

**U.S. Department of Commerce
Office of the Secretary**



**Privacy Threshold Analysis
for the
OHRM Applications**

U.S. Department of Commerce Privacy Threshold Analysis

Office of the Secretary

Office of Human Resources Management (OHRM) Apps

Unique Project Identifier: OHRM Apps is an OS-059 Enterprise Application System application

Introduction: This Privacy Threshold Analysis (PTA) is a questionnaire to assist with determining if a Privacy Impact Assessment (PIA) is necessary for this IT system. This PTA is primarily based from the Office of Management and Budget (OMB) privacy guidance and the Department of Commerce (DOC) IT security/privacy policy. If questions arise or further guidance is needed in order to complete this PTA, please contact your Bureau Chief Privacy Officer (BCPO).

Description of the information system and its purpose: *Provide a general description (in a way that a non-technical person can understand) of the information system that addresses the following elements:*

The E-Government Act of 2002 defines “information system” by reference to the definition section of Title 44 of the United States Code. The following is a summary of the definition: “Information system” means a discrete set of information resources organized for the collection, processing, maintenance, use, sharing, dissemination, or disposition of information. See: 44. U.S.C. § 3502(8).

a) Whether it is a general support system, major application, or other type of system

The OHRM is responsible for planning, developing, administering and evaluating the human resources management programs of the Department. This enables the Department to acquire and manage a dedicated, diverse, motivated, and highly qualified workforce to accomplish its mission and achieve its goals, while ensuring compliance with pertinent Federal, Office of Personnel Management, Office of Management and Budget, and Department of Labor, policy and administrative mandates.

b) System location

The systems are primarily managed by resources located at the CBS Solutions Center in Gaithersburg, MD. The system is physically located at the Federal Aviation Administration Data Center (DOT/FAA/ESC) in Oklahoma City, OK.

c) Whether it is a standalone system or interconnects with other systems (identifying and describing any other systems to which it interconnects)

For the purpose of payroll and payment processing, Human Resources (HR) personnel data files from OHRM’s Pay for Performance System (PPS) and SES Bonus Pool System (SES BP), are batched to USDA’s NFC database. A second file is uploaded to Department of Treasury’s HR Connect System for department wide all-in-one front-end HR system.

Data from CLC Datafeed is uploaded to the LMS vendor Cornerstone On Demand, as a part of their user integration application.

The system also obtains data from USDA for PPS, CLC Datafeed, and the SES Bonus Pool.

d) The purpose that the system is designed to serve

The OHRM Applications supports the accomplishment of Department of Commerce and OHRM mission goals and objectives, which include ensuring that OHRM employees have computing ability needed to perform official duties, ensuring the availability of work products and information, and satisfying mission-oriented data processing requirements in a timely and cost-effective manner.

The OHRM include several applications that include:

- Automated Classification System (ACS) – Web-based system for creating new position description, editing, viewing or deleting position description.
- Executive Resource Information System (ERIS) - SES End of Year – Web-based system for collecting SES ratings and bonus recommendations, and subsequent transmission to NFC
- Executive Resource Information System (ERIS) - Top Level – Tracks Senior Executive Service employees and political appointees via the Monthly "Top Level" report.
- Honor Award Nominee System (HANS) – Web-based Honor Awards Program nominating and reporting system. Utilizes database to track honor award nominations and associated data, obtain management reports, and print information.
- Performance Payout System (PPS) – Utilized to perform the end-of-year performance and rating processes and to process the annual comparability increases covering Demo Project employees.
- CLC – SQL based Data Transformation Service (DTS) package.
- Hiring Management System (HMS) – Hiring Management System is a web-based application used in the hiring process.

e) The way the system operates to achieve the purpose

The OHRM applications utilizes a wide variety of HRIT systems to provide Department-wide human resources services. The applications perform vital Human Resource (HR) functions to support OHRM business.

- Automated Classification System (ACS) – ACS contains key position data that supervisors use to create and simultaneously classify project position descriptions. In addition to creating new position descriptions, the ACS stores descriptions in a local user database and allows the user to create a new description based on one in the database; to revise, review, print, or delete descriptions; or to review and report on the descriptions in the database.

- Performance Payout System (PPS) – PPS provides the functionality to record, document and report the annual employee performance rating, performance increase, bonus payout and calculate the annual comparability increase (ACI) for the employees who are under the Commerce Alternative Personnel System (CAPS) pay plans and transmit updated data to the U.S. Department of Agriculture’s National Finance Center (NFC) – the Department’s Payroll System of Record.
- ERIS- End of Year – Senior Executive Service (SES) Bonus Pool (BP) – SES BP provides the functionality to record and report the annual performance ratings, performance increases, and bonus recommendations, and calculate the annual comparability increases (ACIs) for the SES employees and transmit the updated data to NFC.
- Executive Resources Information System-Top Level (ERIS-TL) – provides information regarding the incumbency status of all key positions to aid in Executive Level (SES) Staffing decisions.
- DOC-Hiring Management System (DOC-HMS) – HMS tracks and reports on the timeliness of the hiring process, and hiring actions initiated by the DOC’s Human Resources Operations Center (DOCHROC) as part of the overall human resources management measurement project. This system tracks all the hiring steps from the job announcement to the day the new employee reports for duty. It tracks each step of the process and produces the necessary reports to measure the process effectiveness and efficiency. Reports are generated as part of the DOCHROC metrics for management purposes.
- Honor Award Nominee System (HANS) – HANS is an automated Gold and Silver Honor Awards Program nomination and reporting system. This system provides users’ access to nominate employees and vote on nominations, and produce reports including certificate citations, program booklets, and seating charts.
- CLC Datafeed Database - CLC Datafeed is an outbound feed containing department-wide employee and non-employee personnel data used for account creation and maintenance for the Learning Management System (LMS).

f) A general description of the type of information collected, maintained, use, or disseminated by the system

OHRM utilizes a wide variety of HRIT systems to provide Department-wide human resources services. The group of these applications is commonly referred to as the OHRM Applications. The applications perform vital Human Resource (HR) functions to support OHRM business.

g) Identify individuals who have access to information on the system

CSC provides support for account management for all users and privileged users through the Account Management Portal (AMP). Bureau users and management can request, authorize and review all relevant users for each application through this portal.

h) How information in the system is retrieved by the user

Users can only print reports attributed to their assigned role within all of the HR Systems. Their local printers or high-speed printers in their office vicinity. It is the responsibility of the users to handle printed media in accordance with established policies/procedures/rules of behavior and governmental record retention regulations of their bureau and DoC. Users can download information, again based on their assigned user role within the HR Systems , to removable media and it is their responsibility to handle digital media in accordance with established policies/procedures/rules of behavior and governmental record retention regulations of their bureau and DOC.

i) How information is transmitted to and from the system

Information is transmitted across approved encryption protocols such as HTTPS, SSH, and SFTP. Sensitive data transmissions are encrypted according to NIST 800-18, Federal Information Processing Standards (FIPS) 186, Digital Signature Standard and FIPS 180-1, and Secure Hash Standard issued by NIST when necessary

Questionnaire:

1. What is the status of this information system?

_____ This is a new information system. *Continue to answer questions and complete certification.*

_____ This is an existing information system with changes that create new privacy risks.
Complete chart below, continue to answer questions, and complete certification.

Changes That Create New Privacy Risks (CTCNPR)			
a. Conversions		d. Significant Merging	g. New Interagency Uses
b. Anonymous to Non-Anonymous		e. New Public Access	h. Internal Flow or Collection
c. Significant System Management Changes		f. Commercial Sources	i. Alteration in Character of Data
j. Other changes that create new privacy risks (specify):			

_____ This is an existing information system in which changes do not create new privacy risks, and there is not a SAOP approved Privacy Impact Assessment. *Continue to answer questions and complete certification.*

_____ This is an existing information system in which changes do not create new privacy risks, and there is a SAOP approved Privacy Impact Assessment (version 01-2015). *Continue to answer questions and complete certification.*

X This is an existing information system in which changes do not create new privacy risks, and there is a SAOP approved Privacy Impact Assessment (version 01-2017 or later). *Skip questions and complete certification.*

2. Is the IT system or its information used to support any activity which may raise privacy concerns?

NIST Special Publication 800-53 Revision 4, Appendix J, states “Organizations may also engage in activities that do not involve the collection and use of PII, but may nevertheless raise privacy concerns and associated risk. The privacy controls are equally applicable to those activities and can be used to analyze the privacy risk and mitigate such risk when necessary.” Examples include, but are not limited to, audio recordings, video surveillance, building entry readers, and electronic purchase transactions.

_____ Yes. *(Check all that apply.)*

Activities			
Audio recordings		Building entry readers	
Video surveillance		Electronic purchase transactions	
Other (specify):			

_____ No.

3. Does the IT system collect, maintain, or disseminate business identifiable information (BII)?

As per DOC Privacy Policy: “For the purpose of this policy, business identifiable information consists of (a) information that is defined in the Freedom of Information Act (FOIA) as “trade secrets and commercial or financial information obtained from a person [that is] privileged or confidential.” (5 U.S.C.552(b)(4)). This information is exempt from automatic release under the (b)(4) FOIA exemption. “Commercial” is not confined to records that reveal basic commercial operations” but includes any records [or information] in which the submitter has a commercial interest” and can include information submitted by a nonprofit entity, or (b) commercial or other information that, although it may not be exempt from release under FOIA, is exempt from disclosure by law (e.g., 13 U.S.C.)”

Yes, the IT system collects, maintains, or disseminates BII.

No, this IT system does not collect any BII.

4. Personally Identifiable Information (PII)

4a. Does the IT system collect, maintain, or disseminate PII?

As per OMB 17-12: "The term PII refers to information that can be used to distinguish or trace an individual's identity either alone or when combined with other information that is linked or linkable to a specific individual."

Yes, the IT system collects, maintains, or disseminates PII about: *(Check all that apply.)*

DOC employees

National Institute of Standards and Technology Associates

Contractors working on behalf of DOC

Other Federal Government personnel

Members of the public

No, this IT system does not collect any PII.

If the answer is "yes" to question 4a, please respond to the following questions.

4b. Does the IT system collect, maintain, or disseminate Social Security numbers (SSNs), including truncated form?

Yes, the IT system collects, maintains, or disseminates SSNs, including truncated form.

Provide an explanation for the business need requiring the collection of SSNs, including truncated form.
Provide the legal authority which permits the collection of SSNs, including truncated form.

No, the IT system does not collect, maintain, or disseminate SSNs, including truncated form.

4c. Does the IT system collect, maintain, or disseminate PII other than user ID?

____ Yes, the IT system collects, maintains, or disseminates PII other than user ID.

____ No, the user ID is the only PII collected, maintained, or disseminated by the IT system.

4d. Will the purpose for which the PII is collected, stored, used, processed, disclosed, or disseminated (context of use) cause the assignment of a higher PII confidentiality impact level?

Examples of context of use include, but are not limited to, law enforcement investigations, administration of benefits, contagious disease treatments, etc.

____ Yes, the context of use will cause the assignment of a higher PII confidentiality impact level.

____ No, the context of use will not cause the assignment of a higher PII confidentiality impact level.

If any of the answers to questions 2, 3, 4b, 4c, and/or 4d are “Yes,” a Privacy Impact Assessment (PIA) must be completed for the IT system. This PTA and the approved PIA must be a part of the IT system’s Assessment and Authorization Package.

CERTIFICATION

 X I certify the criteria implied by one or more of the questions above **apply** to the OHRM Applications and as a consequence of this applicability, I will perform and document a PIA for this IT system.

 I certify the criteria implied by the questions above **do not apply** to the [IT SYSTEM NAME] and as a consequence of this non-applicability, a PIA for this IT system is not necessary.

Name of System Owner (SO): Teresa Coppolino

Signature of SO: TERESA COPPOLINO Digitally signed by TERESA COPPOLINO
Date: 2020.02.28 15:13:17 -05'00' Date: _____

Name of Information Technology Security Officer (ITSO): Jun Kim

Signature of ITSO: JUN KIM Digitally signed by JUN KIM
DN: c=US, o=U.S. Government, ou=Department of Commerce,
ou=Office of the Secretary, cn=JUN KIM,
0.9.2342.19200300.100.1.1=13001001483988
Date: 2020.03.24 08:25:48 -04'00' Date: _____

Name of Privacy Act Officer (PAO): Lisa Martin

Signature of PAO: LISA MARTIN Digitally signed by LISA MARTIN
Date: 2020.05.08 07:39:39 -04'00' Date: _____

Name of Authorizing Official (AO): Stephen Kunze

Signature of AO: STEPHEN KUNZE Digitally signed by STEPHEN KUNZE
Date: 2020.03.10 13:20:56 -04'00' Date: _____

Name of Bureau Chief Privacy Officer (BCPO): Maria Dumas

Signature of BCPO: ANGELA WASHINGTON Digitally signed by ANGELA WASHINGTON
Date: 2020.05.08 12:22:26 -04'00' for Maria Dumas Date: _____