Department of Defense
Fiscal Year (FY) 2021 Budget Estimates

February 2020

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

21 Jan 2020

Appropriation	FY 2019 (Base + OCO)	FY 2020 Base Enacted	FY 2020 Emergency	FY 2020 OCO Enacted	FY 2020 Total Enacted (Base+Emerg+ OCO)
Research, Development, Test & Eval, DW	24,290	36,843			36,843
Total Research, Development, Test & Evaluation	24,290	36,843			36,843

R-121PB: FY 2021 President's Budget (Published Version), as of January 21, 2020 at 08:13:30

Department of Defense
FY 2021President's Budget
Exhibit R-1 FY 2021 President's Budget
Total Obligational Authority
(Dollars in Thousands)

21 Jan 2020

Appropriation	FY 2021 Base	FY 2021 OCO for Base Requirements	FY 2021 OCO for Direct War and Enduring Costs	FY 2021 Total OCO	FY 2021 Total (Base + OCO)
Research, Development, Test & Eval, DW	37,919				37,919
Total Research, Development, Test & Evaluation	37,919				37,919

R-121PB: FY 2021 President's Budget (Published Version), as of January 21, 2020 at 08:13:30

Department of Defense
FY 2021President's Budget
Exhibit R-1 FY 2021 President's Budget
Total Obligational Authority
(Dollars in Thousands)

21 Jan 2020

Summary Recap of Budget Activities	FY 2019 (Base + OCO)	FY 2020 Base Enacted	FY 2020 Emergency	FY 2020 OCO Enacted	FY 2020 Total Enacted (Base+Emerg+ OCO)
System Development & Demonstration	285	7,295			7,295
Management Support	24,005	29,548			29,548
Total Research, Development, Test & Evaluation	24,290	36,843			36,843

Summary Recap of FYDP Programs

Intelligence and Communications

	FY 2019 (Base + OCO)	FY 2020 Base Enacted	FY 2020 Emergency	FY 2020 OCO Enacted	FY 2020 Total Enacted (Base+Emerg+ OCO)
Research and Development	24,290	36,743			36,743
Training Medical and Other		100			100
Total Research, Development, Test & Evaluation	24,290	36,843			36,843

Department of Defense
FY 2021President's Budget
Exhibit R-1 FY 2021 President's Budget
Total Obligational Authority
(Dollars in Thousands)

21 Jan 2020

Summary Recap of Budget Activities	FY 2021 Base	FY 2021 OCO for Base Requirements	FY 2021 OCO for Direct War and Enduring Costs	FY 2021 Total OCO	FY 2021 Total (Base + OCO)
System Development & Demonstration	7,287				7,287
Management Support	30,632				30,632
Total Research, Development, Test & Evaluation	37,919				37,919

Summary Recap of FYDP Programs					
Intelligence and Communications	1,112				1,112
Research and Development	36,707				36,707
Training Medical and Other	100				100
Total Research, Development, Test & Evaluation	37,919				37,919

Defense-Wide
FY 2021President's Budget
Exhibit R-1 FY 2021 President's Budget
Total Obligational Authority
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21 Jan 2020

Summary Recap of Budget Activities	FY 2019 (Base + OCO)	FY 2020 Base Enacted	FY 2020 Emergency	FY 2020 OCO Enacted	FY 2020 Total Enacted (Base+Emerg+ OCO)
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Summary Recap of FYDP Programs

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

21 Jan 2020

Appropriation	FY 2019 (Base + OCO)	FY 2020 Base Enacted	FY 2020 Emergency	FY 2020 OCO Enacted	FY 2020 Total Enacted (Base+Emerg+ OCO)
Defense Human Resources Activity	24,290	36,843			36,843
Total Research, Development, Test & Evaluation	24,290	36,843			36,843

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Defense-Wide
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(Dollars in Thousands)

21 Jan 2020

Appropriation	FY 2021 Base	FY 2021 OCO for Base Requirements	FY 2021 OCO for Direct War and Enduring Costs	FY 2021 Total OCO	FY 2021 Total (Base + OCO)
Defense Human Resources Activity	37,919				37,919
Total Research, Development, Test & Evaluation	37,919				37,919

R-121PB: FY 2021 President's Budget (Published Version), as of January 21, 2020 at 08:13:30

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

21 Jan 2020

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

Line No	Program Element Number	Item	Act	FY 2019 (Base + OCO)	FY 2020 Base Enacted	FY 2020 Emergency	FY 2020 OCO Enacted	FY 2020 Total Enacted (Base+Emerg+ OCO)	Sec
--	------	----	---	----------	----------	----------	----------	----------	-
130	0605021SE	Homeland Personnel Security Initiative	05	285	7,295			7,295	U
		System Development & Demonstration		285	7,295			7,295	
171	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	24,005	29,448			29,448	U
185	0303140SE	Information Systems Security Program	06						U
195	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06		100			100	U
		Management Support		24,005	29,548			29,548	
		Total Research, Development, Test & Eval, DW		24,290	36,843			36,843	

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

21 Jan 2020

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

Line No	Program Element Number	Item	Act	FY 2021 Base	FY 2021 OCO for Base Requirements	FY 2021 OCO for Direct War and Enduring Costs	FY 2021 Total OCO	FY 2021 Total (Base + OCO)	Sec
130	0605021SE	Homeland Personnel Security Initiative	05	7,287				7,287	U
		System Development & Demonstration		7,287				7,287	
171	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	29,420				29,420	U
185	0303140SE	Information Systems Security Program	06	1,112				1,112	U
195	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	100				100	U
		Management Support		30,632				30,632	
		Total Research, Development, Test & Eval, DW		37,919				37,919	

R-121PB: FY 2021 President's Budget (Published Version), as of January 21, 2020 at 08:13:30

Defense Human Resources Activity
FY 2021President's Budget
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(Dollars in Thousands)

21 Jan 2020

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Line No	Program Element Number	Item	Act	FY 2019 (Base + OCO)	FY 2020 Base Enacted	FY 2020 Emergency	FY 2020 OCO Enacted	FY 2020 Total Enacted (Base+Emerg+ OCO)	Sec
130	0605021SE	Homeland Personnel Security Initiative	05	285	7,295			7,295	U
		System Development & Demonstration		285	7,295			7,295	
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185	0303140SE	Information Systems Security Program	06						U
195	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06		100			100	U
		Management Support		24,005	29,548			29,548	
		Total Defense Human Resources Activity		24,290	36,843			36,843	

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Defense Human Resources Activity
FY 2021President's Budget
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21 Jan 2020

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Line No	Program Element Number	Item	Act	FY 2021 Base	FY 2021 OCO for Base Requirements	FY 2021 OCO for Direct War and Enduring Costs	FY 2021 Total OCO	FY 2021 Total (Base + OCO)	Sec
130	0605021SE	Homeland Personnel Security Initiative	05	7,287				7,287	U
		System Development & Demonstration		7,287				7,287	
171	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	29,420				29,420	U
185	0303140SE	Information Systems Security Program	06	1,112				1,112	U
195	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	100				100	U
		Management Support		30,632				30,632	
		Total Defense Human Resources Activity		37,919				37,919	

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

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

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Exhibit R-2, RDT&E Budget Item Justification: PB 2021 DoD Human Resources Activity											Date: February 2020	
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 Personnel Security Initiative*							

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
Total Program Element	5.051	0.296	7.295	7.287	-	7.287	7.297	7.303	7.310	7.456	Continuing	Continuing
01: *Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*	5.051	0.296	0.295	0.295	-	0.295	0.304	0.310	0.317	0.323	Continuing	Continuing
02: *Enterprise Data Services (EDS)*	0.000	0.000	4.200	4.195	-	4.195	2.797	2.797	2.797	2.853	Continuing	Continuing
03: *Identity Credential Management (ICM)*	0.000	0.000	2.800	2.797	-	2.797	4.196	4.196	4.196	4.280	Continuing	Continuing

A. Mission Description and Budget Item Justification

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). RDT&E funds are applied to continue the research and investigation of multifactor authentication and credential alternatives and the development of a registry that may allow DoD to supplement current public key infrastructure and DoD self-service authentication solutions. Funding is also used to research security and standards compliance improvements for the CAC and the USID card, which provides identification for personnel not eligible for the CAC. Funding for the Identity Credential Management (ICM) and Enterprise Data Services (EDS) programs supports the DoD Chief Information Officer's Identity, Credential and Access Management (ICAM) initiatives.

B. Program Change Summary ($ in Millions)

	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total
Previous President's Budget	0.296	7.295	7.287	-	7.287
Current President's Budget	0.296	7.295	7.287	-	7.287
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	-	-			

Congressional Add Details ($ in Millions, and Includes General Reductions)	FY 2019	FY 2020
Project: 01: *Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*		
Congressional Add: *Defense Enrollment Eligibility Reporting System/HSPD-12*	0.000	-

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity
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Exhibit R-2, RDT&E Budget Item Justification: PB 2021 DoD Human Resources Activity	Date: February 2020
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 Personnel Security Initiative*

Congressional Add Details ($ in Millions, and Includes General Reductions)		FY 2019	FY 2020
	Congressional Add Subtotals for Project: 01	0.000	-
Project: 02: *Enterprise Data Services (EDS)*			
Congressional Add: *Enterprise Data Services*		0.000	-
	Congressional Add Subtotals for Project: 02	0.000	-
Project: 03: *Identity Credential Management (ICM)*			
Congressional Add: *Identity Credential Management*		0.000	-
	Congressional Add Subtotals for Project: 03	0.000	-
	Congressional Add Totals for all Projects	0.000	-

Change Summary Explanation
No change.

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DoD Human Resources Activity

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Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity										Date: February 2020	
Appropriation/Budget Activity 0400 I 5				**R-1 Program Element (Number/Name)** PE 0605021SE I *Homeland Personnel Security Initiative*						**Project (Number/Name)** 01 I *Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*	

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
01: *Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*	5.051	0.296	0.295	0.295	-	0.295	0.304	0.310	0.317	0.323	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Homeland Security Presidential Directive (HSPD-12) Initiative: HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors. Real Time Automated Personnel Identification System (RAPIDS) is the capability that supports the Uniformed Services identification card, provides online 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.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Defense Enrollment Eligibility Reporting System/HSPD-12 *Description:* HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors. *FY 2020 Plans:* HSPD-12: FY 2020 RDT&E funds for HSPD-12 will be applied to improve compliance with Federal Personnel Identification Verification (PIV) standards of the CAC and increase the security of communication over the contactless interface of the CAC and usage with physical access solutions. *FY 2021 Plans:* HSPD-12: FY 2021 HSPD-12 RDT&E funds will be used to continue improved standards compliance and security of the CAC. *FY 2020 to FY 2021 Increase/Decrease Statement:* HSPD-12: No change.	0.296	0.295	0.295
Accomplishments/Planned Programs Subtotals	0.296	0.295	0.295

	FY 2019	FY 2020	
Congressional Add: Defense Enrollment Eligibility Reporting System/HSPD-12	0.000	-	

Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400 / 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 01 *I Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*

	FY 2019	**FY 2020**
FY 2019 Accomplishments: N/A		
Congressional Adds Subtotals	0.000	-

C. Other Program Funding Summary ($ in Millions)
 N/A
Remarks

D. Acquisition Strategy
 HSPD-12: Existing contract vehicles in place/General Services Administration for Commercial Off The Shelf (COTS).

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2021 DoD Human Resources Activity													Date: February 2020		

Appropriation/Budget Activity 0400 I 5	R-1 Program Element (Number/Name) PE 0605021SE I Homeland Personnel Security Initiative	Project (Number/Name) 01 I Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases

Test and Evaluation ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2019		FY 2020		FY 2021 Base		FY 2021 OCO		FY 2021 Total	Cost To Complete	Total Cost	Target Value of Contract
				Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost			
Homeland Personnel Security Directive (HSPD-12) Initiative/ Recruiting Databases	C/IDIQ	Gulf Coast Enterprise : Pensacola, FL	5.051	0.296	Dec 2018	0.295	Dec 2019	0.295	Dec 2020	-		0.295	Continuing	Continuing	-
		Subtotal	5.051	0.296		0.295		0.295		-		0.295	Continuing	Continuing	N/A

Remarks

HSPD-12: RDT&E funds in HSPD-12 will extend through the FYDP and be applied to research and investigation of improved standards compliance and security of the CAC.

	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	5.051	0.296	0.295	0.295	-	0.295	Continuing	Continuing	N/A

Remarks

Exhibit R-4, **RDT&E Schedule Profile:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 01 *I Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*

	FY 2019				FY 2020				FY 2021				FY 2022				FY 2023				FY 2024				FY 2025			
	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)																												
Recruiting Databases									███████																			

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DoD Human Resources Activity

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Exhibit R-4A, **RDT&E Schedule Details:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 01 *I Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*

Schedule Details

Events by Sub Project	Start		End	
	Quarter	**Year**	**Quarter**	**Year**
Homeland Security Presidential Directive (HSPD-12)				
Recruiting Databases	1	2021	4	2021

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Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity		Date: February 2020	

Appropriation/Budget Activity 0400 I 5	R-1 Program Element (Number/Name) PE 0605021SE I *Homeland Personnel Security Initiative*	Project (Number/Name) 02 I *Enterprise Data Services (EDS)*

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
02: *Enterprise Data Services (EDS)*	0.000	0.000	4.200	4.195	-	4.195	2.797	2.797	2.797	2.853	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Project 2: Enterprise Data Services - supports the DoD CIO Identity, Credential and Access Management initiative to implement end-to-end digital services for person entities in support of DoD cybersecurity, interoperability, and secure information sharing across the Department and with mission partners. The enhancements to DMDC data repositories will implement a data centric approach to collect, verify, maintain, and share identity and other attributes. The development of new data attributes and services will enable authentication to DoD networks and resources through common standards, shared services and federation.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Enterprise Data Services	0.000	4.200	4.195
Description: Enterprise Data Services funding will update the data structures and attributes collected to secure trusted environments across the DoD so people can securely access all authorized resources based on mission need. These updates will also ensure DoD CIO has visibility of who and what is on the network at any point in time. *FY 2020 Plans:* Develop a Mission Partner Registration service and enable a DoD back-end attribute exchange solution which will enable mission partner and cross-federal agency identity, credential, and information exchange from authoritative data sources. *FY 2021 Plans:* FY 2021 RDT&E funds will be used to continue the development of a Mission Partner Registration and the back-end attribute exchange. *FY 2020 to FY 2021 Increase/Decrease Statement:* No change.			
Accomplishments/Planned Programs Subtotals	0.000	4.200	4.195

	FY 2019	FY 2020
Congressional Add: Enterprise Data Services	0.000	-
FY 2019 Accomplishments: N/A		
Congressional Adds Subtotals	0.000	-

Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 02 *I Enterprise Data Services (EDS)*

C. Other Program Funding Summary ($ in Millions)
 N/A

Remarks

D. Acquisition Strategy
 N/A

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Exhibit R-3, **RDT&E Project Cost Analysis:** PB 2021 DoD Human Resources Activity													**Date:** February 2020		
Appropriation/Budget Activity 0400 / 5							**R-1 Program Element (Number/Name)** PE 0605021SE / *Homeland Personnel Security Initiative*						**Project (Number/Name)** 02 / *Enterprise Data Services (EDS)*		

Product Development ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2019		FY 2020		FY 2021 Base		FY 2021 OCO		FY 2021 Total	Cost To Complete	Total Cost	Target Value of Contract
				Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost			
Enterprise Data Services	C/IDIQ	DHRA : TBD	-	-		4.200	Jul 2020	4.195	Jul 2021	-		4.195	Continuing	Continuing	-
		Subtotal	-	-		4.200		4.195		-		4.195	Continuing	Continuing	N/A

	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	-	-	4.200	4.195	-	4.195	Continuing	Continuing	N/A

Remarks

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Exhibit R-4, **RDT&E Schedule Profile:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 02 *I Enterprise Data Services (EDS)*

	FY 2019				FY 2020				FY 2021				FY 2022				FY 2023				FY 2024				FY 2025			
	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
Enterprise Data Services																												
Enterprise Data Services					███████████████																							

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity

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Exhibit R-4A, **RDT&E Schedule Details:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400 / 5	**R-1 Program Element (Number/Name)** PE 0605021SE / *Homeland Personnel Security Initiative*	**Project (Number/Name)** 02 / *Enterprise Data Services (EDS)*

Schedule Details

	Start		End	
Events by Sub Project	**Quarter**	**Year**	**Quarter**	**Year**
Enterprise Data Services				
Enterprise Data Services	2	2020	2	2021

PE 0605021SE: *Homeland Personnel Security Initiative*
DoD Human Resources Activity
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Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity										Date: February 2020	
Appropriation/Budget Activity 0400 I 5				**R-1 Program Element (Number/Name)** PE 0605021SE I *Homeland Personnel Security Initiative*				**Project (Number/Name)** 03 I *Identity Credential Management (ICM)*			

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
03: *Identity Credential Management (ICM)*	0.000	0.000	2.800	2.797	-	2.797	4.196	4.196	4.196	4.280	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Identity Credential Management establishes DHRA/DMDC as the Identity Credential Registration Service Provider for the Department of Defense; in this role, DMDC will develop improved identity federation solutions including the implementation of multi-factor authentication registration services, attribute assertion services, and a centralized enterprise credential registry service.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Identity Credential Management	-	2.800	2.797
Description: Identity Credential Management establishes DHRA/DMDC as the Identity Credential Registration Service Provider for the Department of Defense; in this role, DMDC will develop improved identity federation solutions including the implementation of multi-factor authentication registration services, attribute assertion services, and a centralized enterprise credential registry service. *FY 2020 Plans:* FY 2020 RDT&E funds will be applied to begin development of mission partner registration services for identity and credential attributes to improve identity and authentication federation in support of DoD and mission partners that require access to government resources using a trusted credential. *FY 2021 Plans:* FY 2021 RDT&E funds will be used to continue the development and deployment of mission partner registration services. *FY 2020 to FY 2021 Increase/Decrease Statement:* No change.			
Accomplishments/Planned Programs Subtotals	-	2.800	2.797

	FY 2019	FY 2020
Congressional Add: Identity Credential Management	0.000	-
FY 2019 Accomplishments: N/A		
Congressional Adds Subtotals	0.000	-

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Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 03 *I Identity Credential Management (ICM)*

C. Other Program Funding Summary ($ in Millions)
 N/A

Remarks
 N/A

D. Acquisition Strategy
 N/A

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2021 DoD Human Resources Activity													Date: February 2020		
Appropriation/Budget Activity 0400 I 5							**R-1 Program Element (Number/Name)** PE 0605021SE I Homeland Personnel Security Initiative						**Project (Number/Name)** 03 I Identity Credential Management (ICM)		

Product Development ($ in Millions)				FY 2019		FY 2020		FY 2021 Base		FY 2021 OCO		FY 2021 Total			
Cost Category Item	**Contract Method & Type**	**Performing Activity & Location**	**Prior Years**	**Cost**	**Award Date**	**Cost**	**Award Date**	**Cost**	**Award Date**	**Cost**	**Award Date**	**Cost**	**Cost To Complete**	**Total Cost**	**Target Value of Contract**
Identity Credential Management	C/IDDQ	DHRA : TBD	-	-		2.800	Jul 2020	2.797	Jul 2021	-		2.797	Continuing	Continuing	N/A
		Subtotal	-	-		2.800		2.797		-		2.797	Continuing	Continuing	N/A

	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	**Cost To Complete**	**Total Cost**	**Target Value of Contract**
Project Cost Totals	-	-	2.800	2.797	-	2.797	Continuing	Continuing	N/A

Remarks

Exhibit R-4, **RDT&E Schedule Profile:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
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	FY 2019				FY 2020				FY 2021				FY 2022				FY 2023				FY 2024				FY 2025			
	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
Identity Credential Management																												
Identity Credential Management					███████████████████																							

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Exhibit R-4A, **RDT&E Schedule Details:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
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Schedule Details

Events by Sub Project	Start		End	
	Quarter	**Year**	**Quarter**	**Year**
Identity Credential Management				
Identity Credential Management	1	2020	4	2021

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Exhibit R-2, RDT&E Budget Item Justification: PB 2021 DoD Human Resources Activity											Date: February 2020	

Appropriation/Budget Activity	R-1 Program Element (Number/Name)
0400: Research, Development, Test & Evaluation, Defense-Wide I BA 6: RDT&E Management Support	PE 0605803SE I R&D in Support of DOD Enlistment, Testing and Evaluation

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
Total Program Element	37.491	24.005	29.448	29.420	-	29.420	21.446	12.029	12.276	12.527	Continuing	Continuing
1: *Identity Credential Management (ICM)*	0.000	0.000	0.000	4.116	-	4.116	4.190	4.276	4.362	4.456	Continuing	Continuing
2: *Office of People Analytics (OPA), Testing and Assessment*	5.326	2.331	4.350	4.761	-	4.761	4.240	4.324	4.412	4.500	Continuing	Continuing
3: *Personnel Accountability (PA)*	6.774	6.274	1.429	2.095	-	2.095	2.165	2.208	2.252	2.299	Continuing	Continuing
4: *Personnel Security Assurance (PSA)*	7.253	3.966	4.352	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
05: *Federal Voting Assistance Program (FVAP)*	0.800	0.764	0.678	0.692	-	0.692	0.699	0.699	0.715	0.731	Continuing	Continuing
6: *Enterprise Data Services (EDS)*	0.134	4.678	12.684	17.088	-	17.088	10.152	0.522	0.535	0.541	Continuing	Continuing
7: *Defense Sexual Assault Incidents Database (DSAID)*	5.502	1.734	2.551	0.668	-	0.668	0.000	0.000	0.000	0.000	-	-
8: *Computer/Electronic Accommodations Program (CAP)*	0.290	1.245	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
10: *Enterprise Human Resource Infor System(EHRIS)*	11.412	3.013	3.404	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing

Note

In accordance with the directive from the Office of the Under Secretary of Defense regarding identifying cyber-related funding, DHRA has established a Program Element (PE) for Cyber - 0303140SE. The following programs, EDS, EHRIS, PA, and PSA have transferred funding to that PE beginning in FY 2021 and are included in a separate R2 exhibit, with the exception of PSA. The Cyber funding portion for PSA will be transferred to the Defense Counterintelligence and Security Agency (DCSA) along with the non-cyber funding for the Defense Information System for Security (DISS) mission and is not seen on the R2 for the 0303140SE PE.

A. Mission Description and Budget Item Justification

A. Mission Description and Budget Item Justification

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Exhibit R-2, RDT&E Budget Item Justification: PB 2021 DoD Human Resources Activity		Date: February 2020
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The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). This PE includes application of R&D to expedite prototype development and mission support efforts to sustain and/or modernize operations required for general RDT&E.

Project 1: Identity Credential Management (ICM) is the realignment of the Enterprise Human Resource Information System (EHRIS), as discussed in Project 10 below. DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, entitlements, and benefits verification. This funding will support the evaluation and testing emerging technologies that will develop more robust and secure capabilities for the Department's ICM program. ICM will also research capabilities such as improved remote identity proofing and self-service solutions, and micro-services that will enable more efficient credential delivery.

Project 2: Office of People Analytics (OPA) Testing and Assessment Division 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 students (high school and post secondary) 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 over 750,000 students in the ASVAB career exploration program. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. 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.

Project 3: The Personnel Accountability (PA) program is comprised of several systems, including: Synchronized Pre-deployment Operational Tracker Enterprise Suite (SPOT-ES), Joint Personnel Accountability Reconciliation and Reporting (JPARR), Defense Travel System (DTS)/Defense Travel System Modernization 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, DoD, DoS and USAID contractors and U.S. citizens. This includes DoD travel, contracts, and contractor personnel tracking in support of military operations, 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.

Project 4: 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. The Defense Information System for Security (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.

Project 5: The Federal Voting Assistance Program (FVAP) administers many of the federal responsibilities of the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA) of 1986 and other federal military voter registration and assistance laws. FVAP works to ensure Service members, their eligible family members and

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
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overseas citizens are aware of their right to vote and have the tools and resources to successfully do so – from anywhere in the world. FVAP works to Increase the likelihood of interested Active Duty Members to use available FVAP resources to increase their level of awareness of available DoD voting assistance resources, which will increase the likelihood of returning their absentee ballot. FVAP conducts voting research projects with States, local election jurisdictions and private entities to assist UOCAVA voters to register to vote and submit their absentee ballot and improve federal, State and local election processes and procedures.

Project 6: Enterprise Data Management (EDS) is addressing two critical projects in FY 2021: 1) JOM and 2) EDDIE. The Joint Officer Management (JOM) modernization initiative will support improvements in the Joint Manpower Information System's (JMIS) automation, reliability, accuracy, and system interoperability to enable the Department to more effectively comply with Title 10 management requirements of Joint Duty Officers in the Active and Reserve forces, and improve the sight picture of joint officer personnel capabilities and readiness for the SECDEF and the Chairman, Joint Chiefs of Staff (CJCS). JMIS is the DoD's sole IT system to inform the SECDEF and CJCS on their operational joint personnel officer readiness capability. The system is used to track joint duty billets, and the officers assigned to them. It also tracks joint duty experiences, education, training, and qualifications for facilitation of joint duty officer assignments and promotions. The legacy system was built in the 1990's and is no longer agile enough to support today's mission. This modernization project will bring JOM into the 21st century and address critical cybersecurity, legislative, and policy compliance issues.

The Enterprise Data to Decisions Information Environment (EDDIE) introduces a streamlined way to provide person based "data as a service" and "analytics as a service" to all of DoD and other Federal Agencies. It enables and improves all types of analytics from standard reporting to more emergent and embedded predictive/ prescriptive analytics. EDDIE will assist decision makers in forming relevant questions, retrieving pertinent information, and informing policy and program changes. In FY 2021 development will begin based on the findings of the Analysis of Alternatives.

Project 7: Defense Sexual Assault Incident Database (DSAID). DSAID serves as the Department's only centralized, case-level database for the collection and maintenance of information regarding sexual assaults involving Service members, via both Unrestricted and Restricted Reporting options. Also, DSAID accommodates a variety of uses, including the tracking of sexual assault victim support services, support sexual assault prevention and response (SAPR) program administration, congressional reporting requirements, and data analysis. DSAID will also facilitate reports to Congress on claims of retaliation in connection with an Unrestricted Report of sexual assault made by or against a member of the Armed Forces, and serve as a repository for documents necessary for future victim support. Service Sexual Assault Response Coordinators (SARCs) use the system to track support to victims of sexual assault throughout the lifecycle of support requirements that facilitate sexual assault case transfer between SARCs and Services.

The DoD SAPR Office and Service headquarters-level users access the system as a management tool for statistical analysis, tracking, congressional and ad-hoc reporting, evaluating program effectiveness, conducting research, and case and business management. The system can easily export data for analysis in statistical applications, such as Statistical Package for the Social Sciences (SPSS) to facilitate analysis at the DoD-level. DSAID includes safeguards to shield personally identifiable information (PII) from unauthorized disclosure and stringent user access control in place.

Project 8: 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,

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
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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. However, 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 previous codebase utilized an outdated framework that was difficult to maintain. The CAP RDT&E program ended in FY 2019.

Project 10: Enterprise Human Resources (HR) Information Systems (EHRIS) is responsible for developing and maintaining the Information Technology (IT) systems that support Civilian Personnel processes across DoD. The Enterprise Human Resource Information System (EHRIS) is comprised of the Defense Civilian Personnel Data System (DCPDS), Civilian HR IT Managed Services, Civilian HR IT Enterprise Services, and Civilian HR IT Program Planning and Management. In compliance with a 2018 Reform Management Group decision, DMDC has begun migrating the Human Resources Core capabilities onto a Software-as-a-Service (SaaS) offering. SaaS solutions do not require development activity, so This project has been realigned to a new project line above: (Identity Credential Management((ICM)), which provides much of the underlying identification and authorization activities for Department personnel.

B. Program Change Summary ($ in Millions)	**FY 2019**	**FY 2020**	**FY 2021 Base**	**FY 2021 OCO**	**FY 2021 Total**
Previous President's Budget	24.005	34.448	35.260	-	35.260
Current President's Budget	24.005	29.448	29.420	-	29.420
Total Adjustments	0.000	-5.000	-5.840	-	-5.840
• Congressional General Reductions	-	-5.000			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Reprogramming to Cyber PE 0303140SE.	-	-	-1.273	-	-1.273
• Transfer DISS mission to DCSA - see note below.	-	-	-4.433	-	-4.433
• FVAP - DWR Reductions to rebaseline the FVAP.	-	-	-0.100	-	-0.100
• Economic Assumptions - revised inflation rates.	-	-	-0.034	-	-0.034

Change Summary Explanation

In the FY 2020 National Defense Authorization Act (NDAA), there is a congressional general reduction for unjustified growth of -$5,000 thousand.

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. The

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
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Defense Information System for Security (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. In FY 2021, responsibility for DISS, including cybersecurity support, will transfer to the Defense Counterintelligence and Security Agency (DCSA).

The Federal Voting Assistance Program (FVAP) -$100 thousand; per the Defense-Wide Reductions (DWR) FVAP will re-baseline RDT&E funding for analytical support of voter registration and participation rates.

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PE 0605803SE I *R&D in Support of DOD Enlistment, Testing and Evaluation* | | | | | Project (Number/Name)
1 I *Identity Credential Management (ICM)* | | | |

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
1: *Identity Credential Management (ICM)*	0.000	0.000	0.000	4.116	-	4.116	4.190	4.276	4.362	4.456	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, entitlements, and benefits verification. This funding will support the evaluation and testing emerging technologies that will develop more robust and secure capabilities for the Department's ICM program. ICM will also research capabilities such as improved remote identity proofing and self-service solutions, and micro-services that will enable more efficient credential delivery.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Identity Credential Management (ICM) *Description:* DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, entitlements, and benefits verification. This funding will support the evaluation and testing emerging technologies that will develop more robust and secure capabilities for the Department's ICM program. ICM will also research capabilities such as improved remote identity proofing and self-service solutions, and micro-services that will enable more efficient credential delivery. *FY 2020 Plans:* N/A *FY 2021 Plans:* Conduct remote in-person identity proofing pilot with partner organizations and hardware vendor. Complete in-depth study of identity management and credentialing improvement opportunities with feasibility analysis including high level functional requirements and cost estimates. Develop redesign architecture for enterprise identity management solutions for all eligible populations across all relevant identity products. Prioritize project solutions, phases, and complete full requirement documents. *FY 2020 to FY 2021 Increase/Decrease Statement:* This is the transfer of funds formerly under Project 10, EHRIS. Additional funding will be required to conduct a remote in-person identity proofing pilot.	0.000	0.000	4.116
Accomplishments/Planned Programs Subtotals	0.000	0.000	4.116

Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
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C. Other Program Funding Summary ($ in Millions)

 N/A

Remarks

 N/A

D. Acquisition Strategy

 N/A

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PE 0605803SE / R&D in Support of DOD
Enlistment, Testing and Evaluation | | | | Project (Number/Name)
2 / Office of People Analytics (OPA), Testing
and Assessment | | | | |

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
2: *Office of People Analytics (OPA), Testing and Assessment*	5.326	2.331	4.350	4.761	-	4.761	4.240	4.324	4.412	4.500	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The primary mission of OPA Testing and Assessment 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 more technically demanding military.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Office of People Analytics (OPA), Testing and Assessment	2.331	4.350	4.761

FY 2020 Plans:
Improve the efficiency of the test development, calibration, and validation process.
Continue research efforts on new measures/new content that could potentially be added to the ASVAB.
Build/Improve methods to conducted automated test item generation.

FY 2021 Plans:
Continue FY 2020 initiatives.

FY 2020 to FY 2021 Increase/Decrease Statement:
No significant changes.

	FY 2019	FY 2020	FY 2021
Accomplishments/Planned Programs Subtotals	2.331	4.350	4.761

C. Other Program Funding Summary ($ in Millions)
N/A
Remarks

D. Acquisition Strategy
N/A

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COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
3: *Personnel Accountability (PA)*	6.774	6.274	1.429	2.095	-	2.095	2.165	2.208	2.252	2.299	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 the 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, DoD, DOS and USAID contractors, and U.S. citizens. This includes DoD contracts, and contractor personnel tracking in support of military operations, 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, DOS and USAID system of record for accountability and visibility of contracts and contractor personnel authorized to operate in contingency and military operations. JPARR is a 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 tracking system that accounts for, and sustains visibility of noncombatant evacuees during evacuations.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Personnel Accountability (PA) *FY 2020 Plans:* Enhancements will include modernization and integration of the products in the PA program. Enhancements will also allow for development of new features within the SPOT, JAMMS and NTS systems to include additional online capabilities as required by the Joint DOTmLPF-P Change Recommendation for Operational Contract Support. *FY 2021 Plans:* Establish interconnectivity to other systems to improve personnel Accountability. Continue enhancement of NTS online capabilities, interface updates and improved automation. Complete the SPOT and JAMMS Joint DOTmLPF-P Change Recommendation for Operational Contract Support enhancements. *FY 2020 to FY 2021 Increase/Decrease Statement:* Continue to implement the base plans as specified: Establish interconnectivity to other systems to improve personnel Accountability. Continue enhancement of NTS online capabilities, interface updates and improved automation. Complete the SPOT and JAMMS Joint DOTmLPF-P Change Recommendation for Operational Contract Support enhancements.	6.274	1.429	2.095
Accomplishments/Planned Programs Subtotals	6.274	1.429	2.095

Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
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C. Other Program Funding Summary ($ in Millions)
 N/A

Remarks

D. Acquisition Strategy
 N/A

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COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
4: *Personnel Security Assurance (PSA)*	7.253	3.966	4.352	0.000	-	0.000	0.000	0.000	0.000	0.000	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 2019	FY 2020	FY 2021
Title: Personnel Security Assurance *FY 2020 Plans:* FY 2020 funding will be used to complete development of the DISS solution and finalize integration with Joint Verification System and National Background Investigation System interfaces. *FY 2021 Plans:* FY 2021 funds will be used to continue development of DISS interfaces with the National Background Investigation Services (NBIS). *FY 2020 to FY 2021 Increase/Decrease Statement:* No change.	3.966	4.352	0.000
Accomplishments/Planned Programs Subtotals	3.966	4.352	0.000

C. Other Program Funding Summary ($ in Millions)
 N/A
Remarks

D. Acquisition Strategy
 N/A

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R-1 Program Element (Number/Name)
PE 0605803SE I R&D in Support of DOD
Enlistment, Testing and Evaluation

Project (Number/Name)
05 I Federal Voting Assistance Program
(FVAP)

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
05: Federal Voting Assistance Program (FVAP)	0.800	0.764	0.678	0.692	-	0.692	0.699	0.699	0.715	0.731	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

FVAP administers many of the federal responsibilities of the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA) of 1986 and other federal military voter registration and assistance laws. FVAP works to ensure Service members, their eligible family members and overseas citizens are aware of their right to vote and have the tools and resources to successfully do so – from anywhere in the world. FVAP works to Increase the likelihood of interested Active Duty Members to use available FVAP resources to increase their level of awareness of available DoD voting assistance resources, which will increase the likelihood of returning their absentee ballot. FVAP conducts voting research projects with States, local election jurisdictions and private entities to assist UOCAVA voters to register to vote and submit their absentee ballot and improve federal, State and local election processes and procedures.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Federal Voting Assistance Program	0.764	0.678	0.692
Description: Federal Voting Assistance Program (FVAP) requires a research and analysis policy clearinghouse program that continues to research and present the value of key policy and technology topics that connects to the successful return of absentee balloting materials from military and overseas citizen voters pursuant to the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA).			
FY 2020 Plans: The program mission efforts continue from FY 2019.			
FY 2021 Plans: The Federal Voting Assistance Program (FVAP) will re-baseline RDT&E funding for analytical support of voter registration and participation rates.			
FY 2020 to FY 2021 Increase/Decrease Statement: FY 2021 funding was reduced by $100 thousand for the Defense-Wide Reductions (DWR).			
Accomplishments/Planned Programs Subtotals	0.764	0.678	0.692

C. Other Program Funding Summary ($ in Millions)
N/A

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Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400 *I* 6	**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 05 *I Federal Voting Assistance Program (FVAP)*

C. Other Program Funding Summary ($ in Millions)

Remarks

D. Acquisition Strategy

 N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity										Date: February 2020	

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) 6 / Enterprise Data Services (EDS)		

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
6: *Enterprise Data Services (EDS)*	0.134	4.678	12.684	17.088	-	17.088	10.152	0.522	0.535	0.541	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Supports research and development efforts on two critical projects, JOM and EDDIE. The Joint Officer Management (JOM) modernization initiative will support improvements in the Joint Manpower Information System's (JMIS) automation, reliability, accuracy, and system interoperability of the program that tracks and manages joint personnel officer readiness capability. The Enterprise Data to Decisions Information Environment (EDDIE) introduces a streamlined way to provide person based "data as a service" and "analytics as a service" to all of DoD and other Federal Agencies.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Enterprise Data Services (EDS) *FY 2020 Plans:* Continue JOM technical implementation. Provide JOM configuration management support. Conduct pilots of COTS EDDIE solutions Complete EDDIE Analysis of Alternatives Extend EDDIE self-service capability to selected user communities. *FY 2021 Plans:* Continue JOM technical implementation Provide JOM configuration management support. Deploy JOM to internal/user testing and Production Environments. Install, configure, and integrate software and middleware to host EDDIE. Implement EDDIE architecture and migrate data assets for inclusion in the pilot implementation. Create the software workflows and data governance processes necessary to store candidate data assets in the EDDIE system. Extend EDDIE self-service capability to selected user communities. *FY 2020 to FY 2021 Increase/Decrease Statement:* The EDS project increase from FY 2020 to FY 2021 supports increased levels of effort for both the JOM modernization project and the EDDIE project. FY 2020 is the initial year of development work for both projects; the scope of development and testing efforts will increase in FY 2021.	4.678	12.684	17.088
Accomplishments/Planned Programs Subtotals	4.678	12.684	17.088

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Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400 *I* 6	**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 6 *I Enterprise Data Services (EDS)*

C. Other Program Funding Summary ($ in Millions)
 N/A

Remarks

D. Acquisition Strategy
 N/A

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Appropriation/Budget Activity
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R-1 Program Element (Number/Name)
PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*

Project (Number/Name)
7 *I Defense Sexual Assault Incidents Database (DSAID)*

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
7: *Defense Sexual Assault Incidents Database (DSAID)*	5.502	1.734	2.551	0.668	-	0.668	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Defense Sexual Assault Incident Database (DSAID) is the integrated sexual assault prevention and response data collection and reporting system that accommodates a variety of uses, including the tracking of sexual assault victim support services, supports program administration, congressional reporting requirements and ad-hoc queries, and data analysis.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Defense Sexual Assault Incidents Database (DSAID)	1.734	2.551	0.668

FY 2020 Plans:
The Joint Services Provider (JSP) requires all systems to move out of the Pentagon enclave. This requirement necessitates SAPRO to move DSAID within the DMDC enclave in FY 2020.
FY 2019 requires the Department to expand Congressional reporting requirements to include data on collateral misconduct and expedited transfers for adult dependents. SAPRO will add required data elements as a new module in DSAID.

FY 2021 Plans:
The 2019 DoD Inspector General (DoDIG) Report requires the Department to develop and institute a process or system that documents consults or contacts with victims of sexual assault and any resulting referrals to victim support services if those contacts do not result in a formal sexual assault report. SAPRO will add required data elements as a new module in DSAID.

FY 2020 to FY 2021 Increase/Decrease Statement:
RDT&E funding profile was set to complete in FY 2020, a residual amount was carried into FY 2021 in order to execute restorals provided for in FY 2020. The following requirements will be completed with funding in FY 2020 and FY 2021.
Implement or update interfaces with the Service Investigative Agencies, Family Advocacy and Sexual Harassment Programs.
Add Service interface (e.g. Navy & USMC Resiliency Management system) to the Enhanced Reporting Capability Module.
Create additional Legal Officer (LO) Modules for Regional Judge Advocates, Academies, the National Guard Bureau (NGB), and the Coast Guard.

Accomplishments/Planned Programs Subtotals	1.734	2.551	0.668

C. Other Program Funding Summary ($ in Millions)
N/A

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Appropriation/Budget Activity 0400 *I* 6	**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 7 *I Defense Sexual Assault Incidents Database (DSAID)*

C. Other Program Funding Summary ($ in Millions)

Remarks

D. Acquisition Strategy
 N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity											Date: February 2020	
Appropriation/Budget Activity 0400 *I* 6				**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*					**Project (Number/Name)** 8 *I Computer/Electronic Accommodations Program (CAP)*			
COST ($ in Millions)	**Prior Years**	**FY 2019**	**FY 2020**	**FY 2021 Base**	**FY 2021 OCO**	**FY 2021 Total**	**FY 2022**	**FY 2023**	**FY 2024**	**FY 2025**	**Cost To Complete**	**Total Cost**
8: *Computer/Electronic Accommodations Program (CAP)*	0.290	1.245	0.000	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 Computer/Electronic Accommodations Program (CAP) Portal has been certified as a Defense Business System (DBS). This project helped 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 required modernization of the 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 were components and functionality that were no longer being utilized and others needed. The current codebase utilized an outdated framework that was difficult to maintain. The CAP Modernization Project implemented a .NET Model View Controller (MVC) framework to separate the business, display and input layers of the code. Restructuring CAP Portal was necessary to ensure flexibility and reliability. 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 provided 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 the CAP Portal were enhanced by this project, which provided a streamlined foundation on which to incorporate new internal processing workflow entitled ONE CAP. It provided the ability to implement new processes that reflect the current organization, roles, responsibilities, tasks and specific workflow and assignments. The modernization of technology ensured full integration of the new internal operating model.

B. Accomplishments/Planned Programs ($ in Millions)

	FY 2019	FY 2020	FY 2021
Title: The Computer/Electronic Accommodations Program (CAP)	1.245	-	-
Accomplishments/Planned Programs Subtotals	**1.245**	**-**	**-**

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity						**Date:** February 2020					
Appropriation/Budget Activity 0400 *I* 6				**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*				**Project (Number/Name)** 10 *I Enterprise Human Resource Infor System(EHRIS)*			

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
10: *Enterprise Human Resource Infor System(EHRIS)*	11.412	3.013	3.404	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Enterprise Human Resources (HR) Information Systems (EHRIS) is responsible for developing and maintaining the Information Technology (IT) systems that support Civilian Personnel processes across DoD. In compliance with a 2018 Reform Management Group decision, DMDC has begun migrating the Human Resources Core capabilities onto a Software-as-a-Service (SaaS) offering. SaaS solutions do not require development, so this project has been realigned to a new project line below (Identity Credential Management (ICM)), which provides much of the underlying identification and authorization activities for Department personnel.

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2019**	**FY 2020**	**FY 2021**
Title: Enterprise Human Resource Infor System (EHRIS) *FY 2020 Plans:* Continue exploring ways of transforming portfolio from on premise IT support to SaaS Configure SaaS to replace attendance support Configure SaaS to replace/enhance Competency Management and Talent Management Explore Benefits Management capability in SaaS offering *FY 2020 to FY 2021 Increase/Decrease Statement:* Funding will transfer to Project 10, Identity Credential Management (ICM).	3.013	3.404	-
Accomplishments/Planned Programs Subtotals	3.013	3.404	-

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

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Exhibit R-2, RDT&E Budget Item Justification: PB 2021 DoD Human Resources Activity											Date: February 2020	

Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 6: *RDT&E Management Support*					R-1 Program Element (Number/Name) PE 0303140SE *I DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation*							

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
Total Program Element	-	0.000	0.000	1.112	-	1.112	0.856	0.511	0.515	0.523	Continuing	Continuing
1: *Enterprise Data Services (EDS)*	-	0.000	0.000	0.774	-	0.774	0.471	0.121	0.121	0.129	Continuing	Continuing
2: *Identity Credential Management (ICM)*	-	0.000	0.000	0.262	-	0.262	0.316	0.319	0.322	0.322	Continuing	Continuing
3: *Personnel Accountability (PA)*	-	0.000	0.000	0.076	-	0.076	0.069	0.071	0.072	0.072	Continuing	Continuing

Note

In accordance with the directive from the Office of the Under Secretary of Defense regarding identifying cyber-related funding, DHRA has established a Program Element (PE) for Cyber - 0303140SE.   A total of $1,273 thousand was transferred to the cyber PE from PE 0605803SE in FY 2021. Subsequently, the PSA portion of the cyber funds in FY 2021 ($161 thousand) and remaining outyears, will be transferred to the Defense Counterintelligence and Security Agency (DCSA), along with the non-cyber funding for the Defense Information System for Security (DISS) program. The cyber PE of 0303140SE consists of the remaining programs: EDS, ICM, and PA.

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 support cybersecurity improvements across the DHRA enterprise.

Project 1: Enterprise Data Services (EDS). Supports the cybersecurity activities related to DMDC's EDS mission. EDS is addressing two critical projects in FY 2021: 1) The Joint Officer Management (JOM) modernization initiative and 2)The development of the Enterprise Data to Decisions Information Environment (EDDIE).
The legacy system JOM system was built in the 1990s and requires extensive redevelopment to resolve existing security issues and ensure new development complies with Department cybersecurity policies.

EDDIE introduces a streamlined way to provide person based "data as a service" and "analytics as a service" to all of DoD and other Federal Agencies. EDDIE will assist decision makers in forming relevant questions, retrieving pertinent information, and informing policy and program changes. In FY 2021 development will begin based on the findings of the Analysis of Alternatives; ensuring compliance with cybersecurity policies during and after this initial implementation will be a key component of successful system delivery. This funding will be used to obtain support from cybersecurity experts during development.

Project 2: Identity Credential Management (ICM). DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, entitlements, and benefits verification. This funding will support the evaluation and testing emerging technologies that will develop more robust and secure capabilities for the Department's ICM program, including the analysis of the security posture of these technologies.

PE 0303140SE: *DHRA Cyber - R&D in Support of DOD Enli...*
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Exhibit R-2, **RDT&E Budget Item Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 6: *RDT&E Management Support*		**R-1 Program Element (Number/Name)** PE 0303140SE *I DHRA Cyber - R&D in Support of DOD Enlistment, Testing and* *Evaluation*

Project 3: Personnel Accountability (PA). This program is comprised of several systems, including: Synchronized Pre-deployment Operational Tracker Enterprise Suite (SPOT-ES), Joint Personnel Accountability Reconciliation and Reporting (JPARR), Defense Travel System (DTS)/Defense Travel System Modernization 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, DoD, DoS and USAID contractors and U.S. citizens. This includes DoD travel, contracts, and contractor personnel tracking in support of military operations, 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 funding will be used to obtain support from cybersecurity experts during the modernization of these systems.

Note: The Personnel Security Assurance (PSA) program 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. 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. In FY 2021, responsibility for DISS, including cybersecurity support, will transfer to the Defense Counterintelligence and Security Agency (DCSA).

B. Program Change Summary ($ in Millions)

	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total
Previous President's Budget	0.000	0.000	1.112	-	1.112
Current President's Budget	0.000	0.000	1.112	-	1.112
Total Adjustments	0.000	0.000	0.000	-	0.000
• Congressional General Reductions	-	0.000			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

Change Summary Explanation
Reflects the transfer of cyber funds to this PE.

Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity		Date: February 2020
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0303140SE / DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation	**Project (Number/Name)** 1 / Enterprise Data Services (EDS)

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
1: Enterprise Data Services (EDS)	-	0.000	0.000	0.774	-	0.774	0.471	0.121	0.121	0.129	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Supports cybersecurity research and development efforts on two critical projects, The Joint Officer Management (JOM) modernization initiative and Enterprise Data to Decisions Information Environment (EDDIE). The JOM modernization initiative will support cybersecurity improvements to the program that tracks and manages joint personnel officer readiness capability. EDDIE funding will be used to provide cybersecurity support during the development of a system to provide person based "data as a service" and "analytics as a service" to all of DoD and other Federal Agencies.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Enterprise Data Services (EDS) **Description:** Supports cybersecurity research and development efforts on two critical projects, the Joint Officer Management (JOM) modernization initiative and Enterprise Data to Decisions Information Environment (EDDIE). **FY 2021 Plans:** Provide cybersecurity support for JOM implementation. Provide cybersecurity support for the initial development efforts of EDDIE. **FY 2020 to FY 2021 Increase/Decrease Statement:** The FY 2021 funding represents the cyber portion of the effort for both the JOM modernization project and the EDDIE project.	0.000	-	0.774
Accomplishments/Planned Programs Subtotals	0.000	-	0.774

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

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Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity										**Date:** February 2020	
Appropriation/Budget Activity 0400 *I* 6				**R-1 Program Element (Number/Name)** PE 0303140SE *I DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation*						**Project (Number/Name)** 2 *I Identity Credential Management (ICM)*	

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
2: *Identity Credential Management (ICM)*	-	0.000	0.000	0.262	-	0.262	0.316	0.319	0.322	0.322	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, entitlements, and benefits verification. This funding will support the evaluation and testing emerging technologies that will develop more robust and secure capabilities for the Department's ICM program, including the analysis of the security posture of these technologies.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Identity Credential Management (ICM) *Description:* DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, entitlements, and benefits verification. This funding will support the evaluation and testing emerging technologies that will develop more robust and secure capabilities for the Department's ICM program, including the analysis of the security posture of these technologies. *FY 2021 Plans:* Provide cybersecurity support to identity proofing pilot. *FY 2020 to FY 2021 Increase/Decrease Statement:* The FY 2021 funding represents the cyber portion of the ICM in support of the identity proofing pilot.	0.000	-	0.262
Accomplishments/Planned Programs Subtotals	0.000	-	0.262

C. Other Program Funding Summary ($ in Millions)
 N/A
Remarks

D. Acquisition Strategy
 N/A

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Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity										**Date:** February 2020	
Appropriation/Budget Activity 0400 I 6				**R-1 Program Element (Number/Name)** PE 0303140SE *I DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation*						**Project (Number/Name)** 3 *I Personnel Accountability (PA)*	

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
3: *Personnel Accountability (PA)*	-	0.000	0.000	0.076	-	0.076	0.069	0.071	0.072	0.072	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Personnel Accountability program is comprised of several systems, including: Synchronized Pre-deployment Operational Tracker Enterprise Suite (SPOT-ES), Joint Personnel Accountability Reconciliation and Reporting (JPARR), Defense Travel System (DTS)/Defense Travel System Modernization and Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This funding will be used to obtain support from cybersecurity experts during the modernization of these systems.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2019	FY 2020	FY 2021
Title: Personnel Accountability (PA)	0.000	-	0.076
Description: The Personnel Accountability program is comprised of several systems, including: Synchronized Pre-deployment Operational Tracker Enterprise Suite (SPOT-ES), Joint Personnel Accountability Reconciliation and Reporting (JPARR), Defense Travel System (DTS)/Defense Travel System Modernization and Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This funding will be used to obtain support from cybersecurity experts during the modernization of these systems. *FY 2021 Plans:* Provide cybersecurity expertise during the development of enhancements to the SPOT, JAMMS and NTS systems to include additional online capabilities as required by the Joint DOTmLPF-P Change Recommendation for Operational Contract Support. *FY 2020 to FY 2021 Increase/Decrease Statement:* The FY 2021 funding represents the cyber portion for support in the modernization of the systems.			
Accomplishments/Planned Programs Subtotals	0.000	-	0.076

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

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Exhibit R-2, RDT&E Budget Item Justification: PB 2021 DoD Human Resources Activity	Date: February 2020

Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 6: *RDT&E Management Support*	R-1 Program Element (Number/Name) PE 0808709SE *I Defense Equal Opportunity Management Institute (DEOMI)*

COST ($ in Millions)	Prior Years (+)	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
Total Program Element	0.000	0.000	0.100	0.100	-	0.100	0.100	0.100	0.100	0.102	Continuing	Continuing
1: *Defense Equal Opportunity Management Institute (DEOMI)*	0.000	0.000	0.100	0.100	-	0.100	0.100	0.100	0.100	0.102	Continuing	Continuing

(+) The sum of all Prior Years is $0.000 million less than the represented total due to several projects ending

A. Mission Description and Budget Item Justification

DEOMI's mission is to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness.

To accomplish this mission, DEOMI uses RDT&E funds to support the management of both basic and applied research initiatives / programs. This includes:
• The research, development, testing, evaluation, and transition of new DEOMI curriculum, technologies, training resources, and human relations job-aids.
• Policy and strategy development support to DMOC, ODEI, SAPRO, and other high-level DoD organizations.
• DEOMI's Summer Faculty Research Program, Summer STEM internship program, and collaborations with external academic and government agencies.

Together, these initiatives ensure DEOMI fields up-to-date training programs and deploys cutting edge training and support technologies / materials across the DoD. This is required by Executive Orders 13111 and 13218, which mandate all federal agencies to take full advantage of technological advances to educate and train the workforce, to ensure employees acquire the skills and learning needed to succeed in a changing workplace, and to report on the training technologies used.

B. Program Change Summary ($ in Millions)

	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total
Previous President's Budget	0.000	0.100	0.100	-	0.100
Current President's Budget	0.000	0.100	0.100	-	0.100
Total Adjustments	0.000	0.000	0.000	-	0.000
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

Congressional Add Details ($ in Millions, and Includes General Reductions)	FY 2019	FY 2020
Project: 1: *Defense Equal Opportunity Management Institute (DEOMI)*		
Congressional Add: *None*	0.000	-

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 6: *RDT&E Management Support*	**R-1 Program Element (Number/Name)** PE 0808709SE *I Defense Equal Opportunity Management Institute (DEOMI)*	

Congressional Add Details ($ in Millions, and Includes General Reductions)	**FY 2019**	**FY 2020**
Congressional Add Subtotals for Project: 1	0.000	-
Congressional Add Totals for all Projects	0.000	-

Change Summary Explanation
N/A

PE 0808709SE: *Defense Equal Opportunity Management Ins...*
DoD Human Resources Activity

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Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity										Date: February 2020	
Appropriation/Budget Activity 0400 / 6				**R-1 Program Element (Number/Name)** PE 0808709SE / Defense Equal Opportunity Management Institute (DEOMI)					**Project (Number/Name)** 1 / Defense Equal Opportunity Management Institute (DEOMI)		

COST ($ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
1: *Defense Equal Opportunity Management Institute (DEOMI)*	0.000	0.000	0.100	0.100	-	0.100	0.100	0.100	0.100	0.102	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Transfer from the U.S. Air Force

B. Accomplishments/Planned Programs ($ in Millions)

	FY 2019	FY 2020	FY 2021
Title: Defense Equal Opportunity Management Institute (DEOMI) **Description:** DEOMI's mission is to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness. **FY 2020 Plans:** Current ongoing projects include: Office of Naval Research (ONR) Summer Faculty Research Program, ONR Summer STEM program, compliance with new DEOMI requirements outlined in DoDI 1020.03, and the DEOMI High Fidelity Virtual Puppeteering Simulation Facilitator/EOA Training Platform. **FY 2021 Plans:** Continued support and development of the outlined FY 2020 initiatives. **FY 2020 to FY 2021 Increase/Decrease Statement:** No Change.	0.000	0.100	0.100
Accomplishments/Planned Programs Subtotals	0.000	0.100	0.100

	FY 2019	FY 2020
Congressional Add: None **FY 2019 Accomplishments:** N/A	0.000	-
Congressional Adds Subtotals	0.000	-

C. Other Program Funding Summary ($ in Millions)

N/A

PE 0808709SE: *Defense Equal Opportunity Management Ins...*
DoD Human Resources Activity

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Exhibit R-2A, **RDT&E Project Justification:** PB 2021 DoD Human Resources Activity		**Date:** February 2020
Appropriation/Budget Activity 0400 *I* 6	**R-1 Program Element (Number/Name)** PE 0808709SE *I Defense Equal Opportunity Management Institute (DEOMI)*	**Project (Number/Name)** 1 *I Defense Equal Opportunity Management Institute (DEOMI)*

C. Other Program Funding Summary ($ in Millions)

Remarks
 DEOMI transferred to DHRA in FY 2020 from the U.S. Air Force.

D. Acquisition Strategy
 N/A

PE 0808709SE: *Defense Equal Opportunity Management Ins...*
DoD Human Resources Activity

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