Exhibit R-2, RDTE Budget Item Justification: PB 2019 DoD Human Resources Activity											Date: February 2018	
Appropriation/Budget Activity 0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 5: *System Development & Demonstration (SDD)*					**R-1 Program Element (Number/Name)** PE 0605021SE I *Homeland Personnel Security Initiative*							

COST ($ in Millions)	Prior Years	FY 2017	FY 2018	FY 2019 Base	FY 2019 OCO	FY 2019 Total	FY 2020	FY 2021	FY 2022	FY 2023	Cost To Complete	Total Cost
Total Program Element	0.286	1.658	4.893	0.296	-	0.296	0.295	0.295	0.301	0.307	Continuing	Continuing
01: *Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*	0.286	1.658	4.893	0.296	-	0.296	0.295	0.295	0.301	0.307	Continuing	Continuing

A. Mission Description and Budget Item Justification

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). RDTE funding in FY18 was applied to the start-up costs for expanding the recruiting database provided to all Military Services for use with officer and enlisted recruiting and to explore the merits of expanding use to civilian recruiting as proposed in a Force of the Future initiative. Specifically, the funds would provide contractor support for the development of a pilot expanded database, procurement of additional directory lists, and the purchase of IT hardware and software for the development of a user- friendly interface for accessing the data. FY19 RDTE funds in HSPD-12 will be applied to research and investigation of multifactor authentication alternatives that may allow DoD to supplement current public key infrastructure and DoD Self-Service Logon authentication solutions.

B. Program Change Summary ($ in Millions)

	FY 2017	FY 2018	FY 2019 Base	FY 2019 OCO	FY 2019 Total
Previous President's Budget	1.658	4.893	0.296	-	0.296
Current President's Budget	1.658	4.893	0.296	-	0.296
Total Adjustments	0.000	0.000	0.000	-	0.000
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			

Change Summary Explanation

Recruiting Databases: OPA JAMRS will continue to operate and maintain the expanded JAMRSdb in FY19 and beyond using O&M,DW funding.

Exhibit R-2A, RDT&E Project Justification: PB 2019 DoD Human Resources Activity											Date: February 2018	
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/Recruiting Databases*			

COST ($ in Millions)	Prior Years	FY 2017	FY 2018	FY 2019 Base	FY 2019 OCO	FY 2019 Total	FY 2020	FY 2021	FY 2022	FY 2023	Cost To Complete	Total Cost
01: *Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*	0.286	1.658	4.893	0.296	-	0.296	0.295	0.295	0.301	0.307	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

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

Recruiting Databases Project: FY 2018 funds were directed to completing the expansion of recruiting database from the pilot started in FY 2017. It will be provided to all Military Services for use with officer and enlisted recruiting and to explore the merits of expanding use to civilian recruiting. Specifically, the funds will provide contractor support to research efforts on expanding the JAMRS Recruiting database for more precise direct messaging and run micro-targeting pilots with third party data buys.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2017	FY 2018	FY 2019
Title: Defense Enrollment Eligibility Reporting System/HSPD-12/Recruiting Databases ***Description:*** The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors. The Office of People analytics (OPA) JAMRS Recruiting Database (JAMRSdb) - Recruiting database provided to all Military Services. ***FY 2018 Plans:*** HSPD-12: Funds in HSPD-12 were applied to the DoD NextGen USID to allow the Department to replace the existing Teslin ID cards that are highly susceptible to counterfeiting due to an outdated design and lack newer anti-counterfeiting technology. This project was deferred from FY 2017 to accommodate higher priority identity management task for probabilistic search. Completing	1.658	4.893	0.296

Exhibit R-2A, RDT&E Project Justification: PB 2019 DoD Human Resources Activity		Date: February 2018
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/Recruiting Databases

B. Accomplishments/Planned Programs ($ in Millions)	FY 2017	FY 2018	FY 2019
the USID redesign utilizing the latest technical and printing techniques on a plastic substrate will significantly improve card quality and reduce fraud. Recruiting Databases: FY18 funds were directed to completing the expansion of recruiting database from the pilot started in FY17. It will be provided to all Military Services for use with officer and enlisted recruiting and to explore the merits of expanding use to civilian recruiting. Specifically, the funds will provide contractor support to research efforts on expanding the JAMRS Recruiting database for more precise direct messaging and run micro-targeting pilots with third party data buys. Recruiting Databases ($4.500 million): - Research efforts on expanding the JAMRS Recruiting Database for more precise direct messaging. - Run micro-targeting pilots with third party data buys. *FY 2019 Plans:* HSPD-12: FY 2019 RDTE funds in HSPD-12 will be applied to research and investigation of multifactor authentication alternatives that may allow DoD to supplement current public key infrastructure and DoD Self-Service Logon authentication solutions. Recruiting Databases: OPA JAMRS will continue to operate and maintain the expanded JAMRSdb in FY 2019 and beyond using O&M, DW funding. *FY 2018 to FY 2019 Increase/Decrease Statement:* HSPD-12: Decrease is due to completion of DoD NextGen USID redesign. Recruiting databases: Decrease of $4.5M because enhanced Recruiting database will be maintained with a different appropriation.			
Accomplishments/Planned Programs Subtotals	1.658	4.893	0.296

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

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

Exhibit R-2A, **RDT&E Project Justification:** PB 2019 DoD Human Resources Activity		**Date:** February 2018
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 01 *I Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*

E. Performance Metrics

 None

Exhibit R-3, RDT&E Project Cost Analysis: PB 2019 DoD Human Resources Activity														Date: February 2018

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/Recruiting Databases*

Test and Evaluation ($ in Millions)

Cost Category Item	Contract Method & Type	Performing Activity & Location	Prior Years	FY 2017 Cost	FY 2017 Award Date	FY 2018 Cost	FY 2018 Award Date	FY 2019 Base Cost	FY 2019 Base Award Date	FY 2019 OCO Cost	FY 2019 OCO Award Date	FY 2019 Total Cost	Cost To Complete	Total Cost	Target Value of Contract
Homeland Personnel Security Directive (HSPD-12) Initiative/ Recruiting Databases	C/IDIQ	Gulf Coast Enterprise : Pensacola, FL	0.286	1.658	Dec 2016	4.893	Dec 2017	0.296	Dec 2018	-		0.296	Continuing	Continuing	-
Subtotal			0.286	1.658		4.893		0.296		-		0.296	Continuing	Continuing	N/A

Remarks
HSPD-12: RDTE funds in HSPD-12 will extend through the FYDP and be applied to research and investigation of multifactor authentication alternatives that may allow DoD to supplement current public key infrastructure and DoD Self-Service Logon authentication solutions.

	Prior Years	FY 2017	FY 2018	FY 2019 Base	FY 2019 OCO	FY 2019 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	0.286	1.658	4.893	0.296	-	0.296	Continuing	Continuing	N/A

Remarks

Exhibit R-4, **RDT&E Schedule Profile:** PB 2019 DoD Human Resources Activity		**Date:** February 2018
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 01 *I Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*

	FY 2017				FY 2018				FY 2019				FY 2020				FY 2021				FY 2022				FY 2023			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Homeland Security Presidential Directive (HSPD-12)																												
Recruiting Databases					▮▮▮▮▮																							

Exhibit R-4A, **RDT&E Schedule Details:** PB 2019 DoD Human Resources Activity		**Date:** February 2018
Appropriation/Budget Activity 0400 *I* 5	**R-1 Program Element (Number/Name)** PE 0605021SE *I Homeland Personnel Security Initiative*	**Project (Number/Name)** 01 *I Homeland Security Presidential Directive (HSPD-12) Initiative/Recruiting Databases*

Schedule Details

Events by Sub Project	Start		End	
	Quarter	**Year**	**Quarter**	**Year**
Homeland Security Presidential Directive (HSPD-12)				
Recruiting Databases	1	2018	4	2018

Note

HSPD-12: FY19 RDTE funds in HSPD-12 will be applied to research and investigation of multifactor authentication alternatives that may allow DoD to supplement current public key infrastructure and DoD Self-Service Logon authentication solutions.

Recruiting Databases: OPA JAMRS will continue to operate and maintain the expanded JAMRSdb in FY 2019 and beyond using O&M, DW funding.