PRIVACY IMPACT ASSESSMENT (PIA)

For the

OFFICER PROMOTION FLOW POINT CALCULATION MODEL (OPFPCM)

Department of the Navy - BUPERS

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	DADMS ID 76655
□	**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

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 N01080-2

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 N01080-2 authorities:

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

Other authorities:
5 U.S.C. 301, Departmental Regulations
SECNAVINST 1420.1B, 28 MAR 2006, sections 6, 10, and 12.

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.

The Officer Promotion Flow Point Calculation Model enables the head officer promotion planner and each individual officer community manager to determine promotion flow points for officers within their promotion competitive categories. It allows the user to input flow point percentages and promotion opportunities for the population of officers. It allows the users to develop several reports for communicating to Navy leadership and community management leadership. Promotion plans for multiple fiscal years are produced with this tool.

The personal information collected: Name, SSN, DoD ID Number, military record information of officers being considered for promotion (e.g. name, rank/grade, date of rank, officer precedence (aka Lineal), and demographic information)

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

The perceived threats are primarily computer hackers, disgruntled employees, state sponsored information warfare, and acts of nature (e.g., fire, flood, etc.). All systems are at risk because they may be vulnerable to unauthorized intrusion and hacking. Because of this possibility, appropriate security and access controls listed in this PIA are to be put in place. All systems are vulnerable to "insider threats." All System Managers will be vigilant to this threat by limiting system access to those individuals who have a defined need to access this information. There are defined criteria to identify who should have access to the applications. These individuals have gone through extensive background and employment checks. Security perimeter protections (fire wall, intrusion detection, router access control list, etc.) provided by the hosting enclave. Additionally, strict access control policies and procedures are implemented to ensure access is restricted to only those individuals with a need-to-know through role based access schema.

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. DON manpower personnel with a need to know

☐ **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. Contractors that support this application are required to sign a non-disclosure that binds them to ensuring they safeguard all PII in their possession. Their contract contains the required privacy clause.

☐ **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.

OPFPCM does not collect PII from individuals. PII is populated via a system interface.

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.

OPFPCM does not collect PII from individuals. PII is populated via a system interface.

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.	OPFPCM does not collect PII from individuals. PII is populated via a system interface.

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.