Department of Defense
Fiscal Year (FY) 2021 Budget Estimates

February 2020

DoD Human Resources Activity

Defense-Wide Justification Book Volume 1 of 2

Procurement, Defense-Wide

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Defense-Wide
FY 2021President's Budget
Exhibit P-1 FY 2021 President's Budget
Total Obligational Authority   17 Jan 2020
(Dollars in Thousands)

Appropriation	FY 2019 (Base + OCO)	FY 2020 Base Enacted	FY 2020 Emergency	FY 2020 OCO Enacted
Procurement, Defense-Wide	10,630	5,030		
Total Defense-Wide	10,630	5,030		

P-121PB: FY 2021 President's Budget (Published Version), as of January 17, 2020 at 09:43:03

Defense-Wide
FY 2021President's Budget
Exhibit P-1 FY 2021 President's Budget
Total Obligational Authority
(Dollars in Thousands)

17 Jan 2020

Appropriation	FY 2020 Total Enacted (Base+Emerg+ OCO)	FY 2021 Base	FY 2021 OCO for Base Requirements	FY 2021 OCO for Direct War and Enduring Costs
Procurement, Defense-Wide	5,030	4,213		
Total Defense-Wide	5,030	4,213		

Defense-Wide
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(Dollars in Thousands)

17 Jan 2020

Appropriation	FY 2021 Total OCO	FY 2021 Total (Base + OCO)
Procurement, Defense-Wide		4,213
Total Defense-Wide		4,213

Defense-Wide
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(Dollars in Thousands)

Organization: Procurement, Defense-Wide	FY 2019 (Base + OCO)	FY 2020 Base Enacted	FY 2020 Emergency	FY 2020 OCO Enacted
Defense Human Resources Activity, DHRA	10,630	5,030		
Total	10,630	5,030		

Defense-Wide
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(Dollars in Thousands)

Organization: Procurement, Defense-Wide	FY 2020 Total Enacted (Base+Emerg+ OCO)	FY 2021 Base	FY 2021 OCO for Base Requirements	FY 2021 OCO for Direct War and Enduring Costs
Defense Human Resources Activity, DHRA	5,030	4,213		
Total	5,030	4,213		

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17 Jan 2020

Organization: Procurement, Defense-Wide	FY 2021 Total OCO	FY 2021 Total (Base + OCO)
Defense Human Resources Activity, DHRA		4,213
Total		4,213

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(Dollars in Thousands)

Appropriation: Procurement, Defense-Wide

Budget Activity	FY 2019 (Base + OCO)	FY 2020 Base Enacted	FY 2020 Emergency	FY 2020 OCO Enacted
01. Major Equipment	10,630	5,030		
Total Procurement, Defense-Wide	10,630	5,030		

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Appropriation: Procurement, Defense-Wide

Budget Activity	FY 2020 Total Enacted (Base+Emerg+ OCO)	FY 2021 Base	FY 2021 OCO for Base Requirements	FY 2021 OCO for Direct War and Enduring Costs
01. Major Equipment	5,030	4,213		
Total Procurement, Defense-Wide	5,030	4,213		

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Appropriation: Procurement, Defense-Wide

Budget Activity	FY 2021 Total OCO	FY 2021 Total (Base + OCO)
01. Major Equipment		4,213
Total Procurement, Defense-Wide		4,213

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Defense-Wide
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Exhibit P-1 FY 2021 President's Budget
Total Obligational Authority   17 Jan 2020
(Dollars in Thousands)

Appropriation: 0300D Procurement, Defense-Wide

Line No	Item Nomenclature	Ident Code	FY 2019 (Base + OCO) Quantity	Cost	FY 2020 Base Enacted Quantity	Cost	FY 2020 Emergency Quantity	Cost	FY 2020 OCO Enacted Quantity	Cost	Sec
	Budget Activity 01: Major Equipment										
	Major Equipment, DHRA										
5	Personnel Administration			10,630		5,030					U
	Total Major Equipment			10,630		5,030					
	Total Procurement, Defense-Wide			10,630		5,030					

P-121PB: FY 2021 President's Budget (Published Version), as of January 17, 2020 at 09:43:03

Defense-Wide
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17 Jan 2020

Appropriation: 0300D Procurement, Defense-Wide

Line No	Item Nomenclature	Ident Code	FY 2020 Total Enacted (Base+Emerg+ OCO) Quantity	Cost	FY 2021 Base Quantity	Cost	FY 2021 OCO for Base Requirements Quantity	Cost	FY 2021 OCO for Direct War and Enduring Costs Quantity	Cost	Sec
Budget Activity 01: Major Equipment											
Major Equipment, DHRA											
5	Personnel Administration			5,030		4,213						U
	Total Major Equipment			5,030		4,213						
	Total Procurement, Defense-Wide			5,030		4,213						

Defense-Wide
FY 2021President's Budget
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(Dollars in Thousands)

17 Jan 2020

Appropriation: 0300D Procurement, Defense-Wide

Line No	Item Nomenclature	Ident Code	FY 2021 Total OCO		FY 2021 Total (Base + OCO)		S e
			Quantity	Cost	Quantity	Cost	c

Budget Activity 01: Major Equipment

 Major Equipment, DHRA

  5 Personnel Administration | | | | | | 4,213 | U

Total Major Equipment | | | | | | 4,213 |

Total Procurement, Defense-Wide | | | | | | 4,213 |

P-121PB: FY 2021 President's Budget (Published Version), as of January 17, 2020 at 09:43:03

Line Item Table of Contents (by Appropriation then Line Number)

Appropriation 0300D: Procurement, Defense-Wide

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Line Item Table of Contents (Alphabetically by Line Item Title)

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Exhibit P-40, Budget Line Item Justification: PB 2021 DoD Human Resources Activity	**Date:** February 2020

Appropriation / Budget Activity / Budget Sub Activity: 0300D: Procurement, Defense-Wide / BA 01: Major Equipment / BSA 20: Major Equipment, DHRA	**P-1 Line Item Number / Title:** 500 / Personnel Administration

ID Code (A=Service Ready, B=Not Service Ready):	**Program Elements for Code B Items:** 0901220SE	**Other Related Program Elements:** N/A

Line Item MDAP/MAIS Code: N/A

Resource Summary	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	To Complete	Total
Procurement Quantity (Units in Each)	-	-	-	-	-	-	-	-	-	-	-	-
Gross/Weapon System Cost ($ in Millions)	28.820	10.630	5.030	4.213	-	4.213	4.310	5.104	5.233	5.265	Continuing	Continuing
Less PY Advance Procurement ($ in Millions)	-	-	-	-	-	-	-	-	-	-	-	-
Net Procurement (P-1) ($ in Millions)	28.820	10.630	5.030	4.213	-	4.213	4.310	5.104	5.233	5.265	Continuing	Continuing
Plus CY Advance Procurement ($ in Millions)	-	-	-	-	-	-	-	-	-	-	-	-
Total Obligation Authority ($ in Millions)	**28.820**	**10.630**	**5.030**	**4.213**	**-**	**4.213**	**4.310**	**5.104**	**5.233**	**5.265**	**Continuing**	**Continuing**
(The following Resource Summary rows are for informational purposes only. The corresponding budget requests are documented elsewhere.)												
Initial Spares ($ in Millions)	-	-	-	-	-	-	-	-	-	-	-	-
Flyaway Unit Cost ($ in Millions)	-	-	-	-	-	-	-	-	-	-	-	-
Gross/Weapon System Unit Cost ($ in Millions)	-	-	-	-	-	-	-	-	-	-	-	-

Description:

The Department of Defense Human Resources Activity (DHRA) is a consolidated Field Activity under the direction and control of the Under Secretary of Defense (Personnel and Readiness) (USD (P&R)) established for the collection and interaction of manpower and personnel data to support Department-wide tracking, analysis, research, studies, and a wide variety of reporting requirements. DHRA provides functional information management, civilian personnel policy support, and civilian personnel administrative services to DoD Components and activities. The scope of operations is necessarily broad and encompasses all aspects of data collection and utilization of Defense manpower and personnel data records to support DoD-wide analysis, studies, research, and reporting requirements. DHRA is the responsible organization within DoD for the interchange of automated manpower data with other government agencies.

Enterprise Human Resources (HR) Information Systems (EHRIS) is responsible for developing and maintaining the Information Technology (IT) systems that support Civilian HR Management (CHRM) processes across DoD. The EHRIS mission is to increase Civilian Force effectiveness by deploying innovative, leading-edge technology solutions and strategies for DoD end-users, to include employees, supervisors, managers, and leaders as well as Civilian HR customers and stakeholders.

Defense Enrollment Eligibility Reporting System (DEERS) is the DoD's authoritative eligibility and enrollment repository for manpower and personnel identity and affiliation data on military, civilian, retirees, family members, and other affiliated populations. DEERS determines eligibility for statutory benefits and entitlements, and tracks and verifies enrollment in these programs. DEERS also maintains medical and personnel readiness information on all Uniformed Services members, to include managing TRICARE eligibility, enrollment, and claims processes. Procurement funding for this program provides a secure self-service portal, known as MilConnect, to allow beneficiaries to securely view and update their DoD benefits and entitlements. As part of the Defense-Wide Review, DMDC will decommission MilConnect in FY 2021.

The Identity Credential Management (ICM) program supports the issuance of identification (ID) cards to Service members, civilian employees, contractors, retirees, and other affiliated persons. Supports the Real-time Automated Personnel Identification System (RAPIDS) as the enterprise system that issues the Uniformed Services ID card and provides online personnel and family member updates to the Defense Enrollment Eligibility Reporting System (DEERS). RAPIDS also issues the Common Access Card (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.

The Personnel Accountability (PA) program designs and implements technological solutions to gather, analyze, and share information on the physical location of DoD members and affiliated personnel in order to ensure the safety and enhance the readiness of the Armed Forces of the United States. PA provides end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include

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Exhibit P-40, Budget Line Item Justification: PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation / Budget Activity / Budget Sub Activity: 0300D: Procurement, Defense-Wide **/** BA 01: Major Equipment **/** BSA 20: Major Equipment, DHRA	**P-1 Line Item Number / Title:** 500 **/** Personnel Administration	
ID Code (A=Service Ready, B=Not Service Ready)**:**	**Program Elements for Code B Items:** 0901220SE	**Other Related Program Elements:** N/A
Line Item MDAP/MAIS Code: N/A		

Service members, DoD-affiliated civilians and contractors, other DoD-affiliated personnel, 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.

As the Master Data Management (MDM) arm of DMDC, Enterprise Data Services (EDS) governs the collection, storage, and distribution of DMDC data assets to include: data modeling, database standardization, data quality, database architectures, and data distribution safeguarded by the security mechanisms which ensure compliance with the DoD information assurance standards and the PII directives of the DoD. EDS is also the enterprise focal point for cybersecurity toolset management and data center consolidation.

Justification:
Project: EHRIS. EHRIS is responsible for developing and maintaining the information technology systems that support Civilian Personnel processes across DoD. DMDC has secured Infrastructure-as-a-Service (IaaS) and Software-as-a-Service (SaaS) capabilities to support the majority of this portfolio. A small amount of Procurement funding is still required to support any requirements that are not available as IaaS or SaaS offerings.

Project: DEERS. In FY 2021, DMDC reduced Procurement investment in the DEERS program. In compliance with the Data Center Optimization Initiative (DCOI) established by OMB Memorandum M-16-19, DMDC has secured Infrastructure-as-a-Service (IaaS) capabilities from DISA. With this shift to IaaS, DMDC will no longer procure its own infrastructure, but will instead reimburse service providers annually to provide infrastructure and hosting services. DMDC has reprogrammed $0.527 million to O&M funding to support this requirement. DMDC will decommission seven portlets and migrate six portlets to other systems, enabling the decommission of MilConnect by FY 2021, as directed by the Defense-Wide Review, for a -$900 thousand reduction. This decommissioning will eliminate the need for infrastructure funding for the DEERS program.

Project: RAPIDS/CAC. FY 2021 investment in Automated Data Processing (ADP) equipment includes the acquisition of upgraded RAPIDS/CAC infrastructure, allowing the replacement of outdated and/or maintenance-intensive equipment in order to continue to ensure full functionality, system security, and HSPD-12 compliance of the RAPIDS/CAC system.

Project: PA. FY 2021 investment in the NEO Tracking System (NTS) will be used to upgrade fielded NTS across the COCOMs and the National Guard. This centralized procurement of equipment will enable DMDC to track the systems in the field and provide support such as software upgrades, training and equipment tracking. Upgraded equipment will provide the COCOMs with more manageable and reliable systems. Other PA programs such as SPOT-ES and JPARR will receive upgraded equipment that decreases their footprint and meets the requirement of reducing redundant IT services across the Department, while providing expanded services.

Project: EDS. FY 2021 investment will be used to procure hardware and software to implement common access services to improve DMDC's insider threat posture and mature data cyber security capability. DMDC will procure an Intrusion Prevention System (IPS) for layered and defense-in-depth security. This is a network monitoring preventative measure to detect and prevent vulnerability exploits.