**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:

<table>
<thead>
<tr>
<th>Contribution-Based Compensation System Data System (CCSDS)</th>
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</table>

### 2. DOD COMPONENT NAME:

<table>
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<tr>
<th>Department of the Navy</th>
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### 3. PIA APPROVAL DATE:

| 01/13/21 |

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**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
- [x] From Federal employees and/or Federal contractors
- [ ] From both members of the general public and 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
- [x] 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.**

Contribution-Based Compensation System Data System (CCSDS) is the Office of Naval Research (ONR) personnel demonstration project support system as implemented under Federal Register Notice Vol 75, No 237 of December 10 2010. CCSDS is a data system that provides ONR employees and managers information required to make informed decisions in regards to performance appraisals, position classification, compensation adjustment decisions, requirement document creation, command drug testing and manpower management. Defense Civilian Personnel Data System (DCPDS) data is required to keep personnel records up-to-date for accurate decision making, reporting and overall support of ONR position management and performance management operations.

PII data required for successful operation include the following:

- Name, citizenship, work email, financial information, position/title, rank/grade, security information, DoD ID number.

**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)*

**Administrative Use.**

The PII data is used to allow employees, supervisors and system administrators access to CCSDS and authenticate user credentials. It’s also used to create and update civilian employee position information and administer ONR’s performance management program.

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

| [ ] Yes | [x] 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.

CCSDS does not collect PII directly from the individual.

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

| [ ] Yes | [x] 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.

CCSDS does not collect PII directly from the individual.
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 complete the adjoining information as appropriate.)

CCSDS does not collect PII directly from the individual.

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).

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

- Individuals

- Existing DoD Information Systems

- Other Federal Information Systems

Defense Civilian Personnel Data System (DCPDS)

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)

Information is manually downloaded from Defense Civilian Personnel Data System (DCPDS) and manually uploaded into CCSDS.

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: OPM/GOVT-2

SORN Identifier, not the Federal Register (FR) Citation. Consult the DoD Component Privacy Office for additional information or http://idpold.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.
I. 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-2017-0007-0001

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

(3) Retention Instructions.

12000-18 - GRS 2.2 010 - Employee Management Administrative Records; SSIC 12430.1a
Temporary: Destroy when 3 years old, but longer retention is authorized if required for business use.

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.

SORN OPM/GOVT-2, Employee Performance File System Records (2013-09-28) authorities:  
Sections 1104, 3321, 4305, and 5405 of title 5, U.S. Code, and Executive Order 12107

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 8510.01, 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.

CCSDS does not collect on members of the public.