlistment Processing & Testing	1.945	2.181	-
Description: DoD Enlistment Processing & Testing ***FY 2015 Accomplishments:*** • Implemented unproctored Internet testing • Continue to research on revisions to ASVAB content • Evaluate methods to convert all STP to Computer Adaptive Test (CAT) • Continue to evaluate the use of internet-based CAT-ASVAB in the Career Exploration Program (CEP) • Continue to reduce the frequency and impact of ASVAB test compromise, ensuring applicants are qualified to perform the military duties and responsibilities ***FY 2016 Plans:*** • Continue the research effort on new measures/new content that could potentially be added to the ASVAB • Continue development of new ASVAB test items in accordance with revision procedures • Develop automated item generation of Word Knowledge items • Continue evaluation of unproctored internet testing			
Accomplishments/Planned Programs Subtotals	1.945	2.181	-

C. Other Program Funding Summary ($ in Millions)

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** Project 1 / *DoD Enlistment Processing & Testing*

C. Other Program Funding Summary ($ in Millions)

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.

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 2 / *Human Resources Automation Enhancements*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 2: *Human Resources Automation Enhancements*	19.771	4.976	3.570	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Civilian HR automation enhancements planned for are focused on software development to support the Department's civilian workforce, including a DoD-Wide performance management system; enhancement of employee competency assessment capability; modernization of injury and unemployment compensation case management; and EEO investigations case management. In addition, changes to DCPDS are required for mandates for the Office of Personnel Management (OPM), HR Line of Business (LoB), electronic Official Personnel Folder, and Retirement Systems Modernization implementation. DoD is one of five designated Shared Service Centers in the federal government focused on providing standard services across agency lines, gaining potential significant business and cost-saving benefits. DoD is considered a leader in this initiative.

DCPDS is the Department's enterprise civilian HR system that has provided the savings originally projected in the achievement of full operational capability in 2002 and which has continued to operate as the DoD system serving over 800,000 employee records. Additional initiatives to sustain the Department's lead in automated systems include expansion of employee self-service functionality, and support for data warehouse improvements, engineering plans for consolidation and migration to a federal data center, an employee-manager portal, and information assurance initiatives to comply with DoD-mandated DMZ requirements. DCPDS enhancements will support the Department's focus on the further consolidation of civilian HR operations to a single operational site, with linkage to Component operations worldwide.

This project realigns to Project #10, EHRIS, starting in FY 2017.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: Human Resources Automation Enhancements	4.976	3.570	-
FY 2015 Accomplishments: • Implement initial cloud computing, data warehouse improvements and continued expansion of web services (15) • Enhance information assurance requirements, including DMZ extension mandates (15) • Consolidate DCPAS supported applications to enterprise data center (15) • Maximize the Departments' systems to (1) manage injury and unemployment compensation cases; (2) assess executive (and equivalent) performance; (3) move all HRIT Enterprise systems to a common data center, which is managed under the same controls and inherits common security protocols; (4) enhance the DoD capability to assess competencies and plan for workforce development. (15) • Plan modernization and integration of legacy applications (15)			

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** Project 2 / *Human Resources Automation Enhancements*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
• Implement mobility access to DCPDS (Employment Verification and Leave Balance) within the Joint Information Environment (JIE) (15) • Enhance warm site disaster recovery capabilities (15) • Develop enhancements to comply with HR legislative and DoD regulatory requirements (Ongoing) • Support required changes for HR LoB interfaces and other OPM/OMB mandates (Ongoing) • Implement continuous auditing and monitoring to improve compliance with FIAR (Ongoing) ***FY 2016 Plans:*** • Implement new capabilities, including employee/manager initiated actions, on portal (16) • Improve infrastructure virtualization to increase performance at improved cost (16) • Implement SSN Reduction in the DCPDS Mass Action Process (16) • Implement integration of supported applications (16) • Upgrade system platform to latest commercial version (16) • Develop enhancements to comply with HR legislative and DoD regulatory requirements (Ongoing) • Support required changes for HR LoB interfaces and other OPM/OMB mandates (Ongoing) • Implement continuous auditing and monitoring to improve compliance with FIAR (Ongoing)			
Accomplishments/Planned Programs Subtotals	4.976	3.570	-

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 3 / *NEO Tracking System*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 3: *NEO Tracking System*	1.522	0.531	0.616	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

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

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

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: NEO Tracking System (NTS)	0.531	0.616	-
FY 2015 Accomplishments: • Continue to upgrade system software and hardware drivers for Windows 7, 64-bit compatibility • Continue with hardware implementation • Provide automate distribution of system updates • Provide immediate authentication of emergency essential personnel • Provide web services to support development of Enterprise organizations attribute service for DoD which supports the Secure Data Access.			
FY 2016 Plans: • Will continue to upgrade hardware implementations • Will continue with automation distribution of system updates • Continue with the development and deploy required interface, Deploy Global Air Transportation Execution System Interface, the Advance Passenger Information System Customs and Border Protection, and Joint Patient Assessment and Tracking Systems, Health and Human Services.			
Accomplishments/Planned Programs Subtotals	0.531	0.616	-

C. Other Program Funding Summary ($ in Millions)

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** Project 3 / *NEO Tracking System*

C. Other Program Funding Summary ($ in Millions)

Remarks

D. Acquisition Strategy

Existing contract vehicles in place/GSA for COTS.

E. Performance Metrics

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** Project 4 / *Synchronized Pre-deployment & Operational Tracker Enterprise Suite*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 4: *Synchronized Pre-deployment & Operational Tracker Enterprise Suite*	5.876	1.000	1.057	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The PA program is comprised of three sub-programs: Synchronized Pre-deployment and Operational Tracker (SPOT), Joint Personnel Accountability Reconciliation and Reporting (JPARR), and Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This family of systems represents end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilians, contractors, and U.S. citizens. This includes DoD travel, contracts, and contractor personnel tracking in support of contingencies, military readiness, reporting of locations at the unit and person level, accountability of DoD personnel during (and after) natural or man-made disasters, and accountability and visibility of noncombatant evacuees. SPOT is the DoD system of record for accountability and visibility of contracts and contractor personnel authorized to operate in a contingency operation. JPARR is a "public" SIPR only application that provides daily person-level location reporting. JPARR receives feeds for Service and Agency deployment systems, reconciles the data, and provides various reports at unit level detail. NTS is a certified and accredited DoD automated system that accounts for, and sustains visibility of noncombatant evacuees during a NEO.

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

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: Synchronized Pre-deployment & Operational Tracker Enterprise Suite	1.000	1.057	-
FY 2015 Accomplishments: • Continued to be the system of record for accountability and visibility of contracts and contractor personnel in support of the CENTCOM Area of Responsibility and other contingencies, humanitarian assistance, peacekeeping operations, and other missions and exercises as designated by the Combatant Commanders around the world. • Continued to provide the only DoS, DoD, and USAID sanctioned Letter of Authorization (LOA) which provides the Authorized Government Services to contractor personnel. • Provided the information on contractor personnel supporting Iraq and Afghanistan to the Office of the Secretary of Defense for reports to Congress. • Provided the number of contractor personnel and contract capability to Combatant Commands for operational planning purposes and to aid in their decision making processes. • Modified SPOT and TOPSS to accommodate the emerging requirement to account for contractors supporting Operation United Assistance in Liberia and Senegal. Deployed three JAMMS workstations for that mission. • Modified the Letter of Authorization format to accommodate changing requirements.			

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** Project 4 / *Synchronized Pre-deployment & Operational Tracker Enterprise Suite*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
• Upgraded to SQL Server 2012. • Modified SPOT/TOPSS to accommodate the new standard for Federal Procurement Identification number format for DoD. • Developed Audit Compliance Reports for TOPSS to allow Contracting Officers to better evaluate performance of contractor companies and hold them accountable for data maintenance. • Upgraded browser compatibility for TOPSS to include Internet Explorer 8/9/10/11, Firefox, and Chrome.			
FY 2016 Plans: • Continue to be the system of record for accountability and visibility of contracts and contractor personnel in support of the CENTCOM Area of Responsibility and other contingencies, humanitarian assistance, peacekeeping operations, and other missions and exercises as designated by the Combatant Commanders around the world. • Continue to provide the only DoS, DoD, and USAID sanctioned Letter of Authorization (LOA) which provides the Authorized Government Services to contractor personnel. • Provide the information on contractor personnel supporting Iraq and Afghanistan to the Office of the Secretary of Defense for reports to Congress. • Provide the number of contractor personnel and contract capability to Combatant Commands for operational planning purposes and to aid in their decision making processes. • Incorporate a QR code into the LOA to reduce fraud and enable real-time validation independent of JAMMS. • Modify SPOT/TOPSS to accommodate the new standard for Federal Procurement Identification number format for all non-DoD agencies. • Develop/release additional Audit Compliance Reports for TOPSS to allow Contracting Officers to better evaluate performance of contractor companies and hold them accountable for data maintenance. • Upgrade browser compatibility for SPOT to include Internet Explorer 8/9/10/11, Firefox, and Chrome. • Upgrade all JAMMS hardware. • Complete pilot of JAMMS Next Generation and JAMMS credential issuance.			
Accomplishments/Planned Programs Subtotals	1.000	1.057	-

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** Project 4 / *Synchronized Pre-deployment & Operational Tracker Enterprise Suite*

E. Performance Metrics

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 5 / *ESGR Awards and Activity Tracking & Reporting (AATR) Tool*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 5: *ESGR Awards and Activity Tracking & Reporting (AATR) Tool*	0.000	0.000	0.500	0.000	-	0.000	0.900	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Design and build an Awards and Activity Tracking and Reporting (AATR) to track ESGR Activities to include briefings and recognition of civilian employers and briefings of National Guard and Reserve that will track against organizational goals vs. costs and the hours donated by Volunteers.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: ESGR Awards and Activity Tracking and Reporting (AATR) Tool	-	0.500	-
FY 2016 Plans: • Design and build Awards and Activity Tracking and Reporting (AATR)			
Accomplishments/Planned Programs Subtotals	-	0.500	-

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 6 / *Enterprise Data Services*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 6: *Enterprise Data Services*	-	0.000	0.000	4.037	-	4.037	0.134	0.114	1.165	0.619	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

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

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: Enterprise Data Services (EDS)	-	-	4.037
FY 2017 Plans: • Procure the Automated Regression and Functional Testing (EoSL) Modernization • Install Microsoft Forefront Identity Management (FIM) • Implement Network (EoSL) Lifecycle Modernization • Modernize the VTC/AV Upgrades for DoDC (Seaside) and Mark Center (EoSL) Lifecycle Modernization • Server End of Service Life (EoSL) Lifecycle Modernization • Wireless Local Area Network (WLAN) (EoSL) Lifecycle Modernization • Destruction Of Mainframe Tapes • Implementation of Audit Log Management • Continued development and implementation of the Intrusion Detection System / Intrusion Prevention System (IDS/IPS) • Continued installation of required Port Aggregators • Implement Rogue System Detection (RSD) • Implement Dynamic Code Scanning Solution (NTO Spider) • Implement Static Code Scanning Solution (Fortify)			
Accomplishments/Planned Programs Subtotals	-	-	4.037

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** Project 6 / *Enterprise Data Services*

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 7 / *DSAID*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 7: *DSAID*	-	0.000	0.000	3.590	-	3.590	4.916	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Defense Sexual Assault Incidents Database (DSAID) is the integrated DoD SAPR Data Collection and Reporting System that accommodates a variety of uses, including the tracking of sexual assault victim support services, support SAPR program administration, program reporting requirements, and data analysis.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: Defense Sexual Assault Incidenets Database (DSAID)	-	-	3.590
FY 2017 Plans: • Develops Secure File Locker Mechanism • Migrates from Oracle 11g to SQL Server 2012 or government approved database server & converts DSAID to Government off the Shelf (GOTS) • Incorporate DSAID Control Board (CCB) approved and pending Change Requests (CRs) • Add functionality to the Enhanced Reporting Capability			
Accomplishments/Planned Programs Subtotals	-	-	3.590

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 8 / *CAP*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 8: *CAP*	-	0.000	0.000	0.000	-	0.000	1.780	1.303	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Currently, CAP has applied for CAP Portal certification as a Defense Business System (DBS). This project will help CAP obtain and maintain an optimized and certified DBS that executes data collection, records management, and reporting accountability for all stakeholders. In order to enhance areas of program data-tracking capabilities and stabilize the environment for future operations, CAP requires modernization of CAP Portal. The CAP Portal has pages/controls that have accumulated up to 7,000 lines of code, making it difficult to ensure the reliability of any updates made to the system which has undergone over 500 change requests since its launch. There are components and functionality that are no longer being utilized and others needed, but it is risky to remove or disable due to the interconnected nature of the codebase. The current codebase utilizes an outdated framework that is difficult to maintain. The CAP Modernization Project will implement a .NET Model View Controller (MVC) framework to separate the business, display and input layers of the code. As CAP's operating procedures evolve, CAP Portal's current structure will not match the changing business needs of its users. Towards that end, the issue of restructuring CAP Portal is necessary to ensure flexibility and reliability moving forward. As a result of an outdated framework, the current CAP Portal is becoming increasingly challenging to maintain and less reliable when making updates. The CAP Modernization Project will provide a restructured database for CAP Portal with an updated codebase to provide a solid foundation that supports CAP's current structure and business processes while also increasing flexibility for future enhancements and efficiencies. All aspects of CAP Portal will be enhanced by this project, which will provide a streamlined foundation on which to incorporate new internal processing workflow entitled ONE CAP. It will provide the ability to implement new processes that reflect the current organization, roles, responsibilities, tasks and specific workflow and assignments. The modernization of technology will ensure full integration of the new internal operating model.

B. Accomplishments/Planned Programs ($ in Millions)

N/A

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 9 / *Surveys, Testing, Research and Assessment (STAR)*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 9: *Surveys, Testing, Research and Assessment (STAR)*	-	0.000	0.000	3.680	-	3.680	3.640	4.061	4.161	4.161	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

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

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: Surveys, Testing, Research and Assessment (STAR)	-	-	3.680
FY 2017 Plans: • Develop automated item generation of General Science and Arithmetic Reasoning items • Research efforts on new measures/new content that could potentially be added to the ASVAB			
Accomplishments/Planned Programs Subtotals	-	-	3.680

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 10 / *Enterprise Human Resource Infor System(EHRIS)*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 10: *Enterprise Human Resource Infor System(EHRIS)*	-	0.000	0.000	4.585	-	4.585	2.493	4.320	4.419	4.422	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Civilian HR automation enhancements planned for are focused on software development to support the Department's civilian workforce, including a DoD-Wide performance management system; enhancement of employee competency assessment capability; modernization of injury and unemployment compensation case management; and EEO investigations case management. In addition, changes to DCPDS are required for mandates for the Office of Personnel Management (OPM), HR Line of Business (LoB), electronic Official Personnel Folder, and Retirement Systems Modernization implementation. DoD is one of five designated Shared Service Centers in the federal government focused on providing standard services across agency lines, gaining potential significant business and cost-saving benefits. DoD is considered a leader in this initiative.

EHRIS is the Department's enterprise civilian HR system that has provided the savings originally projected in the achievement of full operational capability in 2002 and which has continued to operate as the DoD system serving over 800,000 employee records. Additional initiatives to sustain the Department's lead in automated systems include expansion of employee self service functionality, and support for data warehouse improvements, engineering plans for consolidation and migration to a federal data center, an employee-manager portal, and information assurance initiatives to comply with DoD-mandated DMZ requirements. DCPDS enhancements will support the Department's focus on the further consolidation of civilian HR operations to a single operational site, with linkage to Component operations worldwide.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: Enterprise Human Resource Infor System(EHRIS)	-	-	4.585
FY 2017 Plans: • Deliver improved Benefits processing and employee self service capabilities • Complete consolidation to single database • Explore integration of time and attendance and payroll processing			
Accomplishments/Planned Programs Subtotals	-	-	4.585

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** Project 10 / *Enterprise Human Resource Infor System(EHRIS)*

E. Performance Metrics

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 11 / *Personnel Accountability (PA)*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 11: *Personnel Accountability (PA)*	-	0.000	0.000	2.091	-	2.091	1.742	2.188	2.193	2.193	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The PA program is comprised of three sub-programs: Synchronized Pre-deployment and Operational Tracker (SPOT), Joint Personnel Accountability Reconciliation and Reporting (JPARR), and Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This family of systems represents end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilians, contractors, and U.S. citizens. This includes DoD travel, contracts, and contractor personnel tracking in support of contingencies, military readiness, reporting of locations at the unit and person level, accountability of DoD personnel during (and after) natural or man-made disasters, and accountability and visibility of noncombatant evacuees. SPOT is the DoD system of record for accountability and visibility of contracts and contractor personnel authorized to operate in a contingency operation. JPARR is a "public" SIPR only application that provides daily person-level location reporting. JPARR receives feeds for Service and Agency deployment systems, reconciles the data, and provides various reports at unit level detail. NTS is a certified and accredited DoD automated system that accounts for, and sustains visibility of noncombatant evacuees during a NEO.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: Personnel Accountability (PA)	-	-	2.091
FY 2017 Plans: • Continue to be the system of record for accountability and visibility of contracts and contractor personnel in support of the CENTCOM Area of Responsibility and other contingencies, humanitarian assistance, peacekeeping operations, and other missions and exercises as designated by the Combatant Commanders around the world. • Continue to provide the only DoS, DoD, and USAID sanctioned Letter of Authorization (LOA) which provides the Authorized Government Services to contractor personnel. • Provide the information on contractor personnel supporting Iraq and Afghanistan to the Office of the Secretary of Defense for reports to Congress. • Provide the number of contractor personnel and contract capability to Combatant Commands for operational planning purposes and to aid in their decision making processes. • Field JAMMS NG to all locations currently serviced by JAMMS. • Allow for two different JAMMS credentials - paper LOA and plastic credential.			
Accomplishments/Planned Programs Subtotals	-	-	2.091

C. Other Program Funding Summary ($ in Millions)

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity		Date: February 2016
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** Project 11 / *Personnel Accountability (PA)*

C. Other Program Funding Summary ($ in Millions)

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A

Exhibit R-2A, RDT&E Project Justification: PB 2017 DoD Human Resources Activity			Date: February 2016
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / *R&D in Support of DOD Enlistment, Testing and Evaluation*	Project (Number/Name) Project 12 / *Personnel Security Assurance (PSA)*	

COST ($ in Millions)	Prior Years	FY 2015	FY 2016	FY 2017 Base	FY 2017 OCO	FY 2017 Total	FY 2018	FY 2019	FY 2020	FY 2021	Cost To Complete	Total Cost
Project 12: *Personnel Security Assurance (PSA)*	-	0.000	0.000	4.257	-	4.257	4.351	4.540	4.635	4.635	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Personnel Security Assurance (PSA) provides comprehensive capabilities to perform processing and verification of security clearances for all DoD military personnel, civilians and contractors including the technology and processes that need to be addressed in order to implement Continuous Evaluation. Funds within this program will support the Defense Information System for Security (DISS). The DISS mission is to consolidate the DoD personnel security mission into an enterprise adjudicative case management system that will automate the implementation of improved national investigative and adjudicative standards to eliminate costly and inefficient work processes and increase information collaboration across the community.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2015	FY 2016	FY 2017
Title: Personnel Security Assurance	-	-	4.257
FY 2017 Plans: • Completion of the Case Adjudication Tracking System (CATS) Service Desk application development. • Completion of the Enterprise Service Bus (ESB) development. • Completion of activities related to the development and testing of the Joint Verification System (DISS 2.0). • Develop system capabilities for emerging Office of the Under Secretary of Defense, Intelligence requirements. • Support extension of DISS Operations and Sustainment activities to Executive Branch personnel security adjudication.			
Accomplishments/Planned Programs Subtotals	-	-	4.257

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A