PRIVACY IMPACT ASSESSMENT (PIA)

For the

Navy Manpower Program and Budget System (NMPBS)
Department of the Navy - BUPERS - DCNO (MPT&E)/N10

SECTION 1: IS A PIA REQUIRED?

a. Will this Department of Defense (DoD) information system or electronic collection of information (referred to as an "electronic collection" for the purpose of this form) collect, maintain, use, and/or disseminate PII about members of the public, Federal personnel, contractors or foreign nationals employed at U.S. military facilities internationally? Choose one option from the choices below. (Choose (3) for foreign nationals).

☐ (1) Yes, from members of the general public.

☐ (2) Yes, from Federal personnel* and/or Federal contractors.

☒ (3) Yes, from both members of the general public and Federal personnel and/or Federal contractors.

☐ (4) No

* "Federal personnel" are referred to in the DoD IT Portfolio Repository (DITPR) as "Federal employees."

b. If "No," ensure that DITPR or the authoritative database that updates DITPR is annotated for the reason(s) why a PIA is not required. If the DoD information system or electronic collection is not in DITPR, ensure that the reason(s) are recorded in appropriate documentation.

c. If "Yes," then a PIA is required. Proceed to Section 2.

SECTION 2: PIA SUMMARY INFORMATION

a. Why is this PIA being created or updated? Choose one:

- ☐ **New DoD Information System**
- ☐ **New Electronic Collection**
- ☐ **Existing DoD Information System**
- ☐ **Existing Electronic Collection**
- ☒ **Significantly Modified DoD Information System**

b. Is this DoD information system registered in the DITPR or the DoD Secret Internet Protocol Router Network (SIPRNET) IT Registry?

- ☒ **Yes, DITPR** Enter DITPR System Identification Number: DITPR ID: 1485 DITPR DON ID: 20826
- ☐ **Yes, SIPRNET** Enter SIPRNET Identification Number:
- ☐ **No**

c. Does this DoD information system have an IT investment Unique Project Identifier (UPI), required by section 53 of Office of Management and Budget (OMB) Circular A-11?

- ☒ **Yes**
- ☐ **No**

If "Yes," enter UPI UII: 007-000000378

If unsure, consult the Component IT Budget Point of Contact to obtain the UPI.

d. Does this DoD information system or electronic collection require a Privacy Act System of Records Notice (SORN)?

A Privacy Act SORN is required if the information system or electronic collection contains information about U.S. citizens or lawful permanent U.S. residents that is retrieved by name or other unique identifier. PIA and Privacy Act SORN information should be consistent.

- ☒ **Yes**
- ☐ **No**

If "Yes," enter Privacy Act SORN Identifier DPR 39 DoD, F024 AF USTRANSCOM B DoD, N01070-7, N01080-

DoD Component-assigned designator, not the Federal Register number.
Consult the Component Privacy Office for additional information or
access DoD Privacy Act SORNs at: http://www.defenselink.mil/privacy/notices/

or

Date of submission for approval to Defense Privacy Office
Consult the Component Privacy Office for this date.

e. Does this DoD information system or electronic collection have an OMB Control Number?
Contact the Component Information Management Control Officer or DoD Clearance Officer for this information.

This number indicates OMB approval to collect data from 10 or more members of the public in a 12-month period regardless of form or format.

☐ **Yes**

Enter OMB Control Number

Enter Expiration Date

☒ **No**

f. Authority to collect information. A Federal law, Executive Order of the President (EO), or DoD requirement must authorize the collection and maintenance of a system of records.

(1) If this system has a Privacy Act SORN, the authorities in this PIA and the existing Privacy Act SORN should be the same.

(2) Cite the authority for this DoD information system or electronic collection to collect, use, maintain and/or disseminate PII. (If multiple authorities are cited, provide all that apply.)

(a) Whenever possible, cite the specific provisions of the statute and/or EO that authorizes the operation of the system and the collection of PII.

(b) If a specific statute or EO does not exist, determine if an indirect statutory authority can be cited. An indirect authority may be cited if the authority requires the operation or administration of a program, the execution of which will require the collection and maintenance of a system of records.

(c) DoD Components can use their general statutory grants of authority ("internal housekeeping") as the primary authority. The requirement, directive, or instruction implementing the statute within the DoD Component should be identified.

SORN authorities:

DPR 39 DoD, DoD Personnel Accountability and Assessment System (March 24, 2010, 75 FR 14141):

10 U.S.C. 136, Under Secretary of Defense for Personnel and Readiness; 10 U.S.C. 3013, Secretary of the Army; 10 U.S.C. 5013, Secretary of the Navy; 10 U.S.C. 8013, Secretary of the Air Force; DoD Instruction 3001.02, Personnel Accountability in Conjunction with Natural or Manmade Disasters; Air Force Instruction 10-218, Personnel Accountability in conjunction with Natural Disasters or National Emergencies; Army Regulation 500-3, U.S. Army Continuity of Operations Program Policy and Planning; and E.O. 9397(SSN), as amended.

F024 AF USTRANSCOM B DoD, DoD Transportation Repository Records (June 12, 2008, 73 FR 33413):

10 U.S.C. 113, Secretary of Defense; 10 U.S.C. 3013, Secretary of the Army; 10 U.S.C. 5013, Secretary of the Navy; 10 U.S.C. 8013, Secretary of the Air Force; DoD Regulation 4500.9E, Transportation and Traffic Management; and E.O. 9397 (SSN), as amended.

N01070-7 NEXCOM Military Personnel Information System (April 30, 2008, 73 FR 23444):

10 U.S.C. 5013, Secretary of the Navy and E.O. 9397 (SSN), as amended.

N01080-1 Enlisted Master File Automated Systems (September 21, 2006, 71 FR 55172):

10 U.S.C. 5013, Secretary of the Navy, and E.O. 9397 (SSN), as amended.

N01080-2 Officer Master File Automated Systems (September 22, 2006, 71 FR 55172):

10 U.S.C. 5013, Secretary of the Navy and E.O. 9397 (SSN), as amended.

N01080-3 Reserve Command Management Information (February 22, 1993, 58 FR 10706):

5 U.S.C. 301, Department Regulations and E.O. 9397 (SSN), as amended.

N01306-1 Career Management/Interactive Detailing System (CMS/ID) (April 23, 2010, 75 FR 21260):

5 U.S.C. 301, Departmental Regulations; 10 U.S.C. 5013, Secretary of the Navy; and E.O. 9397 (SSN), as amended.

N07220-1 Navy Standard Integrated Personnel System (NSIPS) (November 29, 2012, 77 FR 71185):

10 U.S.C. 5013, Secretary of the Navy and E.O. 9397 (SSN), as amended.

N12293-1 Human Resources Civilian Portfolio (May 2, 2012, 77 FR 25993):

5 U.S.C. 301, Department Regulations; 5 U.S.C. Chapters 11, Office of Personnel Management; 13, Special Authority; 29, Commissions, Oaths and Records; 31, Authority for Employment; 33, Examination Selection, and Placement; 41, Training; 43, Performance Appraisal; 51, Classification; 53, Pay Rates and Systems; 55, Pay Administration; 61, Hours of Work; 63, Leave; 72, Antidiscrimination, Right to Petition Congress; 75, Adverse Actions; 83, Retirement; 99, Department of Defense National Security Personnel System; 5 U.S.C. 7201, Antidiscrimination Policy; 10 U.S.C. 136, Under Secretary of Defense for Personnel and Readiness; E.O. 9830, Amending the Civil Service Rules and Providing for Federal Personnel Administration, as amended; 29 CFR 1614.601, EEO Group Statistics; SECNAV Instruction 12250.6, Civilian Human Resources Management in the Department of the Navy; and E.O. 9397 (SSN), as amended.

NM11101-1 DON Family and Bachelor Housing Program (April 1, 2008, 73 FR 17334):

10 U.S.C. 5013, Secretary of the Navy; 10 U.S.C. 5041, Headquarters, Marine Corps; 10 U.S.C. 2831, Military Family Housing Management Account; DoD 4165.63-M, DoD Housing Management; and E.O. 9397 (SSN), as amended.

T7333 Integrated Automated Travel System (IATS) (April 23, 2010, 75 FR 21248):

5 U.S.C. Section 301; Departmental Regulations; 37 U.S.C. Section 404, Travel and transportation allowances; general; DoD Directive 5154.29, DoD Pay and Allowances Policy and Procedures; Department of Defense Financial Management Regulation (DoDFMR) 7000.14.R, Volume 9; and E.O 9397(SSN), as amended.

T7340 Defense Joint Military Pay System-Active Component (March 21, 2006, 71 FR 14179):

5 U.S.C. 301, Departmental Regulations; 37 U.S.C.; and E.O. 9397 (SSN), as amended.

T7346 Defense Joint Military Pay System-Reserve Component (March 21, 2006, 71 FR 14182):

5 U.S.C. 301, Departmental Regulations; 10 U.S.C., Chapter 11; 37 U.S.C.; and E.O. 9397 (SSN), as amended.

g. Summary of DoD information system or electronic collection. Answers to these questions should be consistent with security guidelines for release of information to the public.

(1) Describe the purpose of this DoD information system or electronic collection and briefly describe the types of personal information about individuals collected in the system.

Information from various existing DoD and Navy systems are combined to accumulate detailed pay and/or personnel information on Navy military, civilian, contractor, and related personnel in support of the resource sponsor approach to personnel management. Commingling personnel, billet, and pay data allows NMPBS to be used for more accurate forecasting purposes and specific complex personnel data inquiries. The system is used to build bottom up Program Reviews and respond to query requests, such as disaster Personnel Accountability, involving integrated pay and/or personnel data not possible prior to NMPBS.

Personal Information Collected: Name, Social Security Number (SSN), Other ID Number, Citizenship, Gender, Race/Ethnicity, Birth Date, Place of Birth, Mailing/Home Address, Marital Status, Spouse Information, Child Information, Financial Information, Employment Information, Military Records, Education Information.

(2) Briefly describe the privacy risks associated with the PII collected and how these risks are addressed to safeguard privacy.

Privacy Risks could include access to individuals' pay data, personal identifying information such as SSN and name, place of employment, age, number of dependents, etc. Currently only system administrators have access to information that can identify identify individuals. System administrators are bound by non-disclosure and privacy statements, are subject to DOD, DON, and N1's privacy policies, and are required to have no less than "SECRET" level clearance. Data is stored in a DADMS approved system operating on a fully accredited (DIACAP) Navy (SPAWAR) facility. Two levels of security are required before someone can gain access to NMPBS. Users must have a valid PKI certification (CAC) to login and must be authorized for specific NMPBS business areas. NMPBS also imposes authorization expiration to assist in assuring only appropriate personnel have access to the data. PII data is masked in the system by associating SSN with an encrypted representation.

h. With whom will the PII be shared through data exchange, both within your DoD Component and outside your Component (e.g., other DoD Components, Federal Agencies)? Indicate all that apply.

☒ **Within the DoD Component.**

Specify. Navy Community Managers, Navy Budget Submitting offices, Navy Enterprises, Naval Criminal Investigative Service (NCIS), Navy Resource Sponsors

☐ **Other DoD Components.**

Specify.

☐ **Other Federal Agencies.**

Specify.

☐ **State and Local Agencies.**

Specify.

☐ **Contractor** (Enter name and describe the language in the contract that safeguards PII.)

Specify.

☐ **Other** (e.g., commercial providers, colleges).

Specify.

i. Do individuals have the opportunity to object to the collection of their PII?

☐ **Yes** ☒ **No**

(1) If "Yes," describe method by which individuals can object to the collection of PII.

(2) If "No," state the reason why individuals cannot object.

NMPBS does not collect information directly from individuals. All NMPBS information is collected via other Navy and DOD official systems. Requirements for disclosure statements reside with the agencies providing data to NMPBS as they are the source collecting data from individuals.

j. Do individuals have the opportunity to consent to the specific uses of their PII?

☐ **Yes** ☒ **No**

(1) If "Yes," describe the method by which individuals can give or withhold their consent.

(2) If "No," state the reason why individuals cannot give or withhold their consent.

NMPBS does not collect information directly from individuals. All NMPBS information is collected via other Navy and DOD official systems. Requirements for disclosure statements reside with the agencies providing data to NMPBS as they are the source collecting data from individuals.

k. What information is provided to an individual when asked to provide PII data? Indicate all that apply.

☐ **Privacy Act Statement** ☐ **Privacy Advisory**

☐ **Other** ☒ **None**

Describe each applicable format.	All NMPBS information is collected via other Navy and DoD official systems. Requirements for disclosure statements reside with the agencies providing data to NMPBS as they are the source collecting data from individuals.

NOTE:

Sections 1 and 2 above are to be posted to the Component's Web site. Posting of these Sections indicates that the PIA has been reviewed to ensure that appropriate safeguards are in place to protect privacy.

A Component may restrict the publication of Sections 1 and/or 2 if they contain information that would reveal sensitive information or raise security concerns.