

Fiscal Year 2023 Budget Estimates

Defense Human Resources Activity Cyber



April 2022

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

**Operation and Maintenance, Defense-Wide Summary (\$ in thousands)
Budget Activity (BA) 4: Administration and Service-wide Activities**

	<u>FY 2021 Actuals</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2022 Enacted</u>	<u>Price Change</u>	<u>Program Change</u>	<u>FY 2023 Request</u>
DHRA Cyber	30,422	1,007	-13,774	17,655	371	8,087	26,113

I. Description of Operations Financed:

The Defense Human Resources Activity (DHRA) is a Field Activity of the Under Secretary of Defense (Personnel & Readiness), (USD (P&R)) that consists of a headquarters and multiple direct reporting organizations. DHRA by design gives USD (P&R) greater capability and flexibility in managing the work of a diverse set of activities supporting the department’s human resources mission. Each direct reporting organization within DHRA has a unique, but complementary mission set. Headquarters DHRA serves as an intermediate headquarters, planning, programming, and budgeting for all activities within the DHRA enterprise and in executing, coordinating, and providing direct oversight to the work of its direct reporting organizations. DHRA ensures that the Department’s warfighters present and past along with their families and civilian members of the Department receive the care and support they deserve, fairly, and in a timely fashion, through benefits administration, program execution and policy enforcement.

A re-balancing was needed as a result of several reviews and reductions over the past few years. The re-balancing results in better posturing for DHRA to meet the current increases in demand of our services, and provides greater capability to meet the rising challenges in the future for all of DoD. In addition, the re-alignment provides the ability to move existing assets to previously unfilled requirements, providing more effective mission accomplishment and alignment of common functions across the previously separated organizational units. The Defense Support Service Center (DSSC) which includes the Defense Personnel and Family Support Center (DPFSC), Defense Travel Management Office (DTMO), Defense Language and National Security Education Office (DLNSEO), Defense Activity for Non-Traditional Education Support (DANTES) have been re-aligned. In addition, a re-alignment to the Defense Personnel Analytics Center (DPAC) incorporates the Office of People Analytics (OPA), and the DoD Office of the Actuary (OACT) took place.

The DHRA FY 2023 budget funds execution of the Field Activity’s mission to:

- Organize, direct, and manage all assigned resources, to include the programs described herein;
- Design and manage DHRA programs and activities to improve standards of performance, economy, and efficiency;
- Maintain a central repository of the Department of Defense (DoD) Human Resource (HR) information, both current and historic;
- Provide program and policy support and associated information management and administrative services to the DoD Components on civilian HR matters;
- Provide DoD-wide guidance on civilian personnel policy implementation and professional development programs (except with regard to Defense Civilian Intelligence Personnel System, where guidance is developed by the Under Secretary of Defense for Intelligence in conjunction with the USD (P&R));

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

I. Description of Operations Financed: (Cont.)

- Provide rapid data-driven analytic solutions to support the decision making needs to effectively maintain the readiness of the All-Volunteer Force.
- Support the development of policy and administer the sexual assault prevention and response policies and programs for DoD;
- Support the development of policy and administer the suicide prevention policies and programs for the DoD;
- Support the development of policy and administer transition assistance programs for the DoD Service members leaving active duty;
- Develop policy and administer the combating trafficking in persons' policies and programs for the DoD;
- Support the development DoD civilian personnel policies While providing consulting/advisory services, programs, and solutions that strengthen the mission readiness and morale of DoD HR professionals and directly impact the more than 900,000 civilian employees that make up the DoD civilian workforce.
- Assist in the establishment and administration of policy regarding the development, maintenance, and utilization of language capabilities; monitor trends in the promotion, accession, and retention of individuals with critical skills; and explore innovative concepts to expand language capabilities;
- Serve as the single focal point for commercial travel within the DoD; assist in establishing strategic direction and in establishing and administering travel policy; centrally manage all commercial travel programs;
- Develop policy for DoD identification cards distributed to members of the Military, DoD civilians, contractors, and other eligible personnel and execute associated programs and capabilities;
- Serve as the authoritative source of identification and authentication of DoD-affiliated personnel for credentialing, identity protection, security, entitlements, and benefits verification.
- Administer the federal responsibilities of the Uniformed and Overseas Citizens Absentee Voting Act of 1986 (UOCAVA), as most recently amended by the Military Overseas Voter Empowerment Act (MOVE Act);
- Provide assistive technology to allow DoD and federal employees with disabilities to access electronic and information technology;
- Provide assistance to Service members and Veterans to pursue their educational goals and earn degrees or certifications during and after their service.
- Perform the technical research support needed to assess the impact and effectiveness of many P&R programs and policies which provides both evidence for DoD Leadership to base decisions on, and researched findings that identify opportunities to strengthen the All-Volunteer Force.
- Provide a Center of Excellence for training, education, research, and consultation in matters related to diversity and inclusion; military and civilian equal opportunity; and the prevention and response to sexual harassment, harassment, hazing and bullying across the total force.

The Field Activity is comprised of operational programs that support the OUSD (P&R) in its mission to develop policies, plans, and programs that will ensure the readiness of the Total Force and the well-being of military families. The Field Activity supports the USD (P&R) vision of creating an organization dedicated and committed to the readiness of the Department's Service men and women, their families, and civilian employees.

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

I. Description of Operations Financed: (Cont.)

Narrative Explanation of Changes:

The FY 2023 DHRA Cyber budget represents a net programmatic increase of \$8.087 million with a price growth of \$0.371 million.

Cyber Funding:

(Dollars in Thousands)		
FY 2021	FY 2022	FY 2023
30,422	17,655	26,113

Beginning in FY 2021, DHRA identified and transferred \$20,670 thousand in cyber funding, from within the direct reporting organizations and programs, to a newly established cyber funding line for increased visibility and tracking purposes.

Defense Suicide Prevention Office (DSPO):

(Dollars in Thousands)		
FY 2021	FY 2022	FY 2023
0	97	103

This is for DSPO's Military Mortality Database (MMDB). This is to fund on-going cyber services, to include contracts and procurements to establish policy, procedures, process controls, compliance with orders and directives, incident response, system protections and tools. This includes capabilities to detect, monitor, analyze, respond to, report on, and prevent cybersecurity incidents.

Defense Manpower Data Center (DMDC) manages five DHRA programs:

- Defense Enrollment Eligibility Reporting System (DEERS)
- Enterprise Data Service (EDS)
- Enterprise Human Resource Information System (EHRIS)
- Identity Credential Management (ICM)
- Personnel Accountability and Security (PAS), formerly known as Personnel Accountability (PA) and Personnel Security Assurance (PSA)

Cybersecurity funding supports the sustainment of DMDC's Cyber tools, enterprise security engineering, auditing, continuous monitoring, incident response, and compliance reporting. These costs and services are shared across all of DMDC's Programs to provide efficiencies of scale and allow the specialization of the cybersecurity professionals that provide the support. Cybersecurity funding is also used to acquire Cybersecurity Service Provider support for supported systems.

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

I. Description of Operations Financed: (Cont.)

DMDC - Defense Enrollment Eligibility Reporting System (DEERS):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
2,731	1,941	3,244

Cybersecurity funding provides the DEERS portfolio with access to DMDC's cybersecurity tools, audits, monitoring, incident response and risk management and security engineering support.

DMDC - Enterprise Data Service (EDS):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
2,489	4,393	4,924

Cybersecurity funding provides the EDS portfolio with access to DMDC's cybersecurity tools, audits, monitoring, incident response and risk management and security engineering support.

DMDC - Enterprise Human Resource Information System (EHRIS):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
2,157	1,945	2,080

Cybersecurity funding provides the EHRIS portfolio with access to DMDC's cybersecurity tools, audits, monitoring, incident response and risk management and security engineering support.

DMDC - Identity Credential Management (ICM):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
2,197	2,698	9,193

Cybersecurity funding provides the ICM portfolio with access to DMDC's cybersecurity tools, audits, monitoring, incident response and risk management and security engineering support.

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

I. Description of Operations Financed: (Cont.)
DMDC - Personnel Accountability and Security (PAS):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
1,460	2,023	2,161

Cybersecurity funding provides the PAS portfolio with access to DMDC's cybersecurity tools, audits, monitoring, incident response and risk management and security engineering support.

Defense Personnel Analytics Center (DPAC) - Office of People Analytics (OPA):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
0	750	796

Cyber funding is used by OPA for necessary annual audits under the Risk Management Framework (RMF) and for Cyber Security Service Provider (CSSP) support for our testing and recruiting related applications.

Defense Support Service Center (DSSC) manages seven DHRA programs:

- Computer/Electronic Accommodations Program (CAP)
- Defense Activity for Non-Traditional Education Support (DANTES)
- Defense Language and National Security Education Office (DLNSEO)
- Defense Travel Management Office (DTMO)
- Employer Support of the Guard and Reserves (ESGR)
- Federal Voting Assistance Program (FVAP)
- Military-Civilian Transition Office (MCTO)

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

I. Description of Operations Financed: (Cont.)

DSSC - Computer/Electronic Accommodations Program (CAP):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
278	104	111

CAP, which is recognized by the U.S. Office of Personnel Management as a model strategy to increase DoD Federal employment of individuals with disabilities, provides over 224,000 accommodations to DoD civilian employees and Service members, and is widely considered the go-to source on providing effective AT solutions. These functions would not be possible without the use of CAP's Portal Defense Business System, which is hosted by the Defense Manpower Data Center (DMDC). DMDC's role as host includes cyber security support. Additionally, there are cyber security efforts related to the platform used in executing the fulfillment contract providing materials in support of outreach efforts.

DSSC - Defense Activity for Non-Traditional Education Support (DANTES):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
0	428	0

DANTES no longer has a cyber-requirement for FY 2023. The Department of Defense Voluntary Education System (DoDVES) sunset at the end of calendar year 2021.

DSSC - Defense Language and National Security Education Office (DLNSEO):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
254	248	266

Supports the cybersecurity requirements for DLNSEO's information technology systems. Funding is used to ensure compliance with Risk Management Framework (RMF) responsibilities and activities for DLNSEO's information technology systems, and to obtain cybersecurity services including continuous monitoring, incident response and compliance reporting for DLNSEO's information technology systems and users.

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

I. Description of Operations Financed: (Cont.)

DSSC - Defense Travel Management Office (DTMO):

(Dollars in Thousands)		
FY 2021	FY 2022	FY 2023
50	338	361

The DTMO’s cyber activities support two DTMO IT investments, DTMO Passport and Oracle Service Cloud. The DTMO Passport is DTMO’s network infrastructure currently hosted at Ft. Detrick, MD and was moved to Oracle Cloud Infrastructure (OCI) in December 2021. Passport consists of DTMO’s travel data repository, Commercial Travel Information Management (CTIM) database, and over 30 applications that support the travel enterprise. Oracle Service Cloud, commonly known as the Ticket Management System (TMS), is a SaaS product used by the Travel Assistance Center to manage travel help desk ticket submitted by the DoD travel community. Cyber security activities to support these two IT investments, include: Cyber Security Service Provider (CSSP) support, Cyber Scanning Tools licenses (Passport only), Security Control Assessment – Validation (SCA-V).

DSSC - Employer Support of the Guard and Reserve (ESGR):

(Dollars in Thousands)		
FY 2021	FY 2022	FY 2023
306	322	343

Cybersecurity functions supporting ESGR include prevention of, damage to, protection of, and restoration of ESGR’s web applications to ensure its availability, integrity, authentication, confidentiality, and nonrepudiation. ESGR’s systems are hosted at the Defense Information Systems Agency (DISA) which provides comprehensive services for monitoring and analysis of network traffic entering and exiting network boundaries. Specifically, external vulnerability scans, web vulnerability scanning, malware notification protection, and attack sensing and warning (DoDI 8500.01 and DoDI 8530.01). Additionally, cybersecurity functions include contractor support for DoD Risk Management Framework (DoDI 8510.01) accreditation requirements.

DSSC - Federal Voting Assistance Program (FVAP):

(Dollars in Thousands)		
FY 2021	FY 2022	FY 2023
84	92	96

FVAP’s cyber needs are integrated in to our entire core mission of being able to provide information and assistance to those in the military, their spouses, and overseas citizens to make sure they have the tools and knowledge to be able to vote anywhere in the world. Our website is an

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

I. Description of Operations Financed: (Cont.)

integrated content management system. The online assistant, also called R3, directly assists voters with completing two FVAP-prescribed forms, the Federal Post Card Application and the Federal Write-In Absentee Ballot. The FVAP Portal also consists of a database backend to support reporting of voting assistance metrics from voting assistance officers all over the world on U.S. military bases. With all of our functions we make updates and enhancements as needed to better the functionality and security of the system. Our enhancements are covered by IT Coalition and our security, through CSSP, is covered by C5ISR.

DSSC – Military-Civilian Transition Office (MCTO):

- Transition Assistance Program (TAP)
- Yellow Ribbon Reintegration Program (YRRP)

The Military-Civilian Transition Office (MCTO) combines Transition Assistance Program (TAP) and Yellow Ribbon Reintegration Program (YRRP) into one program. In January 2020, DPFSC created the Military-Civilian Transition Office (MCTO) to merge the Office for Reintegration Programs (ORP) with TVPO to develop synergies between DPFSC programs. MCTO manages both the Transition Assistance Program (TAP) and the Yellow Ribbon Reintegration Program (YRRP) to efficiently deliver resources to transitioning Service members, members of the National Guard and Reserve, their families and communities worldwide. Both TAP and YRRP funding have consolidated in the FY 2023 PB. Resource consolidation has been effective in current operations by streamlining contracts, curriculum, and to include a projected movement to a single Information Technology (IT) platform.

DSSC – MCTO / Transition Assistance Program (TAP):

(Dollars in Thousands)		
FY 2021	FY 2022	FY 2023
237	843	0

The MCTO Transition Assistance Program (TAP) provides information, training, counselling, and tools to ensure the approximately 200,000 Service Members retiring, separating, or being released from Active Duty annually are successful in their transition to civilian life. The Transition Assistance Program’s Information Technology (TAP-IT) suite, put into production in 2013, is a crucial piece in the overall TAP process. The TAP-IT suite provides data collection and reporting capability to the Department of Defense (DoD) in support of Title 10, U.S. Code, Chapter 58 as well as DoD policy, DoD Instruction (DoDI) 1332.35, “Transition Assistance for Military Personnel.” The TAP-IT System is the Enterprise DoD System of Record regarding the Veterans Opportunity to Work (VOW) to Hire Heroes Act compliance, ensuring that all eligible transitioning Service Members meet the required DoD Career Readiness Standards (CRS), as well as supporting collection of required data for Service Members having a viable Individual Transition Plan or receiving a “warm handover” to the interagency partners for post-transition Services.

The TAP-IT suite is the DoD-wide source for capturing transitioning Service members’ TAP course attendance and documenting transition progress on an electronic DD Form 2648 across the Services. MCTO and the military Services are currently executing FY 2019 National Defense Authorization Act (NDAA) mandated changes, the Government Accountability Office (GAO) 2018 report recommended improvements and

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

I. Description of Operations Financed: (Cont.)

subsequent major changes that have result a DoDI 1332.35 rewrite that modified the CRS. DoD requires Service Members to meet with a TAP Counselor for their initial counseling prior to their pre-separation counseling and transition from Service if they have served on active duty for 180 continuous days. The mandated NDAA changes as well as the DoDI and GAO recommendations require modification to both the electronic and pdf DD Form 2648, increase reporting requirements, and necessitate new development for adding a client management capability to the TAP-IT suite. These functions would not be possible without the use of TAP-IT, which is hosted by the Defense Manpower Data Center (DMDC). DMDC's role as host includes cyber security support. Additionally, there are cyber security efforts to safeguard personally identifiable information (PII).

DSSC – MCTO / Yellow Ribbon Reintegration Program (YRRP):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
766	415	0

The MCTO Yellow Ribbon Reintegration Program (YRRP) is a Department of Defense-wide effort to promote the well-being of National Guard and Reserve members, their families and communities, by connecting them with resources throughout the deployment cycle both in-person and online. Through Yellow Ribbon events, Service members and loved ones connect with local resources before, during, and after deployments. The EventPLUS application is a DoD-wide tool supporting Reserve Component program manager and event planners in the implementation, management, evaluation, and budgeting of in-person and online events. Additionally, the EventPLUS application provides a 24/7 resource for National Guard and Reserve Service members where they can access on-demand trainings, deployment-related resources, and search and register for upcoming YRRP events in their local areas.

Cybersecurity functions supporting include prevention of, damage to, protection of, and restoration of EventPLUS to ensure its availability, integrity, authentication, confidentiality, and nonrepudiation. EventPLUS is hosted through Amazon Web Services (government) and actively monitored by the Combat Capabilities Development Command (CCDC) C5ISR Center, which provides comprehensive services for monitoring and analysis of network traffic entering and exiting network boundaries. Specifically, external vulnerability scans, web vulnerability scanning, malware notification protection, and attack sensing & warning (DoDI 8500.01 and DoDI 8530.01). Additionally, cybersecurity functions include contractor support for DoD Risk Management Framework (DoDI 8510.01) accreditation requirements.

DSSC – Military-Civilian Transition Office (MCTO):

(Dollars in Thousands)		
<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>
0	0	1,345

The table above reflects the MCTO combined funding beginning in FY 2023.

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

I. Description of Operations Financed: (Cont.)
Sexual Assault Prevention and Response Office (SAPRO):

(Dollars in Thousands)		
FY 2021	FY 2022	FY 2023
184	1,018	1,090

The Department, under the guidance of the Sexual Assault Prevention and Response Office (SAPRO), has worked to improve its programs in an effort to provide military sexual assault survivors with a full range of best-in-class support services. Funding for the Defense Sexual Assault Incident Database (DSAID) greatly assist the Military Service sexual assault prevention and response (SAPR) program management and DoD SAPRO oversight activities. DSAID serves as the DoD’s SAPR source for internal and external requests for statistical data on sexual assault in accordance with section 563 of Fiscal Year (FY) 2009 National Defense Authorization Act (NDAA).

DOD Safe Helpline is the Department’s sole 24/7, anonymous, confidential hotline for members of the DOD community affected by sexual assault. The Safe Helpline offers specialized services including crisis intervention support and resource referrals to survivors, their families, and other DoD Stakeholders. NDAA FY15, Section 545; DoD Instruction (DoDI) 6495.02; DoDI 6495.03.

Fiscal Year (FY) 2023 Overseas Operations Costs funding accounted for in the Base budget include:

- Operation INHERENT RESOLVE (OIR) [\$0 thousand].
- Operation European Deterrence Initiative (EDI) [\$0 thousand].
- Other theater requirements and related missions [\$0 thousand].

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

II. Force Structure Summary:
N/A

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

III. Financial Summary (\$ in Thousands):

	FY 2022						FY 2023 Request
	FY 2021 Actuals	Budget Request	Congressional Action			Current Enacted	
			Amount	Percent	Appropriated		
A. BA Subactivities							
Defense Suicide Prevention Office (DSPO)	\$0	\$97	\$0	0.00%	\$97	\$97	\$103
DHRA Enterprise Operations Center (DEOC)	\$0	\$0	\$0	0.00%	\$0	\$0	\$0
DMDC - Defense Enrollment Eligibility Reporting System (DEERS)	\$2,731	\$1,941	\$0	0.00%	\$1,941	\$1,941	\$3,244
DMDC - Enterprise Data Services (EDS)	\$19,815	\$4,393	\$0	0.00%	\$4,393	\$4,393	\$4,924
DMDC - Enterprise Human Resources Information System (EHRIS)	\$2,157	\$1,945	\$0	0.00%	\$1,945	\$1,945	\$2,080
DMDC - Identity Credential Management (ICM)	\$2,197	\$2,698	\$0	0.00%	\$2,698	\$2,698	\$9,193
DMDC - Personnel Accountability (PA)	\$1,423	\$0	\$0	0.00%	\$0	\$0	\$0
DMDC - Personnel Accountability and Security (PAS)	\$0	\$2,023	\$0	0.00%	\$2,023	\$2,023	\$2,161
DPAC - Office of People Analytics (OPA)	\$197	\$750	\$0	0.00%	\$750	\$750	\$796
DSSC - Computer/Electronic Accommodations Program (CAP)	\$199	\$104	\$0	0.00%	\$104	\$104	\$111
DSSC - Defense Activity for Non-Traditional Education Support (DANTES)	\$0	\$428	\$0	0.00%	\$428	\$428	\$0
DSSC - Defense Language and National Security Education Office (DLNSEO)	\$126	\$248	\$0	0.00%	\$248	\$248	\$266
DSSC - Defense Travel Management Office (DTMO)	\$0	\$338	\$0	0.00%	\$338	\$338	\$361
DSSC - Employer Support of the Guard and Reserve (ESGR)	\$306	\$322	\$0	0.00%	\$322	\$322	\$343
DSSC - Federal Voting Assistance Program (FVAP)	\$84	\$92	\$0	0.00%	\$92	\$92	\$96
DSSC - MCTO / Transition Assistance Program (TAP)	\$237	\$843	\$0	0.00%	\$843	\$843	\$0
DSSC - MCTO / Yellow Ribbon Reintegration Program (YRRP)	\$766	\$415	\$0	0.00%	\$415	\$415	\$0

DHRA - Cyber

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

III. Financial Summary (\$ in Thousands): (Cont.)

	FY 2022						FY 2023 Request
	FY 2021 Actuals	Budget Request	Congressional Action			Current Enacted	
			Amount	Percent	Appropriated		
<u>A. BA Subactivities</u>							
DSSC - Military-Civilian Transition Office (MCTO)	\$0	\$0	\$0	0.00%	\$0	\$0	\$1,345
Sexual Assault Prevention and Response Office (SAPRO)	\$184	\$1,018	\$0	0.00%	\$1,018	\$1,018	\$1,090
Total	\$30,422	\$17,655	\$0	0.00%	\$17,655	\$17,655	\$26,113

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

III. Financial Summary (\$ in Thousands): (Cont.)

<u>B. Reconciliation Summary</u>	<u>Change FY 2022/FY 2022</u>	<u>Change FY 2022/FY 2023</u>
BASELINE FUNDING	\$17,655	\$17,655
Congressional Adjustments (Distributed)	0	
Congressional Adjustments (Undistributed)	0	
Adjustments to Meet Congressional Intent	0	
Congressional Adjustments (General Provisions)	0	
SUBTOTAL APPROPRIATED AMOUNT	17,655	
Fact-of-Life Changes (2022 to 2022 Only)	0	
SUBTOTAL BASELINE FUNDING	17,655	
Supplemental	0	
Reprogrammings	0	
Price Changes		371
Functional Transfers		0
Program Changes		8,087
CURRENT ESTIMATE	17,655	26,113
Less: Supplemental	0	
NORMALIZED CURRENT ESTIMATE	\$17,655	\$26,113

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

III. Financial Summary (\$ in Thousands): (Cont.)

FY 2022 President's Budget Request (Amended, if applicable)	\$17,655
1. Congressional Adjustments	\$0
a) Distributed Adjustments.....	\$0
b) Undistributed Adjustments	\$0
c) Adjustments to Meet Congressional Intent.....	\$0
d) General Provisions	\$0
FY 2022 Appropriated Amount	\$17,655
2. Supplemental Appropriations.....	\$0
a) Supplemental Funding.....	\$0
3. Fact-of-Life Changes.....	\$0
a) Functional Transfers.....	\$0
b) Technical Adjustments	\$0
c) Emergent Requirements.....	\$0
FY 2022 Baseline Funding	\$17,655
4. Reprogrammings (Requiring 1415 Actions).....	\$0
a) Increases	\$0

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

III. Financial Summary (\$ in Thousands): (Cont.)

b) Decreases	\$0
Revised FY 2022 Estimate	\$17,655
5. Less: Item 2, Supplemental Appropriation and Item 4, Reprogrammings	\$0
a) Less: Supplemental Funding	\$0
FY 2022 Normalized Current Estimate	\$17,655
6. Price Change	\$371
7. Functional Transfers	\$0
a) Transfers In	\$0
b) Transfers Out.....	\$0
8. Program Increases.....	\$8,524
a) Annualization of New FY 2022 Program	\$0
b) One-Time FY 2023 Increases	\$0
c) Program Growth in FY 2023	\$8,524
1) Defense Suicide Prevention Office (DSPO).....	\$4
+\$4 thousand - Program increase to support capabilities for the suicide data repository. (FY 2022 Baseline: \$97 thousand)	
2) DMDC - Defense Enrollment Eligibility Reporting System (DEERS).....	\$1,262
+\$1,139 thousand - Realignment of DEERS non-cyber to DEERS cyber to provide the DEERS portfolio with access to DMDC's cybersecurity tools, audits, monitoring, incident response and risk management and security engineering support.	

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

III. Financial Summary (\$ in Thousands): (Cont.)

<p>+\$123 thousand - Increase to support Risk Management Framework (RMF) Authority To Operate (ATOs) supporting the Cloud Migration. (FY 2022 Baseline: \$1,941 thousand)</p>	
<p>3) DMDC - Enterprise Data Services (EDS).....</p> <p>+\$255 thousand - Realign program funds from EDS non-cyber to EDS cyber to support authority to operation and risk management framework costs associated with cloud migration. +\$184 thousand - Increase to support RMF ATOs supporting the Cloud Migration. (FY 2022 Baseline: \$4,393 thousand)</p>	\$439
<p>4) DMDC - Enterprise Human Resources Information System (EHRIS)</p> <p>+\$16 thousand - Cybersecurity funding to support the sustainment of EHRIS portfolio with access to DMDC's cybersecurity tools, enterprise security engineering, auditing, continuous audits, monitoring, incident response, compliance reporting, risk management, and security engineering support. +\$78 thousand - Increase to support RMF ATOs supporting the Cloud Migration. (FY 2022 Baseline: \$1,945 thousand)</p>	\$94
<p>5) DMDC - Identity Credential Management (ICM)</p> <p>+\$6,300 thousand - Funding increased to transition DoD Information Network Core to a zero trust implementation at a measured pace, prioritizing the transition timeline and level of capability by warfighting impact. Includes funding and manpower for DHRA. +\$108 thousand - Increase to support RMF ATOs supporting the Cloud Migration. +\$30 thousand - Funding increased to continue to provide cybersecurity funding for the ICM portfolio with access to DMDC's cybersecurity tools, audits, monitoring, incident response and risk management and security engineering support. (FY 2022 Baseline: \$2,698 thousand)</p>	\$6,438
<p>6) DMDC - Personnel Accountability and Security (PAS)</p> <p>+\$15 thousand – Funding increased to continue to provide cybersecurity funding for the PAS portfolio with access to DMDC's cybersecurity tools, audits, monitoring, incident response, risk management, and security engineering support. +\$81 thousand - Increase to support RMF ATOs supporting the Cloud Migration. (FY 2022 Baseline: \$2,023 thousand)</p>	\$96
<p>7) DPAC - Office of People Analytics (OPA)</p> <p>+\$15 thousand - Program increase for annual audits under the Joint Advertising Market Research & Studies (JAMRS) Risk Management Framework (RMF).</p>	\$30

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

III. Financial Summary (\$ in Thousands): (Cont.)

+\$15 thousand - Program increase for Armed Services Vocational Aptitude Battery (ASVAB) related Risk Management Framework (RMF) audits. (FY 2022 Baseline: \$750 thousand)		
8) DSSC - Computer/Electronic Accommodations Program (CAP)		\$5
+\$1 thousand - Increase in cyber costs associated with DSSC consolidated fulfillment contract. +\$4 thousand - Portal enhancements for DMDC cyber hardening. (FY 2022 Baseline: \$104 thousand)		
9) DSSC - Defense Language and National Security Education Office (DLNSEO)		\$13
+\$13 thousand - Projected increases to maintain cyber services. (FY 2022 Baseline: \$248 thousand)		
10) DSSC - Defense Travel Management Office (DTMO)		\$16
+\$16 thousand - Slight increase to funding to support the new cybersecurity measures for the transition of DTMO Passport to an enterprise cloud environment. Cybersecurity measures include: Authorization to Operate (ATO) Security Control Assessor-Validator (SCA-V), Cyber Security Service Provider (CSSP), and cybersecurity scanning tools. (FY 2022 Baseline: \$338 thousand)		
11) DSSC - Employer Support of the Guard and Reserve (ESGR)		\$14
+\$14 thousand - Portal enhancements for DMDC cyber hardening. (FY 2022 Baseline: \$322 thousand)		
12) DSSC - Federal Voting Assistance Program (FVAP).....		\$2
+\$2 thousand - Portal enhancements for DMDC cyber hardening. (FY 2022 Baseline: \$92 thousand)		
13) DSSC - Military-Civilian Transition Office (MCTO).....		\$60
+\$60 thousand - Portal enhancements for Army Defense Transition & Reintegration Suite (DTARS) cyber hardening. (FY 2022 Baseline: \$1,258 thousand)		
14) Sexual Assault Prevention and Response Office (SAPRO)		\$51

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

III. Financial Summary (\$ in Thousands): (Cont.)

+ \$10 thousand - Realign program funds from SAPRO non-cyber to SAPRO cyber to support Authority To Operate (ATO) and Risk Management Framework (RMF) costs associated with cybersecurity and infrastructure.

+ \$41 thousand - Projected increases to maintain the DoD Safe Helpline services.
(FY 2022 Baseline: \$1,018 thousand)

9. Program Decreases	\$-437
a) Annualization of FY 2022 Program Decreases	\$0
b) One-Time FY 2022 Increases	\$0
c) Program Decreases in FY 2023	\$-437
1) DSSC - Defense Activity for Non-Traditional Education (DANTES)	\$-437
-\$437 thousand - Realignment from cyber to non-cyber program. Cyber funding is no longer required due to the sunset of the Department of Defense Voluntary Education System (DODVES) Defense Business System (DBS) and the transition to another interagency contract. (FY 2022 Baseline: \$428 thousand)	
FY 2023 Budget Request	\$26,113

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

Defense Suicide Prevention Office (DSPO)

Defense Suicide Prevention Office (DSPO)/Cyber

Performance Statement: Increase the number of Authority to Operate (ATO) decisions issued for a period greater than one year.

Performance Evaluation: 50 percent of ATOs issued for a period greater than one year.

Performance Outcome: ATOs issued for greater than one year indicate systems that present less risk to DSPO/DHRA networks; an increased number of these longer ATOs demonstrates a more secure environment.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
	0	1	0

Remarks: DSPO, in conjunction with DMDC, maintains one ATO.

FY 2021: DSPO received a conditional one-year ATO for the Military Mortality Database (MMDB).

FY 2022: DSPO should receive a three-year ATO for the MMDB.

FY 2023: The MMDB will be two years into a three-year ATO.

Defense Manpower Data Center (DMDC) manages five DHRA programs

- Defense Enrollment Eligibility Reporting System (DEERS)
- Enterprise Data Service (EDS)
- Enterprise Human Resource Information System (EHRIS)
- Identity Credential Management (ICM)
- Personnel Accountability and Security (PAS), formerly known as Personnel Accountability (PA) and Personnel Security Assurance (PSA)

DMDC - Defense Enrollment Eligibility Reporting System (DEERS)

Defense Enrollment Eligibility Reporting System (DEERS)/Cyber

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

Performance Statement: Increase number of Authority to Operate (ATO) issued for more than one year.

Performance Evaluation: 50 percent of ATOs issued for greater than one year.

Performance Outcome: ATOs issued for greater than one year indicate systems that present less risk to the DMDC/DHRA networks; an increased total of these longer ATOs demonstrates a more secure environment.

Performance Statement: Reduce the ratio of the number of Program Manager (PM) and Product Owners (PO) needing Risk Management Framework (RMF)/ Enterprise Mission Assurance Support Service (eMASS) training to the number of PMs/POs that have been trained.

Performance Evaluation: 90 percent of Program Managers/Product Owners complete RMF/eMASS training.

Performance Outcome: More informed PMs/POs result in stronger accreditation packages and a lower risk posture for the DMDC network.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Three-year ATOs issued	0	1	3

Remarks:

DMDC - Enterprise Data Service (EDS)

Enterprise Data Service (EDS)/Cyber

Performance Statement: Increase number of ATOs issued for more than one year.

Performance Evaluation: 50 percent of ATOs issued for greater than one year.

Performance Outcome: ATOs issued for greater than one year indicate systems that present less risk to the DMDC/DHRA networks; an increased total of these longer ATOs demonstrates a more secure environment.

Performance Statement: Reduce the ratio of the number of Program Manager and Product Owners needing RMF/eMASS training to the number of PMs/POs that have been trained.

Performance Evaluation: 90 percent of Program Managers/Product Owners complete RMF/eMASS training.

Performance Outcome: More informed PMs/POs result in stronger accreditation packages and a lower risk posture for the DMDC network.

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Three-year ATOs issued	0	1	3

Remarks:

DMDC - Enterprise Human Resource Information System (EHRIS)

Enterprise Human Resource Information System (EHRIS)/Cyber

Performance Statement: Increase number of ATOs issued for more than one year.

Performance Evaluation: 50 percent of ATOs issued for greater than one year.

Performance Outcome: ATOs issued for greater than one year indicate systems that present less risk to the DMDC/DHRA networks; an increased total of these longer ATOs demonstrates a more secure environment.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Three-year ATOs issued	0	1	3

Remarks:

DMDC - Identity Credential Management (ICM)

Identity Credential Management (ICM)/Cyber

Performance Statement: Increase number of ATOs issued for more than one year.

Performance Evaluation: Receive three-year ATO for all programs in ICM that require an ATO.

Performance Outcome: ATOs issued for greater than one year indicate systems that present less risk to the DMDC/DHRA networks; an increased total of these longer ATOs demonstrates a more secure environment.

Performance Statement: Increase the percent of Product Owners that have completed Risk Management Framework (RMF)/Enterprise Mission Assurance Support Service (eMASS) training.

Performance Evaluation: 100 percent of Product Owners complete RMF/eMASS training.

Performance Outcome: More informed Product Owners result in stronger accreditation packages and a lower risk posture for the DMDC network.

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Three-year ATOs issued	2	3	3

Remarks:

DMDC - Personnel Accountability and Security (PAS)

Personnel Accountability and Security (PAS)/Cyber

Performance Evaluation: Receive one-year ATOs for Personnel Accountability NIPR programs.

Performance Outcome: ATOs issued for greater than one year indicate systems that present less risk to the DMDC/DHRA networks; an increased total of these longer ATOs demonstrates a more secure environment.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
One-year ATO issued	2	4	4

Remarks:

FY 2022 ATOs expected:

- 1) Synchronized Predeployment and Operational Tracker (SPOT) Enterprise Suite/Total Operational Picture Support System (TOPSS) Non-Secure Internet Protocol Router (NIPR)
- 2) NEO Tracking System (NTS) Central Server ATO
- 3) NEO Tracking System (NTS) Local Server ATO
- 4) Personnel Accountability NIPR Applications ATO

Inclusive of: (Personnel Location Web Service (PLWS), Personnel Accountability Reporting System (PARS), Personnel Location Accountability Check Online (PLACO).

Defense Personnel Analytics Center (DPAC) manages two DHRA programs:

- DoD Office of the Actuary (OACT)
- Office of People Analytics (OPA)

The Office of the Actuary does not have any specific cyber requirements.

DPAC - Office of People Analytics (OPA):

Office of People Analytics (OPA) / Cyber

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

Performance Statement: Maintain active Authority to Operate (ATO) across all OPA accreditation boundaries.

Performance Evaluation: 100 percent of OPA accreditation boundaries have an active ATO.

Performance Outcome: ATOs are required to continue to provide recruiting, testing, and analytic support to the Department and present less risk to DMDC/DHRA networks and supported enclaves.

Benchmarks	FY 2021 Enacted	FY 2022 Estimate	FY 2023 Estimate
100 percent of OPA accreditation boundaries have an active ATO	100 percent	100 percent	100 percent

Defense Support Service Center (DSSC) manages seven DHRA programs

- Computer/Electronic Accommodations Program (CAP)
- Defense Activity for Non-Traditional Education Support (DANTES)
- Defense Language and National Security Education Office (DLNSEO)
- Defense Travel Management Office (DTMO)
- Employer Support of the Guard and Reserves (ESGR)
- Federal Voting Assistance Program (FVAP)
- Military-Civilian Transition Office (MCTO)

DSSC - Computer/Electronic Accommodations Program (CAP)

Computer/Electronic Accommodations Program (CAP)/Cyber

Performance Statement: Defense Manpower Data Center (DMDC) Cybersecurity Service Provider (CSSP) provides 24/7 network defense, vulnerability assessment, and incident response services. CSSP is able to provide defensive cyber operations in support of network command/control, ensuring secure communications, and cyber intelligence support. DMDC identifies vulnerabilities in the CAP web applications, database, and public-facing website. DMDC CSSP helps to achieve DoDI 8530.01 compliance support and provides situational awareness of organization web application vulnerability posture and correlation of vulnerabilities to threats.

Performance Evaluation: Successful CSSP certification for CAP Public Website and Internal Management Portal that provides Web Vulnerability Scanning (WVS) support to assist CAP with vulnerabilities with respect to public facing web presence.

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

Performance Outcome: DMDC conducts required scans and report any vulnerabilities identified.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Complete Assessment Scans.	2	2	2

Remarks: None.

Performance Statement: The DOD Cybersecurity service evaluation process begins with the submission of a formal application package in the Enterprise Mission Assurance Support Service (eMASS). As outlined in Department of Defense Manual (DODM) 8530.01, the application package must contain a letter of request for an evaluation of cybersecurity activities (only for prospective CSSPs), a completed self-assessment utilizing the current ESM, cybersecurity service alignment matrix and supporting artifacts. Insignia/Excentium will assist CAP with the completion of RMF artifacts, develop Plan of Action and Milestones (POA&Ms) for all findings (technical and policy/documentation) that cannot be remediated prior to DMDC review, submit artifacts and application package into eMass, and provide all pertinent guidance to CAP.

Performance Evaluation: Successful completion of DMDC Risk Management Framework (RMF) artifacts in support of CAPX Authority to Operate (ATO) requirements.

Performance Outcome: Insignia/Excentium completes DMDC RMF requirements and submits full CAPX package into eMass.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Submit full CAPX RMF artifacts/documentation into eMass for DMDC review.	100 percent	0	0

Remarks: Insignia/Excentium has uploaded required documentation and DMDC staff is scheduled to conduct validation during the fourth quarter of FY 2021. Once the validation is complete the contractor and CAP will be required to correct any discrepancies identified to obtain ATO.

DSSC - Defense Activity for Non-Traditional Education Support (DANTES)

Defense Activity for Non-Traditional Education Support (DANTES)/Cyber

DANTES no longer has a cyber-requirement for FY 2023. The Department of Defense Voluntary Education System (DoDVES) is due to sunset by the end of calendar year 2021.

DSSC - Defense Language and National Security Education Office (DLNSEO)

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

Defense Language and National Security Education Office (DLNSEO)/Cyber

Performance Statement: Increase the number of Authority to Operate (ATO) decisions issued for a period greater than one year.

Performance Evaluation: 50 percent of ATOs issued for a period greater than one year.

Performance Outcome: ATOs issued for greater than one year indicate systems that present less risk to DLNSEO/DHRA networks; an increased number of these longer ATOs demonstrates a more secure environment.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Active ATOs issued for greater than one year	100 percent	100 percent	100 per cent

Remarks: DLNSEO maintains two ATOs, for its National Language Service Corps and National Security Education Program systems. Both were issued three-year ATOs in FY 2019.

FY 2021: Both ATOs were maintained.

FY 2022: Both systems will be targeted for three-year ATO renewal this FY.

FY 2023: Both ATOs will be maintained.

DSSC - Defense Travel Management Office (DTMO)

Defense Travel Management Office (DTMO)/Cyber

Performance Statement: Increase the number of Authority to Operate (ATO) decisions issued for a period greater than one year.

Performance Evaluation: 50 percent of ATOs issued for a period greater than one year.

Performance Outcome: ATOs issued for greater than one year indicate systems that present less risk to DTMO/DMDC/DHRA networks; an increased number of these longer ATOs demonstrates a more secure environment.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
	0	2	2

Remarks: DTMO maintains two ATOs, DTMO Passport and Oracle Service Cloud (also known as Ticket Management System).

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

FY 2021: DTMO Passport (Ft. Detrick) was granted a one-year ATO in January 2021. DTMO Passport is scheduled to migrate to DHRA/DMDC's Oracle Cloud Infrastructure (OCI) environment by December 2021 and a new ATO will be required. Due to the timing of the migration and the DMDC Cyber contract award, DTMO will submit for a one-year ATO for the Passport OCI environment in August 2021. Oracle Service Cloud is undergoing an ATO audit August 9, 2021 with an anticipated three-year ATO approval. Oracle Service Cloud is Software as a Service with no issues anticipated.

FY 2022: DTMO Passport OCI will undergo an external ATO audit and submit a request for a three-year ATO. The audit of Oracle Service Cloud will be completed and the ATO package submitted. If DTMO is granted a three-year ATO, Oracle Service Cloud will be valid until 2024.

FY 2023: If DTMO is granted a three-year ATO for Passport OCI, the ATO will be valid until 2025. If DTMO is granted a three-year ATO, Oracle Service Cloud will be valid until 2024.

DSSC - Employer Support of the Guard and Reserve (ESGR)

Employer Support of the Guard and Reserve (ESGR)/Cyber

Performance Statement:

Cybersecurity Service Provider (CSSP) Services Vulnerability Analysis and Assessment (VAA) Support services are vital, proactive activities to help determine the vulnerability posture of DOD assets. Vulnerability assessments apply a variety of techniques to identify vulnerabilities in web applications and the CSSP office helps achieve DoDI 8530.01 compliance. VAA support provides situational awareness of organization web application vulnerability posture and correlation of vulnerabilities to threats.

Performance Evaluation:

Provide Web Vulnerability Scanning (WVS) support to assist ESGR with vulnerability identification of DoD Whitelisted websites IAW USCYBERCOM TASKORD 13-0613 with respect to public facing web presence.

Performance Outcome:

Defense Information Systems Agency (DISA) conduct required scans and report any vulnerabilities identified. ESGR receives scan results from DISA, Center, then works with appropriate offices to resolve issues identified.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Complete two WVS assessment scans and provide associated reports	2	2	2

Remarks:

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

ESGR completed migrating six servers hosted at DISA to update Windows operating system in the second quarter of FY 2021 to improve security posture.

Performance Statement:

The Exhibit Arts Fulfillment System contractor will create, write and edit the RMF documents to include: System Security Plan, Security Design, Network Architecture, Hardware/Software Inventory, Plan of Action and Milestones (POA&Ms), Risk Assessments, Security Controls, Contingency Planning, Patch Management Plans, Incident Response Plans, Continuous Monitoring Plans, Security Categorization, and Common Control Identifiers (CCIs) including Privacy Controls to ensure the overall security posture of the network/IS.

Performance Evaluation:

Establish appropriate administrative, technical, and physical safeguards to protect any and all nonpublic Government data to ensure the confidentiality, integrity, and availability of government data. All Information Technology Systems will compliance DoD Risk Management Framework (RMF) guidance.

Performance Outcome:

Required documentation uploaded and validated against security control checks per DoD standards concerning Risk Management Framework (RMF) as documented in the Enterprise Mission Assurance Support Service (eMASS).

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
RMF documentation uploaded and validated in eMass	95 percent	95 percent	95 percent

Remarks:

Support contractor has uploaded required documentation and Defense Manpower Data Center staff is scheduled to conduct validation during the third quarter of FY 2021. Authority to operate with conditions was approved and expires in April 2022.

DSSC - Federal Voting Assistance Program (FVAP)

Federal Voting Assistance Program (FVAP)/Cyber

Performance Statement: The C5ISR Center Cybersecurity Service Provider (CSSP) is one of twenty-three approved CSSPs that provide 24/7 network defense, vulnerability assessment, and incident response services. Cybersecurity is a rapid moving field, both within the public and private sectors, and the CSSP is able to provide defensive cyber operations in support of network command/control, ensuring secure communications, and cyber intelligence support. Simultaneously, CSSP is able to utilize these operational datasets as a baseline for continuous transformation with research/development and thus, further modernization. C5ISR identifies vulnerabilities in web applications and the CSSP

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

helps to achieve DoDI 8530.01 compliance support and provides situational awareness of organization web application vulnerability posture and correlation of vulnerabilities to threats.

Performance Evaluation: Successful CSSP certification for FVAP Portal and Procurement IDIQ Portal that provides Web Vulnerability Scanning (WVS) support to assist FVAP with vulnerabilities with respect to public facing web presence.

Performance Outcome: C5ISR conducts required scans and reports any vulnerabilities identified.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Complete two WVS assessment scans	2	2	2

Remarks:

FVAP will be changing over Tomcat servers and updating versions of other security software like Splunk in FY 2021. Other compliance tasks and remediation will be dealt with from the controls that were found to need updates in the Risk Management Framework (RMF) Audit in support of the FVAP Portal Authority to Operate.

Performance Statement:

The contractor and government lead will work to create, write and edit the RMF documents to include: System Security Plan, Security Design, Network Architecture, Hardware/Software Inventory, Plan of Action and Milestones (POA&Ms), Risk Assessments, Security Controls, Contingency Planning, Patch Management Plans, Incident Response Plans, Continuous Monitoring Plans, Security Categorization, and Common Control Identifiers (CCIs) including Privacy Controls to ensure the overall security posture of the network/ IS.

Performance Evaluation:

Establish appropriate administrative, technical, and physical safeguards to protect any and all nonpublic Government data to ensure the confidentiality, integrity, and availability of government data appropriate to the FVAP Portal security classification.

Performance Outcome:

Required documentation uploaded and validated against security control checks per DoD standards concerning Risk Management Framework (RMF) as documented in the Enterprise Mission Assurance Support Service (eMASS).

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
RMF documentation uploaded and validated in eMass	100 percent	100 percent	100 percent

Remarks:

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

Support contractor has uploaded required documentation and Defense Manpower Data Center (DMDC) staff is scheduled to conduct validation during the fourth quarter of FY 2021. Once the validation is complete the contractor will be required to correct any discrepancies identified.

DSSC – Military-Civilian Transition Office (MCTO):

- Transition Assistance Program (TAP)
- Yellow Ribbon Reintegration Program (YRRP)

The Military – Civilian Transition Office (MCTO) combines Transition Assistance Program (TAP) and Yellow Ribbon Reintegration Program (YRRP) into one program. In January 2020, DPFSC created the Military-Civilian Transition Office (MCTO) to merge the Office for Reintegration Programs (ORP) with TVPO to develop synergies between DPFSC programs. MCTO manages both the Transition Assistance Program (TAP) and the Yellow Ribbon Reintegration Program (YRRP) to efficiently deliver resources to transitioning Service members, members of the National Guard and Reserve, their families and communities worldwide. Both TAP and YRRP funding have consolidated in the FY 2023 POM. Resource consolidation has been effective in current operations by streamlining contracts, curriculum, and to include a projected movement to a single Information Technology (IT) platform.

DSSC – Military-Civilian Transition Office (MCTO)

Transition Assistance Program (TAP) / Cyber

Performance Statement: Defense Manpower Data Center (DMDC) Cybersecurity Service Provider (CSSP) provides 24/7 network defense, vulnerability assessment, and incident response services. CSSP is able to provide defensive cyber operations in support of network command/control, ensuring secure communications, and cyber intelligence support. DMDC identifies vulnerabilities in the TAP-IT web applications, database, and public-facing website. DMDC CSSP helps to achieve DoDI 8530.01 compliance support and provides situational awareness of organization web application vulnerability posture and correlation of vulnerabilities to threats.

Performance Evaluation: Successful CSSP certification for TAP-IT that provides Web Vulnerability Scanning (WVS) support to assist TVPO with vulnerabilities with respect to public facing web presence.

Performance Outcome: DMDC conducts required scans and report any vulnerabilities identified.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Complete Assessment Scans.	100 percent	100 percent	100 percent

DSSC – Military-Civilian Transition Office (MCTO)

Yellow Ribbon Reintegration Program (YRRP) / Cyber

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

Performance Statement: The contractor and government will coordinate with C5ISR Center Cybersecurity Service Provider (CSSP) to ensure and provide 24/7 network defense, vulnerability assessment, and incident response services for EventPLUS. Cybersecurity is a rapid moving field, both within the public and private sectors, and the CSSP is able to provide defensive cyber operations in support of network command/control, ensuring secure communications, and cyber intelligence support. Simultaneously, CSSP is able to utilize these operational datasets as a baseline for continuous transformation with research/development and thus, further modernization. C5ISR identifies vulnerabilities in web applications and the CSSP helps to achieve DoDI 8530.01 compliance support and provides situational awareness of organization web application vulnerability posture and correlation of vulnerabilities to threats.

Performance Evaluation: Successful CSSP certification for EventPLUS provides Web Vulnerability Scanning (WVS) support to assist EventPLUS with vulnerabilities with respect to public facing web presence.

Performance Outcome: The contractor and C5ISR conducts required scans and reports any vulnerabilities identified to government and contractor in coordination with DMDC.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
Vulnerability Scanning	100 percent	100 percent	100 percent

Remarks: The government and contractor began implementing CSSP for EventPLUS in FY 2020 and completed partial scanning and estimates 40 percent compliance with required vulnerability scanning. The government anticipates to reach 100 percent of required scanning by FY 2021 and continues to coordinate with the contractor and DMDC personnel to conduct scans, review, and provide remediation efforts as part of EventPLUS's vulnerability management program.

Performance Statement: The contractor and government lead, in coordination with DMDC, will work to create, write and edit RMF documents for EventPLUS to include: System Security Plan, Security Design, Network Architecture, Hardware/Software Inventory, POA&Ms, Risk Assessments, Security Controls, Contingency Planning, Patch Management Plans, Incident Response Plans, Continuous Monitoring Plans, Security Categorization, and Common Control Identifiers (CCIs) including Privacy Controls to ensure the overall security posture of the network/ IS.

Performance Evaluation: Establish appropriate administrative, technical, and physical safeguards to protect any and all nonpublic Government data to ensure the confidentiality, integrity, and availability of government data appropriate to the EventPLUS security classification.

Performance Outcome: Required documentation uploaded and validated against security control checks per DoD standards concerning Risk Management Framework (RMF) as documented in the Enterprise Mission Assurance Support Service (eMASS) and in coordination with DMDC.

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

IV. Performance Criteria and Evaluation Summary:

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
RMF documentation uploaded and validated in eMass	90 percent	100 percent	100 percent

Remarks: The government is coordinating with the contractor and DMDC personnel to update all RMF documentation as part of the RMF assessment for EventPLUS slated to being in 3rd Quarter FY 2021. The government anticipates being 100 percent compliant with RMF documentation requirements by FY 2022.

Sexual Assault Prevention and Response Office (SAPRO)

Defense Sexual Assault Incident Database (DSAID) / Cyber

Performance Statement: Maintain DSAID Authority to Operate (ATO) per requirements and security controls outlined by the Joint Service Provider (JSP).

Performance Evaluation: Annually assess the security controls to determine their effectiveness.

Performance Outcome: Increased security posture of DSAID to further enable SAPRO to accomplish its mission.

Benchmarks	FY 2021 Estimate	FY 2022 Estimate	FY 2023 Estimate
	2	1	1

Remarks:

DSAID current ATO-C expires September 8, 2021. SAPRO is actively working with JSP to resolve outstanding issues identified.

*Increase in FY 2021 and FY 2022 due to the need to maintain JSP ATO and obtain new DMDC ATO for DSAID concurrently.

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

V. Personnel Summary:

N/A

**Defense Human Resources Activity - Cyber
Operation and Maintenance, Defense-Wide
Fiscal Year (FY) 2023 Budget Estimates**

VI. OP 32 Line Items as Applicable (Dollars in thousands):

	FY 2021 <u>Program</u>	<u>Change from FY 2021 to FY 2022</u>		FY 2022 <u>Program</u>	<u>Change from FY 2022 to FY 2023</u>		FY 2023 <u>Program</u>
		<u>Price Growth</u>	<u>Program Growth</u>		<u>Price Growth</u>	<u>Program Growth</u>	
671 DISA DISN SUBSCRIPTION SERVICES (DSS)	2,050	156	-2,206	0	0	0	0
0699 TOTAL OTHER FUND PURCHASES	2,050	156	-2,206	0	0	0	0
920 SUPPLIES & MATERIALS (NON-FUND)	176	5	-181	0	0	0	0
922 EQUIPMENT MAINTENANCE BY CONTRACT	842	25	-867	0	0	0	0
925 EQUIPMENT PURCHASES (NON-FUND)	9	0	-9	0	0	0	0
932 MGT PROF SUPPORT SVCS	217	7	-224	0	0	0	0
987 OTHER INTRA-GOVT PURCH	0	0	248	248	5	457	710
989 OTHER SERVICES	902	27	15,635	16,564	348	7,590	24,502
990 IT CONTRACT SUPPORT SERVICES	26,226	787	-26,170	843	18	40	901
0999 TOTAL OTHER PURCHASES	28,372	851	-11,568	17,655	371	8,087	26,113
9999 GRAND TOTAL	30,422	1,007	-13,774	17,655	371	8,087	26,113