Exhibit R-2, RDT&E Budget Item Justification: PB 2019 DoD Human Resources Activity												Date: February 2018	

Appropriation/Budget Activity
0400: *Research, Development, Test & Evaluation, Defense-Wide I* BA 6: *RDT&E Management Support*

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

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	4.070	15.230	30.356	24.914	-	24.914	34.448	35.260	26.918	17.341	Continuing	Continuing
01: *Defense Civilian Personnel Data System*	-	0.000	5.600	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
5: *ESGR Awards and Activity Tracking & Reporting (AATR) Tool*	0.500	0.000	0.900	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
6: *Enterprise Data Services*	0.000	0.000	0.134	4.856	-	4.856	14.125	17.928	10.544	0.637	Continuing	Continuing
7: *DSAID*	0.000	1.932	4.916	1.800	-	1.800	2.232	0.000	0.000	0.000	-	-
8: *CAP*	0.000	0.000	1.780	1.292	-	1.292	0.000	0.000	0.000	0.000	-	-
9: *Office of People Analytics (OPA), Testing and Assessment*	0.000	2.686	3.640	2.419	-	2.419	4.644	4.448	4.207	4.291	Continuing	Continuing
10: *Enterprise Human Resource Infor System(EHRIS)*	3.570	4.585	2.493	3.127	-	3.127	4.932	4.728	4.471	4.562	Continuing	Continuing
11: *Personnel Accountability (PA)*	0.000	1.774	1.742	3.330	-	3.330	2.448	2.345	2.217	2.262	Continuing	Continuing
12: *Personnel Security Assurance (PSA)*	0.000	4.253	4.351	4.116	-	4.116	5.174	4.956	4.686	4.780	Continuing	Continuing
13: *Federal Voting Assistance Program*	0.000	0.000	0.800	0.793	-	0.793	0.893	0.855	0.793	0.809	Continuing	Continuing
14: *Defense Travel System-Modernization (PILOT)*	-	0.000	4.000	3.181	-	3.181	0.000	0.000	0.000	0.000	Continuing	Continuing

A. Mission Description and Budget Item Justification

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.

For FY 2017, as a result of a Business Process and Systems Review, DHRA implemented a major reorganization that impacted the DHRA RDT&E budget. The most significant aspect of this reorganization, from a RDT&E perspective, was the integration of the Enterprise Human Resources Information System (EHRIS) into the

Exhibit R-2, RDT&E Budget Item Justification: PB 2019 DoD Human Resources Activity		Date: February 2018
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Defense Manpower Data Center's (DMDC) portfolio of information technology (IT) initiatives. Additionally, DHRA has implemented a major reorganization of the DMDC programs to more accurately align budget program lines with the DHRA Information Technology (IT) data reported in the DHRA IT Budget. The Defense Eligibility and Enrollment System (DEERS); Data Governance; Real Time Automated Personnel Identification System (RAPIDS); Common Access Card (CAC); the Cyber Security program has been integrated into the DEERS and RAPIDS programs, with CAC being retained as part of the RAPIDS program. Synchronized Pre-deployment and Operational Tracker (SPOT) has been integrated into a Personnel Accountability (PA) program, that also includes Joint Personnel Accountability Reconciliation and Reporting (JPARR), and the Noncombatant Evacuation Operations (NEO) Tracking System (NTS).

Project 1: DCPDS - this project is described below in Project #10 EHRIS where it has been realigned.

Project 5: ESGR Awards & Activity Tracking (AATR) Tool. Employer Support of the Guard and Reserve (ESGR) requires a comprehensive web-based application (Awards and Activity Tracking and Reporting) to track ESGR Activities to include briefings and recognition of civilian employers and briefings of National Guard and Reserve that will track against organizational goals vs. costs and the hours donated by Volunteers. The application will replace several manual processes that use Microsoft Excel spreadsheets across 54 State Committees and through contractor support. This will also place all critical data in a DoD Data Center. Development of a web-based application would immensely improve data collection and analysis while allowing field staff and volunteers to better focus on operations and mission accomplishment. The application would be an addition to ESGR's current Portal that contains ESGR's member management, inquiry and case management, and freedom award nomination systems.

Project 6: Enterprise Data Management (EDS) is addressing two critical projects in FY 2019: 1) JOM and 2) EDDIE. 1) The Joint Officer Management (JOM) modernization initiative will support improvements in the Joint Manpower Information System's (JMIS) automation, reliability, accuracy, and system interoperability to enable the Department to more effectively comply with Title 10 management requirements of Joint Duty Officers in the Active and Reserve forces, and improve the sight picture of joint officer personnel capabilities and readiness for the SECDEF and the Chairman, Joint Chiefs of Staff (CJCS). The 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 while addressing critical compliance issue around cyber security, and legislative and policy changes for which the legacy system has been unable to keep pace. 2) The Enterprise Data to Decisions Information Environment (EDDIE) introduces a streamlined way to provide person based "data as a service" and "analytics as a service" to all of DoD and other Federal Agencies. It enables and improves all types of analytics from standard reporting to more emergent and embedded predictive/prescriptive analytics. EDDIE will assist decision makers in forming relevant questions, retrieving pertinent information, and informing policy and program changes. In FY 2019, the Office of People Analytics (OPA) and Defense Manpower Data Center (DMDC) will collaborate with the Federally Funded Research and Development Centers (FFRDCs), Policy Offices, and other stakeholders to perform business process reengineering to improve the approval processes to gain access to the data, define workflow, and to define the minimal and optimal data universe required for the collaborative environment. FY 2019 will perform the architecture, design, and Analysis of Alternatives for the environment including at a minimum evaluation of the DISA Data Lake, CIO Data Environment, and PDE Enhancement.

Project 7: Defense Sexual Assault Incidents Database. The Defense Sexual Assault Incidents Database (DSAID) is the integrated DoD SAPR Data Collection and Reporting System that accommodates a variety of uses, including the tracking of sexual assault victim support services, support Sexual Assault Prevention and

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2019 DoD Human Resources Activity	**Date:** February 2018
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Response (SAPR) program administration, program reporting requirements, and data analysis. In order to facilitate analysis at the OSD level, the System will be able to easily export data for analysis in computerized statistical applications, such as Statistical Package for the Social Sciences (SPSS). Service field-level users use the system to track support to victims of sexual assault throughout the lifecycle of that support requirement and to facilitate sexual assault case transfer between the Sexual Assault Response Coordinators (SARCs) and Services. Service headquarters-level users use the system to support program planning, analysis, and management. DoD SAPR Office (SAPRO) users and Service headquarters-level users access the system to produce mandated and requested reports, monitor program effectiveness and support cohort and trend analysis.

Project 8: Computer/Electronic Accommodations Program. The Computer/Electronic Accommodations Program (CAP) mission is to provide assistive technology and accommodations to support individuals with disabilities and wounded, ill, and injured Service members throughout the Federal Government in accessing information and communication technology. CAP currently has partnerships with 69 federal agencies. CAP's wounded, ill, and injured Service member's initiative is designed to cover active duty Service members, to include Guard or Reserve who are on active duty orders, including Title 10 orders. Since its inception, the program has provided over 150,000 accommodations for Department of Defense (DoD) and non-DoD employees with disabilities and wounded, ill, and injured Service members.

Currently CAP utilizes a Government-Off-The-Shelf (GOTS) product designed to support the program's robust mission. This product, CAP Portal, is used primarily to process DoD and other government agencies requests for hardware, software, training, and other miscellaneous accommodation services. CAP Portal also processes information pertaining to developing and tracking requirements packages, market research, events and outreach to include proposals, presentations, materials, and assistive technology. The CAP Portal allows staff and contract support personnel to utilize all aspects of its functionality to facilitate the provision of reasonable accommodations, and run various reports to make financial forecasts with the data that is contained within the system.

Project 9: 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 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 to 1 million students in the DoD Student Testing program. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. New ASVAB test forms and related support materials are implemented approximately every four years. This allows DoD to make measurement improvements as well as decrease the likelihood of test compromise. Ongoing RDT&E efforts include development and evaluation of procedures which (1) reduce or eliminate threats to the validity of the ASVAB test scores generated; (2) improve the efficiency of the test development, calibration, and validation process; and (3) improve selection and classification decisions made by each Service through more effective use of test score information. In addition, periodic assessments are required to provide DoD manpower planners and Congress with information on aptitude trends in the population from which recruits are drawn.

Project 10: The Enterprise Human Resource Information System (EHRIS) is comprised of the Defense Civilian Personnel Data System (DCPDS), Civilian HR IT Managed Services, Civilian HR IT Enterprise Services, and Civilian HR IT Program Planning and Management.
- DCPDS is the DoD enterprise civilian personnel HR system, servicing approximately 800,000 users worldwide. The system holds all authoritative civilian employee "personal data" and personnel actions, and provides HR business capabilities to support the end-to-end HR line of business and employee self-service capabilities, such as benefits election. The DCPDS program implements systems training, testing, and requirements management that provides user and administrator training for DCPDS and performs integrated testing for DCPDS and DoD HR IT systems to ensure proper operations throughout their life cycles.

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-Civilian HR IT Managed Services is responsible to customers for deployment and management of civilian HR IT systems delivered to the DoD by external government service providers, such as the Office of Personnel Management (OPM). Services currently managed include staff acquisition (USA Jobs and USA Staffing) and the electronic official personnel folders (eOPF). DMDC's role is to centrally manage the Department's requirements for these services so that the service provider (in most cases OPM) is working with a single point of contact at DoD.

-Civilian HR IT Enterprise Services is responsible to customers for the development, operations, and sustainment of all other enterprise civilian HR IT capabilities not provided by DCPDS or external government service providers. These systems are typically unique to the DoD and allow the DoD to automate the remainder of the end-to-end HR line of business.

-Civilian HR IT Program Planning and Management centralizes civilian HR IT planning and strategy activities within DMDC in order to create an integrated plan for the future that both aligns with higher level guidance and takes into account requirements and priorities across the Department for automation of civilian HR IT processes. This program works with functional sponsors and users to produce validated functional requirements, as well as technical requirements that apply to all DoD HR IT systems.

Project 11: 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 family of systems represents end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilian, contractor and U.S. citizens. This includes DoD travel, contracts, and contractor personnel tracking in support of 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 12: 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. Funding in this program support the Defense Information System for Security (DISS) which transferred to DHRA/DMDC from DLA in FY 2017. 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.

Project 13: The Federal Voting Assistance Program (FVAP) administers many of the federal responsibilities of the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA) of 1986 and other federal military voter registration and assistance laws. FVAP works to ensure Service members, their eligible family members and overseas citizens are aware of their right to vote and have the tools and resources to successfully do so – from anywhere in the world. FVAP works to Increase the likelihood of interested Active Duty Members to use available FVAP resources to increase their level of awareness of available DoD voting assistance resources, which will increase the likelihood of returning their absentee ballot. FVAP conducts voting research projects with States, local election jurisdictions and private entities to assist UOCAVA voters to register to vote and submit their absentee ballot and improve federal, State and local election processes and procedures.

Project 14: Defense Travel System-Modernization (Pilot) - The DoD Travel System Pilot Program (DTSPP), is part of the DTS-M effort, to determine the viability of using commercial-off-the-shelf software as a service (CSaaS) to conduct DoD travel.

Exhibit R-2, **RDT&E Budget Item Justification:** PB 2019 DoD Human Resources Activity			**Date:** February 2018	

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B. Program Change Summary ($ in Millions)	**FY 2017**	**FY 2018**	**FY 2019 Base**	**FY 2019 OCO**	**FY 2019 Total**
Previous President's Budget	22.240	30.356	21.326	-	21.326
Current President's Budget	15.230	30.356	24.914	-	24.914
Total Adjustments	-7.010	0.000	3.588	-	3.588
• Congressional General Reductions	-0.010	-			
• Congressional Directed Reductions	-7.000	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Other: FY 2019 Program Increases	-	-	10.283	-	10.283
• Other: Underexecution/Inflation adjustments	-	-	-6.695	-	-6.695

Change Summary Explanation

Congress reduced DHRA by -$7.010 million in FY 2017 for FFRDC reduction (-$0.01M) and unjustified growth (-$7.0 million).

FY 2019 Program increases to: EDS for EDDIE ($4.500 million), EDS for JOMS ($0.283 million), SAPRO for DSAID ($3.500 million), and PA for the New Travel System ($2.000 million)

The FY 2019 funding request was reduced by $6.430 million to account for the availability of prior year execution balances, and adjusted for inflation rate changes by -$0.265 million.

Exhibit R-2A, RDT&E Project Justification: PB 2019 DoD Human Resources Activity		**Date:** February 2018
Appropriation/Budget Activity 0400 I 6	**R-1 Program Element (Number/Name)** PE 0605803SE I *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 01 I *Defense Civilian Personnel Data System*

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: *Defense Civilian Personnel Data System*	-	0.000	5.600	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

DCPDS is the DoD enterprise civilian personnel HR system, servicing approximately 800,000 users worldwide. The system holds all authoritative civilian employee "personal data" and personnel actions, and provides HR business capabilities to support the end-to-end HR line of business and employee self-service capabilities, such as benefits election. The DCPDS program implements systems training, testing, and requirements management that provides user and administrator training for DCPDS and performs integrated testing for DCPDS and DoD HR IT systems to ensure proper operations throughout their life cycles.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2017	FY 2018	FY 2019
Title: Database Consolidation *FY 2018 Plans:* Continue completion efforts on consolidation to a single database. *FY 2019 Plans:* N/A *FY 2018 to FY 2019 Increase/Decrease Statement:* The decrease is attributable to completion of the database consolidation effort in FY 2018.	0.000	5.600	0.000
Accomplishments/Planned Programs Subtotals	0.000	5.600	0.000

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A

Exhibit R-2A, **RDT&E Project Justification:** PB 2019 DoD Human Resources Activity		**Date:** February 2018
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)** 5 / ESGR Awards and Activity Tracking & Reporting (AATR) Tool

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
5: *ESGR Awards and Activity Tracking & Reporting (AATR) Tool*	0.500	0.000	0.900	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Redesign the ESGR Portal that contains the Inquiry and Case Management System, Member Management System, and Secretary of Defense Employer Support Freedom Award Nomination (FAN) system to account for technology changes and migrate to an approved DoD or Federal Cloud environment.

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2017**	**FY 2018**	**FY 2019**
Title: ESGR Redesign/Technical Refresh	0.000	0.900	-
FY 2018 Plans: • ESGR Portal Redesign/Technical Refresh *FY 2018 to FY 2019 Increase/Decrease Statement:* ESGR was a one-time RDT&E effort in FY 2018.			
Accomplishments/Planned Programs Subtotals	0.000	0.900	-

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

D. Acquisition Strategy
N/A

E. Performance Metrics
N/A

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

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		

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
6: *Enterprise Data Services*	0.000	0.000	0.134	4.856	-	4.856	14.125	17.928	10.544	0.637	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Cybersecurity deals with the unauthorized exposure of classified data to sites such as WikiLeaks which raised awareness on the need for improved data security management and access control measures across DoD IT enterprise. Cross Domain Information Sharing (CDS) provides for protected, automated transfer of data across networks of different security classifications reducing the need for removable media while better safe guarding the transport of information from one network to another. DMDC is developing the Enterprise Identity Attribute Service (EIAS)/Access Based Access Control technology in the classified environment as an immediate deterrent to allow/deny access to classified information giving the DoD the ability to control and monitor pre-provisioned user access in a manner that cannot be repudiated (e.g., using CAC-enabled PKE Authentication). Further, DOD will have the ability to enable, monitor and control the authorized transfer of information between SIPRNET and other DOD Networks as required via globally available and operationally effective cross domain enterprise service solutions.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2017	FY 2018	FY 2019
Title: Enterprise Data Services (EDS)	0.000	0.134	4.856

FY 2018 Plans:
• Procure the Automated Regression and Functional Testing (EoSL) Modernization
• Install Microsoft Forefront Identity Management (FIM)
• Implement Network (EoSL) Lifecycle Modernization
• Modernize the VTC/AV Upgrades for DoDC (Seaside) and Mark Center (EoSL) Lifecycle Modernization
• Server End of Service Life (EoSL) Lifecycle Modernization
• Wireless Local Area Network (WLAN) (EoSL) Lifecycle Modernization
• Destruction Of Mainframe Tapes
• Implementation of Audit Log Management
• Continued development and implementation of the Intrusion Detection System / Intrusion Prevention System (IDS/IPS)
• Continued installation of required Port Aggregators
• Implement Rogue System Detection (RSD)
• Implement Dynamic Code Scanning Solution (NTO Spider)
• Implement Static Code Scanning Solution (Fortify)

FY 2019 Plans:
• Research JOM requirements and perform decomposition of the technical implementation requirements and specifications needed for the development efforts in FY20-FY23.
• Develop JOM proposed architecture for modernized system.

Exhibit R-2A, **RDT&E Project Justification:** PB 2019 DoD Human Resources Activity		**Date:** February 2018
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B. Accomplishments/Planned Programs ($ in Millions)	**FY 2017**	**FY 2018**	**FY 2019**
• Evaluate JOM interoperability requirements and system interfaces. • Research existing alternatives and develop an Analysis of Alternatives for the EDDIE environment. • Evaluate the DISA Data Lake, CIO Data Environment, and PDE Enhancement. • Develop the architecture and design for EDDIE. • Collaborate with the FFRDCs, Policy Offices, and other stakeholders on EDDIE. • Perform business process reengineering in support of EDDIE to improve the approval processes in gaining access to the data, • Define EDDIE workflow. • Define the minimal and optimal data universe required for the EDDIE collaborative environment. *FY 2018 to FY 2019 Increase/Decrease Statement:* The EDS project increase from FY18 to FY19 supports both the JOM modernization project and the EDDIE project which both begin in FY 2019.			
Accomplishments/Planned Programs Subtotals	0.000	0.134	4.856

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

D. Acquisition Strategy
 N/A

E. Performance Metrics
 N/A

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

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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
7: *DSAID*	0.000	1.932	4.916	1.800	-	1.800	2.232	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Defense Sexual Assault Incidents Database (DSAID) is the integrated DoD SAPR Data Collection and Reporting System that accommodates a variety of uses, including the tracking of sexual assault victim support services, support SAPR program administration, program reporting requirements, and data analysis.

B. Accomplishments/Planned Programs ($ in Millions)

	FY 2017	FY 2018	FY 2019
Title: Defense Sexual Assault Incidents Database (DSAID)	1.932	4.916	1.800

FY 2018 Plans:
• 6 Server Upgrade
• Develop Secure File Locker Mechanism
• Incorporate DSAID Control Board (CCB) approved and pending Change Requests (CRs) (e.g. Sharing VAs across Services)
• Add functionality to the Enhanced Reporting Capability
• Implement or update interfaces with Service Legal Agency Systems, personnel systems, and external databases (DMDC/DEERS)

FY 2019 Plans:
• Add Business Intelligence tools to the Enhanced Reporting Capability Module
• Incorporate DSAID Control Board (CCB) approved and pending Change Requests (CRs)
• Implement or update interfaces with the Service Investigative Agency
• Incorporate DSAID CCB approved and pending change requests (e.g. Create additional LO Modules for Regional, Academies, NGB, and Coast Guard)
• Add Service interface (e.g. Navy RMS & USMC MID) to the Enhanced Reporting Capability Module

FY 2018 to FY 2019 Increase/Decrease Statement:
Decrease in funding $1.671M from FY 2018 to FY 2019 - realigning planned FY 2019 requirements to FY 2020 and prioritizing those requirements and associated funding:
FY 2019 to FY 2020 - Implement or update interfaces with the Service Investigative Agencies.
FY 2019 to FY 2020 - Add Service interface (e.g. Navy RMS & USMC MID) to the Enhanced Reporting Capability Module.

Accomplishments/Planned Programs Subtotals	1.932	4.916	1.800

Exhibit R-2A, **RDT&E Project Justification:** PB 2019 DoD Human Resources Activity		**Date:** February 2018
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C. Other Program Funding Summary ($ in Millions)
 N/A
Remarks

D. Acquisition Strategy
 N/A

E. Performance Metrics
 • In accordance with contract Plan of Action & Milestones.

Exhibit R-2A, RDT&E Project Justification: PB 2019 DoD Human Resources Activity		Date: February 2018
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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
8: *CAP*	0.000	0.000	1.780	1.292	-	1.292	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Computer/Electronic Accommodations Program (CAP) Portal has been certified as a Defense Business System (DBS). This project will help CAP obtain and maintain an optimized and certified DBS that executes data collection, records management, and reporting accountability for all stakeholders. In order to enhance areas of program data-tracking capabilities and stabilize the environment for future operations, CAP requires modernization of CAP Portal. The CAP Portal has pages/controls that have accumulated up to 7,000 lines of code, making it difficult to ensure the reliability of any updates made to the system which has undergone over 500 change requests since its launch.

There are components and functionality that are no longer being utilized and others needed, but it is risky to remove or disable due to the interconnected nature of the codebase. The current codebase utilizes an outdated framework that is difficult to maintain. The CAP Modernization Project will implement a .NET Model View Controller (MVC) framework to separate the business, display and input layers of the code. As CAP's operating procedures evolve, CAP Portal's current structure will not match the changing business needs of its users. Towards that end, the issue of restructuring CAP Portal is necessary to ensure flexibility and reliability moving forward. As a result of an outdated framework, the current CAP Portal is becoming increasingly challenging to maintain and less reliable when making updates. The CAP Modernization Project will provide a restructured database for CAP Portal with an updated codebase to provide a solid foundation that supports CAP's current structure and business processes while also increasing flexibility for future enhancements and efficiencies. All aspects of CAP Portal will be enhanced by this project, which will provide a streamlined foundation on which to incorporate new internal processing workflow entitled ONE CAP. It will provide the ability to implement new processes that reflect the current organization, roles, responsibilities, tasks and specific workflow and assignments. The modernization of technology will ensure full integration of the new internal operating model.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2017	FY 2018	FY 2019
Title: The Computer/Electronic Accommodations Program (CAP) *FY 2018 Plans:* Enhancements in FY 2018 will include development efforts along several lines. One such effort will be increasing the ability for CAP Staff to update content on the CAP website, CAP Mobile App, and communications template to reduce dependence on external resources to make these changes. Also included are development efforts aimed at enhancing the ability of CAP Staff to document process actions within the system in support of procurement and acquisition records keeping requirements as well as to facilitate effective relationship management between CAP, the DoD, Federal partner agencies, and other stakeholders. Another major effort will be increasing the self-service accessibility of information to CAP customers to reduce the level of effort required to pass on information regarding their requests for reasonable accommodation. *FY 2019 Plans:*	-	1.780	1.292

Exhibit R-2A, RDT&E Project Justification: PB 2019 DoD Human Resources Activity		Date: February 2018
Appropriation/Budget Activity 0400 / 6	**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 8 *I CAP*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2017	FY 2018	FY 2019
FY 2019 is a continuation of the efforts accomplished in FY 2018.			
FY 2018 to FY 2019 Increase/Decrease Statement: Project continues in FY 2019.			
Accomplishments/Planned Programs Subtotals	-	1.780	1.292

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

D. Acquisition Strategy
 N/A

E. Performance Metrics
 N/A

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

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) 9 / Office of People Analytics (OPA), Testing and Assessment

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
9: *Office of People Analytics (OPA), Testing and Assessment*	0.000	2.686	3.640	2.419	-	2.419	4.644	4.448	4.207	4.291	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The primary mission of OPA Testing and Assessment is to test and implement more accurate methods of assessing aptitudes required for military enlistment, success in training, and performance on the job. Also, it includes implementing methods that are useful in the identification of persons with the high aptitudes required by today's smaller and more technically demanding military.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2017	FY 2018	FY 2019
Title: Office of People Analytics (OPA), Testing and Assessment	2.686	3.640	2.419
FY 2018 Plans: • Develop automated item generation of General Science and Arithmetic Reasoning items • Research efforts on new measures/new content that could potentially be added to the ASVAB *FY 2019 Plans:* • Improve the efficiency of the test development, calibration, and validation process • Continue research efforts on new measures/new content that could potentially be added to the ASVAB *FY 2018 to FY 2019 Increase/Decrease Statement:* The decrease in funding between FY 2018 and FY 2019 will delay development and implementation of new tests with higher predictive validity for predicting success in training. Developments delayed in FY19 will be implemented in FY 2020.			
Accomplishments/Planned Programs Subtotals	2.686	3.640	2.419

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A

Exhibit R-2A, **RDT&E Project Justification:** PB 2019 DoD Human Resources Activity		**Date:** February 2018
Appropriation/Budget Activity 0400 I 6	**R-1 Program Element (Number/Name)** PE 0605803SE I *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 10 I *Enterprise Human Resource Infor System(EHRIS)*

COST ($ in Millions)	Prior Years	FY 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
10: *Enterprise Human Resource Infor System(EHRIS)*	3.570	4.585	2.493	3.127	-	3.127	4.932	4.728	4.471	4.562	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The planned Civilian HR automation enhancements are focused on software development to rationalize and modernize legacy systems and standalone systems to support the Department's civilian workforce, including a DoD-Wide performance management system; enhancement of employee competency assessment capability and talent management; modernization of the Priority Placement Program and Reemployment Priority List; and integration of succession planning. In addition, changes to the Defense Civilian Personnel Data System (DCPDS) are required for the Office of Personnel Management (OPM) mandates, HR Line of Business (LoB) directives, electronic Official Personnel Folder changes, and Retirement Systems Modernization implementation. DoD is one of five designated Shared Service Centers in the federal government focused on providing standard services across agency lines, potentially gaining significant business and cost-saving benefits. DoD is considered a leader in this initiative.

DCPDS is the Department's enterprise civilian HR system that has proven a recurring $200M annual cost-avoidance originally projected in the achievement of full operational capability in 2002 and which continues to operate as the DoD system serving over 800,000 employee records. Additional initiatives to sustain the Department's lead in automated systems include expansion the Oracle eBusiness Suite (EBS) capability to provide self-service functionality, centralized payroll support, and data warehouse improvements. Compliance with a number of directives, such as Data Center Optimization Initiative (DCOI) and Financial Audit Readiness (FIAR), drive additional consolidation requirements.

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2017**	**FY 2018**	**FY 2019**
Title: Enterprise Human Resource Infor System (EHRIS)	4.585	2.493	3.127

FY 2018 Plans:
• Continue to deliver improved Benefits processing and employee self service capabilities
• Continue completion efforts on consolidation to single database
• Continue work on integration of time and attendance and payroll processing

FY 2019 Plans:
Deploy Modernized Priority Placement Program and Reemployment Priority List Solution
• Enhance Competency Management and Talent Management
• Pilot USA Performance for Executive Performance Management
• Explore Succession Planning
• Complete consolidation to single DCPDS database
• Complete HRIT enterprise system hosting transition to DISA

Exhibit R-2A, **RDT&E Project Justification:** PB 2019 DoD Human Resources Activity		**Date:** February 2018
Appropriation/Budget Activity 0400 *I* 6	**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 10 *I Enterprise Human Resource Infor System(EHRIS)*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2017**	**FY 2018**	**FY 2019**
• Begin strategy for integration of time and attendance & payroll processing			
FY 2018 to FY 2019 Increase/Decrease Statement: The increase supports the FY 2019 base plans.			
Accomplishments/Planned Programs Subtotals	4.585	2.493	3.127

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

D. Acquisition Strategy
 N/A

E. Performance Metrics
 N/A

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

Appropriation/Budget Activity 0400 I 6	R-1 Program Element (Number/Name) PE 0605803SE I R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 11 I Personnel Accountability (PA)

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
11: *Personnel Accountability (PA)*	0.000	1.774	1.742	3.330	-	3.330	2.448	2.345	2.217	2.262	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The PA program is comprised of three sub-programs: Synchronized Pre-deployment and Operational Tracker (SPOT), Joint Personnel Accountability Reconciliation and Reporting (JPARR), and the Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This family of systems represents end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilians, contractors, and U.S. citizens. This includes DoD contracts, and contractor personnel tracking in support of 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 system of record for accountability and visibility of contracts and contractor personnel authorized to operate in a contingency operation. JPARR is a "public" 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 automated system that accounts for, and sustains visibility of noncombatant evacuees during a NEO.

B. Accomplishments/Planned Programs ($ in Millions)

	FY 2017	FY 2018	FY 2019
Title: Personnel Accountability (PA)	1.774	1.742	3.330

FY 2018 Plans:
• Modernize hardware and peripheral footprint
• Automate and reduce maintenance requirements for fielded systems
• Modernize data management and data processing
• Modernize application technologies and processes
• Develop application programing interfaces (API) and micro services
• Research and develop mobile technologies
• Identify, reduce and consolidate fragmented/duplicated personnel accountability systems

FY 2019 Plans:
Enhancements will reduce the physical footprint of systems such as NEO and SPOT-ES (Joint Asset Movement Management System). In coordination with PACOM, DMDC will be creating the ability to pre-populate a NEO with the affected population to ensure faster more accurate accountability. Personnel Accountability will be looking at an effort to analyze and develop a plan to migrate SPOT-ES from the .NET framework to the Java technology stack standard supported by DMDC which will allow development and operations to live on DMDC shared application infrastructure.

Exhibit R-2A, RDT&E Project Justification: PB 2019 DoD Human Resources Activity		Date: February 2018
Appropriation/Budget Activity 0400 I 6	**R-1 Program Element (Number/Name)** PE 0605803SE I *R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 11 I *Personnel Accountability (PA)*

B. Accomplishments/Planned Programs ($ in Millions)	FY 2017	FY 2018	FY 2019
Personnel Accountability will also work towards several new modernization efforts to include development and implementation of distributed processing, business intelligence and geographic information system (GIS) tools to support the Contingency Tracking System (CTS) and Joint Personnel Accountability Reconciliation and Reporting (JPARR) systems. Additionally we will research and create an integration plan for the possible use of Blue Force Tracking data and Radio-frequency identification (RFID) scanning technologies for evacuation and personnel accounting operations. ***FY 2018 to FY 2019 Increase/Decrease Statement:*** Increase is mainly attributable to a combination of price growth and normal schedule fluctuations associated with modernization.			
Accomplishments/Planned Programs Subtotals	1.774	1.742	3.330

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

D. Acquisition Strategy
 N/A

E. Performance Metrics
 N/A

Exhibit R-2A, RDT&E Project Justification: PB 2019 DoD Human Resources Activity		**Date:** February 2018
Appropriation/Budget Activity 0400 *I* 6	**R-1 Program Element (Number/Name)** PE 0605803SE *I R&D in Support of DOD Enlistment, Testing and Evaluation*	**Project (Number/Name)** 12 *I Personnel Security Assurance (PSA)*

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
12: *Personnel Security Assurance (PSA)*	0.000	4.253	4.351	4.116	-	4.116	5.174	4.956	4.686	4.780	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Personnel Security Assurance (PSA) provides comprehensive capabilities to perform processing and verification of security clearances for all DoD military personnel, civilians and contractors including the technology and processes that need to be addressed in order to implement Continuous Evaluation. Funds within this program will support the Defense Information System for Security (DISS). The DISS mission is to consolidate the DoD personnel security mission into an enterprise adjudicative case management system that will automate the implementation of improved national investigative and adjudicative standards to eliminate costly and inefficient work processes and increase information collaboration across the community.

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2017**	**FY 2018**	**FY 2019**
Title: Personnel Security Assurance *FY 2018 Plans:* • FY 2018 RDT&E will be used for DISS development to meet emerging interface or architecture requirements as well as data quality initiatives. *FY 2019 Plans:* FY 2019 RDT&E will be used for DISS development to meet National Security, Suitability and Credentialing reform initiatives. *FY 2018 to FY 2019 Increase/Decrease Statement:* The project continues in FY 2019.	4.253	4.351	4.116
Accomplishments/Planned Programs Subtotals	4.253	4.351	4.116

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

D. Acquisition Strategy
 N/A

E. Performance Metrics
 N/A

UNCLASSIFIED

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

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) 13 / Federal Voting Assistance Program

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
13: *Federal Voting Assistance Program*	0.000	0.000	0.800	0.793	-	0.793	0.893	0.855	0.793	0.809	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

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

B. Accomplishments/Planned Programs ($ in Millions)	FY 2017	FY 2018	FY 2019
Title: Federal Voting Assistance Program	-	0.800	0.793

Description: The 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 2018 Plans:
FVAP requires a clearinghouse through a cooperative agreement with a nonprofit organization to work with FVAP to develop innovative programs to support uniformed overseas and civilian overseas voters.
• Assess the impact of previous efforts to enact structured data feeds from the States and localities with the most populous number of military and overseas voters.
• Identify and assess the process to assess voter residency and how it impacts overseas citizen voters attempting to vote in federal elections.
• Study the extent to which States enact authorizations for the use and acceptance of electronic signatures derived from the Department of Defense Common Access Card (CAC), or its successor.
• Identify the feasibility and risks associated with a comprehensive approach for States to establish a single statewide office with the technology and software to process UOCAVA absentee balloting materials.
• Monitor the implementation, adoption and impact of clearinghouse recommendations and voting technology practices.
FY 2019 Plans:

Exhibit R-2A, **RDT&E Project Justification:** PB 2019 DoD Human Resources Activity		**Date:** February 2018
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)** 13 / *Federal Voting Assistance Program*

B. Accomplishments/Planned Programs ($ in Millions)	**FY 2017**	**FY 2018**	**FY 2019**
FVAP efforts in FY 2019 are a continuation of the cooperative agreement from FY 2018. ***FY 2018 to FY 2019 Increase/Decrease Statement:*** N/A			
Accomplishments/Planned Programs Subtotals	-	0.800	0.793

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

D. Acquisition Strategy
 N/A

E. Performance Metrics
 Each project contained within this program contains specific metrics to determine progress towards completion. Metrics for all include completed and documented analysis provided by the performer. The completion date for that analysis varies with each project. In addition, to that analysis, each effort contains a roadmap addressing the best use of the findings throughout the department. If the results of the analysis show benefit to the Department, those findings are included in policy, doctrine, tactics and procedures. The project will yield actionable findings on how to best assist UOCAVA voters while reducing the overall reporting burden for these States to provide data on the number of absentee ballots transmitted to and received from military and overseas citizens after each federal election. Process mappings about how the Federal Post Card Application and the Federal Write-in Absentee Ballot, are treated by States for uniformed overseas and civilian overseas citizens and the impact of their residency classifications will identify the extent of uniformed and civilian overseas citizens who vote.   The acceptance of electronic signatures derived from the Common Access Card within the Department provides significant potential for ensuring the absentee balloting process is seamless for active duty military members by permitting the use of an electronic signing and submission of an absentee ballot application in those States that permit an electronic submission. This will measure the extent to which States have proceeded with the consideration and adoption of authorizing statutes or administrative rules to permit the use of electronic signatures in a limited fashion and for a limited population of uniformed overseas voters.

Exhibit R-2A, RDT&E Project Justification: PB 2019 DoD Human Resources Activity		**Date:** February 2018
Appropriation/Budget Activity 0400 I 6	**R-1 Program Element (Number/Name)** PE 0605803SE I R&D in Support of DOD Enlistment, Testing and Evaluation	**Project (Number/Name)** 14 I Defense Travel System-Modernization (PILOT)

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
14: *Defense Travel System-Modernization (PILOT)*	-	0.000	4.000	3.181	-	3.181	0.000	0.000	0.000	0.000	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The DoD Travel System Pilot Program (DTSPP), is part of the DTS-M effort, to determine the viability of using commercial-off-the-shelf software as a service (CSaaS) to conduct DoD travel.

B. Accomplishments/Planned Programs ($ in Millions)	FY 2017	FY 2018	FY 2019
Title: Defense Travel System-Modernization	0.000	4.000	3.181
FY 2018 Plans: Defense Travel System (DTS). At the request of Acting Secretary of Defense, DHRA is conducting a DoD Travel System Pilot Program (DTSPP), as part of the DTS-M effort, to determine the viability of using commercial-off-the-shelf software as a service (CSaaS) to conduct DoD travel. **FY 2019 Plans:** DTS supports $3.0 Billion in annual travel across the DoD. DTSPP will investigate the use of CSaaS to conduct DoD Travel under the Federal and Joint Travel Regulations. **FY 2018 to FY 2019 Increase/Decrease Statement:** The Defense Travel System-Modernization project will reside within the Personnel Accountability (PA) program.			
Accomplishments/Planned Programs Subtotals	0.000	4.000	3.181

C. Other Program Funding Summary ($ in Millions)

N/A

Remarks

D. Acquisition Strategy

N/A

E. Performance Metrics

N/A