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Exhibit R-2, RDT&E Budget Item Justification: PB 2021 DoD Human Resources Activity **Date:** February 2020

Appropriation/Budget Activity 0400: Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation
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COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
Total Program Element	37.491	24.005	29.448	29.420	-	29.420	21.446	12.029	12.276	12.527	Continuing	Continuing
1: Identity Credential Management (ICM)	0.000	0.000	0.000	4.116	-	4.116	4.190	4.276	4.362	4.456	Continuing	Continuing
2: Office of People Analytics (OPA), Testing and Assessment	5.326	2.331	4.350	4.761	-	4.761	4.240	4.324	4.412	4.500	Continuing	Continuing
3: Personnel Accountability (PA)	6.774	6.274	1.429	2.095	-	2.095	2.165	2.208	2.252	2.299	Continuing	Continuing
4: Personnel Security Assurance (PSA)	7.253	3.966	4.352	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing
05: Federal Voting Assistance Program (FVAP)	0.800	0.764	0.678	0.692	-	0.692	0.699	0.699	0.715	0.731	Continuing	Continuing
6: Enterprise Data Services (EDS)	0.134	4.678	12.684	17.088	-	17.088	10.152	0.522	0.535	0.541	Continuing	Continuing
7: Defense Sexual Assault Incidents Database (DSAID)	5.502	1.734	2.551	0.668	-	0.668	0.000	0.000	0.000	0.000	-	-
8: Computer/Electronic Accommodations Program (CAP)	0.290	1.245	0.000	0.000	-	0.000	0.000	0.000	0.000	0.000	-	-
10: Enterprise Human Resource Infor System(EHRIS)	11.412	3.013	3.404	0.000	-	0.000	0.000	0.000	0.000	0.000	Continuing	Continuing

Note

In accordance with the directive from the Office of the Under Secretary of Defense regarding identifying cyber-related funding, DHRA has established a Program Element (PE) for Cyber - 0303140SE. The following programs, EDS, EHRIS, PA, and PSA have transferred funding to that PE beginning in FY 2021 and are included in a separate R2 exhibit, with the exception of PSA. The Cyber funding portion for PSA will be transferred to the Defense Counterintelligence and Security Agency (DCSA) along with the non-cyber funding for the Defense Information System for Security (DISS) mission and is not seen on the R2 for the 0303140SE PE.

A. Mission Description and Budget Item Justification

A. Mission Description and Budget Item Justification

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Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide I BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	
<p>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.</p> <p>Project 1: Identity Credential Management (ICM) is the realignment of the Enterprise Human Resource Information System (EHRIS), as discussed in Project 10 below. DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, entitlements, and benefits verification. This funding will support the evaluation and testing emerging technologies that will develop more robust and secure capabilities for the Department's ICM program. ICM will also research capabilities such as improved remote identity proofing and self-service solutions, and micro-services that will enable more efficient credential delivery.</p> <p>Project 2: Office of People Analytics (OPA) Testing and Assessment Division administers testing programs, which enable the Armed Services to select highly qualified military recruits. The DoD uses a single test, the Armed Services Vocational Aptitude Battery (ASVAB), to determine eligibility of military applicants and students (high school and post secondary) and to report recruit quality data to Congress. High quality recruits are obtained from administering the ASVAB annually to approximately 600,000 applicants for Military Service as part of the DoD Enlistment Testing program, and over 750,000 students in the ASVAB career exploration program. Each Service also uses ASVAB test forms developed in this program as part of their in-service testing programs. This allows DoD to make measurement improvements as well as 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.</p> <p>Project 3: The Personnel Accountability (PA) program is comprised of several systems, including: Synchronized Pre-deployment Operational Tracker Enterprise Suite (SPOT-ES), Joint Personnel Accountability Reconciliation and Reporting (JPARR), Defense Travel System (DTS)/Defense Travel System Modernization and Noncombatant Evacuation Operations (NEO) Tracking System (NTS). This family of systems represents end-to-end tracking, reconciliation and reporting of DoD personnel location and movements, to include military, DoD affiliated civilians, DoD, DoS and USAID contractors and U.S. citizens. This includes DoD travel, contracts, and contractor personnel tracking in support of military operations, contingencies, military readiness, reporting of locations at the unit and person level, accountability of DoD personnel during (and after) natural or man-made disasters and accountability and visibility of noncombatant evacuees.</p> <p>Project 4: 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. The Defense Information System for Security (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.</p> <p>Project 5: 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</p>		

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<p>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.</p> <p>Project 6: Enterprise Data Management (EDS) is addressing two critical projects in FY 2021: 1) JOM and 2) EDDIE. 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). JMIS is the DoD’s sole IT system to inform the SECDEF and CJCS on their operational joint personnel officer readiness capability. The system is used to track joint duty billets, and the officers assigned to them. It also tracks joint duty experiences, education, training, and qualifications for facilitation of joint duty officer assignments and promotions. The legacy system was built in the 1990’s and is no longer agile enough to support today’s mission. This modernization project will bring JOM into the 21st century and address critical cybersecurity, legislative, and policy compliance issues.</p> <p>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 2021 development will begin based on the findings of the Analysis of Alternatives.</p> <p>Project 7: Defense Sexual Assault Incident Database (DSAID). DSAID serves as the Department’s only centralized, case-level database for the collection and maintenance of information regarding sexual assaults involving Service members, via both Unrestricted and Restricted Reporting options. Also, DSAID accommodates a variety of uses, including the tracking of sexual assault victim support services, support sexual assault prevention and response (SAPR) program administration, congressional reporting requirements, and data analysis. DSAID will also facilitate reports to Congress on claims of retaliation in connection with an Unrestricted Report of sexual assault made by or against a member of the Armed Forces, and serve as a repository for documents necessary for future victim support. Service Sexual Assault Response Coordinators (SARCs) use the system to track support to victims of sexual assault throughout the lifecycle of support requirements that facilitate sexual assault case transfer between SARCs and Services.</p> <p>The DoD SAPR Office and Service headquarters-level users access the system as a management tool for statistical analysis, tracking, congressional and ad-hoc reporting, evaluating program effectiveness, conducting research, and case and business management. The system can easily export data for analysis in statistical applications, such as Statistical Package for the Social Sciences (SPSS) to facilitate analysis at the DoD-level. DSAID includes safeguards to shield personally identifiable information (PII) from unauthorized disclosure and stringent user access control in place.</p> <p>Project 8: 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,</p>		

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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. However, 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 previous codebase utilized an outdated framework that was difficult to maintain. The CAP RDT&E program ended in FY 2019.

Project 10: Enterprise Human Resources (HR) Information Systems (EHRIS) is responsible for developing and maintaining the Information Technology (IT) systems that support Civilian Personnel processes across DoD. 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. In compliance with a 2018 Reform Management Group decision, DMDC has begun migrating the Human Resources Core capabilities onto a Software-as-a-Service (SaaS) offering. SaaS solutions do not require development activity, so This project has been realigned to a new project line above: (Identity Credential Management((ICM)), which provides much of the underlying identification and authorization activities for Department personnel.

B. Program Change Summary (\$ in Millions)	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total
Previous President's Budget	24.005	34.448	35.260	-	35.260
Current President's Budget	24.005	29.448	29.420	-	29.420
Total Adjustments	0.000	-5.000	-5.840	-	-5.840
• Congressional General Reductions	-	-5.000			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Reprogramming to Cyber PE 0303140SE.	-	-	-1.273	-	-1.273
• Transfer DISS mission to DCSA - see note below.	-	-	-4.433	-	-4.433
• FVAP - DWR Reductions to rebaseline the FVAP.	-	-	-0.100	-	-0.100
• Economic Assumptions - revised inflation rates.	-	-	-0.034	-	-0.034

Change Summary Explanation

In the FY 2020 National Defense Authorization Act (NDAA), there is a congressional general reduction for unjustified growth of -\$5,000 thousand.

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. The

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Appropriation/Budget Activity	R-1 Program Element (Number/Name)
0400: <i>Research, Development, Test & Evaluation, Defense-Wide</i> / BA 6: <i>RDT&E Management Support</i>	PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>

Defense Information System for Security (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. In FY 2021, responsibility for DISS, including cybersecurity support, will transfer to the Defense Counterintelligence and Security Agency (DCSA).

The Federal Voting Assistance Program (FVAP) -\$100 thousand; per the Defense-Wide Reductions (DWR) FVAP will re-baseline RDT&E funding for analytical support of voter registration and participation rates.

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Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity										Date: February 2020		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 1 / Identity Credential Management (ICM)			
COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
1: Identity Credential Management (ICM)	0.000	0.000	0.000	4.116	-	4.116	4.190	4.276	4.362	4.456	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, entitlements, and benefits verification. This funding will support the evaluation and testing emerging technologies that will develop more robust and secure capabilities for the Department's ICM program. ICM will also research capabilities such as improved remote identity proofing and self-service solutions, and micro-services that will enable more efficient credential delivery.

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

	FY 2019	FY 2020	FY 2021
Title: Identity Credential Management (ICM)	0.000	0.000	4.116
Description: DMDC executes DHRA's responsibility to provide a central source of identification and authorization of people during and after their affiliation with DoD for identity protection, security, entitlements, and benefits verification. This funding will support the evaluation and testing emerging technologies that will develop more robust and secure capabilities for the Department's ICM program. ICM will also research capabilities such as improved remote identity proofing and self-service solutions, and micro-services that will enable more efficient credential delivery.			
FY 2020 Plans: N/A			
FY 2021 Plans: Conduct remote in-person identity proofing pilot with partner organizations and hardware vendor. Complete in-depth study of identity management and credentialing improvement opportunities with feasibility analysis including high level functional requirements and cost estimates. Develop redesign architecture for enterprise identity management solutions for all eligible populations across all relevant identity products. Prioritize project solutions, phases, and complete full requirement documents.			
FY 2020 to FY 2021 Increase/Decrease Statement: This is the transfer of funds formerly under Project 10, EHRIS. Additional funding will be required to conduct a remote in-person identity proofing pilot.			
Accomplishments/Planned Programs Subtotals	0.000	0.000	4.116

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Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / <i>R&D in Support of DOD Enlistment, Testing and Evaluation</i>	Project (Number/Name) 1 / <i>Identity Credential Management (ICM)</i>

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

N/A

Remarks

N/A

D. Acquisition Strategy

N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity										Date: February 2020		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 2 / Office of People Analytics (OPA), Testing and Assessment			
COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
2: Office of People Analytics (OPA), Testing and Assessment	5.326	2.331	4.350	4.761	-	4.761	4.240	4.324	4.412	4.500	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 2019	FY 2020	FY 2021
Title: Office of People Analytics (OPA), Testing and Assessment	2.331	4.350	4.761
FY 2020 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. Build/Improve methods to conducted automated test item generation.			
FY 2021 Plans: Continue FY 2020 initiatives.			
FY 2020 to FY 2021 Increase/Decrease Statement: No significant changes.			
Accomplishments/Planned Programs Subtotals	2.331	4.350	4.761

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

N/A

Remarks

D. Acquisition Strategy

N/A

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Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity										Date: February 2020		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 3 / Personnel Accountability (PA)			
COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
3: <i>Personnel Accountability (PA)</i>	6.774	6.274	1.429	2.095	-	2.095	2.165	2.208	2.252	2.299	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, DoD, DOS and USAID contractors, and U.S. citizens. This includes DoD contracts, and contractor personnel tracking in support of military operations, contingencies, military readiness, reporting of locations at the unit and person level, accountability of DoD personnel during (and after) natural or man-made disasters, and accountability and visibility of noncombatant evacuees. SPOT is the DoD, DOS and USAID system of record for accountability and visibility of contracts and contractor personnel authorized to operate in contingency and military operations. JPARR is a SIPR only application that provides daily person-level location reporting. JPARR receives feeds for Service and Agency deployment systems, reconciles the data, and provides various reports at unit level detail. NTS is a certified and accredited DoD tracking system that accounts for, and sustains visibility of noncombatant evacuees during evacuations.

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

	FY 2019	FY 2020	FY 2021
Title: Personnel Accountability (PA)	6.274	1.429	2.095
FY 2020 Plans: Enhancements will include modernization and integration of the products in the PA program. Enhancements will also allow for development of new features within the SPOT, JAMMS and NTS systems to include additional online capabilities as required by the Joint DOTmLPF-P Change Recommendation for Operational Contract Support.			
FY 2021 Plans: Establish interconnectivity to other systems to improve personnel Accountability. Continue enhancement of NTS online capabilities, interface updates and improved automation. Complete the SPOT and JAMMS Joint DOTmLPF-P Change Recommendation for Operational Contract Support enhancements.			
FY 2020 to FY 2021 Increase/Decrease Statement: Continue to implement the base plans as specified: Establish interconnectivity to other systems to improve personnel Accountability. Continue enhancement of NTS online capabilities, interface updates and improved automation. Complete the SPOT and JAMMS Joint DOTmLPF-P Change Recommendation for Operational Contract Support enhancements.			
Accomplishments/Planned Programs Subtotals	6.274	1.429	2.095

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

Remarks

D. Acquisition Strategy
N/A

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Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation					Project (Number/Name) 4 / Personnel Security Assurance (PSA)		
COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
4: Personnel Security Assurance (PSA)	7.253	3.966	4.352	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

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 2019	FY 2020	FY 2021
Title: Personnel Security Assurance	3.966	4.352	0.000
FY 2020 Plans: FY 2020 funding will be used to complete development of the DISS solution and finalize integration with Joint Verification System and National Background Investigation System interfaces.			
FY 2021 Plans: FY 2021 funds will be used to continue development of DISS interfaces with the National Background Investigation Services (NBIS).			
FY 2020 to FY 2021 Increase/Decrease Statement: No change.			
Accomplishments/Planned Programs Subtotals	3.966	4.352	0.000

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

N/A

Remarks

D. Acquisition Strategy

N/A

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Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation				Project (Number/Name) 05 / Federal Voting Assistance Program (FVAP)			
COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
05: Federal Voting Assistance Program (FVAP)	0.800	0.764	0.678	0.692	-	0.692	0.699	0.699	0.715	0.731	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 2019	FY 2020	FY 2021
Title: Federal Voting Assistance Program	0.764	0.678	0.692
Description: Federal Voting Assistance Program (FVAP) requires a research and analysis policy clearinghouse program that continues to research and present the value of key policy and technology topics that connects to the successful return of absentee balloting materials from military and overseas citizen voters pursuant to the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA).			
FY 2020 Plans: The program mission efforts continue from FY 2019.			
FY 2021 Plans: The Federal Voting Assistance Program (FVAP) will re-baseline RDT&E funding for analytical support of voter registration and participation rates.			
FY 2020 to FY 2021 Increase/Decrease Statement: FY 2021 funding was reduced by \$100 thousand for the Defense-Wide Reductions (DWR).			
Accomplishments/Planned Programs Subtotals	0.764	0.678	0.692

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

N/A

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

Remarks

D. Acquisition Strategy

N/A

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Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation					Project (Number/Name) 6 / Enterprise Data Services (EDS)		
COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
6: Enterprise Data Services (EDS)	0.134	4.678	12.684	17.088	-	17.088	10.152	0.522	0.535	0.541	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Supports research and development efforts on two critical projects, JOM and EDDIE. The Joint Officer Management (JOM) modernization initiative will support improvements in the Joint Manpower Information System's (JMIS) automation, reliability, accuracy, and system interoperability of the program that tracks and manages joint personnel officer readiness capability. The Enterprise Data to Decisions Information Environment (EDDIE) introduces a streamlined way to provide person based "data as a service" and "analytics as a service" to all of DoD and other Federal Agencies.

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

	FY 2019	FY 2020	FY 2021
Title: Enterprise Data Services (EDS)	4.678	12.684	17.088
FY 2020 Plans: Continue JOM technical implementation. Provide JOM configuration management support. Conduct pilots of COTS EDDIE solutions Complete EDDIE Analysis of Alternatives Extend EDDIE self-service capability to selected user communities.			
FY 2021 Plans: Continue JOM technical implementation Provide JOM configuration management support. Deploy JOM to internal/user testing and Production Environments. Install, configure, and integrate software and middleware to host EDDIE. Implement EDDIE architecture and migrate data assets for inclusion in the pilot implementation. Create the software workflows and data governance processes necessary to store candidate data assets in the EDDIE system. Extend EDDIE self-service capability to selected user communities.			
FY 2020 to FY 2021 Increase/Decrease Statement: The EDS project increase from FY 2020 to FY 2021 supports increased levels of effort for both the JOM modernization project and the EDDIE project. FY 2020 is the initial year of development work for both projects; the scope of development and testing efforts will increase in FY 2021.			
Accomplishments/Planned Programs Subtotals	4.678	12.684	17.088

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Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity		Date: February 2020
Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 6 / Enterprise Data Services (EDS)

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

N/A

Remarks

D. Acquisition Strategy

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity **Date:** February 2020

Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 7 / Defense Sexual Assault Incidents Database (DSAID)
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COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
<i>7: Defense Sexual Assault Incidents Database (DSAID)</i>	5.502	1.734	2.551	0.668	-	0.668	0.000	0.000	0.000	0.000	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

The Defense Sexual Assault Incident Database (DSAID) is the integrated sexual assault prevention and response data collection and reporting system that accommodates a variety of uses, including the tracking of sexual assault victim support services, supports program administration, congressional reporting requirements and ad-hoc queries, and data analysis.

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

	FY 2019	FY 2020	FY 2021
Title: Defense Sexual Assault Incidents Database (DSAID)	1.734	2.551	0.668
FY 2020 Plans: The Joint Services Provider (JSP) requires all systems to move out of the Pentagon enclave. This requirement necessitates SAPRO to move DSAID within the DMDC enclave in FY 2020. FY 2019 requires the Department to expand Congressional reporting requirements to include data on collateral misconduct and expedited transfers for adult dependents. SAPRO will add required data elements as a new module in DSAID.			
FY 2021 Plans: The 2019 DoD Inspector General (DoDIG) Report requires the Department to develop and institute a process or system that documents consults or contacts with victims of sexual assault and any resulting referrals to victim support services if those contacts do not result in a formal sexual assault report. SAPRO will add required data elements as a new module in DSAID.			
FY 2020 to FY 2021 Increase/Decrease Statement: RDT&E funding profile was set to complete in FY 2020, a residual amount was carried into FY 2021 in order to execute restorals provided for in FY 2020. The following requirements will be completed with funding in FY 2020 and FY 2021. Implement or update interfaces with the Service Investigative Agencies, Family Advocacy and Sexual Harassment Programs. Add Service interface (e.g. Navy & USMC Resiliency Management system) to the Enhanced Reporting Capability Module. Create additional Legal Officer (LO) Modules for Regional Judge Advocates, Academies, the National Guard Bureau (NGB), and the Coast Guard.			
Accomplishments/Planned Programs Subtotals	1.734	2.551	0.668

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

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity **Date:** February 2020

Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation	Project (Number/Name) 7 / Defense Sexual Assault Incidents Database (DSAID)
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C. Other Program Funding Summary (\$ in Millions)

Remarks

D. Acquisition Strategy

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity										Date: February 2020		
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) 8 / Computer/Electronic Accommodations Program (CAP)			
COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
8: Computer/Electronic Accommodations Program (CAP)	0.290	1.245	0.000	0.000	-	0.000	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 helped 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 required modernization of the 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 were components and functionality that were no longer being utilized and others needed. The current codebase utilized an outdated framework that was difficult to maintain. The CAP Modernization Project implemented a .NET Model View Controller (MVC) framework to separate the business, display and input layers of the code. Restructuring CAP Portal was necessary to ensure flexibility and reliability. 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 provided 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 the CAP Portal were enhanced by this project, which provided a streamlined foundation on which to incorporate new internal processing workflow entitled ONE CAP. It provided the ability to implement new processes that reflect the current organization, roles, responsibilities, tasks and specific workflow and assignments. The modernization of technology ensured full integration of the new internal operating model.

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

	FY 2019	FY 2020	FY 2021
Title: The Computer/Electronic Accommodations Program (CAP)	1.245	-	-
Accomplishments/Planned Programs Subtotals	1.245	-	-

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

N/A

Remarks

D. Acquisition Strategy

N/A

UNCLASSIFIED

Exhibit R-2A, RDT&E Project Justification: PB 2021 DoD Human Resources Activity										Date: February 2020		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605803SE / R&D in Support of DOD Enlistment, Testing and Evaluation			Project (Number/Name) 10 / Enterprise Human Resource Infor System(EHRIS)				
COST (\$ in Millions)	Prior Years	FY 2019	FY 2020	FY 2021 Base	FY 2021 OCO	FY 2021 Total	FY 2022	FY 2023	FY 2024	FY 2025	Cost To Complete	Total Cost
10: Enterprise Human Resource Infor System(EHRIS)	11.412	3.013	3.404	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

Enterprise Human Resources (HR) Information Systems (EHRIS) is responsible for developing and maintaining the Information Technology (IT) systems that support Civilian Personnel processes across DoD. In compliance with a 2018 Reform Management Group decision, DMDC has begun migrating the Human Resources Core capabilities onto a Software-as-a-Service (SaaS) offering. SaaS solutions do not require development, so this project has been realigned to a new project line below (Identity Credential Management (ICM)), which provides much of the underlying identification and authorization activities for Department personnel.

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

	FY 2019	FY 2020	FY 2021
Title: Enterprise Human Resource Infor System (EHRIS)	3.013	3.404	-
FY 2020 Plans: Continue exploring ways of transforming portfolio from on premise IT support to SaaS Configure SaaS to replace attendance support Configure SaaS to replace/enhance Competency Management and Talent Management Explore Benefits Management capability in SaaS offering			
FY 2020 to FY 2021 Increase/Decrease Statement: Funding will transfer to Project 10, Identity Credential Management (ICM).			
Accomplishments/Planned Programs Subtotals	3.013	3.404	-

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

N/A

Remarks

D. Acquisition Strategy

N/A