



PRIVACY IMPACT ASSESSMENT (PIA)

DoD Information System/Electronic Collection Name:

International Civilian Pay System (ICPS)

DoD Component Name:

Defense Finance and Accounting Service

SECTION 1: IS A PIA REQUIRED?

a. Will this Department of Defense (DoD) information system or electronic collection of information (referred to as "electronic collection" for the purpose of this form) collect, maintain, use, and/or disseminate personally identifiable information (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) 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
 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 Enter UPI

If unsure, consult the Component IT Budget Point of Contact to obtain the UPI.

- No

d. Does the DoD information system or electronic collection have 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 Enter Privacy Act SORN Identifier

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.

- No

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 provision of the statute and/or EO that authorizes the operation of the system and the collection of PII.

(b) If a specific statute and/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.

5 U.S.C. 301, Departmental Regulations; 5 U.S.C. Chapter 53, 55, and 81; and E.O. 9397

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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 International Civilian Pay System (ICPS) is a Korean local national pay system in operation at Osan Air Base, Republic of Korea. The Osan payroll office is managed solely by the Department of the Air Force and is responsible for paying approximately 900+ Korean Local Nationals employed to work at Osan and other installations throughout South Korea. ICPS maintains time and attendance data and pay data to include name or user name, Employee ID, home address, work schedule, work location, benefit elections, leave accrual data, occupational series, grade, pay period identification time card certification information, and special pay categories.

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

The result of mishandling personal data may lead to lost, stolen or compromised PII which could be harmful to the individual in many ways (e.g., identify theft, damage to the individual's reputation and /or financial hardship). Such incidents could cast DFAS in an unfavorable light to the public. Hence, access is limited to persons authorized to service or to use the system in performance of their official duties (requires screening and approval for need to know). DFAS adheres to physical protections of PII as described in accordance with DFAS 5200.1-R. IA policy (DFAS 8400.1-R) prescribes protection requirements for sensitive data, to include PII, for all DFAS systems. Management responsibilities for protecting data are maintained in DFAS 8500.1.

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

Defense Finance and Accounting Service, TSO-IN (contingency purposes).

Other DoD Components. Specify

Department of the Air Force, Civilian Personnel, Budget, Cost and Management Analysis, Accounting (HQ Pacific Air Command (PACAF)). Data is not provided by a system to system interface.

Other Federal Agencies. Specify

State and Local Agencies. Specify

Contractor (enter name and describe the language in the contract that safeguards PII.) Specify

Other (e.g., commercial providers, colleges). Specify

Employment insurance payment information is provided to the Republic of Korea (ROK) Government. Union dues deduction and payment information is provided to the local employees' organization. Net pay information is provided to local Korean banks. Pension deduction and contribution information is provided to the National Pension Corporation. Health insurance payment information is provided to entity providing health care coverage for Korean citizens.

i. 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.

ICPS does not directly collect PII from individuals. Air Force Personnel Office collects information at the time of in-processing.

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.

ICPS does not directly collect PII from individuals

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.

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 can restrict the publication of Sections 1 and/or 2 if they contain information that would reveal sensitive information or raise security concerns.