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Exhibit R-2, RDT&E Budget Item Justification: PB 2025 DoD Human Resources Activity **Date:** March 2024

Appropriation/Budget Activity 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 5: System Development & Demonstration (SDD)	R-1 Program Element (Number/Name) PE 0605021SE / Homeland Personnel Security Initiative
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COST (\$ in Millions)	Prior Years	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	FY 2026	FY 2027	FY 2028	FY 2029	Cost To Complete	Total Cost
Total Program Element	13.688	6.191	9.292	9.526	-	9.526	9.169	9.297	9.493	9.684	Continuing	Continuing
01: Homeland Security Presidential Directive (HSPD-12) Initiative	1.186	0.314	0.327	0.334	-	0.334	0.340	0.344	0.351	0.358	Continuing	Continuing
03: Identity Credential Management (ICM)	12.502	5.877	8.965	9.192	-	9.192	8.829	8.953	9.142	9.326	Continuing	Continuing

A. Mission Description and Budget Item Justification

The Department of Defense Human Resources Activity (DHRA) is a DoD-wide Field Activity chartered to support the Under Secretary of Defense for Personnel and Readiness (USD(P&R)). RDT&E funds are applied to research security and standards compliance improvements for the Common Access Card (CAC) and the Uniformed Services Identification (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 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total
Previous President's Budget	6.191	9.292	9.507	-	9.507
Current President's Budget	6.191	9.292	9.526	-	9.526
Total Adjustments	0.000	0.000	0.019	-	0.019
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year - Economic Assumptions	-	-	0.019	-	0.019

Change Summary Explanation

The FY 2025 increase of +\$0.019 million reflects economic assumptions.

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Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity **Date:** March 2024

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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COST (\$ in Millions)	Prior Years	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	FY 2026	FY 2027	FY 2028	FY 2029	Cost To Complete	Total Cost
01: Homeland Security Presidential Directive (HSPD-12) Initiative	1.186	0.314	0.327	0.334	-	0.334	0.340	0.344	0.351	0.358	Continuing	Continuing
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 the Defense Enrollment Eligibility Reporting System (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 2023	FY 2024	FY 2025
Title: Real-time Automated Personnel Identification System (RAPIDS) /HSPD-12	0.314	0.327	0.334
Description: This is federally mandated by Homeland Security Presidential Directive (HSPD-12) and Federal Information Process Standard (FIPS) Special Publication 201. HSPD-12 requires rapid electronic authentication for all Government employees, uniformed individuals and contractors.			
FY 2024 Plans: HSPD-12: FY 2024 funds will be used to continue improved standards compliance and security of the modernized identity and credentialing (including CAC) capabilities, to include testing of DoD credentials, including CAC.			
FY 2025 Plans: FY 2025 funds will be used to continue improving standards compliance and security of the CAC.			
FY 2024 to FY 2025 Increase/Decrease Statement: The increase from FY 2024 to FY 2025 supports increasing costs to perform research for continually changing security requirements and standards.			
Accomplishments/Planned Programs Subtotals	0.314	0.327	0.334

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

N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity		Date: March 2024
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>

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

Remarks

D. Acquisition Strategy

HSPD-12: Existing contract vehicles in place/General Services Administration.

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Exhibit R-3, RDT&E Project Cost Analysis: PB 2025 DoD Human Resources Activity **Date:** March 2024

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 2023		FY 2024		FY 2025 Base		FY 2025 OCO		FY 2025 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	1.186	0.314		0.327		0.334		-		0.334	Continuing	Continuing	-
Subtotal			1.186	0.314		0.327		0.334		-		0.334	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 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	Cost To Complete	Total Cost	Target Value of Contract
Project Cost Totals	1.186	0.314	0.327	0.334	-	0.334	Continuing	Continuing	N/A

Remarks

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Exhibit R-4, RDT&E Schedule Profile: PB 2025 DoD Human Resources Activity		Date: March 2024
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 2023				FY 2024				FY 2025				FY 2026				FY 2027				FY 2028				FY 2029			
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>	
Research and investigate improved standards compliance and security of the CAC	[REDACTED]

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Exhibit R-4A, RDT&E Schedule Details: PB 2025 DoD Human Resources Activity		Date: March 2024
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>				
Research and investigate improved standards compliance and security of the CAC	1	2025	4	2029

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Exhibit R-2A, RDT&E Project Justification: PB 2025 DoD Human Resources Activity										Date: March 2024		
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)			
COST (\$ in Millions)	Prior Years	FY 2023	FY 2024	FY 2025 Base	FY 2025 OCO	FY 2025 Total	FY 2026	FY 2027	FY 2028	FY 2029	Cost To Complete	Total Cost
03: Identity Credential Management (ICM)	12.502	5.877	8.965	9.192	-	9.192	8.829	8.953	9.142	9.326	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

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 research security and standards compliance improvements for the Common Access Card (CAC) and the Uniformed Services Identification (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. Accomplishments/Planned Programs (\$ in Millions)

	FY 2023	FY 2024	FY 2025
Title: Identity Credential Management	5.877	8.965	9.192
Description: Identity and 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 for Identity and Credentialing programs including CAC and Uniformed Services ID cards.			
FY 2024 Plans: FY 2024 RDT&E funding will support Identity and Credential Management development to include research and development of security standards and compliance improvements for the identity and credential solutions and continued research and development of self-service capabilities to expand the current self-service portfolio for remote identity proofing and credentialing capabilities, reducing in person transactions at RAPIDS sites, including CAC and Uniformed Services ID cards. This includes deployment of modernized identity and credential management solution and enhancement of the online USID card renewal for full deployment.			
FY 2025 Plans: In FY 2025 the modernized identity and credentialing capability will reach initial operational capability (IOC) and will be operated in several field locations to ensure it is a fully-capable replacement of RAPIDS.			
FY 2024 to FY 2025 Increase/Decrease Statement: The Increase in funding from FY 2024 to FY 2025 supports movement from prototype to IOC for the modernized identity and credential solution, as well as movement from pilot to full capability for the Online USID Card Renewal capability.			
Accomplishments/Planned Programs Subtotals	5.877	8.965	9.192

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

N/A

Remarks

N/A

D. Acquisition Strategy

N/A

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Exhibit R-4, RDT&E Schedule Profile: PB 2025 DoD Human Resources Activity		Date: March 2024
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FY 2016				FY 2017				FY 2018				FY 2019				FY 2020				FY 2021				FY 2022			
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	

FY 2023				FY 2024				FY 2025				FY 2026				FY 2027				FY 2028				FY 2029			
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 2025 DoD Human Resources Activity		Date: March 2024
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Schedule Details

Events by Sub Project	Start		End	
	Quarter	Year	Quarter	Year
<i>Identity Credential Management</i>				
Identity Credential Management	1	2020	4	2029