

Section I

Department of Energy Privacy Impact Assessment (PIA)

Name of Project: Integrated Drug Testing System

Bureau: Department of Energy

Project's Unique ID: IDTS

Date: August 6, 2008

A. CONTACT INFORMATION:

1) Who is the person completing this document?

Name: Linda Russell

Title: Senior Application Systems Analyst

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2) Who is the system owner?

Name: Sandra Rhodes

Title: Labor Relations

Organization: Bechtel Jacobs Company LLC

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3) Who is the system manager for this system or application?

Name: David D. Newton

Title: Applications Manager

Organization: Bechtel Jacobs Company LLC

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4) Who is the IT Security Manager who reviewed this document?

Name: David Rose

Title: Cyber Security & Compliance Manager

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5) Who is the Privacy Act Officer who reviewed this document?

Name: Amy Rothrock

Title: Privacy Act Officer

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B. SYSTEM APPLICATION/GENERAL INFORMATION:

1) Does this system contain any information about individuals? Yes

a. Is this information identifiable to the individual? Yes

b. Is the information about individual members of the public? Yes

c. Is the information about DOE or contractor employees? Yes

2) What is the purpose of the system/application?

The Integrated Drug Testing System (IDTS) application is designed to allow users to maintain groups of employees (known as drug pools), for random and non random drug testing. The system will randomly select candidates for testing using a mathematical randomization routine which ensures that the selection process is performed equally between employees, and provides the capability to maintain drug test results. The social security number is only kept for applicants taking physicals. When an applicant is employed she/he is given a badge number and is identified by the badge number.

3) What legal authority authorizes the purchase or development of this system/application?

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C. DATA in the SYSTEM:

1) What categories of individuals are covered in the system?

Contractor and former contractor (public)

2) What are the sources of information in the system?

a. Is the source of the information from the individual or is it taken from another source?

Some data comes directly from individuals and some information comes from other applications within the boundary. Some WSAP pool data is added from the human resource department through a weekly batch process. However, all social security number information is entered by HR personnel.

b. What Federal agencies are providing data for use in the system?

None

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c. What Tribal, State and local agencies are providing data for use in the system?

None

d. From what other third party sources will data be collected?

None

e. What information will be collected from the individual and the public?

This application collects (from employees) the following:
Social Security Numbers from new applicants before they have been assigned badge numbers. When the applicant is officially hired, the social security number is no longer used.

3) Accuracy, Timeliness, and Reliability

a. How will data collected from sources other than DOE records be verified for accuracy?

BJC functional HR personnel have processes in place to ensure accuracy of the data. The system personnel entering the data verifies the accuracy.

b. How will data be checked for completeness?

BJC applications require a complete set of data for processing purposes. Procedures and processes are in place to ensure the completeness of the data. The system personnel will verify the completeness of the data.

c. Is the data current? What steps or procedures are taken to ensure the data is current and not out-of-date?

BJC HR personnel have processes and procedures in place to ensure the accuracy of the data. The social security number is only used for new applicants. When the applicant is hired the badge number replaces the social security number.

d. Are the data elements described in detail and documented?

Yes, the data element (social security number) is described and documented in the Computer System Design and Functional System Design documents.

D. ATTRIBUTES OF THE DATA:

1) Is the use of the data both relevant and necessary to the purpose for which the system is being designed? Yes

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2) Will the system derive new data or create previously unavailable data about an individual through aggregation from the information collected, and how will this be maintained and filed? No

3) Will the new data be placed in the individual's record? N/A

4) Can the system make determinations about employees/public that would not be possible without the new data? N/A

5) How will the new data be verified for relevance and accuracy? N/A

6) If the data is being consolidated, what controls are in place to protect the data from unauthorized access or use? N/A

7) If processes are being consolidated, are the proper controls remaining in place to protect the data and prevent unauthorized access? N/A

8) How will data be retrieved? Does a personal identifier retrieve the data? If yes, explain and list the identifiers that will be used to retrieve information on the individual.

The social security number is only used when entering the applicant in the system. When the results of the applicants physical are entered in the system, the applicant has been hired and the badge number is used to enter the results.

9) What kinds of reports can be produced on individuals?

Numerous business-related reports are available with information about individuals (employees and subcontractors). The social security number is not displayed on any of the reports.

What will be the use of these reports?

N/A

Who will have access to them?

N/A.

10) What opportunities do individuals have to decline to provide information (e.g., where providing information is voluntary) or to consent only to particular uses of the information (other than required or authorized uses)?
Individuals are not required to provide their home phone numbers.

E. Maintenance and Administrative Controls:

1) If the system is operated in more than one site, how will consistent use of the system and data be maintained in all sites?

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The applications do not cross Accreditation Boundaries.

2) What are the retention periods of data in the system?

The data is kept through the life of the contract.

3) What are the procedures for disposition of the data at the end of the retention period? How long will the reports produced be kept? Where are the procedures documented?

Disposition of the data for the BJC D&D Contract will occur at the end of the contract. At that time, data will be turned over to DOE or designated Contractor. Data will be archived or deleted at the end of the contract based on DOE guidelines for retaining records.

4) Is the system using technologies in ways that DOE has not previously employed (e.g., monitoring software, Smart Cards, Caller-ID)? No

5) How does the use of this technology affect public/employee privacy? N/A

6) Will this system provide the capability to identify, locate, and monitor individuals? No.

7) What kinds of information are collected as a function of the monitoring of individuals?

The social security number and the name are collected for new applicants to collect results from the physical. When the applicant becomes an employee he is tracked by his badge number.

8) What controls will be used to prevent unauthorized monitoring?

✓ No monitoring is possible outside of normal applications usage.

9) Under which Privacy Act system of records notice does the system operate? N/A

10) If the system is being modified, will the Privacy Act system of records notice require amendment or revision? N/A

F. Access to Data:

1) Who will have access to the data in the system?

Access to data is controlled by the applications administrators for each application. However, developers, users, managers and system administrators can have access to the data.

2) How is access to the data by a user determined?

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Access to data is approved by the application owners and granted by the application administrator on a need-to-know basis.

3) Will users have access to all data on the system or will the user's access be restricted?

User access is controlled by the system administrators by granting roles to individuals. Roles are restricted to see only the functionality/data required by that role. Users are required to log into the Server using their userid and password and will also be required to log into the Drug Testing system using their userid and password. The system will verify the user and validate their access privileges to the data via the system access tables. The data is further protected by a user role which must be assigned to a user before they can access the data. The role is assigned by the program which supplies the role password.

4) What controls are in place to prevent the misuse (e.g., unauthorized browsing) of data by those having access?

Application owners enforce separation of responsibilities to only allow access to functionality/data necessary to perform job functions.

5) Are contractors involved with the design and development of the system and will they be involved with the maintenance of the system? If yes, were Privacy Act contract clauses included in their contracts and other regulatory measures addressed?

Yes, DOE Privacy Act clauses are included.

6) Do other systems share data or have access to the data in the system? If yes, explain. No.

7) Who will be responsible for protecting the privacy rights of the public and employees affected by the interface?

Any applications that process Privacy Act data are classified as "Protected" by the BJC Cyber Security Manager. Those applications then document and test the controls necessary to protect the interfaces/data.

8) Will other agencies share data or have access to the data in this system?

No

9) How will the data be used by the other agency?

NA

10) Who is responsible for assuring proper use of the data?

N/A

PIA Approval Signatures

Original copy signed and on file with the DOE Privacy Office.