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**Department of Defense
Fiscal Year (FY) 2022 Budget Estimates**

May 2021



DoD Human Resources Activity

Defense-Wide Justification Book Volume 5 of 5

Research, Development, Test & Evaluation, Defense-Wide

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DoD Human Resources Activity • Budget Estimates FY 2022 • RDT&E Program

Table of Volumes

Defense Advanced Research Projects Agency..... Volume 1

Missile Defense Agency..... Volume 2

Office of the Secretary Of Defense..... Volume 3

Chemical and Biological Defense Program.....Volume 4

Defense Contract Audit Agency..... Volume 5

Defense Contract Management Agency..... Volume 5

Defense Counterintelligence and Security Agency..... Volume 5

Defense Information Systems Agency.....Volume 5

Defense Logistics Agency.....Volume 5

Defense Security Cooperation Agency..... Volume 5

Defense Technical Information Center.....Volume 5

Defense Threat Reduction Agency.....Volume 5

DoD Human Resources Activity..... Volume 5

Operational Test and Evaluation, Defense..... Volume 5

Space Development Agency..... Volume 5

The Joint Staff..... Volume 5

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DoD Human Resources Activity • Budget Estimates FY 2022 • RDT&E Program

United States Special Operations Command..... Volume 5
Washington Headquarters Services..... Volume 5

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DoD Human Resources Activity • Budget Estimates FY 2022 • RDT&E Program

Volume 5 Table of Contents

Comptroller Exhibit R-1..... Volume 5 - v
Program Element Table of Contents (by Budget Activity then Line Item Number).....Volume 5 - xi
Program Element Table of Contents (Alphabetically by Program Element Title).....Volume 5 - xiii
Exhibit R-2s..... Volume 5 - 1

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Department of Defense
FY 2022 President's Budget
Exhibit R-1 FY 2022 President's Budget
Total Obligational Authority
(Dollars in Thousands)

05 May 2021

<u>Appropriation</u>	<u>FY 2020</u> <u>Actual*</u>	<u>FY 2021</u> <u>Enacted**</u>	<u>FY 2022</u> <u>Request</u>
Research, Development, Test & Eval, DW	36,843	37,919	27,509
Total Research, Development, Test & Evaluation	36,843	37,919	27,509

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Department of Defense
 FY 2022 President's Budget
 Exhibit R-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

05 May 2021

Summary Recap of Budget Activities	FY 2020 Actual*	FY 2021 Enacted**	FY 2022 Request
System Development & Demonstration	7,295	7,287	7,205
Management Support	29,548	30,632	20,304
Total Research, Development, Test & Evaluation	36,843	37,919	27,509
Summary Recap of FYDP Programs			
Intelligence and Communications		1,112	853
Research and Development	36,743	36,707	25,967
Training Medical and Other	100	100	689
Total Research, Development, Test & Evaluation	36,843	37,919	27,509

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Defense-Wide
FY 2022 President's Budget
Exhibit R-1 FY 2022 President's Budget
Total Obligational Authority
(Dollars in Thousands)

05 May 2021

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Defense-Wide
FY 2022 President's Budget
Exhibit R-1 FY 2022 President's Budget
Total Obligational Authority
(Dollars in Thousands)

05 May 2021

Appropriation -----	FY 2020 Actual*	FY 2021 Enacted**	FY 2022 Request
Defense Human Resources Activity	36,843	37,919	27,509
Total Research, Development, Test & Evaluation	36,843	37,919	27,509

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Defense-Wide
 FY 2022 President's Budget
 Exhibit R-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

05 May 2021

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

Line No	Element Number	Program Item	Act	FY 2020 Actual*	FY 2021 Enacted**	FY 2022 Request	Sec
133	0605021SE	Homeland Personnel Security Initiative	05	7,295	7,287	7,205	U
		System Development & Demonstration		7,295	7,287	7,205	
174	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	29,448	29,420	18,762	U
187	0303140SE	Information Systems Security Program	06		1,112	853	U
196	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	100	100	689	U
		Management Support		29,548	30,632	20,304	
Total Research, Development, Test & Eval, DW				36,843	37,919	27,509	

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Defense Human Resources Activity
 FY 2022 President's Budget
 Exhibit R-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

05 May 2021

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

Line No	Element Number	Program Item	Act	FY 2020 Actual*	FY 2021 Enacted**	FY 2022 Request	Sec
133	0605021SE	Homeland Personnel Security Initiative	05	7,295	7,287	7,205	U
		System Development & Demonstration		7,295	7,287	7,205	
174	0605803SE	R&D in Support of DoD Enlistment, Testing and Evaluation	06	29,448	29,420	18,762	U
187	0303140SE	Information Systems Security Program	06		1,112	853	U
196	0808709SE	Defense Equal Opportunity Management Institute (DEOMI)	06	100	100	689	U
		Management Support		29,548	30,632	20,304	
Total Defense Human Resources Activity				36,843	37,919	27,509	

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DoD Human Resources Activity • Budget Estimates FY 2022 • RDT&E Program

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

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

Line #	Budget Activity	Program Element Number	Program Element Title	Page
133	05	0605021SE	Homeland Personnel Security Initiative.....	Volume 5 - 1

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

Line #	Budget Activity	Program Element Number	Program Element Title	Page
174	06	0605803SE	R&D in Support of DOD Enlistment, Testing and Evaluation.....	Volume 5 - 19
187	06	0303140SE	DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation.....	Volume 5 - 37
196	06	0808709SE	Defense Equal Opportunity Management Institute (DEOMI).....	Volume 5 - 45

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DoD Human Resources Activity • Budget Estimates FY 2022 • RDT&E Program

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

Program Element Title	Program Element Number	Line #	BA	Page
DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation	0303140SE	187	06.....	Volume 5 - 37
Defense Equal Opportunity Management Institute (DEOMI)	0808709SE	196	06.....	Volume 5 - 45
Homeland Personnel Security Initiative	0605021SE	133	05.....	Volume 5 - 1
R&D in Support of DOD Enlistment, Testing and Evaluation	0605803SE	174	06.....	Volume 5 - 19

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Exhibit R-2, RDT&E Budget Item Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

Appropriation/Budget Activity					R-1 Program Element (Number/Name)							
0400: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 5: System Development & Demonstration (SDD)</i>					PE 0605021SE / <i>Homeland Personnel Security Initiative</i>							
COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
Total Program Element	5.189	7.295	7.287	7.205	-	7.205	-	-	-	-	-	-
01: <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>	5.189	0.295	0.295	0.300	-	0.300	-	-	-	-	-	-
02: <i>Enterprise Data Services (EDS)</i>	0.000	4.200	4.195	0.000	-	0.000	-	-	-	-	-	-
03: <i>Identity Credential Management (ICM)</i>	0.000	2.800	2.797	6.905	-	6.905	-	-	-	-	-	-

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 development of Mission Partner Identity, Credential and Access Management (ICAM) services such as the Mission Partner Registry, Multi-Factor Authentication Credential Registry and Backend Attribute Exchange to facilitate the registration and sponsorship of DoD Mission Partner's and their externally issued credentials and the associated attribute exchange service to facilitate Mission Partner access to DoD Assets. 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) program supports the DoD Chief Information Officer's Identity, Credential and Access Management (ICAM) initiatives.

B. Program Change Summary (\$ in Millions)

	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total
Previous President's Budget	7.295	7.287	7.297	-	7.297
Current President's Budget	7.295	7.287	7.205	-	7.205
Total Adjustments	0.000	0.000	-0.092	-	-0.092
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments for inflation rates.	-	-	-0.092	-	-0.092

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Exhibit R-2, RDT&E Budget Item Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 5: System Development & Demonstration (SDD)</i>	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>
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Change Summary Explanation

No change.

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity										Date: May 2021		
Appropriation/Budget Activity 0400 / 5					R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative				Project (Number/Name) 01 / Homeland Security Presidential Directive (HSPD-12) Initiative			
COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
01: Homeland Security Presidential Directive (HSPD-12) Initiative	5.189	0.295	0.295	0.300	-	0.300	-	-	-	-	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-	-	-

A. Mission Description and Budget Item Justification

Homeland Security Presidential Directive (HSPD-12) Initiative: HSPD-12 and the Federal Information Processing Standard (FIPS) Special Publication 201 require Federal Agencies to issue a Personal Identification Verification (PIV) card to enable rapid electronic authentication for all Government employees, uniformed service members, and contractors. Real-time Automated Personnel Identification System (RAPIDS) is the DoD enterprise capability that issues the Common Access Card (CAC) (DoD's implementation of the PIV card) and enables updates to DEERS, thus providing an enterprise-wide credential for both physical and logical access to DoD facilities and networks.

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

	FY 2020	FY 2021	FY 2022
Title: Defense Enrollment Eligibility Reporting System/HSPD-12	0.295	0.295	0.300
Description: HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors.			
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 2022 Plans: HSPD-12: FY 2022 HSPD-12 RDT&E funds will be used to continue progress made in FY 2021 to comply with the improved standards and to ensure the security of the CAC.			
FY 2021 to FY 2022 Increase/Decrease Statement: HSPD-12: No change.			
Accomplishments/Planned Programs Subtotals	0.295	0.295	0.300

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

N/A

Remarks

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 01 / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>

D. Acquisition Strategy

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

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2022 DoD Human Resources Activity **Date:** May 2021

Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative	Project (Number/Name) 01 / Homeland Security Presidential Directive (HSPD-12) Initiative
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Test and Evaluation (\$ in Millions)				FY 2020		FY 2021		FY 2022 Base		FY 2022 OCO		FY 2022 Total	Cost To Complete	Total Cost	Target Value of Contract
Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost	Award Date	Cost			
Homeland Personnel Security Directive (HSPD-12) Initiative	C/IDIQ	Gulf Coast Enterprise : Pensacola, FL	5.189	0.295	Dec 2019	0.295	Dec 2020	0.300		-		0.300	Continuing	Continuing	-
Subtotal			5.189	0.295		0.295		0.300		-		0.300	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 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	5.189	0.295	0.295	0.300	-	0.300	Continuing	Continuing	N/A

Remarks

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Exhibit R-4, RDT&E Schedule Profile: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 01 / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>

FY 2020				FY 2021				FY 2022				FY 2023				FY 2024				FY 2025				FY 2026			
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

<i>Homeland Security Presidential Directive (HSPD-12)</i>	
HSPD-12	██████████

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Exhibit R-4A, RDT&E Schedule Details: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 01 / <i>Homeland Security Presidential Directive (HSPD-12) Initiative</i>

Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<i>Homeland Security Presidential Directive (HSPD-12)</i>				
HSPD-12	1	2021	4	2021

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

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)
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
02: Enterprise Data Services (EDS)	0.000	4.200	4.195	0.000	-	0.000	-	-	-	-	-	-
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 the Defense Manpower Data Center (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 2020	FY 2021	FY 2022
Title: Enterprise Data Services	4.200	4.195	0.000
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 2021 Plans: Finish development and testing on the back-end attribute exchange and implement solutions to deploy full operation capability. FY 2021 RDT&E funds will be used to develop and field the initial operating capability of the back-end attribute exchange in support of authentication for mission partners to access DoD networks and resources.			
FY 2022 Plans: None.			
FY 2021 to FY 2022 Increase/Decrease Statement: Realigned program capability and funding to Identity Credential Management (ICM).			
Accomplishments/Planned Programs Subtotals	4.200	4.195	0.000

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

N/A

Remarks

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 02 / <i>Enterprise Data Services (EDS)</i>

D. Acquisition Strategy
N/A

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2022 DoD Human Resources Activity **Date:** May 2021

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)
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Product Development (\$ in Millions)				FY 2020		FY 2021		FY 2022 Base		FY 2022 OCO		FY 2022 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
Enterprise Data Services	C/IDIQ	DHRA : TBD	-	4.200	Jul 2020	4.195	Jul 2021	0.000		-		0.000	-	-	-
Subtotal			-	4.200		4.195		0.000		-		0.000	-	-	N/A

Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	Cost To Complete	Total Cost	Target Value of Contract
-	4.200	4.195	0.000	-	0.000	-	-	N/A

Remarks

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Exhibit R-4, RDT&E Schedule Profile: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 02 / <i>Enterprise Data Services (EDS)</i>

FY 2020				FY 2021				FY 2022				FY 2023				FY 2024				FY 2025				FY 2026			
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	[REDACTED]

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Exhibit R-4A, RDT&E Schedule Details: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 02 / <i>Enterprise Data Services (EDS)</i>

Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<i>Enterprise Data Services</i>				
Enterprise Data Services	2	2020	2	2021

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative	Project (Number/Name) 03 / Identity Credential Management (ICM)
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
03: <i>Identity Credential Management (ICM)</i>	0.000	2.800	2.797	6.905	-	6.905	-	-	-	-	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-	-	-

A. Mission Description and Budget Item Justification

Identity Credential Management establishes DHRA/Defense Manpower Data Center (DMDC) as the Enterprise Identity and 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, centralized enterprise credential registry service, and a mission partner registration/sponsorship service.

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

	FY 2020	FY 2021	FY 2022
Title: Identity Credential Management	2.800	2.797	6.905
Description: Identity Credential Management establishes DHRA/DMDC as the Enterprise Identity and 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, centralized enterprise credential registry service, and a mission partner registration/sponsorship service.			
FY 2021 Plans: FY 2021 RDT&E funds will be used to develop and deploy an initial operating capability for mission partner registration services.			
FY 2022 Plans: FY 2022 RDT&E funds will be used to develop the full operating capability of the mission partner registration services and multi-factor authentication registration services. Develop and test a proof of concept to enhance self-service capabilities for the issuance of the Uniformed Services Identification Card (USID) card.			
FY 2021 to FY 2022 Increase/Decrease Statement: In FY 2022 the scope of the mission partner registration services expands to include the ability to support additional credentials and mission partner types in support of the establishment of a zero-trust environment. Program funding realigned to ICM from Enterprise Data Services (EDS).			
Accomplishments/Planned Programs Subtotals	2.800	2.797	6.905

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

N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 03 / <i>Identity Credential Management (ICM)</i>

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

Remarks

N/A

D. Acquisition Strategy

N/A

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2022 DoD Human Resources Activity												Date: May 2021		
Appropriation/Budget Activity 0400 / 5						R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative						Project (Number/Name) 03 / Identity Credential Management (ICM)		

Product Development (\$ in Millions)				FY 2020		FY 2021		FY 2022 Base		FY 2022 OCO		FY 2022 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	6.905		-		6.905	Continuing	Continuing	N/A
Subtotal			-	2.800		2.797		6.905		-		6.905	Continuing	Continuing	N/A
			Prior Years	FY 2020		FY 2021		FY 2022 Base		FY 2022 OCO		FY 2022 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals			-	2.800		2.797		6.905		-		6.905	Continuing	Continuing	N/A

Remarks

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Exhibit R-4, RDT&E Schedule Profile: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 03 / <i>Identity Credential Management (ICM)</i>

FY 2020				FY 2021				FY 2022				FY 2023				FY 2024				FY 2025				FY 2026			
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

<i>Identity Credential Management</i>	
Identity Credential Management	

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Exhibit R-4A, RDT&E Schedule Details: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 5	R-1 Program Element (Number/Name) PE 0605021SE / <i>Homeland Personnel Security Initiative</i>	Project (Number/Name) 03 / <i>Identity Credential Management (ICM)</i>

Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<i>Identity Credential Management</i>				
Identity Credential Management	1	2020	4	2021

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Exhibit R-2, RDT&E Budget Item Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

Appropriation/Budget Activity 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
Total Program Element	59.961	29.448	29.420	18.762	-	18.762	-	-	-	-	-	-
1: Identity Credential Management (ICM)	0.000	0.000	4.116	2.892	-	2.892	-	-	-	-	-	-
2: Office of People Analytics (OPA), Testing and Assessment	7.657	4.350	4.761	3.935	-	3.935	-	-	-	-	-	-
3: Personnel Accountability (PA)	13.048	1.429	2.095	0.000	-	0.000	-	-	-	-	-	-
4: Personnel Security Assurance (PSA)	11.219	4.352	0.000	0.000	-	0.000	-	-	-	-	-	-
05: Federal Voting Assistance Program (FVAP)	1.564	0.678	0.692	0.791	-	0.791	-	-	-	-	-	-
6: Enterprise Data Services (EDS)	4.812	12.684	17.088	10.577	-	10.577	-	-	-	-	-	-
7: Defense Sexual Assault Incidents Database (DSAID)	7.236	2.551	0.668	0.000	-	0.000	-	-	-	-	-	-
08: Personnel Accountability and Security (PAS)	0.000	0.000	0.000	0.567	-	0.567	-	-	-	-	-	-
10: Enterprise Human Resource Infor System(EHRIS)	14.425	3.404	0.000	0.000	-	0.000	-	-	-	-	-	-

Note
 PSA funding for the Defense Information System for Security (DISS) mission transferred to the Defense Counterintelligence and Security Agency (DCSA) beginning in FY 2021.

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 for FY 2021 and FY 2022 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. The remaining PSA funding, along with all PA funding, will be moved into a new program, Personnel Accountability and Security (PAS) starting in FY 2022.

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2022 DoD Human Resources Activity	Date: May 2021
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Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> / BA 6: <i>RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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A. Mission Description and Budget Item Justification

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

Project 1: Identity Credential Management (ICM). The Defense Manpower Data Center (DMDC) executes DHRA's responsibility to provide a central source of identification and authorization of people throughout their affiliation with DoD for identity protection, security, and entitlements and benefits verification. This funding will support the evaluation and testing of emerging technologies that will develop more robust and secure capabilities for the Department's ICM program. ICM will also research capabilities such as improved 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 decreasing 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: This program will transfer to Personnel Accountability and Security program as of FY 2022. The Personnel Accountability (PA) program is comprised of several systems undergoing development and testing, including the Synchronized Pre-deployment Operational Tracker Enterprise Suite (SPOT-ES) and Suite of Systems. The PA 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 data 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 program will transfer to Personnel Accountability and Security program as of FY 2022.

Project 4: Personnel Security Assurance (PSA). The Defense Information System for Security (DISS) program transferred to Defense Counterintelligence Security Agency (DCSA) beginning in FY 2021.

Project 5: The Federal Voting Assistance Program (FVAP) administers many of the federal responsibilities of the Uniformed and Overseas Citizens Absentee Voting Act (UCAVA) 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 level of awareness of available DoD voting assistance resources among Active Duty Members, in order to increase the likelihood of returning their absentee ballots. FVAP

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2022 DoD Human Resources Activity	Date: May 2021
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Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide I BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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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 2022: 1) JOM and 2) EDDIE. The Joint Officer Management (JOM) modernization initiative supports 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 and will continue to expand DHRA data asset holding within the Advana platform. 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.

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, as well as supporting 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: Personnel Accountability and Security (PAS) is a new program that subsumes the Personnel Accountability (PA) program with the remaining Personnel Security Assurance (PSA) program.

The Personnel Accountability and Security (PAS) program is comprised of several systems undergoing development and testing, including: Synchronized Pre-Deployment Operational Tracker Enterprise Suite (SPOT-ES). The PA 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 data includes DoD travel, contracts, and

UNCLASSIFIED

Exhibit R-2, RDT&E Budget Item Justification: PB 2022 DoD Human Resources Activity	Date: May 2021
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Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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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 10: Enterprise Human Resources (HR) Information Systems (EHRIS) funding transferred to Identity Credential Access Management (ICAM) beginning in FY 2021. 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, the Defense Manpower Data Center (DMDC) began migrating the Human Resources Core and Performance Management (PM/Goal Management) capabilities onto a Software-as-a-Service (SaaS) offering.

B. Program Change Summary (\$ in Millions)	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total
Previous President's Budget	29.448	29.420	21.446	-	21.446
Current President's Budget	29.448	29.420	18.762	-	18.762
Total Adjustments	0.000	0.000	-2.684	-	-2.684
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustment for underexecution.	-	-	-2.522	-	-2.522
• Adjustment for inflation.	-	-	-0.262	-	-0.262
• Adjustment for restoration of FVAP.	-	-	0.100	-	0.100

Change Summary Explanation

FY 2022 adjusted for under execution, inflation changes, and restoration of FVAP.

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity										Date: May 2021		
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) 1 / Identity Credential Management (ICM)			
COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
1: Identity Credential Management (ICM)	0.000	0.000	4.116	2.892	-	2.892	-	-	-	-	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Defense Manpower Data Center (DMDC) executes DHRA's responsibility to provide a central source of identification and authorization of people throughout their affiliation with DoD for identity protection, security, and 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. In FY 2022, ICM will enter phase 2 of its modernization initiative. In phase 2, ICM will develop and test a proof of concept for the issuance of the Uniformed Services Identification Card (USID) card. In addition, this investment funding will be used to evaluate the feasibility to adopt micro-services, and to implement a web-based architecture to replace the legacy Real-time Automated Personnel Identification System and the Common Access Card (RAPIDS/CAC) infrastructure.

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

	FY 2020	FY 2021	FY 2022
Title: Identity Credential Management (ICM)	0.000	4.116	2.892
Description: DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people throughout their affiliation with DoD for identity protection, security, and 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 self-service solutions, and micro-services that will enable more efficient credential delivery.			
FY 2021 Plans: Complete in-depth study of identity management and credentialing improvement opportunities with feasibility analysis including high level functional requirements and cost estimates.			
FY 2022 Plans: Develop architecture for enterprise identity management solutions for all eligible populations across all relevant identity products. Prioritize project solutions, phases, and complete full requirement documents. Research and evaluate micro-services as a means to modernize the Real-time Automated Personnel Identification System and the Common Access Card (RAPIDS/CAC) solution.			
FY 2021 to FY 2022 Increase/Decrease Statement:			

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021
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) 1 / Identity Credential Management (ICM)

B. Accomplishments/Planned Programs (\$ in Millions)	FY 2020	FY 2021	FY 2022
The budget is being re-phased to allow for better obligation rate execution. Execution of funds was in Q4 but has been re-phased to allow earlier execution in FY 2023.			
Accomplishments/Planned Programs Subtotals	0.000	4.116	2.892

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

N/A

Remarks

N/A

D. Acquisition Strategy

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

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) 2 / Office of People Analytics (OPA), Testing and Assessment
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
2: Office of People Analytics (OPA), Testing and Assessment	7.657	4.350	4.761	3.935	-	3.935	-	-	-	-	-	-
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 2020	FY 2021	FY 2022
Title: Office of People Analytics (OPA), Testing and Assessment	4.350	4.761	3.935
FY 2021 Plans: Continue FY 2020 initiatives.			
FY 2022 Plans: These funds will be used to begin/continue the following efforts: to (1) conduct studies to aid in the evaluation of the differential validity of the current ASVAB, (2) develop a comprehensive ASVAB validity argument focused on classification uses, (3) provide guidance and recommendations for ways in which the ASVAB could be modernized with regard to the content and format of existing subtests, constructs being measured, and technical approaches to test administration and scoring, (4) provide a monitoring plan for the implementation of a new platform that expands the reach of ASVAB by making it available on a variety of mobile devices, (5) conduct research on new non-verbal measures (e.g., Complex Reasoning) being developed for possible inclusion on the ASVAB battery, and (6) conduct research with the goal of improving recruitment efficiency by making use of available social media data to predict performance on ASVAB and other relevant military entrance standards.			
FY 2021 to FY 2022 Increase/Decrease Statement: The funding requirements for some ASVAB studies are slightly reduced in FY 2022 as they begin but will ramp back up as the research accelerates in FY 2023 and beyond.			
Accomplishments/Planned Programs Subtotals	4.350	4.761	3.935

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

N/A

Remarks

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	Project (Number/Name) 2 / <i>Office of People Analytics (OPA), Testing and Assessment</i>

D. Acquisition Strategy
N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

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) 3 / Personnel Accountability (PA)
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
3: Personnel Accountability (PA)	13.048	1.429	2.095	0.000	-	0.000	-	-	-	-	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-	-	-

A. Mission Description and Budget Item Justification

The PA program is comprised of two sub-programs: Synchronized Pre-deployment and Operational Tracker (SPOT) and Joint Personnel Accountability Reconciliation and Reporting (JPARR). 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.

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

	FY 2020	FY 2021	FY 2022
Title: Personnel Accountability (PA)	1.429	2.095	0.000
FY 2021 Plans: Evaluate and develop reconfiguration options for systems and services that will enable continuation at lower cost.			
FY 2022 Plans: None.			
FY 2021 to FY 2022 Increase/Decrease Statement: Personnel Accountability (PA) will transfer to Personnel Accountability and Security (PAS).			
Accomplishments/Planned Programs Subtotals	1.429	2.095	0.000

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

N/A

Remarks

D. Acquisition Strategy

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity										Date: May 2021		
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) 4 / Personnel Security Assurance (PSA)			
COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
4: Personnel Security Assurance (PSA)	11.219	4.352	0.000	0.000	-	0.000	-	-	-	-	-	-
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 2020	FY 2021	FY 2022
Title: Personnel Security Assurance	4.352	0.000	0.000
FY 2021 Plans: PSA funding for the Defense Information System for Security (DISS) mission transferred to the Defense Counterintelligence and Security Agency (DCSA) beginning in FY 2021.			
FY 2022 Plans: None.			
FY 2021 to FY 2022 Increase/Decrease Statement: No change.			
Accomplishments/Planned Programs Subtotals	4.352	0.000	0.000

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

N/A

Remarks

D. Acquisition Strategy

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

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) 05 / Federal Voting Assistance Program (FVAP)			
COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
05: Federal Voting Assistance Program (FVAP)	1.564	0.678	0.692	0.791	-	0.791	-	-	-	-	-	-
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 2020	FY 2021	FY 2022
Title: Federal Voting Assistance Program	0.678	0.692	0.791
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 2021 Plans: The Federal Voting Assistance Program (FVAP) will re-baseline RDT&E funding for analytical support of voter registration and participation rates.			
FY 2022 Plans: The Federal Voting Assistance Program (FVAP) will continue to utilize RDT&E funding for analytical support of voter registration and participation rates based on re-baselined funding amount.			
FY 2021 to FY 2022 Increase/Decrease Statement: Reductions restored to original FY 2022 RDT&E funding line.			
Accomplishments/Planned Programs Subtotals	0.678	0.692	0.791

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

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	Project (Number/Name) 05 / <i>Federal Voting Assistance Program (FVAP)</i>

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

Remarks

D. Acquisition Strategy

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

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)
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
6: Enterprise Data Services (EDS)	4.812	12.684	17.088	10.577	-	10.577	-	-	-	-	-	-
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 supports 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 2020	FY 2021	FY 2022
Title: Enterprise Data Services (EDS)	12.684	17.088	10.577
<p>Description: Enterprise Data Management (EDS) is addressing two critical projects in FY 2022: 1) JOM and 2) EDDIE; as well as a Next Generation Data Delivery prototype. The Joint Officer Management (JOM) modernization initiative supports 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). And 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.</p> <p>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.</p> <p>FY 2022 Plans: Redesign and consolidation of the new JOM mission environment, based on increased scale and usage throughout FY 2022. Confirmation and expansion of the COTS access management solution. Development of complex ad-hoc reporting models.</p>			

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021
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)

B. Accomplishments/Planned Programs (\$ in Millions)	FY 2020	FY 2021	FY 2022
Develop API between Advana reporting capability and external data services. Expand DHRA asset data holdings within the Advana platform Integrate reporting application capabilities from stand-alone systems into ADVANA. Finalize the Civilian Personnel data warehouse. Next Generation Data Delivery prototype will begin requirements analysis and solution design.			
<i>FY 2021 to FY 2022 Increase/Decrease Statement:</i> The EDS project decreases from FY 2021 to FY 2022 supports decreased levels of effort for both the JOM modernization project and the EDDIE project. JOM modernization will reach IOC in FY 2021, and will be continuing production fielding and interface integration efforts through FY 2022. This agile delivery method will address any critical changes to reach JOM FOC. EDDIE development in FY 2022 will move into the 3rd and final phase of implementation, requiring a reduced level of effort.			
Accomplishments/Planned Programs Subtotals	12.684	17.088	10.577

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 2022 DoD Human Resources Activity **Date:** May 2021

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) 7 / Defense Sexual Assault Incidents Database (DSAID)
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
<i>7: Defense Sexual Assault Incidents Database (DSAID)</i>	7.236	2.551	0.668	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 2020	FY 2021	FY 2022
Title: Defense Sexual Assault Incidents Database (DSAID)	2.551	0.668	-
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 2021 to FY 2022 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	2.551	0.668	-

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 2022 DoD Human Resources Activity										Date: May 2021		
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) 08 / Personnel Accountability and Security (PAS)			
COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
08: Personnel Accountability and Security (PAS)	0.000	0.000	0.000	0.567	-	0.567	-	-	-	-	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The PAS program is comprised of the following sub-programs: Defense Personnel Accountability Systems, (), Noncombatant Evacuation Operations (NEO) Tracking System (NTS). Joint Personnel Accountability Reconciliation and Reporting (JPARR), and Synchronized Pre-deployment and Operational Tracker (SPOT)), Defense Travel System (DTS), and personnel security and law enforcement investigations support. Personnel Accountability systems support 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. The Defense Travel System supports booking, reimbursements, and audits for all DoD-affiliated travel world-wide. The Defense Manpower Data Center (DMDC) security program provides data services in support of personnel security and law enforcement investigations and reporting for all DoD military and civilian personnel.

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

	FY 2020	FY 2021	FY 2022
Title: Personnel Accountability and Security (PAS)	0.000	-	0.567
Description: Established new program, "Personnel Accountability and Security (PAS) which incorporates the prior Personnel Accountability and Personnel Security programs.			
FY 2022 Plans:			
-Develop capabilities for SPOT to allow for subsequent deployments / Letter of Authorization to be staged in SPOT for rapid approval upon contract option year awards.			
- Develop capabilities for SPOT to allow for bulk updates of key dynamic data fields to increase SPOT data quality.			
- NTS: Develop and enhance the current software to address new and emerging evacuation and tracking requirements by Combatant Commands, other federal agencies, and stakeholders.			

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021		
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) 08 / Personnel Accountability and Security (PAS)		
B. Accomplishments/Planned Programs (\$ in Millions)		FY 2020	FY 2021	FY 2022
Complete the SPOT and JAMMS Joint Doctrine, Organization, Training, Materiel, Leadership & Education, Personnel, Facilities, & Policy (DOTmLPF-P) Change Recommendation for Operational Contract Support enhancements.				
FY 2021 to FY 2022 Increase/Decrease Statement: Realigned program funding from Personnel Accountability (PA). FY 2022 funds were decreased and re-phased to FY 2023 and FY 2024 to support program timelines.				
Accomplishments/Planned Programs Subtotals		0.000	-	0.567
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 2022 DoD Human Resources Activity **Date:** May 2021

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) 10 / Enterprise Human Resource Infor System(EHRIS)				
COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
10: Enterprise Human Resource Infor System(EHRIS)	14.425	3.404	0.000	0.000	-	0.000	-	-	-	-	-	-
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 (RMG) decision, the Defense Manpower Data Center (DMDC) began migrating the Defense Civilian Personnel Data System (DCPDS) capabilities onto a Software-as-a-Service (SaaS) offering. SaaS solutions require configuration instead of research and development, so this project has been realigned to a new project line below (Identity Credential Access Management (ICAM)), which provides much of the underlying identification and authorization activities for Department personnel.

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

	FY 2020	FY 2021	FY 2022
Title: Enterprise Human Resource Infor System (EHRIS)	3.404	-	-
Accomplishments/Planned Programs Subtotals	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 2022 DoD Human Resources Activity **Date:** May 2021

Appropriation/Budget Activity 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support	R-1 Program Element (Number/Name) PE 0303140SE / DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
Total Program Element	0.000	0.000	1.112	0.853	-	0.853	-	-	-	-	-	-
1: Enterprise Data Services (EDS)	0.000	0.000	0.774	0.853	-	0.853	-	-	-	-	-	-
2: Identity Credential Management (ICM)	0.000	0.000	0.262	0.000	-	0.000	-	-	-	-	-	-
3: Personnel Accountability (PA)	0.000	0.000	0.076	0.000	-	0.000	-	-	-	-	-	-

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 the Defense Manpower Data Center's (DMDC's) EDS mission. In FY 2022, EDS is addressing a critical project to modernization the Joint Officer Management (JOM) system. 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. 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. This project ends in FY 2021.

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. This project ends in FY 2021.

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Exhibit R-2, RDT&E Budget Item Justification: PB 2022 DoD Human Resources Activity	Date: May 2021
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Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide I BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0303140SE / <i>DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation</i>
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B. Program Change Summary (\$ in Millions)	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total
Previous President's Budget	0.000	1.112	0.856	-	0.856
Current President's Budget	0.000	1.112	0.853	-	0.853
Total Adjustments	0.000	0.000	-0.003	-	-0.003
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustment for inflation change.	-	-	-0.003	-	-0.003

Change Summary Explanation

The increase from FY 2021 to FY 2022 supports the JOM cyber requirements including finalizing the production ATO.

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

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)
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
1: Enterprise Data Services (EDS)	0.000	0.000	0.774	0.853	-	0.853	-	-	-	-	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Supports cybersecurity research and development efforts on the Joint Officer Management (JOM) modernization initiative. The JOM modernization initiative will support cybersecurity improvements to the program that tracks and manages joint personnel officer readiness capability.

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

	FY 2020	FY 2021	FY 2022
Title: Enterprise Data Services (EDS)	-	0.774	0.853
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: FY 2021 Plans: Provide cybersecurity support for JOM implementation. Provide cybersecurity support for the initial development efforts of EDDIE.			
FY 2022 Plans: Revise JOM Risk Management Framework assessment and audit for Authority to Operate. Complete revised JOM Privacy Impact Assessment and System of Records Notice.			
FY 2021 to FY 2022 Increase/Decrease Statement: The FY 2021 funding represents the cyber portion of the effort for both the JOM modernization project and the EDDIE project. The EDDIE cybersecurity support for development will be completed in FY 2021. The JOM cyber will increase in FY 2022 to support the integration of multiple hosting platforms and finalize production ATO.			
Accomplishments/Planned Programs Subtotals	-	0.774	0.853

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

N/A

Remarks

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0303140SE / <i>DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation</i>	Project (Number/Name) 1 / <i>Enterprise Data Services (EDS)</i>

D. Acquisition Strategy
N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

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) 2 / Identity Credential Management (ICM)
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
2: Identity Credential Management (ICM)	0.000	0.000	0.262	0.000	-	0.000	-	-	-	-	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Defense Manpower Data Center (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 2020	FY 2021	FY 2022
Title: Identity Credential Management (ICM)	-	0.262	0.000
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 2022 Plans: None. This project will be completed in FY 2021.			
FY 2021 to FY 2022 Increase/Decrease Statement: This project will be completed in FY 2021.			
Accomplishments/Planned Programs Subtotals	-	0.262	0.000

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 2022 DoD Human Resources Activity **Date:** May 2021

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) 3 / Personnel Accountability (PA)
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
3: Personnel Accountability (PA)	0.000	0.000	0.076	0.000	-	0.000	-	-	-	-	-	-
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 2020	FY 2021	FY 2022
Title: Personnel Accountability (PA)	-	0.076	0.000
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 2022 Plans: None. This project will be complete in FY 2021 and the program has been realigned to the newly established "Personnel Accountability and Security."			
FY 2021 to FY 2022 Increase/Decrease Statement: This project will be completed in FY 2021.			
Accomplishments/Planned Programs Subtotals	-	0.076	0.000

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

N/A

Remarks

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0303140SE / <i>DHRA Cyber - R&D in Support of DOD Enlistment, Testing and Evaluation</i>	Project (Number/Name) 3 / <i>Personnel Accountability (PA)</i>

D. Acquisition Strategy
N/A

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Exhibit R-2, RDT&E Budget Item Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>
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COST (\$ in Millions)	Prior Years ⁽⁺⁾	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
Total Program Element	0.000	0.100	0.100	0.689	-	0.689	-	-	-	-	-	-
1: <i>Defense Equal Opportunity Management Institute (DEOMI)</i>	0.000	0.100	0.100	0.689	-	0.689	-	-	-	-	-	-

⁽⁺⁾ 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 innovative education, training, research and collaborative solutions to optimize 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 training and curriculum, advanced technologies, human relations job-aids, research publications and recommendations. Studies on a broad array of human relations topics to include on how leadership, human relations, culture, and other related topics impact individuals, units, families, organizations and their performance both positively and negatively. In addition DEOMI will seek to understand the role of inclusive behaviors has on well-being and performance.
- Policy, program, and strategy development support to the Diversity Management Operations Center (DMOC), the Office of Diversity Equity and Inclusion (ODEI), DHRA, and the Office of Force Resilience (OFR), the Services, and other DoD organizations.
- DEOMI's Summer Faculty Research Program, Summer STEM internship program, and other formal and informal collaborations with external academic, research, government agencies across the world.

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.

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Exhibit R-2, RDT&E Budget Item Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>
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B. Program Change Summary (\$ in Millions)	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total
Previous President's Budget	0.100	0.100	0.100	-	0.100
Current President's Budget	0.100	0.100	0.689	-	0.689
Total Adjustments	0.000	0.000	0.589	-	0.589
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustment for restoral to DEOMI.	-	-	0.590	-	0.590
• Adjustment for inflation rates.	-	-	-0.001	-	-0.001

Congressional Add Details (\$ in Millions, and Includes General Reductions)

Project: 1: *Defense Equal Opportunity Management Institute (DEOMI)*

Congressional Add: *None*

	FY 2020	FY 2021
Congressional Add Subtotals for Project: 1	0.000	-
Congressional Add Totals for all Projects	0.000	-

Change Summary Explanation

DEOMI is transitioning to become the Defense Culture Institute and as such is taking on expanded mission areas with respect to supporting the DoD's Culture, Diversity, Inclusion, and Equity needs. As such, an increased amount of RDT&E is needed. The research will inform policy, training, education, programs, and operations that rely so heavily on a diverse total force of military, civilian, and contractors.

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity **Date:** May 2021

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)
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
1: Defense Equal Opportunity Management Institute (DEOMI)	0.000	0.100	0.100	0.689	-	0.689	-	-	-	-	-	-
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 2020	FY 2021	FY 2022
Title: Defense Equal Opportunity Management Institute (DEOMI)	0.100	0.100	0.689
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 2021 Plans: Continued support and development of the outlined FY 2020 initiatives.			
FY 2022 Plans: FY 2022 program continues with its mission to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness.			
FY 2021 to FY 2022 Increase/Decrease Statement: The Increase in funding is needed due to an expansion of DEOMI's mission area into culture, and Diversity and Inclusion and key research and development activities are required in support of policy, training, education, technologies, and operational support.			
Accomplishments/Planned Programs Subtotals			0.689

	FY 2020	FY 2021
Congressional Add: None	0.000	-
FY 2020 Accomplishments: Transfer from the U.S. Air Force to DHRA.		
Congressional Adds Subtotals		-

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

N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2022 DoD Human Resources Activity		Date: May 2021
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>	Project (Number/Name) 1 / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>

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