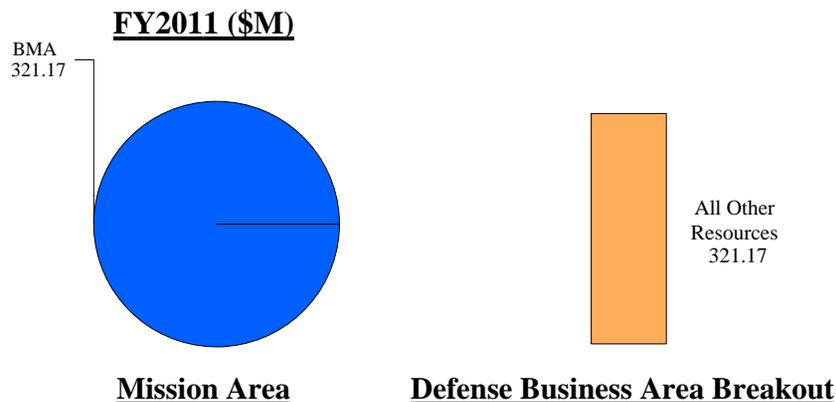


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FY10/11PB Comparison (\$M)

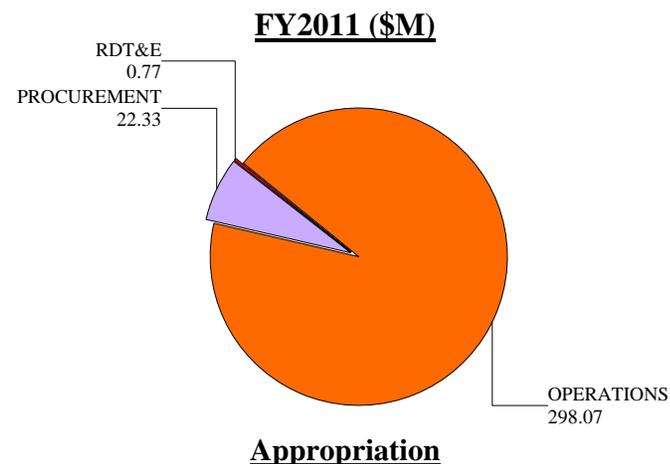
	<u>FY2010</u>	<u>FY2011</u>	<u>Delta</u>
PB FY2010:	\$ 204.01	\$ 234.58	\$ 30.57
PB FY2011:	\$ 246.80	\$ 321.17	\$ 74.37
Delta:	\$ 42.79	\$ 86.58	\$ 43.80

Explanation:
Refer to 'Significant Changes' section of the Overview

FY10 to FY11 Comparison (\$M)

	<u>FY2010</u>	<u>FY2011</u>	<u>Delta</u>
PB FY2011:	\$ 246.80	\$ 321.17	\$ 74.37

Explanation:
Refer to 'Significant Changes' section of the Overview



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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 (DEERS) and the Defense Civilian Personnel Data System (DCPDS), the Department's enterprise HR information and automated processing system that supports over 800,000 employee records. These programs play an essential role in achieving the government-wide goals associated with the President's Management Agenda.

In addition to DEERS and DCPDS, DHRA's FY 11 IT Budget Submission includes funding for the Defense Enterprise Hiring Solution (DEHS) (DEHS replaces the initiative currently identified in SNaP-IT as the Enterprise Staffing Solution (ESS)); the Defense Sexual Assault Incident Database (DSAID); the Automated Register, Request and Receive Ballot Process (R3); and funding for two initiatives added in FY 11: the Virtual Lifetime Electronic Record (VLER) and the Defense Personnel Records Information Retrieval System (DPRIS). DEHS will combine the implementation of standard business processes with an automated platform for DoD civilian hiring to achieve DoD's Human Capital Management hiring goals. DEHS will combine the implementation of standard business processes with an automated platform for DoD civilian hiring to achieve DoD's Human Capital Management hiring goals. VLER is not an acquisition program. It is a new initiative to enable the various elements ((DoD, Department of Veterans Affairs (VA), and the private sector)) of the United States health care community to quickly, accurately, and electronically share health information. DPRIS is an operational system that provides a conduit for the secure electronic retrieval of document images from the Military Services' Official Military Personnel File (OMPF) repositories, and narrative data from the Joint Services Records Research Center (JSRRC), in response to requests initiated by authorized and approved government agency users and authorized subordinate agencies.

Significant Changes

The DHRA IT Budget for FY 11 represents an increase of a little over \$74M from FY 10. This increase is comprised primarily of increases to DCPDS (\$14.7M), DEERS/RAPIDS/CAC (\$24.8M), and VLER (\$35.0M). The explanations for the increases are provided in the following paragraphs.

DEERS/RAPIDS/CAC:

The increase between FY 2010 and FY 2011 funding lines is primarily due to a change of funding from reimbursable to direct from TMA to DMDC for continued support and sustainment of the Tricare Next Generation (TNEX) system. This increase is partially offset by savings due to programmatic efficiencies achieved. The FY 2010 budget reflects a small increase from the prior budget submission due to an increase in funding required to support the IT infrastructure.

DCPDS:

FY 2010 and FY 2011 funding increases are due to the support and conversion-out of NSPS; the upgrading of the technical architecture upgraded to support technology refresh of the DCPDS enterprise system; and the continued increases to support the adherence to federal and DoD mandates for information assurance and continued DCPDS certification under DIACAP.

VLER:

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VLER is a new initiative that will result in an increase of \$35M to the FY 11 DHRA IT Budget

DPRIS:

The addition of DPRIS represents a minor increase to the DHRA IT Budget submission for FY 11.

DSAID:

SAPRO received funding in the FY 2009 NDAA to support the DSAID initiative. The FY 2010 budget reflects a reduction in funding because the funding for the DSAID initiative was for FY 2009 RDT&E funds only.

R3:

The R3 application is in detailed design and is expected to be deployed in two phases. Phase 1 will be implemented on April 1, 2010 and Phase 2 will be implemented on June 1, 2010. Once deployed, system will be in maintenance mode.

Defense Business Systems

The DHRA business systems and have been certified, as appropriate, by the HRM IRB, and approved by the DBSMC, in accordance with 10 U.S.C. §2222.

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 the CAC systems. These systems collectively provide transformational technology that allows compliance with cutting edge security requirements and legislative mandates affecting the entire federal sector. Mission critical functions support Benefits Delivery, Homeland Security, and Personnel and Readiness.

DEERS was approved for additional funding by the HRM IRB for activities related to compliance with the Homeland Security Presidential Directive 12 (HSPD-12). With the additional funding for HSPD-12 compliance activities, DEERS will meet the mandatory requirements of the Presidential Directive; integrate with FBI and Defense biometric 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, restrict access of people that do not have a requirement to be in DoD infrastructure, either physically or logically.

DCPDS:

DCPDS is identified as a mission essential information system, based on the Defense Information Technology Portfolio Repository (DITPR) and carries a Mission Assurance Category (MAC) II. DCPDS software development/implementation and support are critical to the conversion out of NSPS. The modernization actions to support NSPS transition and other legislative requirements were reviewed by the Human Resources Management Investment Review Board, recommended for certification, and approved by the DBSMC.

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NSPS, a flexible and contemporary civilian personnel management system that contains new business rules for how civilians are hired, assigned, compensated, promoted, and disciplined, within the framework of merit principles, was repealed by the NDAA for 2010. The NDAA for 2010 repealed the authority for NSPS and requires the transition of NSPS employees to previously existing civilian personnel systems, while providing the Department of Defense with new personnel flexibilities, in the areas of hiring and assigning personnel and appraising employee performance. This will extend across the entire DoD civilian workforce. According to NDAA of 2010, NSPS will be abolished, and over 200,000 employees enrolled under the system will be moved back to existing pay systems by January 1, 2012. This transition requires software development, maintenance, and support of DCPDS to create a mass conversion process to comply with NDAA of 2010 including modification of existing software and development of new functionalities, such as pay setting, performance appraisals, new Reduction-In-Force (RIF) rules, new appointing authorities, and new kinds of personnel transactions, including conversion out.

DEHS (Replaces ESS):

The DEHS project leverages economies of scale to allow DoD to implement standard business process, improve its workforce planning and competency-based skills matching capabilities, and achieve its Human Capital Management goals. DEHS is designed to comply with DoD's mission first by hiring the right person with the right skills for the right job at the right time for the right cost. The original program pilot (ESS) received DBSMC approval in 2008. The pilot's certification package is being closed out in Q2 FY10 following expiration of the contract with its vendor. A new hiring solution project has begun, and the new DEHS program is currently in the early stages of DBSMC certification and approval.

VLER:

VLER is not an acquisition program and, therefore, will not involve any system development/modernization during FY 11. VLER 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.

DPRIS:

DPRIS is an operational business system that will not require development/modernization during FY 11.

DS Aid:

In March, 2009, DSAID was reviewed by the HRM IRB and received a favorable Milestone A decision in June 2009. In FY2010, 3rd Quarter, SAPRO will have a DSAID developer onboard and development will commence.

R3:

The R3 system is a support process for UOCAVA citizens in exercising their right to vote. It provides three distinct functions: ability to create a completed voter registration/ballot request form, receipt of a blank ballot and when their state ballot has not been received, completing of the Federal Write-In Absentee Ballot. The system does not allow for transmittal of voted ballots.

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Information Assurance Activities

DEERS/RAPIDS/CAC:

DEERS underwent extensive security review in FY 2008 which resulted in an Authority to Operate (ATO) granted by the DEERS DAA. 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. DEERS has an up-to-date security plan, meeting DoD, Federal Information Security Management Act (FISMA), OMB policy and NIST guidelines. The security plan supplements the triannual 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 FY 2010, DEERS conducted a successful test of its Continuity of Operations Plan (COOP). Methods have been developed for training systems users including Security Awareness Training for employees and contractors prior to them receipt of an authorized network account on the network. 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.

DEERS also implemented many of the recommendations stemming from 2 NSA audits and 1 DTRA survivability audit, thereby further enhancing network security. In FY07, DEERS completed a PIA and published the results on http://www.dmdc.osd.mil/documents/PIA_DEERS.pdf. Further, the System of Record Notice was republished on its hosted website at <http://privacy.defense.gov/notices/osd/DMDC02.shtml>.

DCPDS:

DCPDS has had the authority to operate since February 22, 2000. DCPDS has been converted to the DIACAP, with full accreditation under DIACAP completed in spring 2008. Converted all DCPDS External Interface Systems (EXITS) interfaces to ensure compliancy with Federal Information Processing Standards (FIPS) 140-2 requirements. A service level agreement with Army Research Lab was renewed for support of 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 and establishment of HP OpenView monitoring operations.

DEHS (Replaces ESS):

The new DEHS program will pursue Interim Authorities to Test & Operate at the appropriate IA junctures. Additionally, this program will be focused on the following to ensure secure operation of the application:

- 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

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- Defense-in-depth, balancing protection with cost, performance, and operational considerations

VLER:

When fully implemented, VLER will provide electronic access to medical and administrative records from the first day in the service. VLER will allow health care providers access to Service members' and veterans' military medical records, providing the information needed to deliver high-quality 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.

DPRIS:

P&R IM safeguards against unauthorized access of DPRIS records through a careful authorization process. Access to DPRIS is limited to federal agencies. Each agency must submit materials to DoD to be authorized access to 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), and the authorized agency, before users from the authorized agency can access information via DPRIS. DPRIS also safeguards against unauthorized access through appropriate administrative, technical, and physical controls.

DSAID:

SAPRO received approval on the DSAID SORN in November 2009 and it will be posted to the Federal Registry in FY2010.

DSAID has initiated the DIACAP process.

DSAID has been registered in DITPR under DITPR 3659.

R3:

R3 has been registered in DITPR as a new initiative under DITPR 3622.

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, the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD(P&R)), and the President's Management Agenda.

DEERS/RAPIDS/CAC:

FY 2009:

- Completed RAPIDS system upgrades marking the first federal, enterprise-wide implementation of new business processes designed to streamline operations, providing greater functionality and efficiency, and supporting identity credential interoperability throughout the federal government.
- Continued expansion of DEERS focus on the visibility and accessibility of data to respond to increasing performance standards. DEERS continued migration to a Java 2 Platform, Enterprise Edition (J2EE) platform, Service Oriented N-Tier Architecture, including presentation, business, data integration and resource tiers, to service all of DMDC's operational

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needs.

- Deployed DoD Self-Service (DS) Logon to provide Non-CAC holders and sponsors away from their CAC readers the ability to securely manage their self-service benefits.
- Deployed the myDODbenefits web portal to provide a centralized location for Service members, their spouses and children over age 18 to access DMDC-maintained eligibility, enrollment and benefit information.
- Released DEERS Version 3.8 that upgrades the Defense Online Enrollment System (DOES) and the Primary Care Manager (PCM) Reassignment web applications. It also enabled Managed Care Support Contractors to suppress generating and mailing PCM change notification letters in some situations, resulting in a substantial DoD cost savings. Lastly, the upgrade enabled family members to be auto-enrolled from a Transition Assistance Management Program (TAMP) plan to an Active Duty Family plan, relieving the family from taking enrollment action when a sponsor returns to active duty.
- Built the DMDC Secure Operations Center (SOC) at the DoD Center-Monterey Bay to leverage DMDC identity management services in direct support of the intelligence and Special Operations communities and other combatant commands. The SOC facility stood up operational capabilities at the unclassified (NIPRNET) and collateral (SIPRNET) levels. Completed the DMDC Enterprise-Wide Cyber Security Review
- Established a new Defense Language Proficiency Test (DLPT) capability on the SIPRNET, in partnership with the Defense Language Institute (DLI) and the Intelligence Community (IC). This application allows the IC to take advantage of DMDC's web-delivered version of DLPT-5 while mitigating IC concerns about anonymity and the potential for compiling information. Initial deployment of the DLPT-5 application serves as DMDC's first computer based language testing capability available via the SIPRNET.
- Enhancement to DMDC Educational Benefits (DEB) Web Application. DMDC moved DEB Phase V into production to provide Service representatives a tool to research and correct certain service members' data when necessary for the Department of Veterans Affairs to adjudicate benefit claims. Phase V includes a new feature allowing service representatives to input additional contributions to Reserve Educational Assistance Program (REAP), resulting in increased monthly benefits for service members, with the potential to receive up to \$5,400 in additional REAP benefits.
- Transferability of Educational Benefits and Transferability of Educational Benefits for Service Representative (TEB_SR) web applications. For the first time, Service members enrolled in the post-9/11 GI Bill program are able to transfer their unused educational benefits to their spouses and/or children using the TEB beneficiary-based web application developed by DMDC. As of July 2009, 24,807 transferability requests were submitted by Service members via TEB; 15,541 of these requests were approved by Service representative via the TEB_SR operator-based web applications. All approved applications are provided to the VA, where spouses and/or children may apply for educational assistance.
- Continued expansion of value-added applications using CAC by supporting the Washington Headquarters Service (WHS) in building an automated registration and accounting system electronically to validate participants for transportation benefits in the National Capital Region. As the subject matter expert, DMDC provided the technical and infrastructure support enabling WHS to complete installing the automated, web-based application and finalizing the installation trial period. DoD personnel in the Washington, DC area can now register for transportation benefits online.

FY 2010:

- Continued expansion of DEERS focus on the visibility and accessibility of data to respond to increasing performance standards. DEERS continued migration to a J2EE platform, Service Oriented N-Tier Architecture, including presentation, business, data integration and resource tiers, to service all of DMDC's operational needs.
- Practiced good stewardship of DoD resources. Installed Hot Aisle Containment System within the DMDC data center located in Seaside, California. The Hot Aisle Containment System will make more efficient use of cooling system capacity reducing overall energy consumption by an anticipated 50-60%.
- Continued support of the Contingency Tracking System (CTS) – tracking deployment of 1.5 million Service members over 2+ million deployment events supporting Operations Enduring Freedom/Iraqi Freedom; Defense Biometrics Identification Systems (DBIDS) - a force protection capability deployed worldwide

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- Supported Homeland Security in natural disasters by using our Noncombatant Evacuation Operations (NEO) Tracking System (NTS) - an automated hardware and software package that helps warfighters and joint task force commanders conducting noncombatant evacuation operations by giving them visibility over evacuees as they move through the evacuation pipeline. The Automated Repatriation Reporting System (ARRS) is a web-based tool supporting the Department of the Army as the Executive Agent for Repatriation. ARRS can be used to track and support evacuees following repatriation after NEO.
- Expanded deployment of internet Computerized Adaptive Testing (iCAT) as part of an effort to expand the use of CAT-Armed Services Vocational Aptitude Battery (CAT-ASVAB), continued developing an internet-based version of the CAT-ASVAB. Developed a web service to automatically transfer scores between DMDC and the U.S. Military Entrance Processing Command (USMEPCOM). Developed an iCAT authorization and reporting application to increase test security and more easily report scores at testing locations. The iCAT offers all the benefits of computerized adaptive testing at low testing costs, since DMDC take advantage of using existing Service equipment.

DCPDS:

FY 2009

- Upgraded to Itanium processors/Blade servers enterprise-wide
- Continued Consolidation of additional DCPDS Component regional server operations
- Implemented DCPDS enterprise-wide tools used in advanced reporting and data warehousing
- Implemented DCPDS reporting capability to support DoD leadership

FY 2010

- Initiate Contract extension for DCPDS to cover National Security Personnel System (NSPS) transition work period which will add code modifications to the existing DCPDS codes for the NSPS conversion out
- Continue Consolidation of DCPDS servers enterprise-wide
- Upgrade DCPDS infrastructure at the production data center
- Develop draft requirements, develop and test software, and field to production NSPS conversion out

ESS

FY2009

- Delivered DoD Common Business Process artifacts to Vendor in October 2008
- Executed DCPDS Integration Test in January 2009
- Began training including town halls and train-the-trainer sessions in March 2009
- Completed Department of Defense Information Assurance Certification and Accreditation Process (DIACAP) and received Designated Approval Authority (DAA) signature in May 2009
- In 4th quarter of FY 2009, the ESS pilot was canceled due to vendor contractual issues

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- The DEHS was established to further pursue the critical need for improvements to the hiring process
- The USD (P&R) partnered with the Business Transformation Agency (BTA) to oversee and manage the DEHS acquisition process
- Perform common hiring process improvements upon which the new hiring solution will be modeled
- Update and refine end-to-end hiring requirements

VLER:

VLER is the result of guidance from the President who directed DoD and VA to "... work together to define and build a system that will ultimately contain administrative and medical information from the day an individual enters military service throughout their military career, and after they leave the military." VLER will involve a limited production pilot as a proof of concept, as well as additional VLER Health Pilots. DoD and VA will work collaboratively to identify the data to be exchanged in support of unique DoD/VA requirements, and will engage appropriate groups within both Departments to assist in this effort, as necessary

DPRIS:

At the click of a button, and within minutes, agencies using DPRIS can now access all Service OMPFs from 2000 to the present. In 2006, DPRIS processed over 58 thousand requests; in 2007, DPRIS processed over 79 thousand requests; in 2008, DPRIS processed over 250 thousand requests; and through November, 2009, DPRIS had processed over 400 thousand requests. Clearly, the demand continues to grow for the capability provided by DPRIS. In December, 2009, P&R IM partnered with the VA to use VA's eBenefits portal as a means to enable individual veterans to access their own OMPF information that is stored in a Service OMPF imaging system. Veterans are now able to access their OMPF information via DPRIS after logging into the eBenefits portal using a DS Logon credentialing process. The availability of this web-based application will enable the veteran to retrieve his or her OMPF information in near real-time. It will save the Services the task of manually receiving veteran requests for OMPF information, processing the requests, and sending the information to the veteran.

DSAID:

There have been significant accomplishments supporting the concept design and system requirements for the development of DSAID; a centralized and integrated case-level management database solution.

- Integrated Sexual Assault Prevention and Response Data Collection and Reporting Working Group formed to develop concept design and report for DoD-wide solution.
- 6 January 2009, the Working Group Report was presented and approved by Personnel and Readiness (P&R). The Working Group Report provided high-level requirements for implementation and development of a centralized, case-level management database solution.
- 27 January 2009, SAPRO submitted the working Group report to Congressional Defense Committees.
- 29 June 2009, DSAID obtained a favorable Milestone A decision from the Human Resources Management (HRM) Investment Review Board (IRB) and the Milestone Decision Authority (MDA).
- 4 September 2009, DSAID received approval on the certification from the Defense Business Systems Management Committee (DBSMC).
- Coordinated with the Military Services and the National Guard Bureau to capture DSAID data entry, interface, reporting, ad hoc query, case management and business management requirements.

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- 22 September 2009, SAPRO received approval on the DSAID Privacy Impact Assessment (PIA) statement.
- 29 October 2009, SAPRO received approval on the DSAID Privacy Act Statement (PAS).
- 18 November 2009, SAPRO received approval on the DSAID Memorandum for Record (MFR) which justified the use of SSN in DSAID.
- 24 November 2009, SAPRO received approval on the DSAID System of Record Notice (SORN).
- 17 December 2009, SAPRO received approval on the DSAID Report Control Symbol (RCS).
- FY2010, 2nd Quarter, Request for Proposal (RFP) was released for competitive bid.
- FY2010, 3rd Quarter, planned contract award.

Efforts support the strategic plans and goals of the Department, the OUSD(P&R), and the President's Management Agenda.

R3:

The R3 program initiative is currently in detailed design.

Major Planned Activities

DEERS/RAPIDS/CAC:

Planned activities include:

- Continue to focus on the visibility and accessibility of data to respond to increasing performance standards.
- Continue migration to a J2EE platform, Service Oriented N-Tier Architecture, including presentation, business, data integration and resource tiers, to service all of DMDC's operational needs.
- Continue life cycle replacements including performance enhancements to the infrastructure supporting the DEERS/RAPIDS/CAC programs and systems. This includes installation of the Hot Aisle Containment System within the DMDC data center located in Seaside, California. The Hot Aisle Containment System will make more efficient use of cooling system capacity reducing overall energy consumption by an anticipated 50-60%.
- Conduct a detailed analysis of alternatives to identify the most cost effective means of providing data center infrastructure to support the DEERS/RAPIDS/CAC programs and systems.
- Continue pilots with Transit Authorities to use the CAC as a fraud prevention mechanism. Specifically, DMDC will use the CAC to authenticate individuals for travel payments (as travel occurs). This is vice the current process which provides a quarterly supply of non-personalized, pre-paid travel subsidies.
- Begin shipboard lifecycle replacements of RAPIDS infrastructure
- Continue to support the Tricare Management Activity (TMA) in their transition to new managed care service contracts (T3) and making necessary changes to DEERS applications, web services, portals and portlets supporting benefit eligibility determinations

DCPDS:

Planned activities include;

- Provide support for additional enhancements, federal HR mandated systems and software changes, expansion of HR system capabilities for DCPDS and establishment of interfaces/linkages to other systems. DCPDS has increasing requirements for Information Assurance, including single sign-on, intrusion detection, increases in requirements for compliance with federal and DoD security policy, reporting and training, and IA process changes with the adoption of the DIACAP.

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- Continue consolidation of DCPDS hardware and Component regional operations. CPMS will capitalize and consolidate the databases currently distributed and operated by the Components into a consolidated platform owned by CPMS, locating them at a single DCPDS operations center. The architecture at this single location will be a consolidated operations center supporting Component regional HR databases. The systems integrator will provide a fully integrated environment for Consolidated DCPDS that includes network communications, database administration, system administration, systems engineering, information assurance and disaster recovery.
- Continue upgrading the DCPDS data warehouse to support enhanced user access to and timeliness of civilian HR information. Further enhancements in DCPDS Self-Service for all DoD employees are already underway, making HR information accessible to DoD employees, managers and supervisors.
- Convert all DoD personnel covered by the National Security Personnel System to the personnel system of record prior to their conversion into NSPS IAW NDAA 2010. Work will include DCPDS software development; system operations, sustainment and maintenance during phased implementation; application management; system and database administration; security; and all system integration functions that are currently performed within the DCPDS environment. The NDAA 2010 includes a provision to repeal NSPS. The code modification required for NSPS conversion out will be added to DCPDS, which will continue to be the enterprise system for DoD civilian HR. In sum, the requirement is to modify DCPDS to create a mass conversion process to comply with NDAA 2010, including modification of existing software and development of new functionality. These efforts should use the NSPS Conversion –In software for example/reusability.
- Work with the Office of Personnel Management (OPM) to support the Electronic Official Personnel Folder (eOPF). DCPDS will develop an interface with eOPF. CPMS continues to support the Human Resources Line-of-Business (HR LoB) and the Shared Service Center (SSC) initiative as one of the five (5) designated SSCs. The EOPF application is a comprehensive, web-enabled solution that will provide DoD civilian employees and HR personnel the ability to electronically access OPFs containing personnel documentation. Procurement funds are for DCPDS lifecycle replacement and primarily upgrades of hardware infrastructure as the production data center. DCPDS functions in a standard operating environment of servers, workstations, and peripherals, using open systems-compliant hardware and software platforms with standard communications protocols over the Defense Information System Network (DISN).
- Work to institute a structured competency-based approach in support of Strategic Human Capital Planning (SHCP) as defined by DoD policy in DODI 1400.25 , Volume 250, dated November 18, 2008. The approach will be used to identify current and future civilian workforce requirements, including those of an expeditionary nature. It will also be used to establish a plan to ensure the readiness of the civilian workforce to meet those requirements, by identifying competencies and competency proficiency level requirements, for both positions and employees, needed to meet current and future mission needs, and communicating those requirements. The Competency module will be used to compare the current and future competency proficiency level requirements to current proficiency levels in the inventory of employees in order to identify current and future competency gaps and gap closure methods.
- Expand the data warehouse user interface
- Develop interfaces between DCPDS and other systems
- Initiate re-competition of DCPDS contract

DEHS (Replaces ESS):

DEHS is a significant enterprise project requiring management and system development efforts. In this undertaking, DoD will consider how best to leverage subject experts throughout DoD (e.g. CPMS and Components). Additionally, the program aims to leverage the standards and processes defined in the Business Enterprise Architecture. DoD will look to the BTA for acquisition and deployment of the new staffing solution. Planned activities include;

- Change Management and Communications activities, including training, marketing, and artifacts, to inform the management and user communities on transformation changes to the way recruiting and staffing will be performed across the Department with the implementation of the new DEHS

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- Utilizing an iterative/agile approach to deployment as DoD moves forward in establishing a new civilian hiring solution
- Select a solution for the new program based upon analysis of relative cost, efficiency, sustainability, environmental quality impacts, and risks posed by any approach under consideration.
- Refine DEHS requirements and make process improvements, including all steps in the hiring process from Classification to On-boarding, in conjunction with P&R IM and the BTA.
- As committed in the Civilian Personnel Policy (CPP) FY11 Performance Objectives: no later than 30 September 2010, transfer the hiring solution acquisition authority to the BTA; implement and exercise project governance structure; establish CPP/CPMS functional project management office; update requirements; and work in partnership with BTA to develop the new Defense Enterprise Hiring Solution acquisition strategy
- Execute the acquisition strategy for the DEHS program including analysis of alternatives
- Conduct request for proposal and vendor selection process
- Begin development and/or configuration of DEHS
- Build Change Management and Communications strategy in support of the new hiring solution

VLER:

When fully implemented, VLER will provide electronic access to medical and administrative records from the first day in the service. VLER will allow health care providers access to Service members' and veterans' military medical records, providing the information needed to deliver high-quality care. And, VLER will do all this with the strictest and most rigorous standards of privacy and security, so that our Service members and veterans can have confidence that their medical records can only be shared at their direction.

DPRIS:

The Department continues to explore ways to support Service members, veterans, and executive agencies through the continued expansion of the DPRIS user base.

DSAID:

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

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- Provide consistent data in support of program evaluation

R3:

R3 has three functions:

- The development of an online wizard for completion of the Standard Form 76, Registration And Absentee Ballot Request - Federal Post Card Application (FPCA). This will provide Uniformed Service members, their family members and overseas citizens the ability to complete the Standard Form 76 with their state's specific instructions, greatly reducing errors and improving the ability of election officials to provide a blank absentee ballot to the citizen.
- For states that are able to participate, Uniformed Service members, their family members and overseas citizens will be able to download a blank absentee ballot. The ballot can then be completed and sent back to the citizen's election office in accordance with state law. This cuts down mail time which is a great hindrance in the timely receipt of absentee ballots by Uniformed Service members, their family members and overseas citizens.
- When a requested absentee ballot is not received, Uniformed Service members, their family members and overseas citizens will be able to use a second online wizard for completion of the Standard Form 186, Federal Write-In Absentee Ballot (FWAB). The form will then be printed, and sent back to the citizen's election office in accordance with state law. This enhances the ability of UOCAVA citizens to vote.

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Global Information Grid (GIG) / Net-Centricity

DEERS/RAPIDS/CAC:

Defense Enrollment Eligibility Reporting System (DEERS) complies with the DoD Net Centric Data Strategy of December 2001. DEERS, Real Time Automated Personnel Identification System (RAPIDS), and the Common Access Card (CAC) programs are inter-related and inter-dependent operational systems that promote an efficient flow of business processes. DEERS is the DoD's Person Data Repository (PDR) including all personnel and certain health care enrollment and benefit eligibility data. CAC uses the DEERS database for authentication and personnel information. RAPIDS is the infrastructure that supports the Uniformed Services identification card, provides on-line updates to DEERS and issues the CAC to Service members, civilian employees, and eligible contractors providing an enterprise-wide credential for both physical and logical access to DoD facilities and networks. DEERS houses data on over 35 million people for identity purposes and ensures only eligible beneficiaries receive benefits and entitlements. DEERS collects and maintains demographic data on eligible beneficiaries, improving the planning, allocation and management of DoD benefits, ensuring that taxpayer dollars are used for the purposes intended by Congress and the President. Critical to the transformation of the DoD Military Health System (MHS), DEERS provides hundreds of system interfaces and over 80 applications and web applications to hundreds of military healthcare systems, VA, Reserve Affairs, and other mission critical systems. The design of DEERS has allowed DoD to add enterprise solutions quickly and efficiently. This results in better, more cost effective service to the members and the war fighters. Leveraging the infrastructure has proven benefits: first, the time to develop and field is extremely short; second, the information is consistent and uniformly available anywhere in the DoD; and third, the expense to the DoD of building another stovepipe system is avoided.

DCPDS:

DCPDS is the largest fully deployed automated HR enterprise system providing HR information and system support for the DoD civilian workforce worldwide, replacing multiple legacy systems and supporting over 800,000 employee records. It supports appropriated and non-appropriated fund employees; local national and National Guard Bureau personnel via 18 DoD Regional Service Centers and over 300 Customer Support Units worldwide. DCPDS was designed to improve and simplify personnel transaction processing, the delivery of personnel services, and retrieval of timely civilian workforce information. CPMS is responsible for functional and technical oversight of DCPDS, to include system upgrades and enhancements. Deployment of the DCPDS began in October 1999, reaching Full Operational Capability (FOC) on September 27, 2002.

DEHS (Replaces ESS):

The DEHS initiative is intended to make hiring-related technology improvements built upon a change management strategy, including process improvements, marketing and communications, development of common artifacts, and training, all in support and preparation for a new automated hiring solution. The goal of the DEHS initiative a modern web-centric application to be utilized by the internal Human Resources and Hiring Managers community, as well as the external job applicant, both within and outside the DoD network. DEHS defines the scope of civilian hiring to be the following areas of the hiring process: classification; job analysis; job opportunity announcements (JOAs); assessment methods and application; ratings, ranking, and certificates; case file management; entry on duty (EOD); and on-boarding.

VLER:

VLER is in compliance with the Department's GIG architectural vision. VLER supports the Department's net-centric, service-oriented philosophy. VLER will provide DoD an increased ability to share information with VA and the private sector health care communities. It will support rapid, collaborative decision making. It will be responsive to rapidly changing operational needs. And, it will ensure that the right information is available when and where it is needed, and that the information is correct, and that the infrastructure is

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available and protected.

DPRIS:

DPRIS is in compliance with the Department's GIG architectural vision. VLER supports the Department's net-centric, service oriented philosophy. DPRIS provides DoD an increased ability to share information with authorized users by facilitating access to digital image OMPF records from a single website, without the requirement for individual system-to-system interfaces. It will support rapid, collaborative decision making relative to the adjudication of veterans' benefits and user agency requirements. It will be responsive to rapidly changing operational needs. And, it will ensure that the right information is available when and where it is needed, and that the information is correct, and that the infrastructure is available and protected.

DSAID:

The integrated DoD SAPR Data Collection and Reporting System must accommodate a variety of uses, including the tracking of sexual assault victim support services, support SAPR program administration, program reporting requirements, and data analysis. In order to facilitate analysis at the OSD level, the System should be able to easily export data for analysis in computerized statistical applications, such as Statistical Package for the Social Sciences (SPSS). Service field-level users may use the system to track support to victims of sexual assault throughout the lifecycle of that support requirement and to facilitate sexual assault case transfer between SARCs and Services. Service headquarters-level users will use the system to support program planning, analysis, and management. DoD SAPR Office (SAPRO) users and Service headquarters-level users will access the system to produce mandated and requested reports, monitor program effectiveness and support cohort and trend analysis.

The integrated DoD SAPR Data Collection and Reporting System will support SAPR programs for all active duty and Reserve personnel, including NG Service members when on active duty or when performing active service and inactive duty training (as defined in Section (101)(d)(3) of Chapter 47 of title 10, United States Code) with the ability to expand to cover other DoD personnel as required. Additionally, system implementation at the state level will provide a new capability to manage SAPR programs for National Guard personnel under Title 32 USC. Implementation of this capability would be based on a state NG structure grouped according to state and subdivided into sexual assaults from the separate Army and Air National Guard.

R3:

R3 is a web-based wizard which allows citizens to complete a voter registration and/or ballot request form, receive a blank ballot and complete the Federal Write-in Ballot if their state's ballot has not been received. It will support over 6 million citizens worldwide who are covered under the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA). It will provide the UOCAVA citizen with an ongoing capability to register to vote, request a ballot and where available, receive a blank ballot.

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

	----- Dollars in Thousands -----		
	<i>FY2009</i>	<i>FY2010</i>	<i>FY2011</i>
DEFENSE HUMAN RESOURCES ACTIVITY RESOURCE SUMMARY:	213,621	246,800	321,165

0573 - DEFENSE CIVILIAN PERSONNEL DATA SYSTEM (DCPDS)

Major

GIG Category: FUNCTIONAL AREA APPLICATIONS - OTHER (NOT OTHERWISE SPECIFIED)

Operations

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2009</i>	<i>FY2010</i>	<i>FY2011</i>
O&M, DW	BA 04 ADMN & SRVWD ACT	DEFENSE HUMAN RESOURCES ACTIVITY	52,856	80,260	95,252

Procurement

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2009</i>	<i>FY2010</i>	<i>FY2011</i>
Procurement, DW	BA 01 MAJOR EQUIPMENT	PERSONNEL ADMINISTRATION	14,327	4,848	4,586

Initiative Resource Summary:	67,183	85,108	99,838
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3622 - Automated Register, Request and Receive Ballot Process (R3)

Non-Major

GIG Category: FUNCTIONAL AREA APPLICATIONS - OTHER (NOT OTHERWISE SPECIFIED)

Operations

			----- Dollars in Thousands -----		
<i>Appropriation</i>	<i>Budget Activity</i>	<i>Budget Line Item</i>	<i>FY2009</i>	<i>FY2010</i>	<i>FY2011</i>
O&M, DW	BA 04 ADMN & SRVWD ACT	DEFENSE HUMAN RESOURCES ACTIVITY	0	0	161

Initiative Resource Summary:	0	0	161
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3659 - Defense Sexual Assault Incident Database (DSAID)

All Other

GIG Category: FUNCTIONAL AREA APPLICATIONS - MILITARY PERSONNEL AND READINESS

Operations

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

3659 - Defense Sexual Assault Incident Database (DSAID) (Continued)

All Other

GIG Category: FUNCTIONAL AREA APPLICATIONS - MILITARY PERSONNEL AND READINESS

Operations (Continued)

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Budget Line Item</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
O&M, DW	BA 04 ADMN & SRVWD ACT	DEFENSE HUMAN RESOURCES ACTIVITY	0	0	0

RDT&E

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Program Element</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
RDT&E, DW	BA 06 RDT&E MGMT SUPPORT	0808738SE SEXUAL ASSAULT PREVENTION AND RESPONSE OFFICE (SAPRO)	0	0	7

Initiative Resource Summary:

0	0	7
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3676 - Defense Personnel Records Information Retrieval System (DPRIS)

Non-Major

GIG Category: FUNCTIONAL AREA APPLICATIONS - MILITARY PERSONNEL AND READINESS

Operations

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Budget Line Item</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
O&M, DW	BA 04 ADMN & SRVWD ACT	DEFENSE HUMAN RESOURCES ACTIVITY	1,000	1,000	1,000

Initiative Resource Summary:

1,000	1,000	1,000
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3685 - Enterprise Staffing Solution (ESS)

Non-Major

GIG Category: FUNCTIONAL AREA APPLICATIONS - CIVILIAN PERSONNEL

Operations

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

3685 - Enterprise Staffing Solution (ESS) (Continued)

Non-Major

GIG Category: FUNCTIONAL AREA APPLICATIONS - CIVILIAN PERSONNEL

Operations (Continued)

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Budget Line Item</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
O&M, DW	BA 04 ADMN & SRVWD ACT	DEFENSE HUMAN RESOURCES ACTIVITY	10,975	27,390	27,777

RDT&E

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Program Element</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
RDT&E, DW	BA 06 RDT&E MGMT SUPPORT	0606900SE DEFENSE CIVILIAN PERSONNEL DATA SYSTEM (DCPDS) DEVELOPMENT AND INTERFACES	709	331	369

Initiative Resource Summary:

11,684	27,721	28,146
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3866 - Case Management and Tracking System (CMTS)

Non-Major

GIG Category: FUNCTIONAL AREA APPLICATIONS - CIVILIAN PERSONNEL

Operations

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Budget Line Item</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
O&M, DW	BA 04 ADMN & SRVWD ACT	DEFENSE HUMAN RESOURCES ACTIVITY	950	950	211

Procurement

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Budget Line Item</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
Procurement, DW	BA 01 MAJOR EQUIPMENT	PERSONNEL ADMINISTRATION	1,250	0	0

RDT&E

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

3866 - Case Management and Tracking System (CMTS) (Continued)

Non-Major

GIG Category: FUNCTIONAL AREA APPLICATIONS - CIVILIAN PERSONNEL

RDT&E (Continued)

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Program Element</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
RDT&E, DW	BA 06 RDT&E MGMT SUPPORT	0606900SE DEFENSE CIVILIAN PERSONNEL DATA SYSTEM (DCPDS) DEVELOPMENT AND INTERFACES	125	0	0

Initiative Resource Summary:

2,325	950	211
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4035 - DEFENSE ENROLLMENT ELIGIBILITY REPORTING SYSTEM (DEERS)

Major

GIG Category: FUNCTIONAL AREA APPLICATIONS - MILITARY PERSONNEL AND READINESS

Operations

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Budget Line Item</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
O&M, DW	BA 04 ADMN & SRVWD ACT	DEFENSE HUMAN RESOURCES ACTIVITY	127,497	128,133	148,665

Procurement

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Budget Line Item</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
Procurement, DW	BA 01 MAJOR EQUIPMENT	PERSONNEL ADMINISTRATION	3,533	3,495	7,746

RDT&E

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Program Element</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
RDT&E, DW	BA 06 RDT&E MGMT SUPPORT	0605803SE R&D IN SUPPORT OF DOD ENLISTMENT, TESTING AND EVALUATION	399	393	391

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

Initiative Resource Summary:	131,429	132,021	156,802
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4194 - Virtual Lifetime Electronic Record (VLER)

All Other

GIG Category: FUNCTIONAL AREA APPLICATIONS - INFORMATION MANAGEMENT

Operations

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Budget Line Item</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
O&M, DW	BA 04 ADMN & SRVWD ACT	DEFENSE HUMAN RESOURCES ACTIVITY	0	0	25,000

Procurement

			----- Dollars in Thousands -----		
<u>Appropriation</u>	<u>Budget Activity</u>	<u>Budget Line Item</u>	<u>FY2009</u>	<u>FY2010</u>	<u>FY2011</u>
Procurement, DW	BA 01 MAJOR EQUIPMENT	PERSONNEL ADMINISTRATION	0	0	10,000

Initiative Resource Summary:	0	0	35,000
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