AEM Designer

PRIVACY IMPACT ASSESSMENT (PIA)

PRESCRIBING AUTHORITY: DoD Instruction 5400.16, "DoD Privacy Impact Assessment (PIA) Guidance". Complete this form for Department of Defense (DoD) information systems or electronic collections of information (referred to as an "electronic collection" for the purpose of this form) that collect, maintain, use, and/or disseminate personally identifiable information (PII) about members of the public, Federal employees, contractors, or foreign nationals employed at U.S. military facilities internationally. In the case where no PII is collected, the PIA will serve as a conclusive determination that privacy requirements do not apply to system.

1. DOD INFORMATION SYSTEM/ELECTRONIC COLLECTION NAME:

NAVY MANPOWER PROGRAM AND BUDGET SYSTEM (NMPBS)

2. DOD COMPONENT NAME:

Department of the Navy

3. PIA APPROVAL DATE:

06/08/20

U.S. Navy - Bureau of Naval Personnel (BUPERS)

SECTION 1: PII DESCRIPTION SUMMARY (FOR PUBLIC RELEASE)

a. The PII is: (Check one. Note: foreign nationals are included in general public.)

☐ From members of the general public

☐ From both members of the general public and Federal employees and/or Federal contractors

☒ From Federal employees and/or Federal contractors

☐ Not Collected (if checked proceed to Section 4)

b. The PII is in a: (Check one)

☐ New DoD Information System

☐ New Electronic Collection

☐ Existing DoD Information System

☐ Existing Electronic Collection

☒ Significantly Modified DoD Information System

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

Navy Manpower Program and Budget System (NMPBS) uses information from various existing DoD and Navy systems combining the information 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.

Types of personal information:
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.

d. Why is the PII collected and/or what is the intended use of the PII? (e.g., verification, identification, authentication, data matching, mission-related use, administrative use)

Verification, Identification, and Data Matching: PII is necessary to ensure accurate answers to complex and/or aggregate data queries by compiling data "bottom up."

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

☐ Yes ☒ No

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

(2) If "No," state the reason why individuals cannot object to the collection of PII.

Not applicable. NMPBS does not collect information directly from individuals. All NMPBS information is collected via other Navy and DoD official systems. Requirements for disclosure statements, methods to give or withhold consent reside with the agencies providing data to NMPBS as they are the source collecting data from individuals.

f. 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.

Not applicable. NMPBS does not collect information directly from individuals. All NMPBS information is collected via other Navy and DoD official systems. Requirements for disclosure statements, methods to give or withhold consent reside with the agencies providing data to NMPBS as they are the source collecting data from individuals.
g. When an individual is asked to provide PII, a Privacy Act Statement (PAS) and/or a Privacy Advisory must be provided. (Check as appropriate and provide the actual wording.)

- Privacy Act Statement
- Privacy Advisory
- Not Applicable

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.

h. With whom will the PII be shared through data exchange, both within your DoD Component and outside your Component? (Check all that apply)

- Within the DoD Component
- Other DoD Components
- Other Federal Agencies
- State and Local Agencies
- Contractor (Name of contractor and describe the language in the contract that safeguards PII. Include whether FAR privacy clauses, i.e., 52.224-1, Privacy Act Notification, 52.224-2, Privacy Act, and FAR 39.105 are included in the contract.)
- Other (e.g., commercial providers, colleges).

Contractor: Booz Allen Hamilton. Whenever granted access to sensitive information, contractor employees shall follow applicable DoD/DON instructions, regulations, policies and procedures when reviewing, processing, producing, protecting, destroying and/or storing that information. FAR privacy clauses have been added to the contracts.

i. Source of the PII collected is: (Check all that apply and list all information systems if applicable)

- Individuals
- Databases
- Commercial Systems
- Existing DoD Information Systems
- Other Federal Information Systems
- Active Monthly - Navy Enlisted System (AMON-NES)
- Career Management/Interactive Detailing System (CMS-ID)
- Defense Joint Military Pay System - Active Component (DJMS-AC)
- Defense Joint Military Pay System - Reserve Component (DJMS-RC)
- Department of the Navy Civilian Authoritative Data Source (DONCADS)
- Enlisted Master File Automated Systems (EAIS)
- Enterprise Military Housing/Public Private Venture (eMH/PPV)
- Navy Enlisted System (NES)
- Navy Exchange Service Command (NEXCOM)
- Navy Standard Integrated Personnel System (NSIPS)
- Officer Assignment Information Systems (OAIS)
- Officer Personnel Information Systems (OPINS)
- Personnel Advancement Requirements (PARS)
- Personnel Property Transportation Audit System (PPTAS)
- Personalized Recruiting for Immediate and Delayed Enlistment Modernization (PRIDE MOD)
- Reserve Component Common Personnel Data System (RCCPDS)
- Reserve Headquarters Support (RHS)
- Windows Integrated Automated Travel System (WINIATS)

j. How will the information be collected? (Check all that apply and list all Official Form Numbers if applicable)

- E-mail
- Face-to-Face Contact
- Fax
- Information Sharing - System to System
- Other (If Other, enter the information in the box below)
- Official Form (Enter Form Number(s) in the box below)
- Paper
- Telephone Interview
- Website/E-Form
k. 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 must be consistent.

[ ] Yes    [ ] No

If "Yes," enter SORN System Identifier  N07220-1

SORN Identifier, not the Federal Register (FR) Citation. Consult the DoD Component Privacy Office for additional information or http://dpcld.defense.gov/Privacy/SORNs/ or

If a SORN has not yet been published in the Federal Register, enter date of submission for approval to Defense Privacy, Civil Liberties, and Transparency Division (DPCLTD). Consult the DoD Component Privacy Office for this date

If "No," explain why the SORN is not required in accordance with DoD Regulation 5400.11-R: Department of Defense Privacy Program.

l. What is the National Archives and Records Administration (NARA) approved, pending or general records schedule (GRS) disposition authority for the system or for the records maintained in the system?

(1) NARA Job Number or General Records Schedule Authority.  DAA-GRS-2017-0003-00

(2) If pending, provide the date the SF-115 was submitted to NARA.

(3) Retention Instructions.

SSIC 7000-54 Intermediary records. Temporary. Destroy upon verification of successful creation of the final document or file, or when no longer needed for business use, whichever is later.

m. What is the authority to collect information? A Federal law or Executive Order must authorize the collection and maintenance of a system of records. For PII not collected or maintained in a system of records, the collection or maintenance of the PII must be necessary to discharge the requirements of a statute or Executive Order.

(1) If this system has a Privacy Act SORN, the authorities in this PIA and the existing Privacy Act SORN should be similar.
(2) If a SORN does not apply, 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) Cite the specific provisions of the statute and/or EO that authorizes the operation of the system and the collection of PII.
(b) If direct statutory authority or an Executive Order does not exist, indirect statutory 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) If direct or indirect authority does not exist, 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 must be identified.


n. Does this DoD information system or electronic collection have an active and approved Office of Management and Budget (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 ☒ No ☐ Pending

(1) If "Yes," list all applicable OMB Control Numbers, collection titles, and expiration dates.
(2) If "No," explain why OMB approval is not required in accordance with DoD Manual 8910.01, Volume 2, "DoD Information Collections Manual: Procedures for DoD Public Information Collections."
(3) If "Pending," provide the date for the 60 and/or 30 day notice and the Federal Register citation.

Confirmed with OPNAV DNS-T5 that OMB Control Number not required since PII is not collected directly from the individual. It is obtained from other IT systems.