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:				
Employee Benefits Information System - Government Retirement and	Bene	efits Platform		
2. DOD COMPONENT NAME:			3. PIA APPROVAL DATE:	
Defense Finance and Accounting Service			01/07/22	
SECTION 1: PII DESCRIPTION SU	ЛММА	RY (FOR PUBLIC RELEASE)		
a. The PII is: (Check one. Note: Federal contractors, military family members,	and fo	reign nationals are included in genera	l public.)	
From members of the general public	X	From Federal employees		
from both members of the general public and Federal employees		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 col collected in the system.	ectio	n and describe the types of persona	al information about individuals	
The purpose of the Employee Benefits Information System (EBIS) - Government Retirement and Benefits (GRB) system is to allow Department of Defense (DoD) Civilian employees to view their current retirement and benefit enrollments, as well as make benefit elections, and modify allotments. Employees can view a statement of their benefits, use calculators to perform various "what-if" scenarios, and perform all of their benefits related transactions using the application. EBIS-GRB provides the employee the ability to perform open season and non-open season transactions for Federal Employees Health Benefits (FEHB), Federal Employees Group Life Insurance (FEGLI), and Thrift Savings Plan (TSP). The employee has the ability to make any of the transactions that may be available, as well as stop pending transactions prior to the effective date. The employee receives the completed corresponding Standard Form (SF) as a receipt for the transaction. The EBIS-GRB Platform is a commercial-off-the-shelf, web front-ended application that is hosted at Defense Information Systems Agency (DISA) San Antonio, Texas (SATX) that records the user's transactions into the Interactive Voice Response System database, also locally hosted at DISA. The Defense Civilian Personnel Data System (DCPDS) receives that information at the Denver data center via a Virtual Private Network (VPN) interface.				
 legal status, mailing/home address, marital status, name(s), official duty address, official duty telephone phone, other ID number, personal email address, position/title, race/ethnicity, rank/grade, records, security information, Social Security Number (SSN), work e-mail address, and spouse/dependent 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) EBIS uses the PII in data matching, verification, identification, administrative use, and reporting. 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 collect				
(2) If "No," state the reason why individuals cannot object to the collection of F				
The DCDDS interface outerratically exected the individual's accommo				

The DCPDS interface automatically creates the individual's government account during the on-boarding process.

f. Do individuals have the opportunity to consent to the specific uses of their PII? X Yes No

(1)	If "Yes," describe the method by which individuals can give or withhold the	eir consen	t.			
(2) If "No," state the reason why individuals cannot give or withhold their consent.						
Individuals can pick the insurance programs they would like to participate in and provide their benefits and other information.						
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.)						
X	Privacy Act Statement Privacy Advisory		Not Applicable			
	S SYSTEM CONTAINS PRIVACY ACT DATA		W 00.474 THE COMPLITED EDALID AND ADUSE ACT			
AUTHORITY: EXECUTIVE ORDER (E.O.) 10450, 9397, AND PUBLIC LAW 99-474, THE COMPUTER FRAUD AND ABUSE ACT PURPOSE OF USE: TO RECORD NAMES AND SOCIAL SECURITY NUMBERS FOR THE PURPOSE OF VALIDATING THE						
TRUSTWORTHINESS OF INDIVIDUALS REQUESTING ACCESS TO DEPARTMENT OF DEFENSE (DOD) SYSTEMS AND						
	INFORMATION. ROUTINE USES: THOSE GENERALLY PERMITTED UNDER THE 5 United States Code (U.S.C.) 522A(B) OF THE PRIVACY ACT					
AS I	REQUIRED.					
	DISCLOSURE: DISCLOSURE OF THIS INFORMATION IS VOLUNTARY; HOWEVER, FAILURE TO PROVIDE THE REQUESTED INFORMATION MAY IMPEDE, DELAY OR PREVENT FURTHER PROCESSING OF THIS REQUEST.					
	TE: RECORDS MAY BE MAINTAINED IN BOTH ELECTRON		•			
	Vith whom will the PII be shared through data/system exchange, both Check all that apply)	within yo	ur DoD Component and outside your Component?			
			Defense Finance and Accounting Service (DFAS) -			
X	Within the DoD Component	Specify.	Corporate Systems, DFAS - DFAS-HR Innovation and Information Solutions Directorate (ISSD)			
x	Other DoD Components (i.e. Army, Navy, Air Force)	Specify.	DISA, Air Force Program Management Office (AFPMO),			
	Guier Dob Components (r.e. Anny, Navy, Air Force)	Specity.	and Defense Manpower Data Center (DMDC)			
X	Other Federal Agencies (i.e. Veteran's Affairs, Energy, State)	Specify.	Office of Personnel Management (OPM)			
	State and Local Agencies	Specify.				
	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.)	Specify.				
X	Other (e.g., commercial providers, colleges).	Specify.	Insurance Companies, Investment Firms			
	ource of the PII collected is: (Check all that apply and list all information s		-			
	Individuals Databases					
x	Existing DoD Information Systems		Commercial Systems			
	Other Federal Information Systems					
DCI	PDS					
j. Ho	w will the information be collected? (Check all that apply and list all Of	ficial Form	Numbers if applicable)			
	E-mail		Official Form (<i>Enter Form Number(s) in the box below</i>)			
	In-Person Contact	E F	Paper			
	Fax		elephone Interview			
X	Information Sharing - System to System	<u>ا</u> ۱	Vebsite/E-Form			
	Other (If Other, enter the information in the box below)					
If the system is not available, the Customer Service Office within Human Resources conducts a manual process to collect employees' information.						
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.						

X Yes No				
If "Yes," enter SORN System Identifier DHRA 23 DoD OPM-GOVT-1 General				
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.				
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. Rule 1, Schedule 1400, DFAS 5015.2-M				
(2) If pending, provide the date the SF-115 was submitted to NARA. N/A				
(3) Retention Instructions.				
Cutoff at the end of Fiscal Year. Destroy 10 years after cutoff. AUTH: (N1-507-93-2, Item 12) (1400/R1)				
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 statue 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.				
Executive Order (E.O.) 9397 as amended authorizes solicitation and use of SSN as a numerical identifier for federal personnel that are identified in most federal record systems; E.O. 12862, dated September 11,1993, concerning customer service; and DoD Financial Management Regulation 7000.14-R, Volume 5, Chapter 20.				
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 X 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. 				
DoD Manuals (DoDM) 8910.01-V2, June 30, 2014 "(11) Collections of information from DoD civilian employees within the scope of their employment (includes all the tasks performed to accomplish the job they perform for The Office of the Secretary of Defense (OSD) or DoD Component), unless the results are to be used for general statistical purposes."				