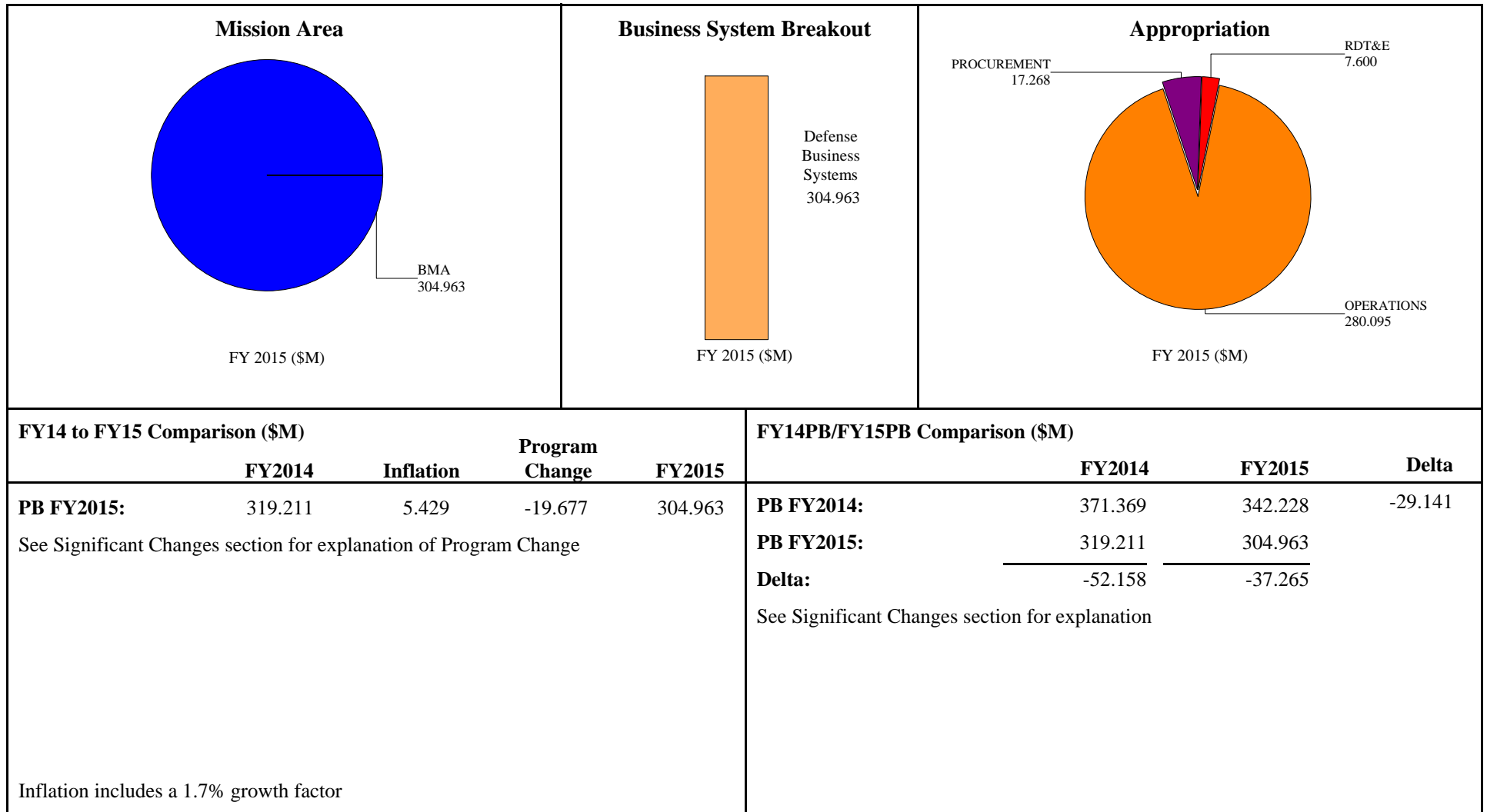


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**Executive Summary**

Executive Summary

The Defense Human Resources Activity's (DHRA's) Information Technology (IT) Budget supports the Field Activity's mission to provide exceptional and innovative support, information management, and administrative services to the Department of Defense (DoD) components on human resource (HR) matters and to collect, archive and provide management information, research and analysis of human resources and other related functional area databases throughout the Department. DHRA's programs and associated systems result in improved service, performance, and satisfaction for users throughout the Department. DHRA's major IT efforts include the Defense Eligibility Enrollment Reporting System, Real-Time Automated Personnel Identification System, and Common Access Card(DEERS,RAPIDS,CAC) and the Defense Civilian Personnel Data System (DCPDS), the Department's enterprise civilian HR information and transaction processing system that supports over 800,000 employee records. These programs, as well as the other DHRA programs, play an essential role in achieving the Department's goals.

DoD Goal #3: PREPARE TO DEFEAT ADVERSARIES & SUCCEED IN A WIDE RANGE OF CONTINGENCIES

Objective 3.3: Enhance US capabilities to train, advise and assist foreign security forces and their sustaining institutions to operate with or in lieu of US forces

DoD Goal #4: PRESERVE AND ENHANCE THE ALL-VOLUNTEER FORCE

Objective 4.1: Provide top-quality physical and psychological care to wounded warriors while reducing growth in overall healthcare costs

Objective 4.2: Ensure the Department has the right workforce size and mix, manage the deployment tempo with greater predictability, and ensure the long-term viability of the Reserve Components

Objective 4.3: Better prepare and support families during the stress of multiple deployments

Objective 4.4: Train the Total Defense Workforce with the right competencies

GOAL #5: PROVIDE AN AGILE, EFFICIENT, COMPREHENSIVE ENTERPRISE THAT RESPONDS TO THE WARFIGHTER AND MAINTAINS PUBLIC CONFIDENCE

Objective 5.5: Improve financial management and increase efficiencies in headquarters and administrative functions, support activities, and other overhead accounts

Objective 5.6: Provide more effective and efficient Force Readiness Operations Support

The FY 2015 DHRA IT Budget includes the following systems that are new to the DHRA IT Budget, however are not new initiatives: Transition Assistance Program Information Technology (TAP IT) and DoD Safe Helpline (SHL).

This overview addresses the DHRA IT initiatives in the following sequence for each of the major sections:

- Defense Civilian Personnel Data System (DCPDS)
- Defense Eligibility Enrollment Reporting System, Real Time Automated Personnel Identification System, Common Access Card (DEERS,RAPIDS,CAC)
- Joint Personnel Adjudication System (JPAS)
- Defense Central Index of Investigations (DCII)
- Improved Investigative Records Repository (iIRR)

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- Synchronized Pre-deployment and Operational Tracker (SPOT)
- Defense Enterprise Hiring Solution – USA Staffing (DEHS)
- Defense Personnel Records Information Retrieval System (DPRIS)
- Defense Sexual Assault Incident Database (DSAIID)
- Automated Register, Request and Receive Ballot Process (R3)
- Defense Travel Management Office Local Area Network (DTMO LAN)
- Defense Travel Management Office Passport (DTMO Passport)
- Federal Voting System Program (FVAP) Portal (FVAP-PRTL)
- Joint Advertising, Market Research and Studies (JAMRS) Recruiting and Survey Database (JAMRS-DB)
- Employer Support of the Guard and Reserve Portal (EP)
- Fourth Estate Manpower Tracking System (FMTS)
- Virtual Lifetime Electronic Record (VLER)
- Hero2Hired Jobs Portal (H2H)
- Yellow Ribbon Reintegration Program Web Portal (YRRP)
- NSEP-IT Comprehensive Data Collection System (NSEP-IT)
- Investigations and Resolutions Case Management System (IRCMS)
- Department of Defense Electronic Official Personnel Folder (DoD eOPF)
- Defense Competency Assessment Tool (DCAT)
- Automated Stopper and Referral System (ASARS)
- Department of Defense Executive Performance and Appraisal Tool (DoD EPAT)
- Defense Injury and Unemployment Compensation System (DIUCS)
- Case Management and Tracking System (CMTS)
- Transition Assistance Program Information Technology (TAP IT)
- DoD Safe Helpline (SHL)
- Standard Procurement System (SPS)
- Defense Travel System (DTS)

**Significant Changes** (Explanations of Change by Appropriation Group. Dollars are in thousands unless otherwise noted.)

**OPERATIONS**

**Horizontal Change** (Delta -4,112)

The DHRA IT Budget for FY 2015 represents a negligible increase in O&M funding. This increase is primarily attributed to the \$13.5M decrease in DEERS, RAPIDS, CAC, which was offset by increases in several Enterprise Human Resources Information Systems initiatives, including DCPDS, DoD eOPF, and DEHS, as well as increases in VLER and YRRP.

**Vertical Change** (Delta -34,351)

Vertical reductions are attributed to overall funding reductions associated with the Bilateral Budget Agreement and Budget Control Act funding levels.

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**PROCUREMENT**

**Horizontal Change** (Delta -16,550)

The DHRA IT Budget for FY 2015 reflects a \$16M decrease which is attributed to the reallocation of procurement funding to O&M programs.

**Vertical Change** (Delta -6,666)

The DHRA vertical reductions are attributed to overall funding reductions associated with the Bilateral Budget Agreement and Budget Control Act funding levels.

**RDT&E**

**Horizontal Change** (Delta 985)

The DHRA IT Budget for FY 2015 represents an increase of approximately \$1M attributed to an increase in DCPDS and DEERS,RAPIDS,CAC. These increases are offset by the decrease in the SPOT funding level.

**Vertical Change** (Delta 3,752)

The vertical changes are attributed to increases in DCPDS, DEERS,RAPIDS,CAC and SPOT. DCPDS increases support new requirements based on Joint Infrastructure Enterprise, portal, web services and enterprise application integration.

**Defense Business Systems**

Investment funding for the DHRA covered business systems are approved for certification by the Defense Business Council (DBC), in accordance with 10 U.S.C. §2222.

**DCPDS:**

DCPDS is the Department's enterprise civilian human resources (HR) automated system supporting over 800,000 employee records, representing approximately one-third of the federal government's civilian work force. DCPDS has proven its business case and saves the Department over \$200M/year when compared to the multiple DoD Component operational costs prior to establishment of the enterprise system. The DCPDS data center consolidation, a current focus of the program, supports the Department's Data Center Consolidation (DCC) initiative by consolidating all Defense Agency and Military Service DCPDS regional computing operations into a single data center. This data center consolidation will be completed in September 2014 and will provide further cost and operational efficiencies. In September 2013 DCPDS received an unqualified opinion for its first Statement of Standards for Attestation Engagement No. 16 (SSAE 16) examination. This is unparalleled for a first time examination, and, according to the independent auditors, indicates the suitability of DCPDS objectives and system controls for the operation of the enterprise system.

**DEERS,RAPIDS,CAC:**

DEERS is the Department-wide, Joint Service, fully operational central personal data repository containing personnel data on over 35 million individuals with employment or benefit relationships with the DoD. This system interfaces with the RAPIDS and CAC systems. These systems collectively provide transformational technology that enables compliance with security requirements and legislative mandates affecting the entire federal sector. Mission critical functions support Benefits Delivery, Homeland Security, and Personnel and Readiness.

DEERS,RAPIDS,CAC is also responsible for activities related to compliance with the Homeland Security Presidential Directive 12 (HSPD-12). With the funding for HSPD-12 compliance activities, DEERS applications will continue to meet the mandatory requirements of the Presidential Directive; integrate with FBI and Defense Biometric

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Identification Systems to provide real time authentication against criminal and terrorist watch lists; track changes in personnel status and aid in criminal investigations; verify visitor identity/authorization; provide security personnel notices on persons of interest attempting to access facilities and increased personnel protection and policy compliance; and, deny access of people that do not have a requirement to be in DoD infrastructure, either physically or logically.

**JPAS:**

The Deputy Secretary of Defense directed that the Department strengthen and refocus the Defense Security Service (DSS) to meet 21st century industrial security and counterintelligence needs. Pursuant to this recommendation, DSS was directed to transfer its DoD enterprise wide IT systems associated with personnel security clearances to the Defense Manpower Data Center (DMDC). The applications that transferred include the Joint Personnel Adjudication System (JPAS), the Defense Central Index of Investigations (DCII), the Investigative Records Repository (IRR) (also referred to as the "Improved" Investigative Records Repository (iIRR)), and the Secure Web Fingerprint Transmission (SWFT).

JPAS is the Department of Defense's automated system of record for recording and providing personnel security eligibility and access information for DoD Government, military and contractor personnel. JPAS was created in February 2001 from the U.S. Air Force Sentinel Key program that originally started in October 1998. JPAS currently has over 100,000 active users, and averages over 3,000 concurrent users at peak times. JPAS became the system of record for Defense Industry on Oct. 1, 2004. There are approximately 30,000 industry users of JPAS. Industry use of JPAS has enabled the Department of Defense to move resources previously used to update contractor clearance records to other efforts, including adjudication of contractor clearances.

JPAS is comprised of two subsystems; the Joint Adjudication Management System (JAMS) provides the Central Adjudication Facilities (CAF) a single, integrated Information System to assist the adjudication process through "virtual consolidation" to vastly improve dissemination of timely and accurate personnel security information to the war fighters and planners. The Joint Clearance and Access Verification System (JCAVS) provide DoD security personnel the ability to update other users with pertinent personnel security clearance and access information in order to ensure the reciprocal acceptance of clearances throughout DoD. It is a system designed for security managers and security officers as representatives of that community. JPAS is operated and maintained by DMDC on behalf of the DoD components and the Deputy Under Secretary of Defense for HUMINT, Counterintelligence and Security (DUSD(HCI&S)).

SWFT is a secure web-based system that allows cleared contractors to submit electronic fingerprints (e-fingerprints) and demographic information to DMDC for applicants who require an investigation by the Office of Personnel Management (OPM) for a personnel security clearance. Cleared contractors will collect and securely transmit e-fingerprints to DMDC for subsequent release to OPM based on the approval of JPAS/Electronic Questionnaires for Investigations Processing (e-QIP) submissions by the Defense Industrial Security Clearance Office (DISCO).

DCII is an automated central index that identifies investigations conducted by Department of Defense investigative agencies. DCII is operated and maintained on behalf of the DoD components and office of the DUSD(HCI&S). The DCII database consists of personal information gathered and indexed from investigative and adjudicative document files maintained by DoD, criminal, counterintelligence, fraud, and personnel security investigative activities. DCII access is limited to the Department of Defense and other federal agencies that have adjudicative, investigative and/or counterintelligence missions.

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iIRR provides its user community access to and retrieval of legacy investigative records in a fashion that optimizes operational and cost efficiency. Legacy investigative records are defined as the subject records of any personnel security investigation within the Case Control Management System – Information System (CCMS-IS) prior to decommissioning on 3 FEB 2006. Over 190,000 customer requests for historical investigative records are processed through the iIRR on an annual basis. The system is entirely located at a controlled facility at the Iron Mountain Facility in Boyers, Pennsylvania and has no interconnections with any other systems.

**SPOT:**

SPOT is comprised of three major automated information technology components that provide by-name accountability, tracking and reporting capabilities for all contingency contractors from pre-deployment processing through movements in theater and redeployment. In 2006, DBSMC approved SPOT as an enterprise program to enable broader visibility of contractors and contracts in theater. SPOT was designated as the database to serve as the central repository for all contingency contractors and contract capability information in January 2007. SPOT is the Department of Defense (DoD) system of record for accountability and visibility of contracts and contractor personnel authorized to operate in a contingency operation. Sections 861 and 862 of the FY 2008 National Defense Appropriations Act (NDAA) required the Department of State (DoS), Department of Defense (DoD), and the U.S. Agency for International Development (USAID) to establish and maintain this central repository for collecting and maintaining information on contracts and contractors in Iraq and Afghanistan. As such, SPOT generates processes and stores the accepted standard Letters of Authorization for deployed contractors. In March 2007, the program launched the Joint Asset Movement Management System (JAMMS) as an information technology application that captures movement and location information about operating forces, civil servants, and federal contractors from data collection points in specified operational theaters. The Total Operational Picture Support System (TOPSS) is the web-based reporting and analysis component of SPOT. Released in 2010, TOPSS is an ad hoc, intelligence business reporting system that puts contract and contractor information in the hands of analysts so they can make immediate and effective decisions.

**DEHS - USA Staffing:**

DOD's Defense Enterprise Hiring Solution - USA Staffing (DEHS) is associated with recruiting, identifying, evaluating, and selecting a candidate to fill a position. USA Staffing provides hiring lifecycle capability enterprise-wide across DOD that allows HR professionals to collaborate with Hiring Managers and create vacancies, develop competency-based assessments to evaluate applicants, craft streamlined job announcements and advertise them on USAJOBS, review applicants for qualifications, and certify and select the best qualified candidates. USA Staffing is the Office of Personnel Management (OPM) hiring software solution for Federal agencies that (1) is fully integrated with USAJOBS; (2) is fully compliant with all Federal hiring regulations; (3) meets the requirements mandated by the 11 May 2010 Presidential Hiring Reform Memorandum; and (4) meets all Federal IT security requirements. USA Staffing is a Government Off-the-Shelf (GOTS) product, developed and owned by the OPM, and obtained via an Interagency Agreement as a managed service between Defense Civilian Personnel Advisory Service (DCPAS) and OPM. The DEHS (USA Staffing) project received DBSMC certification in FY10 and recertification in FY11 and FY12. DCPAS has fully deployed USA Staffing and has identified USA Staffing as its DEHS solution. In conjunction with USA Staffing, DCPAS has implemented standard hiring business processes to achieve Human Capital Management goals. DEHS (USA Staffing) complies with DoD's mission of hiring the right person with the right skills for the right job at the right time for the right cost.

**DPRIS:**

DPRIS is a secure electronic gateway that provides authorized government users access to Service members' and Veterans' Official Military Personnel File (OMPF) information from each of the Service-specific OMPF imaging systems, and Post Traumatic Stress Disorder and Agent Orange incident information from the Joint Services Records Research Center (JSRRC). DPRIS, as a portlet within the DoD/VA eBenefits system, also enables individual Service members and Veterans access to their own OMPF information.

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**DS Aid:**

DS Aid is a centralized, case-level database for the collection and maintenance of information regarding sexual assaults involving a member of the Armed Forces. In March, 2009, DS Aid was reviewed by the HRM IRB and received a favorable Milestone A decision in June 2009. In FY2010, 4th Quarter, a contract was awarded to the DS Aid developer and development commenced and will continue through FY 2012. Subsequently, in May, 2011, DS Aid was reviewed and received Milestone B and C approval from the HRM IRB and Milestone Decision Authority. More recently, DS Aid was reviewed and received approval from the HRM IRB and Milestone Decision Authority for Full Deployment Decision (FDD) on September 6, 2012 and Full Deployment (FD) on December 31, 2012. Since then, DS Aid has managed all operations and maintenance changes through its Change Control Board which has representation from each Service.

**R3:**

R3 is an operational IT initiative and refers to the Federal Voting Assistance Program's (FVAP) online automated voter registration and ballot request form assistant available to all voters covered under the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA). These citizens are guided through the completion of the voter registration and ballot request form based on the requirements of their state of legal residence. The voter registration and ballot request form is the existing approved Standard Form 76a, Federal Post Card Application (FPCA). Upon completion, a PDF package is available to print and send to the voter's election office. During the 2012 election cycle, over one million voter assistance transactions were processed through R3. The R3 system is scheduled to retire on December 31, 2014.

**DTMO LAN:**

DTMO LAN is a system that supports daily operations of the Defense Travel Management Office (DTMO).

**DTMO Passport:**

DTMO Passport is a system that supports the DTMO mission as a program expense below the investment threshold.

**FVAP-PRTL:**

FVAP-PRTL is an IT initiative that remains in active development for FY 2014 and is scheduled for full operational status on August 1, 2014. The FVAP provides voting information and assistance to Military Service Members, their families, and U.S. citizens living abroad. Currently, much of this information, including the Voter Assistance Guide, Federal Post Card Application, and Federal Write-in Absentee Ballot can be found on FVAP's static website, FVAP.gov. The website also supports FVAP's other stakeholders: Voting Assistance Officers (VAOs), Election Officials (EOs) and Researchers. VAOs and EOs have access to some basic information, guidelines, and training. Researchers have access to some of the election surveys performed by FVAP.

In response to directions from the Military and Overseas Voter Empowerment (MOVE) Act, and in order to solve the above problems to better serve the stakeholders, FVAP plans to modernize its static website to a dynamic data-driven website, also known as a portal. A portal is a technology that facilitates the integration and presentation of various web applications. The shift to portal technology will benefit both FVAP and its stakeholders. All of FVAP's data will now be stored in a central location, eliminating redundancy. Stakeholders will benefit from the new applications that will be developed to better meet their needs, and through increasing transparency and access to the data. Once fully operational the FVAP-PRTL will replace the current R3 initiative in December 31, 2014.



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**JAMRS-DB:**

The JAMRS Recruiting Database and JAMRS Survey Database (JAMRS-DB) are maintained by the JAMRS program. JAMRS augments the Services' individual recruiting programs with joint marketing communications, market research programs, and market study programs that maximize efficiency wherever possible. JAMRS-DB is a mission essential information system. It is classified as a MAC level III with a confidentiality level of sensitive. In FY 2010, JAMRS-DB underwent a transition from the DoD Information Technology Security Certification and Accreditation Process (DITSCAP) to the Defense Information Assurance Certification and Accreditation Process (DIACAP). An extensive security review was completed which resulted in an Authority to Operate (ATO) granted by the DHRA Designated Approving Authority (DAA) on September 23, 2013. JAMRS-DB also completed the Annual Security Review in July 2011, July 2012, and again in November 2013. The JAMRS-DB provides a centralized data repository which is utilized by the DoD to compile, process, and distribute files of individuals who meet age and minimum school requirements for military service (Army, Air Force, Marines, Navy, etc.). The data gathered and maintained by the system are provided to the Services to assist in direct marketing recruiting efforts. The system also supports the need to create a mailing frame from which to conduct surveys. The system provides JAMRS with the ability to measure the effectiveness of list purchases through ongoing analysis, as well as to remove the names of individuals who are currently enlisted, are enlisting, deceased, or who have asked that their names be removed from future recruitment lists. The system is comprised of both hardware and software components. The primary system components are the database; the secondary components are workstations and servers that support the maintenance and utilization of the primary servers. The system's entire hardware/software infrastructure is owned, operated, and maintained under the supervision of JAMRS. Through the use of the JAMRS-DB system, JAMRS provides the Services with the ability to reach millions of prospective recruits annually.

**EP:**

The Employer Support of the Guard and Reserve (ESGR) Portal is used to support ESGR's mission to develop and promote employer support for Guard and Reserve service by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws, and resolving conflict between employers and service members. Paramount to ESGR's mission is encouraging employment of Guardsmen and Reservists who bring integrity, global perspective, and proven leadership to the civilian workforce. For over 40 years, ESGR has been the DoD's lead organization for service members and their civilian employers with respect to the Uniformed Services Employment and Reemployment Rights Act (USERRA). The organization promotes the importance of employer support through regular communications to military leadership and serves as a communication link between employers and the DoD. The ESGR Portal includes three parts:

- ESGR Public Website ([www.esgr.mil](http://www.esgr.mil)) – This site is used to inform and educate Service members and their civilian employers of the USERRA law, to collect Service member and spouse nominations for the ESGR Awards Program, and to collect Service members or their civilian employers' request for assistance in resolving employment disputes. The site also makes the Statement of Support (SOS) available to employers. The SOS is a pledge that demonstrates an employer's commitment to their Service members. In addition, the public website includes a webpage for each of the 54 State ESGR Committees.
- ESGR Freedom Award Website ([www.freedomaward.mil](http://www.freedomaward.mil)) – This website serves to advertise and collect nominations for the Secretary of Defense Employer Support Freedom Award, the highest recognition given by the DoD to employers who provide exceptional support to their Guard and Reserve employees.
- ESGR Private Portal – The ESGR Private Portal is a secure system with role-based access for ESGR staff and approved volunteers. The system includes three secure applications, Inquiry and Case Management System (ICMS), Member Management System (MMS), and the Secretary of Defense Employer Support Freedom Award Nominations (FAN) application. The ICMS application allows approved staff and volunteers to enter, track, and resolve inquiries and mediation cases associated with USERRA support. The MMS application is a repository that serves to track ESGR's members, which includes over 4,900 volunteers in 54 State Committees in addition to HQ ESGR staff.

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The FAN application supports the collection and processing of nominations for the Freedom Award.

**FMTS:**

FMTS is the manpower system of record for the Office of the Secretary of Defense (OSD), the non-Intelligence Defense Agencies, the DoD Field Activities, and the Joint Community (4th Estate Community). It tracks billets and links a billet to its budget via the Program Element Code. FMTS improves the quality of force structure data by standardizing data and improving accuracy, providing visibility of the authorized structure and billets within the 4th Estate, and eliminates manual management and reporting processes.

**VLER:**

VLER is not an acquisition program. VLER is an initiative to enable the various elements (DoD, VA, and the private sector) of the United States health care community to quickly, accurately, and electronically share health information. In addition to health data sharing, VLER includes the sharing of administrative data elements needed by Veterans Benefits Administration (VBA) and Social Security Administration (SSA), and Department of Labor to improve benefits adjudication for Service members, Veterans, and their beneficiaries, and/or designees.

**H2H:**

The H2H Jobs Portal ([www.h2h.jobs](http://www.h2h.jobs)) supports the H2H initiative of providing comprehensive career readiness support to Reserve Component (RC) Service members by delivering training materials, providing support resources, and serving as a vehicle to put employers in touch with RC Service members. The goal of H2H.jobs is to simplify the job search while reducing the number of unemployed RC Service members. H2H.jobs also allows military-friendly companies to access those actively serving, post job openings, search for candidates and invite them to apply, and participate in hiring events. The H2H platform (Ruby on Rails, Sphinx, MySQL, Redis, and Memcached) is a national talent exchange that leverages thousands of existing job boards, portals and educational resources for easier navigation and greater strategic integration. The military skills translator covers over 8000 Military Occupation Codes, both active and obsolete. The resume builder integrates the military skills translator with a civilian skills database of over 5,000 specific skills. H2H.jobs provides over 800,000 RC Service members with access to civilian career readiness resources who would otherwise be ineligible through other Federal resources under the current definition of a Veteran.

**YRRP:**

The YRRP Web Portal supports the YRRP mission of promoting the well-being of National Guard and Reserve members, their families and communities, by connecting them with resources and training throughout and beyond the deployment cycle. The YRRP Web Portal offers a range of information including how to prepare for deployment, how to manage during deployment, and how to transition following deployment. While the information on the web portal is publicly available, it is geared toward National Guard and Reserve Component members, their families and communities, YRRP Event Planning staff, YRRP Program Managers, and the YRRP Program Office. The web portal does not collect any information.

**NSEP-IT:**

NSEP-IT is a comprehensive, web-based data collection system responsible for monitoring student progress through institutional academic programs ensuring that scholarship and fellowship recipients fulfill federal service requirements, and reporting performance requirements at institutional award recipients.

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This system is comprised of three major components. The Student Certification System allows NSEP institutional academic programs, including The Language Flagship, Project Global Officer, and others, to code and track participating students in DoD-funded educational programs.

NSEPnet contains the records of NSEP award recipients who have a federal service requirement, which they incurred in exchange for federal funding to study critical foreign languages and cultures. NSEPnet allows NSEP staff members to ensure that scholarship and fellowship recipients fulfill the service requirement.

The NSEP Performance Report allows institutional award recipients to submit quarterly, bi-annual and annual performance requirements for their awards. The Performance Report ensures that this data is uniform and accessible. These components collectively meet the performance monitoring requirements for the majority of programs administered through the NSEP portion of the Defense Language and National Security Education Office

**IRCMS:**

The Investigations and Resolutions Case Management System (IRCMS) is envisioned as an enterprise level, web-based data tracking application that provides: an effective mechanism for Components and Defense Agencies to manage and track equal employment opportunity (EEO) investigations; a consistent and comprehensive repository for case information; and a full-featured report generation module to meet a wide variety of reporting requirements. The system will provide for better management, tracking and reporting of DoD EEO cases throughout the Department. The IRCMS will be configurable to support current and future program case management processes. IRCMS users are currently involved in managing, tracking and analyzing cases using two "home grown" and non-integrated systems. The intent is for IRCMS to replace these with a single integrated system. CPMS is responsible for investigating complaints of discrimination. IRCMS will improve the effective execution of these responsibilities and provide for a consistent and comprehensive approach to case management throughout the Department.

**DoD eOPF:**

The Department of Defense Electronic Official Personnel Folder (DoD eOPF) initiative directly supports the management of Human Resources (HR) records for civilian employees in accordance with the Office of Personnel Management (OPM) Guide to Personnel Recordkeeping (GPR). The eOPF is an OPM HR technology service mandated by the Office of Management and Budget (OMB) for all Executive Branch agencies to eliminate paper Official Personnel Folders (OPFs) by December 2013. The OPM business case aligns eOPF under the HR Line of Business sub-functions: HR Management, Benefits Management, Personnel Management, Information & Technology Management, and Records Retention. The documents in employee OPFs are essential to HR business operations such as merit promotion, non-competitive placements, position management, and retirement, benefits and entitlements processing. Today, a hardcopy OPF can only be accessed by one person at a time and is often not locally available. These limitations impact processing time and HR operations efficiency. Through on-demand Web-based access to personnel folders, eOPF enables 24/7 concurrent direct access to personnel information by HR staffs, managers, and employees from any authorized location. All of the records associated with Federal employment history, benefits, and entitlements are collected and maintained in the eOPF. Some of these records are auto-populated through an interface with the Defense Civilian Personnel Data System (DCPDS). The eOPF allows HR staffs to electronically transfer personnel records from one agency to another when employees move between agencies. In addition, eOPF records for separating employees can be electronically transferred to the National Personnel Records Center (NPRC) for preservation. These attributes of eOPF will improve the efficiency of HR operations. In addition, the enhanced records access and transfer feature in eOPF, will eliminate the time and cost of shipping hardcopy OPFs between locations. The eOPF also supports the elimination of the resources such as equipment and facilities associated with maintaining paper records. The Defense Civilian Personnel Advisory Service is centrally funding DoD eOPF

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implementation and sustainment with the DoD Components are funding eOPF back-file conversion and day-forward document scanning. The majority of the other Federal agencies are already benefiting from the use of eOPF. The efficiencies to be derived make eOPF an essential investment for the DoD.

**DCAT:**

The NDAA 201, Section 1108, requires the DoD to submit to the Congressional Defense Committees on an annual basis a strategic workforce plan to shape and improve the civilian employee workforce of the DoD. This plan must include an assessment of the critical competencies that are needed now and in the future within the civilian workforce to support national security requirements and effectively manage the Department. To support this requirement, the Department must implement an assessment tool which can provide for individual employee and supervisory assessment of competencies against the target level proficiency, and provide gap analysis reports which will be used to direct the corrective strategy. This tool will perform human resources functions, and will provide data needed to administer organizational management, determine staffing needs and assignments, develop employees, inform workforce planning and programming, workforce analysis, personnel readiness and assignment.

**ASARS:**

ASARS is the centralized automated system that is used by DoD Human Resources Offices to send and retrieve data required for the registration and referral of registrants and to disseminate operational guidance. ASARS is a critical component of the Priority Placement Program (PPP). The purpose of the PPP is to place well-qualified DoD employees affected by changing resources requirements (e.g. reductions-in-force (RIF), realignments, transfers of function (TOF), reorganizations, base realignment and closures (BRAC)), in continuing DoD positions. As the Department continues transforming our military to meet the challenges of the 21st century, the civilian workforce will experience the evolutionary effect of BRAC, global rebasing, and force modernization. Based on past performance, DoD can expect PPP to play a vital role in minimizing the disruption that inevitably accompanies such significant changes.

**DoD EPAT:**

The Executive Performance and Appraisal Tool (EPAT) will become the enterprise-wide automated solution for Senior Professional performance Management. This system will ensure consistency and transparency in rating and compensation decisions among DoD's Components and Agencies. The application includes four modules to support performance plan creation, mid-year progress reviews, year-end appraisals, and compensation calculations.

**DIUCS:**

The Defense Injury and Unemployment Compensation System (DIUCS) includes an injury and unemployment compensation database with claims management and tracking tools. The system receives manual inputs plus scheduled Department of Labor / Office of Workers Compensation Program (DOL/OWCP) and DoD Personnel and Payroll data element loads. DIUCS is able to collect benefit data from an external source, perform benefits management, and produce other benefits reports. DIUCS includes an Electronic Data Interchange (EDI) component for electronic submission of injury claims to DOL/OWCP and receipt of claim data. The system also includes a Safety First Event Reporting (SaFER) module for notification to Safety personnel, and is associated with BI (business intelligence) reporting tools using Cognos applications and portal.

**CMTS:**

The Case Management Tracking System (CMTS) is an enterprise-level, web-based data tracking application that provides an effective mechanism for Components and Defense agencies to manage and track labor and employee relations cases; a consistent and comprehensive repository for case information; and a full-featured report generation module to

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meet a wide variety of reporting requirements. The system provides for better management, tracking, and reporting of DoD Labor and Employee Management cases throughout the Department. Additionally, the CMTS processes adverse action response data, maintains performance evaluation refusal data via a user interface, and produces grievance reports. The CMTS is configurable to support current and future program case management processes.

**TAP-IT:**

The Transition Assistance Program Information Technology (TAP IT) consists of a series of web applications and databases hosted, managed, and owned by the Defense Manpower Data Center for the purpose of capturing, analyzing, and dispersing data to measure compliance of the Veterans Opportunity to Work (VOW) To Hire Heroes Act of 2011 (VOW Act). VOW Compliance is measured as a Service member completes a Pre-Separation Counseling Checklist (PSCC), attends a Department of Labor Employment Workshop (DoLEW), attends the Veterans Administration Briefings I & II (VA I&II), and then transitions to Civilian life. Transition data is captured through Transition Assistance Program (TAP) Operators website which functions as a portal for TAP Counselors to enter the PSCC and attendance data. This data is stored in the TAP Databases at DMDC. An additional web site is owned, operated and managed by DMDC for Service members to access personal transition-related data called the TAP Beneficiary Site. An open-to-the-public web site for TAP is also owned, operated and managed by DMDC for TAP-related information that is made available to Service family members and the general public.

**SHL:**

SHL is a groundbreaking crisis support service for members of the DoD community affected by sexual assault. SHL provides live, one-on-one support and information to the worldwide DoD community. The service is confidential, anonymous, secure, and available worldwide, 24/7 by click, call or text — providing victims with the help they need anytime, anywhere. Services are available via website, telephone, text, mobile application, and online group chat.

**SPS:**

The Standard Procurement System (SPS) automates the contracting process from procurement request through award and administration to final closeout. SPS accomplishes three main functions: contract placement, procurement, and contract administration. The Defense Logistics Agency owns DTS. DHRA provides funding for the use of SPS by the DHRA Procurement Services Office.

**DTS:**

DTS is a fully integrated, electronic, end-to-end travel management system that automates temporary duty travel (TDY) for DoD. It allows travelers to create authorizations (TDY travel orders), prepare reservations, receive approvals, generate travel vouchers and direct deposit payment to travelers and the government charge card vendor, all via a single web portal available 24 hours a day, seven days a week. The Defense Logistics Agency (DLA) has program oversight and the Defense Travel Management Office, OUSD (P&R) has functional oversight. DHRA provides funding for the use of DTS by the DHRA components.

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**Information Assurance Activities**

**DCPDS:**

DCPDS has had the authority to operate since February 22, 2000. DCPDS follows the DIACAP process, with the first full accreditation under DIACAP completed in spring 2008. All DCPDS External Interface Systems (EXITS) interfaces are compliant with Federal Information Processing Standards (FIPS) 140-2 requirements. A service level agreement with Army Research Lab supports the Computer Network Defense Service Provided (CNDSP) service for DCPDS. The sensitive personal DCPDS data is protected by physical security with site certifications; enclave boundary protection; secure network, application and data security; specific user roles and responsibilities; encryption and cryptography; data protection in storage and in transit; personnel security; continuous IA training for users, managers, employees, and contractors; Defense-in-depth with balance among protection, cost, performance, and operational considerations; and continuous systems monitoring. DCPDS continues phased infrastructure enhancements to support DoD information

assurance mandates, including continuation of platform upgrades for all DCPDS environments. DCPDS is focused on continued, phased infrastructure enhancements to support DoD information assurance mandates, including continuation of platform upgrades for all DCPDS environments, SHA-256, and DMZ upgrades.

**DEERS,RAPIDS,CAC:**

DEERS' up-to-date security plan meets DoD, Federal Information Security Management Act (FISMA), OMB policy and NIST guidelines. The security plan supplements the triennial Certification and Accreditation (C&A) with a formal scan annually, semiannual vulnerability scans and resultant Plan of Action and Milestones to track remedial actions. In FY 2010, DEERS conducted a successful test of its Continuity of Operations Plan (COOP). Methods have been developed and implemented for training systems users including Security Awareness Training for employees and contractors prior to them receipt and retention of authorized network account. Specialized in-house security training provides security expertise to different functional areas (UNIX and/or WINDOWS, System Administrators and more). DEERS deployed intrusion detection devices and countermeasures around the logical perimeter of DEERS data holdings. The DEERS local and wide-area networks were certified and accredited by independent auditors to operate at MAC level 2, sensitive. The current ATO for DEERS was signed on 05 May 2012 for accreditation and certification with a termination date of 21 May 2015. A Command Cyber Readiness Inspection was conducted for Defense Manpower Data Center August 18 – 28, 2013 scoring results were "Excellent" on the NIPR and "Outstanding" on the SIPR.

DEERS routinely implements many of the recommendations stemming from 2 NSA, OIG and DTRA survivability audits, thereby further enhancing physical and logical security. In FY07, DEERS completed a PIA and published the results on [http://www.dmdc.osd.mil/documents/PIA\\_DEERS.pdf](http://www.dmdc.osd.mil/documents/PIA_DEERS.pdf), which was updated in FY10. Further, the System of Record Notice was republished on its hosted website at <http://privacy.defense.gov/notices/osd/DMDC02.shtml>.

**JPAS, DCII, iIRR, and SWFT:**

JPAS, DCII, iIRR and SWFT underwent extensive security reviews which resulted in an ATO granted by the Defense Security Service DAA and is currently undergoing this process at the Defense Manpower Data Center. This process incorporates testing for compliance of security controls as specified in DoDD 8500.2, OMB-A130 and the National Institute for Standards and Technology (NIST) Security Handbook. The applications have an up-to-date security plan, meeting DoD, FISMA, OMB policy and NIST guidelines.

The security plan supplements the tri-annual Certification and Accreditation (C&A) by twice a year scans for vulnerabilities and the creation of a Plan of Action and Milestones to remediate and append to the overall security plan. DMDC underwent a successful Basic Survivability Assessment (BSA) by the Defense Threat Reduction Agency (DTRA). In FY10, JPAS, DCII, iIRR and SWFT conducted a successful test of its Continuity of Operations Plan (COOP). Methods have been developed for training the system's users

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including Security Awareness Training for employees and contractors prior to them receiving an authorized network account. Specialized in-house security training provides security expertise to different functional areas (UNIX and/or WINDOWS, System Administrators and more). JPAS, DCII, iIRR and SWFT deployed intrusion detection devices and countermeasures around the logical perimeter of the application's data holdings. JPAS, DCII, iIRR and SWFT's local and wide-area networks were certified and accredited by independent auditors to operate at MAC level 2, sensitive. The current ATO for JPAS was signed on 27 December 2011 for accreditation and certification with a termination date of 26 December 2014. The current ATO for SWFT was signed on 9 August 2011 for accreditation and certification with a termination date of 8 August 2014. The current ATO for DCII was signed on 14 December 2011 for accreditation and certification with a termination date of 13 December 2014. The current IATO for iIRR was signed on 28 October 2013 for accreditation and certification with a termination date of 11 May 2014. A Command Cyber Readiness Inspection was conducted for Defense Manpower Data Center August 18 – 28, 2013 scoring results were "Excellent" on the NIPR and "Outstanding" on the SIPR.

JPAS implemented PKI cryptographic authentication logon capability giving users the choice to use username/password and/or one of the 5 DoD Approved PK Certificates (e.g. CAC, PIV, ECA PKI, PIV-I) logon options. On January 21, 2012, JPAS removed the username/password capabilities. JPAS has implemented audit capabilities within the application. DCII implemented multiple system enhancements to enforce stronger passwords, to strengthen the policy for account resets, and to eliminate the possibility of establishing concurrent application sessions with a single user account. SWFT implemented a strict 72 hour policy for activation new or reset accounts; the security of the SWFT system administration was enhanced by implementing a secure web based administration console that restricts access of the SWFT administrators to desktops of the production servers. SWFT implemented CAC logon for all system administrative functions. iIRR improved system security by upgrading to Oracle 11G (LDAP (Oracle Directory Server Enterprise Edition (DSEE)) and Web Logic). iIRR Automated OPM background investigation request receipts and processing to improve efficiency, security, and eliminate need for manual processing.

**SPOT:**

SPOT complies with the DoD 8500.2 controls, is following the DIACAP process and is FISMA compliant. SPOT is registered under DoD IT Registration Number 6501. The initial System of Record Notification (SORN) was posted to the Federal Register in 2006 and has been subsequently updated as the system components were expanded. The current SPOT SORN, DMDC 18 DOD, was published on 24 October 2013 at <http://dpclo.defense.gov/Privacy/SORNsIndex/DODwideSORNArticleView/tabid/6797/Article/6703/dmdc-18-dod.aspx>. The SPOT and TOPSS applications run on both NIPRNET and SIPRNET hosting facilities. The current Interim Authorization to Operate (IATO) for unclassified SPOT V7.1, is dated 11 December 2013 for accreditation and certification with a termination date of 09 June 2014. The current ATO for JAMMS V.3.6 is dated 24 November 2013 for accreditation and certification with a termination date of 23 November 2016. The current IATO for TOPSS-NIPR is dated 11 December 2013 for accreditation and certification with a termination date of 9 June 2014. The current IATO for SPOT-SIPR and TOPSS-SIPR is dated 12 December 2014 for accreditation and certification with a termination date of 10 June 2014. A Command Cyber Readiness Inspection was conducted for Defense Manpower Data Center August 18 – 28, 2013 scoring results were "Excellent" on the NIPR and "Outstanding" on the SIPR.

**DEHS - USA Staffing:**

DEHS - USA Staffing is a managed service managed and hosted by the Office of Personnel Management (OPM). USA Staffing manages high volumes of applicants while preserving compliance with federal hiring rules and regulations. System is currently operated by OPM and the OPM maintained ATO expires July 25, 2014.

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P&R IM safeguards against unauthorized access of DPRIS records through a careful authorization process. Access to DPRIS is limited to authorized government agencies and Service members and Veterans with DS Login Level II credentialing. Each agency must submit materials to DoD to be authorized access to OMPF information via DPRIS. These materials must demonstrate a business-related need for access to DPRIS. If accepted, a Memorandum of Agreement (MOA) must be in place between P&R IM, OUSD (P&R), the requesting agency, and authorization must be granted by the military Service OMPF information Record Manager, before users from the agency will be authorized to access information via DPRIS. DPRIS also safeguards against unauthorized access through appropriate administrative, technical, and physical controls. DPRIS was granted Approval to Operate (ATO) January 25, 2012, which expires January 25, 2015.

**DSOID:**

The DSOID SORN was published in the Federal Register on November 19, 2012; no comments were received and the SORN went into effect on December 20, 2012. DSOID completed the DIACAP process and received its ATO on March 21, 2012. DSOID is currently undergoing the 2014 review of its security controls.

**R3:**

R3 does not require a SORN or a PIA since no data is retained by the system and the system is hosted through DTIC. Scheduled for termination NLT December 31, 2014.

**DTMO LAN:**

ATO granted April 5, 2011. DIACAP expires April 5, 2014. Renewal is in progress, with completion expected prior to expiration.

**DTMO Passport:**

ATO granted July 25, 2012. DIACAP expires July 25, 2015.

**FVAP-PRTL:**

FVAP-PRTL experienced its initial deployment through the Defense Technical Information Center (DTIC) at Fort Belvoir. DTIC personnel conducted all security reviews on the FVAP-PRTL with the PRTL falling in under DTIC's existing ATO. PKI credentialing for the portal was implemented for Voting Assistance Officers throughout the Services for their use of the portal as a central business reporting platform for voting assistance metrics and tracking of key resource information for accomplishing their responsibilities pursuant to DoDI 1000.04. Account approval processing is conducted through Service Voting Action Officers based on a clear reporting structure and unit assignment.

**JAMRS-DB:**

The JAMRS-DB SORN was posted to the Federal Registry May 23, 2005 (FR29486) and updated January 9, 2007 (FR 952) and December 22, 2011. The JAMRS-DB SORN was renewed on December 22, 2013. The JAMRS Survey Database SORN was posted to the Federal Registry July 23, 2008 (FR 42786) and updated again on December 22, 2011. The JAMRS database completed a transition from DITSCAP to DIACAP in 2010. ATO was granted October 1, 2010 and on September 23, 2013. Annual Security Review was completed and approved in July 2011, July 2012, and again in November 2013.

**EP:**

EP received its IATO on February 11, 2014 to allow DAA time to review DIACAP package. ESGR previously had an ATO issued March 3, 2011 and does not anticipate any



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difficulty in receiving the recertification of EP. EP complies with regulations as related to physical security, site certifications, enclave boundary protection, secure network, application and data security, specific user roles and responsibilities, encryption, cryptography, protection of data at rest and in transit, and personnel security. ESGR ensures continuous IA training for users, managers, employees, and contractors. ESGR continues to monitor DoD information assurance mandates for inclusion in system design.

**FMTS:**

Information is safeguarded through CAC access and a thorough authorization process for organization administrators and users. Requests for information will be approved when directed in DoD policy such as DoDI 7730.64 Automated Extracts of Manpower and Unit Organizational Element Files and Inherently Governmental and Commercial Activities Reporting. Director of the Joint Staff approves a mission partner's request for information about the Joint Staff, Combatant Command or the Chairman's Controlled Activities. DD FORM 2930, Privacy Impact Assessment has been approved. FMTS is covered by a prior Joint Staff Privacy Act SORN. The ATO was signed on 12 Feb 2013. Technical controls include user identification, password, encryption, and firewall. FMTS is access based on defined user roles. The unclassified version of FMTS was granted Interim Approval to Operate (IATO) February 11, 2014, which expires August 12, 2014. The classified version of FMTS was granted Approval to Operate (ATO) February 6, 2014, which expires January 31, 2017.

**VLER:**

VLER will provide electronic access to medical and administrative records from the Service member's first day in the service. VLER will allow health care providers access to Service members' and Veterans' military electronic health data, providing the information needed to enhance continuity of care. VLER will do this with the strictest and most rigorous standards of privacy and security, so that Service members and veterans can have confidence that their medical records can only be shared at their direction. In addition, VLER will provide additional administrative data needed for VBA and SSA to determine eligibility for claims with a quicker, more accurate delivery of benefits to Service members, Veterans, and/or their beneficiaries.

**H2H:**

H2H submitted its DIACAP package and anticipates receiving its ATO by February 28, 2014. H2H continues to follow industry best practices as well as DOD policies and procedures. The H2H Jobs Portal is a cloud-based, web-based technology solution that utilizes commercial world-class Amazon Web Services (AWS) as the system host. The platform is a secure, scalable technology solution that is available 24/7 and supported by reliable, fault-tolerant services. Required Privacy Impact Assessment and System of Record Notice (SORN) requirements are currently being prepared for staffing.

**YRRP:**

YRRP received its ATO on October 23, 2013. The ATO will expire on October 23, 2016. The YRRP Web Portal is currently hosted in the Unclassified Enterprise Information Technology Service Network environment but is currently migrating to the DISA DECC environment. YRRP is actively preparing the DIACAP package to receive its ATO for the DISA DECC environment. The system is a public MAC III website; it does not contain or collect any PII. The OSD Privacy Office conducted an annual Privacy Impact Assessment in FY 2012 and determined that the YRRP Web Portal does not require a SORN or PIA.

**NSEP-IT:**

NSEP-IT underwent security reviews, which resulted in an ATO granted by the Defense Security Service, this ATO was reauthorized and accredited on November 7, 2012, and

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will be renewed November 7, 2015. The system is an out-sourced IT process, where the contractor is responsible for testing of compliance and security controls as specified in DoDD 8500.2, OMB-A130 and the National Institute for Standards and Technology (NIST) Security Handbook. The NSEP-IT system has an up-to-date security plan, which meets DoD, FISMA, OMB policy and NIST guidelines.

**IRCMS:**

The system is maintained on the DCPAS network which performs monthly IA scans and remediations. DCPAS holds the certification and accreditation requirements this system. The 3-year authority to operate is expected to be issued by Q3 FY2014.

**DoD eOPF:**

DoD eOPF is mandated by OPM and complies with OPM's HR Line of Business (HRLOB) and Federal Enterprise Architecture (FEA). The system is operated by OPM and the OPM maintained ATO expires March 21, 2015.

**DCAT:**

The system is maintained on the DCPAS network which performs monthly IA scans and remediation. DCPAS holds the certification and accreditation requirements this system. . The last 3-year authority to operate (ATO) was issued in February 2014.

**ASARS:**

The system is maintained on the DCPAS network which performs monthly IA scans and remediations. DCPAS holds the certification and accreditation requirements this system. The 3-year authority to operate (ATO) expected to be issued by Q3 FY14.

**DoD EPAT:**

The system is maintained on the DCPAS network which performs monthly IA scans and remediation. DCPAS holds the certification and accreditation requirements this system. The 3-year authority to operate (ATO) expected to be issued by Q3 FY14.

**DIUCS:**

The system is maintained on the DCPAS network which performs monthly IA scans and remediations. DCPAS holds the certification and accreditation requirements this system. The 3-year authority to operate (ATO) expected to be issued by Q3 FY14.

**CMTS:**

The system is maintained on the DCPAS network which performs monthly IA scans and remediations. DCPAS holds the certification and accreditation requirements this system. The 3-year authority to operate (ATO) expected to be issued by Q3 FY14.

**TAP-IT:**

TAP IT is a Defense Automated Information System (AIS) that consists of a suite of web applications and databases hosted, managed, and owned by the Defense Manpower

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Data Center. TAP-IT was developed with strict adherence to the Federal Information Security Management Act (FISMA) and has the Authority to Operate (ATO) under the Defense Information Assurance Certification and Accreditation Process. (DIACAP) TAP-IT will continue to operate following the policies of the Defense Information Assurance Program (DIAP) where applicable.

**SHL:**

Operations have recently moved into the Amazon Web Services cloud computing environment. An IATO request for 180-days has been submitted to the DAA through the CA in support of ongoing efforts to complete the DIACAP requirement. A review of the system is ongoing to determine any potential collection of Personal Identifiable Information (PII). All required actions are being conducted in accordance with DoD best practices, policies, and procedures. SHL operates at a minimal level of risk with appropriate safeguards implemented to maintain a security posture compliant with MAC III, Sensitive defined system.

**SPS:**

Information Assurance activities are conducted by the Defense Logistics Agency.

**DTS:**

Information Assurance activities are conducted by the Defense Logistics Agency.

**Major Accomplishments**

DHRA programs have made significant accomplishments supporting improved delivery of services, expanded capabilities, improved operations, incorporation of new technologies, and achievement of set goals supporting medical, security, and personnel communities throughout the Department. Efforts support the strategic plans and goals of the Department and the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD(P&R)).

**DCPDS**

**FY2013**

- Formulated plans for migration of Components to central DCPDS operations sit; all Components migrated by 2015
- DCPDS operations contract SLA's scored 4.75 (of 5.0 scale)
- Continued enhancement of information assurance infrastructure for mandated DoD requirements for DoD Demilitarized Zone (DMZ) extension
- Planned and executed enhancements to support legislative mandates/requirements
- Developed interfaces between DCPDS and other systems, integrated systems where possible
- Developed a DCPDS Disaster Recovery warm sit; back-up to replace current DR process
- Development of enhanced data delivery, manager-employee portal, and data warehouse improvements

**DEERS,RAPIDS,CAC:**

**FY 2013**

- Created and retained accurate reporting required by law or regulation for educational programs, verification of military experience and training, actuarial data, PERSTEMPO, linguist tracking, child and spouse abuse, federal parent locator, and Defense incident reporting that feeds the National Incident Based Reporting System, EEO, Census, and

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demographics data

- Maintained all DoD ID cards and safeguarded the associated Personally Identifiable Information (PII)
- Supported the modification of DEERS Young adult (21-26 year old) eligibility from The Affordable Health Care for America Act
- Enabled common identification of persons/patients across MHS and VA.
- Provided real time eligibility verification for T3 point of service retail and mail order pharmacy
- Developed and maintained enrollment, operations, and customer service improvements, as well as the security mandates, management controls and transition requirements for T3 North and OCONUS regions
- Provided milConnect portlets to VA's eBenefits Portal and increased the number of Self-Service Credentials issued to Veterans
- Created a team to pro-actively identify and fix data errors before beneficiaries are negatively impacted
- Provided DoD beneficiaries and their family members with a central support office for assistance with issues related to the DEERS Database, DoD benefits and entitlements
- Extended DoD beneficiary support through self-help tools using the milConnect portal
- Provided security personnel noticed on persons of interest attempting to access facilities and increased personnel protection and policy compliance
- Accurately processed up-to-date information from the Uniformed Service members; foreign military members; Uniformed Service civilians and contractors and other personnel as directed by DoD within 24 hours from receipt and support of Service member mobilizations within 24 hours of notification
- Created and retained accurate reporting required by law or regulation for educational programs, verification of military experience and training, actuarial data, PERSTEMPO, linguist tracking, child and spouse abuse, federal parent locator, and Defense incident reporting that feeds the National Incident Based Reporting System, EEO, Census, and demographics data

FY 2014

- Continue to deliver responses for 44 million records and worldwide access times averaging less than 2 seconds for over 4 million transactions processed daily
- Continue to provide detailed personnel eligibility information for benefits and entitlements to Uniformed Service members; foreign military members; Uniformed Service civilians and contractors and other personnel as directed by DoD and their eligible family members to provide 99.5 percent database availability for over 4 million daily transactions and its authentication identity for security purposes
- Accurately processes up-to-date information from military, civilians, and contractors and other personnel as directed by DoD within 24 hours from receipt and support of Service member mobilizations within 24 hours of notification
- Continue to work with both the Army and Air Force Exchange Service (AAFES) and Navy Exchange (NEX) Service to allow the catalog exchange services to receive real-time, automated verification of eligibility information for online catalog sales as well as various ad-hoc reporting requirements for their operations
- Provide COCOMs with web access to all permanently assigned personnel in their respective area of responsibility (AOR)
- Provide immediate authentication of emergency essential personnel
- Provide accurate and timely responses to customer inquiries by answering phone calls in under one minute wait time and correspondence within ten days, measured in the aggregate
- Create a team to pro-actively identify and fix data errors before beneficiaries are negatively impacted
- Create and retain accurate reporting required by law or regulation for educational programs, verification of military experience and training, actuarial data, PERSTEMPO,

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linguist tracking, child and spouse abuse, federal parent locator, and Defense incident reporting that feeds the National Incident Based Reporting System, EEO, Census, and demographics data

- Provide a Consular Task Force (CTF) Data Push to support the Department of State's Consular Task Force (CTF) program to provide timely information on US Citizen evacuees
- Develop and execute enrollment, operations, and customer service improvements, as well as the security mandates, management controls and transition requirements for T3 TDEFIC, South, and TRICARE Dental programs
- In support of Virtual Lifetime Electronic Record (VLER), implement software for use in identifying duplicate patients, and develop applications and web services to support Service members' Group Life Insurance (SGLI) Online Enrollment System, milConnect beneficiary portal, Wounded Warrior, and VA/DoD information exchange
- Introduce additional self-service capabilities for dental enrollment

JPAS:

FY 2013

- JPAS, DCII, iIRR, SWFT – Transitioned management and operational control of the portfolio of PSA applications from the Defense Security Service (DSS) to Defense Manpower Data Center (DMDC)
- iIRR – Improved background investigation records management and Privacy Act data redaction capabilities
- iIRR – Implemented a more efficient and secure method of requesting background investigation records in order to comply with Privacy Act Regulations
- DCII – Improved system security by repurposing selected critical services
- DCII – Upgraded to Oracle Directory Server Enterprise Edition (DSEE) from the Lightweight Directory Access Protocol (LDAP)
- SWFT – Implemented a FIPS 140-2 compliant algorithm for password protection replacing the outdated MD5 hash code
- SWFT – Protected data at rest by SQL Server Transparent Database Encryption
- JPAS – Enhanced the User Out-Processed Notification to alert JCAVS users that DoD personnel with accesses but no Security Management Office have out-processed.
- JPAS – Implemented a bi-directional data feed of investigative case data between the Clearance Adjudication Tracking System (CATS) and JPAS. This allows data to flow from CATS into JPAS and ensures that there are no duplicate adjudicative entries
- JPAS – Implemented an interface between the Automated Continuing Evaluation System (ACES) and JPAS to allow critical data to be exchanged in support of DoD Personnel Security reform initiatives. The interface provides JPAS data in support of the ACES automated eligibility assessments conducted between normal cycles
- JPAS – Enhanced the CATS interface to trigger to JPAS to provide notification information when clearance eligibility status changes
- JPAS – Streamlined the application processes and procedures to eliminate unnecessary steps and improve efficiency
- JPAS – Improved communication outreach to stakeholders and customers with new procedures and by updating the JPAS application's Welcome Page
- JPAS – Secured data transfers that contained PII data between agencies to ensure the data is secure
- JPAS – Implemented a revised Standard Form 86 (SF86) form within JPAS, which will allow industry and the military accessions community to continue processing clearance requests
- JPAS – Improved the applications security with Public Key -Enablement which will allow users to use Common Access Card (CAC) and/or PIV cards to log into the application

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FY 2014

- JPAS, DCII, iIRR, SWFT – Migrate systems from legacy DSS architecture to DMDC's system framework
- iIRR – Improve background investigation records management and Privacy Act data redaction capabilities
- iIRR – Implement a more efficient and secure method of requesting background investigation records in order to comply with Privacy Act Regulations
- JPAS – Complete 31 data quality initiatives effecting over 5 million records
- JPAS – Implement new process and procedures for security, account, data correction, and incidents handling
- JPAS – Undergo a Command Cyber Readiness Inspection (CCRI) conducted by CYBERCOM
- JPAS – Implement changes, modifications and/or updates with JPAS' interfaces
- JPAS – Evaluate and streamlined the application processes and procedures to eliminate unnecessary steps and improve efficiency
- JPAS – Improve communication outreach to stakeholders and customers with new monthly Defense Connect Online seminars for all JPAS users, new DMDC JPAS web pages, and a new JPAS Welcome screen
- JPAS – Implement the new 2010 Standard Form 86 (SF86) form within JPAS, which will allow industry and the military accessions community to continue processing clearance requests
- JPAS – Implement full scale audit capabilities within JPAS
- JPAS – Complete all of the 5 outstanding 2006's NSA's Blue Team Assessment which occurred under DSS
- JPAS – Implement PKI cryptographic authentication logon capability giving users the choice to use username/password and/or one of the 5 DoD Approved PK Certificates (e.g. CAC, PIV, ECA PKI, PIV-I) logon options. On January 21, 2012, JPAS removed the username/password capabilities. JPAS PMO also created and distributed a White Paper on JPAS PK Enabling Lessons Learned that has been distributed to other federal agencies. This cross agency information sharing will allow for easier PK Enabling implementation for other federal agencies.
- SWFT – Enhance the reporting capability and accountability for eFingerprint processing by providing additional dates and times and explicit email notifications about critical eFingerprint process events to Facility Security Officers and the SWFT administrators.
- SWFT – Provide enhanced utility for inspection and review of eFingerprints.
- SWFT – Add the capability to submit and manage eFingerprints for multiple clearance facilities and/or Cage Codes and from a single Release manager account.
- Incorporate all standard, ad-hoc and metric reports for SWFT Administrator into SWFT web application.
- DCII – Enhance enforcement of file validation rules for Agencies submitting large volumes of DCII records.
- DCII – Add capability to manage NAC record entries.
- DCII – Add a batch processing capability for DMDC Boyers.
- DCII – Enhance the efficiency of system management by adding a utility for automated generation of new unique Agency and other system-related user codes.
- DCII – Migrate the DCII system into DMDC infrastructure, and integrated multiple system administration functions into existing DMDC support structure to save hardware and human resources.
- iIRR – Transition system from Boyers, PA to DMDC's Data Center located in Seaside, CA in order to integrate within DMDC's standard infrastructure
- iIRR – Upgrade to Oracle 11G (LDAP (Oracle DSEE) and Web Logic) to remove security vulnerabilities and improve performance

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- iIRR – Automate OPM background investigation request receipts and processing to improve efficiency, security, and eliminate need for manual processing
- iIRR – Encrypt background investigative records within the system to limit access

**SPOT:**

**FY 2013**

- Transferred from OUSD AT&L in FY 2013
- Provided DoD system of record for accountability and visibility of contracts and contractor personnel authorized to operate in a contingency operation
- Maintained and revised graphical user interface from SPOT to incorporate TOPSS & JAMMS elements and present SPOT ES
- Enhanced service oriented architecture
- Implemented cross-service domain
- Incorporated IV&V effort to ensure new releases meet requirements of large user base
- Improved and extend TOPPS capabilities to produce sophisticated reports for the warfighter
- Integrated Job Title Updates using (O\*NET) for better contract effort visibility
- Updated location & duty station to CENTCOM standard names
- Modified security features to replace AKO/SSO and username password functionality with PKI access
- Modernized and expand Web Services
- Changed operating system in JAMMS
- Augmented networking capability for JAMMS client to achieve near real-time reporting
- Developed software for JAMMS Barcoding to address DoS and Air Force needs to provide accounting for person types as well as individuals. Running pilot in Iraq, Kuwait, and Qatar
- Introduced JAMMS networking capabilities using Win 7 on Panasonic Toughbook platform
- Re-accreditation of TOPSS NIPR IAW DoD 8500.2
- Re-compete SPOT contract

**FY 2014**

- Release 7.3.1
- Introduce new User Interface design: SPOT Menu Structure and Header/Footer
- Introduce Job Category and Job Function standardization through use of O\*Net
- Migrate to Authoritative Sources for cities both CONUS and OCONUS
- Release 8.0
- Introduce new Roles and Permissions Capability
- Introduce JAMMSTRACKER component
- Initiate migration to N-Tier Architecture

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- Update Person and Deployment User Interface
- Initiate integration of SPOT Resource Center
- Introduce GFM as authoritative source for DoD organization structure
- Migrate existing web services to Enterprise Web Services framework
- Cross Domain Solution: Automate current SPOT manual cross domain solution through the use of DISA CDES
- Includes SPOT - a web-based system with a main database, the Joint Asset Movement Management System (JAMMS) - a stand-alone system for data collection of person/location information
- Included the Total Operational Picture Support System (TOPSS) - a business intelligence, common operating picture reporting tool (Release 1.7, develop NAICS Job Title Report, develop Operation New Dawn in Iraq report, and migrate several Tier 3 reports to TOPSS)

DEHS - USA Staffing:

FY2012

- Components used USA Staffing to post more than 96,000 job vacancies, receive more than 4.4M applications, issue more than 105,000 certificates, and select more than 67,000 candidates
- Fully deployed USA Staffing licenses (approximately 4000 licenses)
- Completed and deployed a USA Staffing interconnection with DCPDS
- Completed development and implementation staging of USA Hire for Defense (3 alternative assessments)
- Completed initial pilot testing of USA Hire alternative assessment instruments
- Continued assessment strategy and implementation support

FY2013/2014:

- Upgraded to a new reporting and analytics tool, COGNOS
- Components continue to utilize USA Staffing to post more than 94K vacancies, receive more than 4M applications, issue more than 100K certificates and select more than 85K selections every year

DPRIS:

FY2013

- DPRIS started the expansion of access to all states and territories currently receiving the paper DD Form 214/215. This is a step to eliminate the mailing of the paper DD Form 214/215 to stakeholders.
- DPRIS requests increased from Department of Labor (DOL), Federal Bureau of Investigation, Veterans via eBenefits, and the state Veteran Service Organizations. Each of these requests is one less that the military Services will have to manually process saving the Department of Defense millions of dollars annually.
- DPRIS processed over 1 million requests.



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FY 2014

- DPRIS will complete access to all states and territories currently receiving the paper DD Form 214/215.
- DPRIS will complete an interface with the US Coast Guard (USCG) OMPF repository system. This will allow Department of Veterans Affairs and DOL access to electronic OMPF information from the USCG for the first time.
- DPRIS will complete an interface with the DoD's electronic Case File Transfer (eCFT) system. This will allow OMPF information to be automatically uploaded into a case file.

DSAID:

FY 2012

- Received ATO.
- Completed DIACAP.
- 1st Quarter, Initial Operating Capability for SAPRO, Air Force and National Guard Bureau is complete.
- Trained the Air Force and National Guard in Q2 FY12; Marine Corps in Q3 FY12; and Navy in Q4 FY12.
- 3rd Quarter, Air Force data interface was completed.
- 4th Quarter, achieved FDD.
- 4th Quarter, received approval on the certification of funds from the DBSMC.
- 4th Quarter, Army data interface was completed.

FY 2013

- 1st Quarter, achieved FD.
- Navy data interface was completed.
- Web-based Training was completed.
- 4th Quarter, Army SARCs began using DSAID as primary source for input of Sexual Assault data.

FY 2014

- DSAID Change Control (CCB) has held 26 meetings in total.
- 2nd Quarter, Army CID interface in progress for completion by end of February.

R3:

FY 2012

- During FY 12, R3 was configured to support the 2012 redistricting cycle for all U.S. Congressional boundaries in support of the 2012 Presidential election. Additional modifications were made to support primary elections for federal offices within each State.

FY 2013

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- R3 is in sustainment with modifications performed to enhance system administrator capabilities and increase usability based on feedback received from users during the 2012 Presidential election. All modifications will support R3's terminating usage for the 2014 federal election cycle.

FY 2014

- R3 will support the 2014 election cycle and terminate in December 2014; replaced with FVAP-PRTL.

DTMO LAN:

FY 2013

- Completed SHA-256 compliance effort
- Implemented SCAP scanning program
- Server and software platform upgrades

FY 2014

- DTMO online meeting software deployment
- DIACAP ATO renewal
- Enterprise Email transition planning

DTMO Passport:

FY 2013

- Compliance Tool pilot release
- Oracle 11g upgrade
- Business Intelligence pilot

FY 2014

- Compliance Tool enhancements and release to participating Services/Agencies
- Business Intelligence beta deployment

FVAP-PRTL:

FY 2012

- Award made for system development.

FY 2013

- Phased development cycles for supporting databases (Phase I) for the FVAP portal scheduled for 31 MAR 13 with Phase II development efforts beginning for enhanced web

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applications such as an electronic Voting Assistance Guide, Application Programming Interface and CMS.

FY 2014

- Phase I and Phase II development efforts completed with launch of electronic Voting Assistance Guide and VAO support modules.
- Last phase of the development cycle anticipated in July 2014. Final phase of the development will replace functionality of R3 NLT December 31, 2014.

JAMRS-DB:

FY 2013/2014

- Each IAVA patch through the entire year has been recognized and applied to the JAMRS-DB, meeting each one of the reporting deadlines.
- JAMRS completed the Annual Security Review of the system in July 2011, July 2012, and again in November 2013.

EP:

FY 2013

- Upgraded servers from Windows Server 2003 to Windows Server 2008.

FY 2014

- Launch of the Member Management System (MMS) module update.
- Expansion of Single Sign On ability to include MMS.
- Migration of the FreedomAward.mil website from custom code to the commercial off-the-shelf solution used for ESGR.mil; this modernization effort will also increase standardization across EP.
- Expand Single Sign On ability to include MMS and public websites.
- Server upgrade from Windows Server 2003 to Windows Server 2008.

FMTS:

FY 2013/FY 2014

This program was transferred from Joint Staff to DHRA (Personnel and Readiness Information Management) 1st Quarter FY 2013. Accomplishments include the following:

- Directive Type Memorandum directing 4th Estate Organizations to use FMTS was signed by the USD (P&R) and published to DoD 15 Nov 2012. A one-year extension was approved in May 2013.

- DTM is being incorporated into the update to DoDD 1100.4 (Guidance for Manpower Management) by the policy owner, Total Force Planning and Requirements.
- Developed Performance Work Statement, participated in the PSO Source Selection Board and selected Unissant Inc. on 1 Dec 2012 to assume contract support of FMTS from the Joint Staff contract team. Team is in place and actively supporting operations of FMTS and transition of files to FMTS from 4th Estate Organizations.
- Governance structure has been put in place for FMTS to include the creation of the Executive Council, the Change Control Board (CCB) , and the 4th Estate Working Group.
- FMTS Data Sharing Policy was developed for the sharing of manpower and associated manning data maintained in FMTS.

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- FMTS Change Management provides the processes required for sustainment of FMTS.
- Provided over 50 separate briefings for senior executives and other stakeholders to include the Privacy Office and USD Comptroller.
- Twenty-one (21) of 23 Organizations have their force structure and billet information loaded onto FMTS (over 300,000 records) and planning is in place to load the remainder by the end of FY 2014.
- Completed the upgrade of PeopleSoft 8.9 to version 9.1 on the classified system, and put an unclassified test and development server in place and began preparation to upgrade the unclassified part of FMTS to PeopleSoft version 9.1.
- Completed agreements with DMDC and DISA for interface/hosting of unclassified FMTS.
- Authored 9 interim progress reports provided to the Governance groups and developed communications products to improve the transition process.
- Included FMTS requirements in the P&R Functional Strategy and HRM Enterprise Architecture.
- Redesigned the manpower webpage for ease of reading and resources needed for transitioning organizations.
- Implemented procedures to stand up a remote operations site that will allow the FMTS development team to move out of restrictive J1 spaces. Site is expected to be fully operational in the spring of 2014 with both classified and unclassified capabilities.
- Working with the Defense Civilian Personnel Data System to establish an information exchange allowing position incumbent information to flow to FMTS. Testing is to begin in early spring 2014.
- Supported the Joint Staff manpower and personnel requirements on the FMTS classified system, addressing user issues and providing help desk support for all of FY13.

**VLER:**

FY 2013/2014

VLER Benefits supports the portability and accessibility of Service members' and Veterans' electronic health and administrative information among VA, DoD, and other federal exchange partners for the purpose of benefits determination and delivery. The initiative is governed by the Joint Executive Council (JEC), the Benefits Executive Council (BEC), and the BEC Information Sharing/Information Technology (IS/IT) working group. Accomplishments include:

- Provided pre-briefs to the Acting ASD (Readiness and Force Management) for the bi-monthly BEC and provided support during the BEC.
- Provided BEC input through briefings and information papers to the JEC co-chaired by the USD (P&R).
- Co-chaired the BEC IS/IT Working Group with the Veterans Benefits Administration (VBA) bi-monthly- the BEC IS/IT Working Group is specifically responsible for DoD and VA benefits-related requirements for integrated information sharing.
- Conducted the BEC IS/IT Requirements Working Group (RWG) responsible for developing requirements for the Virtual Lifetime Electronic Record (VLER) benefits data aspects. Developed 36 benefits use cases identifying required information for adjudication of Health and non-health benefits claims and provided the information to the VA and DMDC.
- Tracked and addressed sub-working group initiatives that included DS Logon status (2.3M registered users in 25 countries), fielding of the Service members' Group Life Insurance (SGLI) Online Enrollment System (SOES); Medical Records Working Group (MRWG); DD Form 214 Optical Character Recognition (OCR); Integrated Disability Evaluation System (IDES) Information Technology (IT); Information Sharing Initiative (ISI), and Federal Case Management Tool (FCMT).
- Defined health data requirements for VLER Capability Area (VCA) 2
- Executed Under Secretary of Defense (USD) P&R decision for single sign-on, DoD Self-Service (DS) Logon, achieving 96% DoD capability to access eBenefits

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- Participated in the Disabilities Advisory Council, IDES Senior Leadership Council meetings, and IDES Working Groups
- Supported the Veterans Benefits Administration (VBA) in the continuing development of the eBenefits portal, which provides more than 50 self-service features available through an online gateway to VA and DoD benefit information. Capabilities available through eBenefits include: VA home loans; education benefits; and on-line access to separation documents (DD 214) and Official Military Personnel File (OMPF) information through the Defense Personnel Records Information Retrieval System (DPRIS) link.
- Setup and executed the DoD/VA Data Sharing Summit in Sept 2012 with a membership of 187 DoD/VA representatives; conducted 5 meetings as of March 2013. Developed a Milestone Tracker (includes critical path actions) for 173 actions (includes critical path actions) and achieved closure on 67 actions
- Developed and coordinated with the VA/SSA Reports to Congress on improved DoD/VA information sharing with SSA, to facilitate the more rapid transfer of information from DoD and VA to SSA for disability claims adjudication. The first Congressional report was submitted in March 2010; the sixth update to this report is pending final coordination for signature and submission.
- Developed VLER CONOPS for VLER Capability Areas 2 and 3 (for disability compensation and other non-health benefits claims). Coordinated the CONOPS across DoD, VA, and the SSA. CONOPS has been signed by the USD (P&R) and is in final coordination for signature by the Secretary of the VA

**H2H:**

**FY 2013**

- Merged the US Army Reserve Employment Partnership of the Armed Forces (EPAF) website into H2H.jobs to increase efficiencies and decrease RC redundancies and expenditures
- Recognized by White House DoD/VA Task Force IT Working Group as “Best in Breed” for connecting Service members with military friendly employers
- Listed as one of the top nine employment resources on the White House Joining Forces website
- Expanded case management system to support National Guard Service members in 15 States
- Completed system enhancements to H2H case management system
- Completed case management system enhancements to support OSD Wounded Warrior Policy
- System has been used to successfully place over 12,000 Service members

**FY 2014**

- Year to date, H2H includes 171,515 job seeker accounts and 20,281 company accounts
- H2H sees an average of 5,500 new job seeker registrants and 575 new company registrants per month
- Launch H2H.jobs portal refresh/redesign
- Contractor enhancement of reporting and data entry capabilities
- Improve data collection and analysis capabilities to enhance program measurement efforts
- Improve enforcement of stronger passwords, strengthen the policy for account resets, and eliminate the possibility of establishing concurrent application sessions

**YRRP:**

**FY 2013**

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- Redesigned the user interface of the Cadre of Speakers request forms to improve usability and data collection. This interface supports the processing of subject matter expert input to YRRP training events
- Developed the Training Tool Kit content to allow event planners to customize and deliver training events targeted to specific deployment phases and Service member needs

**NSEP-IT:**

**FY 2012**

- Worked with contractor to enhance and improve system capabilities
- Provide web-based access to all personnel intended to use systems
- Added functionality for Project GO program to Student Certification System
- Develop and execute new three year contract that consolidated all NSEP IT initiatives under a single contract agreement, which was awarded in August

**FY 2013**

- Contractor enhancement of reporting and data entry capabilities.
- Improved data collection for system databases
- Added functionality for EHLS program to Student Certification System
- Added functionality for Project GO, LTC and EHLS program to NSEP Performance Report
- Migrated all data systems to a new Secure Hosting Facility
- Achieved new ATO for NSEPnet and Student Certification System at new Secure Hosting Facility

**FY 2014**

- Expanded reporting capability in all systems based on federal user and customer feedback
- Extended capabilities and functionality of web services
- Enhanced capability across systems and improve infrastructural and operational relationships between all component systems to ensure a seamless system architecture
- Transitioned to a singular hosted data server for all systems
- Maximized capability cross-system infrastructural and operational relationships
- Integrated cross-system functionality for all primary database systems
- Enabled cross-system reporting
- Improved ability of internal staff to make ad-hoc content changes
- Added automated features based on user feedback (e.g. form delivery, status updates, document upload, etc)
- Linked data within system to eliminate external data-grabbing

**IRCMS:**

- Initial operating capability achieved with pilot launch on February 3, 2014

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DoD eOPF:

FY 2013/2014

- DoD met mandate for use by EOY 2013 (FY14) as all Components are currently using DoD eOPF

DCAT:

FY 2013/2014

- Initial operating capability achieved Q1 FY14.
- System is being used to survey 28 mission critical occupations

ASARS:

FY 2013/2014

- Enhanced user account registration and administration
- Eliminated the 21 day Priority Placement Program (PPP) cycle and transitioned to processing requisitions daily
- Eliminated SSNs from PPP and related data tables

DoD EPAT:

- Updated EPAT SES/DISES performance plan, progress review, appraisal, and compensation functionality to comply with OPM's government-wide performance system

DIUCS:

FY 2013/2014

- Implemented Unemployment Compensation claim filing functionality for AF Non-Appropriated Fund employees

CMTS:

FY 2013/2014

- Enhanced report generating capability
- Enhanced user account registration and administration

TAP-IT:

FY 2013

- Worked closely with Army and Air Force personnel to successfully interface the ACAP-XXI and AF-FIRST systems to TAP IT via the TAP Web service. The web service allowed transmission of hundreds of thousands of records, ultimately reducing manual entry of TAP form data.
- Developed a barcode scanner functionality to improve accuracy and efficiency in entering TAP attendance data in the TAP IT system. Resulting in created efficiencies with

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Navy/Marine Vow Act compliance statistics

- Created a batch-attendance upload capability, allowing the Army to transfer hundreds of thousands of attendance records from their ACAP-XXI system to the TAP IT system.
- Leveraged the existing batch-upload capabilities of the TAP IT System to allow Joint Knowledge Online (JKO) to upload virtual attendance data to the system.
- On-time delivery of a major upgrade to the manual form-entry web application, integrating it seamlessly with both the attendance-tracking application and the Verification of Military Experience and Training (VMET) application.
- Continued calculations of the VOW compliance reports, including extensive supporting research focused on each service component, in an effort to help them identify and resolve gaps in their data reporting methodologies.

SHL:

FY 2011

- Completed and launched SHL website
- Launched telephone support
- Completed and launched texting services

FY 2012:

- Completed and launched SHL mobile application

FY 2013:

- Online group chat capability, Safe HelpRoom, launched via website
- Added VOIP capability to mobile application.

FY 2014:

- Began DIACAP certification process

### **Major Planned Activities**

Planned activities are articulated below.

DCPDS:

FY 2014

- Complete next phase of DoD Demilitarized Zone (DMZ) extension to comply with DoD mandates for DMZ extension requirements for all systems
- Develop enhancements to comply with HR legislative and DoD regulatory requirements
- Support HR Line of Business (LoB) initiatives, including modification of interfaces IAW OPM mandates
- Develop DCPDS interfaces to support DoD requirements and external systems
- Complete implementation of HP Blade database hardware changes in FY 2014
- Continue migration of additional Components to DCPDS central site in 2014



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- Define DR Hybrid solution, enhanced data delivery, DCPDS portal and data warehouse improvements
- Execute Component consolidation and to support Army region migration
- Upgrade communication circuits to support expansion of DCPDS regional operations, test/development site and DR site

**FY 2015**

- Implement initial cloud computing, data warehouse improvements and continued expansion of web services
- Enhance information assurance requirements, including DMZ extension mandates
- Develop enhancements to comply with HR legislative and DoD regulatory requirements
- Support required changes for HR LoB interfaces and other OPM/OMB mandates

**DEERS,RAPIDS,CAC:**

- Provide hundreds of system interfaces and over 50 applications to hundreds of military healthcare systems
- Continue to provide DoD to add enterprise solutions quickly and efficiently, resulting in better, more cost effective service to members and war-fighters
- Execute T3 requirements for T3 West region
- Transform Delivery of ID Card Services - Streamline policy and leverage emerging technologies for electronic credentialing capabilities to improve security, and data quality
- Promote an Enterprise Identity Attribute Service (EIAS) for real time access decisions in both the classified and unclassified environment
- Enable data sharing to leverage technology across multiple systems, providing automated vetting capabilities and early warning signs of high risk vulnerabilities
- Continue development and expansion on the DMDC portal, focusing on creating a “one-stop” place for beneficiaries to get benefits and DoD-related information and transform customer service through migration to electronic mechanisms including e-Correspondence, mobile applications, milConnect and other self-service capabilities
- Provide an integrated application and beneficiary contact center to improve customer service
- The NEO Tracking System (NTS) will be used to upgrade fielded NTS across the COCOMs as called for in JROCM 117-10 dated 29 July 2010
- The Joint Personnel Accountability Reconciliation and Reporting (JPARR) will allow for JPARR’s continued expansion for the acquisition of hardware needed to include the U.S. Northern Command into JPARR
- Provide a mechanisms for interoperability of federal PIV credentials to facilitate electronic verification and facility access determinations

**JPAS:**

- IIRR – Continue to improve the applications security with CAC-enablement
- IIRR – Continue to add digitized polygraphs to the individual subject records for easy retrieval when requested by accredited customers
- iIRR – Continue to improve application user functions and security of application
- DCII – Improve the applications security with CAC-enablement
- SWFT – Continue to support and improve the applications security with PKI-enablement of all user functions
- SWFT – Expand the support of the user base to include eFingerprint processing for active duty personnel and contractor population for purposes of CAC issuance.
- JPAS – Assist with coordination with customers, interface modifications, correction of data quality; and migration of the data (e.g. users, accounts, investigations) from JPAS to JVS

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- JPAS – Deploy a major Commercial Off The Shelf (COTS) software upgrade
- DISS – Build the DISS infrastructure and assist in the development, testing and migration from JPAS

**SPOT:**

- Continue to be the system of record for accountability and visibility of contracts and contractor personnel in support of the DoD area of responsibility and other contingencies around the world
- Continue to provide the only DoS, DoD, and USAID sanctioned Letter of Authorization (LOA) which provides the Government Furnished Services to contractor personnel
- Continue to provide the information on contractor personnel supporting Afghanistan to the Office of the Secretary of Defense for reports to Congress
- Provide the number of contractor personnel and contract capability to Combatant Commands for operational planning purposes and to aid in their decision making processes
- Expand reporting capability in TOPSS based on customer feedback
- Extend capabilities of web services and functionality
- Introduce JAMMS SW capability on multiple client platforms, improving Billeting role in JAMMS, enhancing JAMMS networking capabilities to satisfy customer feedback
- The budget information will be transferred and combined into a single system under SPOT-ES. This is currently entered under this SPOT-ES DITPR ID 6501 as the parent for the Joint Asset Movement Management System (JAMMS), Synchronized Pre-deployment and Operational Tracker-Secret Internet Protocol Router Network (SPOT-SIPR), and Total Operational Picture Support System (TOPSS).

**DEHS - USA Staffing:**

DEHS - USA Staffing initiative was separated from Hiring Reform in FY2011 which is a functional responsibility. Major planned activities for FY2015 include:

- Broad implementation of Onboarding Manager module across DoD
- Rollout and use of a new business intelligence tool for reporting and analytics
- Active participation and vital contribution in the USA Staffing rewrite (Competency Assessment Upgrade)
- Continued engagement in enhancement planning and business requirements
- Implementation of PIV/CAC capability within USA Staffing
- Phased implementation and additional use of USA Hire and USA Hire for Defense alternative assessment instruments
- Transition Civilian Expeditionary Workforce (CEW) processing to USA Staffing platform by FY2015
- Launch new hardware platform and major software upgrade to USA Staffing in FY2015

**DPRIS:**

The Department of Defense continues to explore ways to support Service members, Veterans, and executive agencies through the continued expansion of the DPRIS user base. DPRIS plans to develop a web-service interface with the Department of Veterans Affairs' (VA) Veterans Benefits Management System. This interface will provide Official Military Personnel File (OMPF) information and answers to VA's requests to Joint Service Records Research Center for post-traumatic stress disorder stressor and Agent Orange research directly into the VA's case management tool.

**DSOID:**

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The development of a centralized and integrated SAPR case-level management database solution will provide the following high level outcomes and benefits:

- Enhanced transparency of sexual assault-related data, while adhering to the privacy and restricted reporting options for victims that have been sexually assaulted
- Accurate reporting of sexual assault incidents
- Standardization of data and reporting across the Military Services, including the NG and Reserve Component (RC)
- Standardized reporting to Congress, DoD, and the Military Services leadership
- Ability to use data as an enabler to enhance analysis and trend identification capabilities
- Inform SAPR program planning and prevention activities
- Conduct cohort analysis
- Conduct incident related trend analysis
- Enhanced capability to evaluate overall program effectiveness
- Provide consistent data in support of program evaluation

R3:

The R3 will support the 2014 election cycle and will be subject to routine maintenance as it approaches termination at the end of FY 2014.

DTMO LAN:

DTMO plans to maintain functionality of this business system that supports routine operations of a single component.

DTMO Passport:

DTMO will monitor the needs of the Defense Travel community and adapt DTMO Passport services as required to support the traveler.

FVAP-PRTL:

FVAP will complete development of its FVAP-PRTL in July 2014 with the inclusion of functionality to replace existing R3.

JAMRS-DB:

- The JAMRS-DB is fully operational and meets all requirements to fulfill JAMRS' mission.
- Continuous IAVA patches will be applied to the JAMRS-DB as necessary.
- Complete yearly DIACAP accreditation process and maintain ATO.

EP:

- Conduct a preliminary evaluation and develop the Business Case for the potential development of a Cost Accounting tool.
- Conduct a preliminary evaluation and develop the Business Case for the potential development of an Awards Management tool.
- Continue to modernize the SoS Module used to track SoS's signed by employers.

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**FMTS:**

- Continue working with Manpower policy (Total Force Planning and Requirements) to finalize DoDD 1100.4
- Continue to plan for and execute Governance meetings for the Executive Council, Change Control Board (CCB), and 4th Estate Working Group.
- Continue working with DCPAS/DCPDS to develop interface between DCPDS and FMTS and link Organization Unique Identifier (OUID) to the electronic data interchange personal identifier (EDI-PI)
- Work with the Joint Staff J-8 to develop an interface to the Joint Organization Server and expand its capability to include 4th Estate information.
- Work with the ODCMO to ensure 4th Estate Organizations plan for and execute manpower information in FMTS as captured in their respective Organization Execution Plans (OEPs).
- Begin planning for interface development with Service personnel systems.
- Work with P&R Readiness and the Joint Staff J-8 to expand the existing Joint Organization Server (JOS) into a “combined” Global Force Management Data Initiative organization server with both Joint Staff and 4th Estate data. Develop a plan to combine management capabilities for FMTS and the combined Org Server in FY 14/15.
- Stand up the new remote site to manage both classified and unclassified instances of FMTS. Clear the J1 spaces where the FMTS team is currently housed.

**VLER:**

- Implement expanded capabilities for VCA 2 and 3 – to include new initiatives assigned to the BEC IS/IT (DES IT, ISI, FMCT and DD Fm 214 gaps)
- Enhance VCA 4/eBenefits portal to access health and benefits information; new features will be included for current Service members
- Define benefits requirements and priorities to streamline interagency information sharing
- Develop data use, sharing, and support agreements for use by agencies and partners
- Oversee the migration of the National Resources Directory website to the eBenefits site.
- Work with the Department of Veterans Affairs (VA) to develop a plan for the disposition of 11.9M paper Service Treatment Records currently in the possession of the VA by previous agreement.
- Continue to provide support to VLER Health initiatives and support the transfer of health and personnel information for the DoD to the Social Security Administration

**H2H:**

- System maintenance/sustainment

**YRRP:**

- Migrate the YRRP website from the current WHS EITSD hosting environment to the DISA DECC hosting environment.
- Receive ATO to operate in the DISA environment.
- Increase the availability of online resources and curriculum offerings within the Center for Excellence.
- Redesign the portal interface templates.
- Improve data collection and analysis capabilities to enhance program measurement efforts.
- Ensure system alignment with DHRA business activities and maintain BPR compliance.
- Prepare for YRRP’s ownership of EventPlus from the National Guard.

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**NSEP-IT:**

- Continue improvements to data integrity and agile reporting capabilities
- Allow users to view mitigation options to questions and issues
- Enhance user interface to provide consistent experience based on user feedback
- Engage in data cleaning to ensure uniformity of system data
- Renew Authority to Operate (ATO)
- Compete contract for NSEP-IT support
- Improve enterprise infrastructure to ensure adaptable framework
- Reduce life-cycle costs by emphasizing standards across application framework
- Develop system productivity evaluation to improve operational experience

**IRCMS:**

- Address requested enhancements and defects identified during pilot
- Achieve Full Operating Capacity Q4 FY14

**DoD eOPF:**

- Limited new federal-wide functionality is expected
- Exploration of options for improved end-user usability
- Complete backfile conversion for National Guard and Department of Navy by 2015

**DCAT:**

- Phase II planned for Q1 FY 15 which will enable the Department to deploy the tool to non-mission critical occupations

**ASARS:**

- Provide a method for HROs to exchange PD info and track PPP job offers
- Expand PPP priorities from 3 to 4
- Provide a method for HROs to enter Inter-Disciplinary positions on a single Requisition

**DoD EPAT:**

- Deployment of the improved backend architecture to increase supportability, decrease development time, and reduce risk of introducing new bugs
- Improve processes based on user feedback

**DIUCS:**

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- Modernization effort slated to begin in late FY 2014

**CMTS:**

- Implement change to source employee contact data and organization data from DCPDS
- Streamline entry of Labor Relations cases
- Integration with Air Force Alternate Dispute Resolution System

**TAP IT:**

- Continue to analyze file compliance data

**SHL:**

- SHL will maintain operations and services provided via website, telephone, text, mobile application, and online group chat

**SPS:**

- Continue to use SPS to support DHRA Procurement Services Office procurement activities

**DTS:**

- Continue to use DTS to support DHRA Component travel activities

**IT Enterprise Strategy & Roadmap (ITESR) Implementation Activities**

**Consolidate Security Infrastructure (NS1)**

NS1 – Consolidate Security Infrastructure and NS3 – Implement Cross-Domain Solutions are DoD enterprise level initiatives to support consolidation of enterprise level architecture, network design, security, and common applications in an effort to reduce duplication and costs and to improve DoD's cyber security posture. DHRA offices are complying with all applicable Federal and DoD directives and DISA/USCYBERCOM taskings. DHRA's move to a shared enterprise environment is being driven greatly by the DoD goal of a centralized infrastructure supporting consolidated shared applications.

DCPAS understands that DISA will complete the Single Security Architecture (SSA) for DCPDS and the EHRIS Enterprise Systems.

DCPDS has been maintained at full compliance with DoD IA policies and requirements and has a robust process for applying and managing adherence to DoD DISA STIGs and CyberCom TASKORDs across the three (3) DCPDS enclaves and five (5) systems, while aligning with the JIE security architecture strategy and plan. DCPDS has a single security policy with continuous monitoring and has focused on continuous enhancements to the security architecture, information assurance and network protections within the Lockheed Martin Denver Data Center (Denver, CO), the DCPDS data center, to ensure that all associated data and systems are well protected. The three (3) DCPDS Enclaves receive CNDSP services from the Army Research Lab (ARL) which ensures DoD level situational awareness and IA compliance.

To support DoD JIE and Data Center Consolidation (DCC) efforts and ensure that sensitive civilian personnel data is properly controlled, the DDC has fully implemented the

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DISA DMZ enclave extension within the core data center and expanded the network infrastructure with full redundancy and separation of networks to incorporate Component Core DCPDS and Unique systems. The security of DCPDS is achieved through multiple layers of protection and monitoring activities, which are strengthened by thorough processes for controlling system access and configuration management. DCPDS completed the implementation of SHA-256 across all of its enclaves and systems to ensure full compliance with encryption requirements and is planning the implementation of a zone architecture to further strengthen DCPDS network security by ensuring appropriate levels of network separation, per DoD requirements. DCPDS is planning further expansions of its data architecture to allow for increases in data sharing with authorized DoD agencies while ensuring the protection of sensitive PII data. The DCPDS program has planned several key activities to strengthen the data defenses; these include implementing a database security gateway in 2014-2015 for protecting data transiting the DCPDS databases and documenting the path forward for tagging data for discovery and access management, currently planned for 2016. DCPDS is monitoring the DISA SSA strategy and will ensure the DDC DCPDS enclave follows the DoD Single Security Architecture, as applicable, once the reference architecture becomes available to Component Enterprise Systems.

DHRA/DCPAS has planned activities and the associated budget that will continue to enhance the security architecture to ensure the protection of the DCPDS data. To help ensure the DCPDS program maintains the planned budget and appropriation mix for operations and maintenance, RDT&E, and procurement, the program will continue to lead JIE initiatives within the DCPDS data center to clearly demonstrate the benefits realized from the overall data center capabilities, services and efficiencies provided to the Federal and DoD Components.

EHRIS Enterprise Systems maintain compliance with DoD IA policies and requirements and has a robust process for applying and managing adherence to DoD DISA STIGs and CyberCom TASKORDs. The EHRIS Enterprise Systems align with the JIE security architecture strategy and plan. The EHRIS Enterprise Systems operate via the Global Information Grid (GIG) through the DISA connection, and is hosted on the Pentagon Installation Campus Area Network (ICAN). The EHRIS Enterprise Systems operate at the Mark Center, which is part of the Pentagon Reservation, and derives their communication from the Pentagon Army Information Technology Agency (ITA), and is the Computer Network Defense Service Provider (CND-SP) for EHRIS Enterprise Systems basic network infrastructure. DCPAS has a single security policy with continuous monitoring and has focused on continuous enhancements to the security architecture, information assurance and network protections within the ITA ICAN, to ensure that all associated data and systems are well protected.

The security of EHRIS Enterprise Systems is achieved through multiple layers of protection and monitoring activities, which are strengthened by thorough processes for controlling system access and configuration management. EHRIS Enterprise Systems implement SHA-256 across most of its systems to ensure full compliance with encryption requirements. Of the systems that are non-compliant, the anticipated compliance date is Q3 FY 2014.

**Implement Cross-Domain Solution as an Enterprise Service (NS3)**

NS1 – Consolidate Security Infrastructure and NS3 – Implement Cross-Domain Solutions are DoD enterprise level initiatives to support consolidation of enterprise level architecture, network design, security, and common applications in an effort to reduce duplication and costs and to improve DoD's cyber security posture. DHRA offices are complying with all applicable Federal and DoD directives and DISA/USCYBERCOM taskings. DHRA's move to a shared enterprise environment is being driven greatly by the DoD goal of a centralized infrastructure supporting consolidated shared applications.

**Joint Information Environment (JIE)/Joint Enterprise Network (JEN) (NS8)**

Joint Information Environment (JIE)/Joint Enterprise Network (JEN) – NS8 is the long-term goal of alignment across DoD of shared IT infrastructure, enterprise services, and

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a single security architecture that is designed from the very beginning to facilitate the information sharing that needs to occur across the Department and to ensure it is done securely. In addition, JIE strengthens IT management and governance in order to maximize mission benefits derived from IT investments and to improve mission performance. DHRA is supporting the move to the JIE by assessing and/or participating in the enterprise initiatives that are currently being undertaken.

To support DoD JIE and Data Center Consolidation (DCC) efforts and ensure that sensitive civilian personnel data is properly controlled, the DCPAS DDC has fully implemented the DISA DMZ enclave extension within the core data center and expanded the network infrastructure with full redundancy and separation of networks to incorporate Component Core DCPDS and Unique systems. The security of DCPDS is achieved through multiple layers of protection and monitoring activities, which are strengthened by thorough processes for controlling system access and configuration management. DCPDS completed the implementation of SHA-256 across all of its enclaves and systems to ensure full compliance with encryption requirements and is planning the implementation of a zone architecture to further strengthen DCPDS network security by ensuring appropriate levels of network separation, per DoD requirements. DCPDS is planning further expansions of its data architecture to allow for increases in data sharing with authorized DoD agencies while ensuring the protection of sensitive PII data. The DCPDS program has planned several key activities to strengthen the data defenses; these include implementing a database security gateway in 2014-2015 for protecting data transiting the DCPDS databases and documenting the path forward for tagging data for discovery and access management, currently planned for 2016. DCPDS is monitoring the DISA SSA strategy and will ensure the DDC DCPDS enclave follows the DoD Single Security Architecture, as applicable, once the reference architecture becomes available to Component Enterprise Systems.

DCPAS has planned activities and the associated budget that will continue to enhance the security architecture to ensure the protection of the DCPDS data. To help ensure the DCPDS program maintains the planned budget and appropriation mix for operations and maintenance, RDT&E, and procurement, the program will continue to lead JIE initiatives within the DCPDS data center to clearly demonstrate the benefits realized from the overall data center capabilities, services and efficiencies provided to the Federal and DoD Components.

DMDC will be developing a strategy, roadmap and plan for rationalizing applications and moving them into the JIE (CDC/IPN) infrastructure in the Spring/Summer of 2014 with DISA.

**Data Center and Server Consolidation (CS1)**

Since 2010, Office of Management and Budget (OMB) has been leading a Federal Government effort to consolidate Data Centers and Servers. The DHRA offices have been active participants in the DoD Data Center Consolidation (DDCC) efforts that support OMB's guidance and goals. DHRA owners of Data Centers are complying with all DoD initiatives and requirements relating to Data Center Consolidation and are working toward the Federal Goal of 40% data center reduction by FY 2015.

DCPAS' DCPDS supports the Department's ongoing Data Center Consolidation (DCC) initiative. Already, DCPDS has consolidated all Defense Agency DCPDS regions to its central data center at the Lockheed Martin Denver Data Center (DDC), Denver Colorado. This Center has supported enterprise operations (data warehouse, interface operations, and reduced sign-on access for all DCPDS users) since 1999. The current focus is the Consolidation of the remaining Military Services' (Army, Air Force) computing operations to the DCPDS data center where the other DCPDS customers' regional server operations reside. Most recently, the Navy region was migrated to the DDC in September 2013, and DCPAS is currently working with Army to migrate its regional DCPDS systems to the DDC in March 2014, followed by Air Force in August 2014. This will complete the migration of all DoD Component customers of DCPDS to a single data center.



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DMDC has led a series of successful initiatives embracing data center consolidation, industry best management practices and virtualization across its data centers. It is actively pursuing data center consolidation efforts using the Assess - Analyze - Execute - Sustain methodology. DMDC has three currently designated data centers, two located in Seaside, California, and one in Auburn Hills, Michigan. It has identified two of its three data centers for consolidation of IT infrastructure and has instituted a number of initiatives to influence efficient energy use in the third data center.

**Enterprise Messaging and Collaboration (including email) (ADS1)**

Enterprise Messaging and Collaboration (including email) – ADS1, involves consolidating like applications and domains into a single environment, thus addressing challenges such as inability to view email addresses on a different domain and the need to migrate data when moving from one domain to another. This initiative is part of the move to JIE. DHRA is addressing this initiative by assessing the different and similar applications of each DHRA office for issues that will either support the consolidation or will provide challenges to the feasibility of a single enterprise.

**Identity and Access Management (idAM) Services (ADS2)**

DCPDS provides Common Access Card (CAC) authentication as well as single login capability for the DCPDS Enterprise systems by leveraging the Joint Interoperability Test Command (JITC)-certified Reduced Sign-On (RSO) solution. The DCPDS RSO solution provides access to authorized users, whether access is initiated via Public Key Enabling (PKE) cards (CAC or Personal Identity Verification [PIV]) or user identification (ID)/password by integrating the NetScaler® (providing the CAC authentication) with Oracle® Identity Management Suite (to enable user ID and a DoD 8500.2-compliant password). DCPDS is planning the development of a uniform single identity management capability that allows single login access to DCPDS and other human resource domain related DCPAS Enterprise Applications hosted within the Denver Data Center (DDC).

Although all DCPAS EHRIS Enterprise Systems implement CAC (NIPRNet systems), integrating Identity and Access Management (IdAM) would require varying degrees of development, testing and implementation. Funding for this initiative is currently not available.

**Consolidate Software Purchasing (BP1)**

BP1 – Consolidate Software Purchasing involves centrally funding and managing DoD-wide enterprise software licenses.

Based on efficiencies in improved software, hardware and functional development, DCPDS has provided expert management of the Department's civilian HR system that supports over 800,000 DoD employees. Over time, DCPAS has been funded centrally for the operation, sustainment, maintenance, hosting and equipping of the system. By 2016 DCPDS will be completely centralized in funding DCPDS core operations, providing hardware, software, associated maintenance, and all services supporting the DoD Components. This will include those expenses that were previously the responsibility of the Military Services. The DCPDS enclave leverages Enterprise licenses for the Oracle HR and database elements of the system as well as Business Objects for ad hoc reporting. By 2016, DCPAS will support all hardware platforms across the DCPDS Enterprise and have a unified hardware and software lifecycle management process for the entire enterprise.

All of DMDC's Enterprise Licensing Agreements(ELA), except for the Microsoft ELA which leverages the DoD Joint Enterprise Licensing Agreement for Microsoft, are internal to DMDC.

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**Consolidate Hardware Purchasing (BP2)**

BP2 – Consolidate Hardware Purchasing involves centrally funding and managing DoD-wide enterprise hardware.

Based on efficiencies in improved software, hardware and functional development, DCPDS has provided expert management of the Department's civilian HR system that supports over 800,000 DoD employees. Over time, DCPAS has been funded centrally for the operation, sustainment, maintenance, hosting and equipping of the system. By 2016 DCPDS will be completely centralized in funding DCPDS core operations, providing hardware, software, associated maintenance, and all services supporting the DoD Components. This will include those expenses that were previously the responsibility of the Military Services. The DCPDS enclave leverages Enterprise licenses for the Oracle HR and database elements of the system as well as Business Objects for ad hoc reporting. By 2016, DCPAS will support all hardware platforms across the DCPDS Enterprise and have a unified hardware and software lifecycle management process for the entire enterprise.

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	----- Dollars in Thousands -----		
	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
<b>RESOURCE SUMMARY:</b>	\$292,241	\$319,211	\$304,963

**007-000000573 - DEFENSE CIVILIAN PERSONNEL DATA SYSTEM (DCPDS)**

Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----			
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>	
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	33,909	37,423	42,155	

**Procurement**

			----- Dollars in Thousands -----			
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>	
Procurement, DW	BA 01 MAJOR EQUIPMENT	PERSONNEL ADMINISTRATION	2,771	19,700	8,810	

**RDT&E**

			----- Dollars in Thousands -----			
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Program Element</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>	
RDT&E, DW	BA 06 RDT&E MANAGEMENT SUPPORT	0605803SE R&D IN SUPPORT OF DOD ENLISTMENT, TESTING AND EVALUATION	1,312	2,831	4,976	

<b>Investment Resource Summary:</b>	37,992	59,954	55,941
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**007-000001344 - \*EMPLOYER SUPPORT OF THE GUARD AND RESERVE PORTAL\* (\*EP\*)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----			
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>	
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	953	784	1,090	

<b>Investment Resource Summary:</b>	953	784	1,090
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**007-000001512 - Fourth Estate Manpower Tracking System (FMTS)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	4,311	7,280	6,866
<b>Investment Resource Summary:</b>			4,311	7,280	6,866

**007-000001574 - Investigations and Resolutions Case Management System (IRCMS)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	798	0	0
<b>Investment Resource Summary:</b>			798	0	0

**007-000001591 - Automated Stopper and Referral System (ASARS)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	1	1	1
<b>Investment Resource Summary:</b>			1	1	1

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**007-000001619 - DEPARTMENT OF DEFENSE EXECUTIVE PERFORMANCE APPRAISAL TOOL (DoD EPAT)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	516	750	765
<b>Investment Resource Summary:</b>			516	750	765

**007-000001730 - Defense Injury and Unemployment Compensation System (DIUCS)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	2,228	800	816

**Procurement**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
Procurement, DW	BA 01 MAJOR EQUIPMENT	PERSONNEL ADMINISTRATION	0	500	0
<b>Investment Resource Summary:</b>			2,228	1,300	816

**007-000001766 - Department of Defense Electronic Official Personnel Folder (DoD eOPF)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	12,078	12,103	14,050
<b>Investment Resource Summary:</b>			12,078	12,103	14,050

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**007-000001794 - STANDARD PROCUREMENT SYSTEM (SPS)**

Major

DoD Segment: Acquisition

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	20	20	20
<b>Investment Resource Summary:</b>			20	20	20

**007-000001929 - Synchronized Predeployment and Operational Tracker (SPOT)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	27,091	23,877	22,262

**RDT&E**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Program Element</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
RDT&E, DW	BA 06 RDT&E MANAGEMENT SUPPORT	0605803SE R&D IN SUPPORT OF DOD ENLISTMENT, TESTING AND EVALUATION	2,937	2,643	1,000

**Investment Resource Summary:** 30,028 26,520 23,262

**007-000002865 - Defense Central Index of Investigations (DCII)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	3,347	2,760	3,193

**Investment Resource Summary:** 3,347 2,760 3,193

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**007-000002880 - Improved Investigative Records Repository (iIRR)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	2,329	2,065	1,785
<b>Investment Resource Summary:</b>			2,329	2,065	1,785

**007-000003023 - Defense Competency Assessment Tool (DCAT)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	520	531	571
<b>Investment Resource Summary:</b>			520	531	571

**007-000003043 - Defense Talent Management System (DTMS)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	112	512	522
<b>Investment Resource Summary:</b>			112	512	522

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**007-000003059 - JAMRS Recruiting and Survey Database (JAMRS-DB)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	995	995	995
<b>Investment Resource Summary:</b>			995	995	995

**007-000003622 - Automated Register, Request and Receive Ballot Process (R3)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	324	250	0
<b>Investment Resource Summary:</b>			324	250	0

**007-000003659 - Defense Sexual Assault Incident Database (DSAID)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	1,000	1,034	1,052
<b>Investment Resource Summary:</b>			1,000	1,034	1,052



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**007-000003676 - Defense Personnel Records Information Retrieval System (DPRIS)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	2,300	2,356	2,398
<b>Investment Resource Summary:</b>			2,300	2,356	2,398

**007-000003685 - Defense Enterprise Hiring Solution - USA Staffing (DEHS)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	12,078	11,553	14,154
<b>Investment Resource Summary:</b>			12,078	11,553	14,154

**007-000003866 - Case Management and Tracking System (CMTS)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	215	1,020	1,034
<b>Investment Resource Summary:</b>			215	1,020	1,034

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**007-000003948 - Federal Voting System Program (FVAP) Portal (FVAP-PRTL)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	0	639	757

**RDT&E**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Program Element</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
RDT&E, DW	BA 06 MANAGEMENT SUPPORT	0901220SE PERSONNEL ADMINISTRATION	1,988	0	0

**Investment Resource Summary:**

1,988	639	757
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**007-000004035 - DEFENSE ENROLLMENT ELIGIBILITY REPORTING SYSTEM, REAL-TIME AUTOMATED PERSONNEL IDENTIFICATION SYSTEM, AND COMMON ACCESS CARD (DEERS,RAPIDS,CAC)**

Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	148,865	135,405	122,966

**Procurement**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
Procurement, DW	BA 01 MAJOR EQUIPMENT	PERSONNEL ADMINISTRATION	3,376	12,650	4,681

**RDT&E**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Program Element</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
RDT&E, DW	BA 06 RDT&E MANAGEMENT SUPPORT	0605021SE HOMELAND PERSONNEL SECURITY INITIATIVE	352	347	286
RDT&E, DW	BA 06 RDT&E MANAGEMENT SUPPORT	0605803SE R&D IN SUPPORT OF DOD ENLISTMENT, TESTING AND EVALUATION	1,065	683	1,338

**Sub Total:**

1,417	1,030	1,624
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**Investment Resource Summary:**

153,658	149,085	129,271
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**Department of Defense**  
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**Defense Human Resources Activity Overview**

**Information Technology Budget Exhibit Resource Summary by Investment (IT-1)**

**007-000004194 - Virtual Lifetime Electronic Record (VLER)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	0	16,569	19,650

**Procurement**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
Procurement, DW	BA 01 MAJOR EQUIPMENT	PERSONNEL ADMINISTRATION	0	402	3,777

**Investment Resource Summary:**

0	16,971	23,427
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**007-000004499 - Defense Travel Management Office Passport (DTMO Passport)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	47	48	49

**Investment Resource Summary:**

47	48	49
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**007-000004712 - Defense Travel Management Office Local Area Network (DTMO LAN)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	39	40	41

**Investment Resource Summary:**

39	40	41
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**Department of Defense**  
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**Information Technology Budget Exhibit Resource Summary by Investment (IT-1)**

**007-000004915 - Transition Assistance Program Information Technology (TAP IT)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	2,504	1,393	250
<b>Investment Resource Summary:</b>			2,504	1,393	250

**007-000005033 - HERO2HIRED JOBS PORTAL (H2H)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	1,944	2,163	2,736
<b>Investment Resource Summary:</b>			1,944	2,163	2,736

**007-000005571 - Yellow Ribbon Reintegration Program Web Portal (YRRP)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	399	607	3,117
<b>Investment Resource Summary:</b>			399	607	3,117

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**Information Technology Budget Exhibit Resource Summary by Investment (IT-1)**

**007-000006312 - DEFENSE TRAVEL SYSTEM (DTS)**

Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	21	21	21
<b>Investment Resource Summary:</b>			21	21	21

**007-000006321 - Joint Personnel Adjudication System (JPAS)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	18,365	15,563	15,862
<b>Investment Resource Summary:</b>			18,365	15,563	15,862

**007-000006726 - \*NSEP-IT Comprehensive Data Collection System\* (\*NSEP-IT\*)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	----- Dollars in Thousands -----		
			<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	721	483	500
<b>Investment Resource Summary:</b>			721	483	500

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**Information Technology Budget Exhibit Resource Summary by Investment (IT-1)**

**007-000100056 - DoD Safe Helpline (SHL)**

Non-Major

DoD Segment: Human Resource Management

**Operations**

----- Dollars in Thousands -----

<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2013</i>	<i>FY2014</i>	<i>FY2015</i>
O&M, DW	BA 04 ADMIN & SRVWD ACTIVITIES	DEFENSE HUMAN RESOURCES ACTIVITY	410	410	417
<b>Investment Resource Summary:</b>			410	410	417