Privacy Impact Assessment

Federal Personnel Payroll System (FPPS)/
Workforce Transformation and Tracking System (WTTS)/
Entrance on Duty System (EODS)

Office of the Chief Human Capital Officer (OCHCO) /
Office of the Chief Information Officer (OCIO)

Version 1.0
12/01/2023

Document Revision History

Date	Version	PIA Name/Description	Author
12/01/2023	1.0	FPPS WTTS EODS – Initial Release	OCHCO / OCIO Oasis Systems, LLC
10/31/2023	DRAFT	FPPS Workforce Transformation and Tracking System (WTTS) EODS - Draft Release	OCHCO / OCIO Oasis Systems, LLC

Federal Personnel Payroll System (FPPS) Workforce Transformation and Tracking System (WTTS) Entrance on Duty System (EODS)	Version 1.0
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The agency is subject to the requirements of the E-Government Act and is committed to identifying and addressing privacy risks whenever it develops or makes changes to its information systems. The questions below help determine any privacy risks related to the E-Government Act or later guidance by the Office of Management and Budget (OMB) and the National Institute of Standards and Technology (NIST).

Name/System/Subsystem/Service Name: Federal Personnel Payroll System (FPPS) / Workforce Transformation and Tracking System (WTTS) / EODS.

Data Storage Location (i.e., Database Server, SharePoint, Cloud, Other Government Agency, Power Platform) The FPPS, WTTS, and EODS systems are owned and operated by the U.S. Department of the Interior (DOI) Interior Business Center (IBC).

Date Submitted for review/approval: December 1, 2023.

1   Description

1.1 Provide the description of the system/subsystem, technology (i.e., Microsoft Products), program, or other data collections (hereinafter referred to as "project"). Explain the reason the project is being created.

The FPPS, the Workforce Transformation and Tracking System (WTTS), and the EODS are federal shared services provided to federal agencies by the DOI IBC.

The U.S. Nuclear Regulatory Commission (NRC) uses FPPS, WTTS, and EODS to automate payroll and human resources functions. FPPS processes NRC's personnel, payroll, and time and labor data to facilitate payments, benefits, and pensions. FPPS also provides personnel and payroll data to the FPPS Datamart (a data warehouse) application which NRC uses to perform queries and report on FPPS information. WTTS and EODS are used to initiate, authorize, and track recruitment, hiring, and onboarding activities. WTTS allows the NRC OCHCO to create and track vacancies and assign, monitor, and approve forms filled out by new hires. EODS provides online forms for new employees submitting required information on entrance on duty. WTTS and EODS enable real-time data exchange via encrypted web connections with other NRC authorized applications such as FPPS, NRCareers (Monster Hiring Management Enterprise), and the Electronic Official Personnel Folder (eOPF).

Please mark appropriate response below if your project/system will involve the following:

☐ PowerApps	☐ Public Website
☐ Dashboard	☐ Internal Website
☐ SharePoint	☐ None
☒ Other: Web-based systems owned and operated by DOI/IBC	

1.2 Does this privacy impact assessment (PIA) support a proposed new project, proposed modification to an existing project, or other situation? Select options that best apply in table below.

Mark appropriate response.

Status Options	
☐	New system/project
☐	Modification to an existing system/project. *If modifying or making other updates to an existing system/project, provide the ADAMS ML of the existing PIA and describe the modification.*
☒	Annual Review *If making minor edits to an existing system/project, briefly describe the changes below.* The PIA has been transferred into the latest template.
☐	Other (explain)

1.3 Points of Contact:

	Project Manager	System Owner /Data Owner /Steward	ISSO	Business Project Manager	Technical Project Manager	Executive Sponsor
Name	John Shea	Mary Lamary	Natalya Bobryakova	Brendan Cain	John Shea	Mary Lamary
Office /Division /Branch	Office of the Chief Human Capital Officer (OCHCO) / Human Capital Analysis Branch (HCAB)	Office of the Chief Human Capital Officer (OCHCO) /	Office of the Chief Information Officer (OCIO) /Cyber and Infrastructure Security Division (CISD)	Office of the Chief Human Capital Officer (OCHCO) / Human Capital Analysis Branch (HCAB)	Office of the Chief Human Capital Officer (OCHCO) / Human Capital Analysis Branch (HCAB)	Office of the Chief Human Capital Officer (OCHCO)
Telephone	301-415-0246	301-287-0545	301-287-0671	301-287-0545	301-415-0246	301-415-3300

2 Authorities and Other Requirements

2.1 What specific legal authorities and/or agreements permit the collection of information for the project?

Provide all statutory and regulatory authorities for operating the project, including the authority to collect the information; NRC internal policy is not a legal authority. Please mark appropriate response in table below.

Mark with an "X" on all that apply.	Authority	Citation/Reference
☐	**Statute**	
☒	**Executive Order**	Pub. L. 104-193, Personal Responsibility and Work Opportunity Reconciliation Act of 1996; 5 United States Code (U.S.C.) 6334; 31 U.S.C. 716, 1104, 1105,1108, 3325, 3511, 3512. 3701, 3711, 3713, 3718; Executive Order 9397; and 42 U.S.C. 2000e-16.
☐	**Federal Regulation**	
☒	**Memorandum of Understanding/Agreement**	ML21265A619
☐	**Other (summarize and provide a copy of relevant portion)**	

2.2 Explain how the information will be used under the authority listed above (*i.e., enroll employees in a subsidies program to provide subsidy payment*).

FPPS supports the agency's payroll and benefits processes by accepting time and labor entries from the NRC and processing personnel and payroll transactions. The NRC authorized staff initiate the payroll and personnel actions in FPPS.

WTTS and EODS support the federal hiring process and reduce the duplication of information that is collected during the hiring process. Information about new hires or selectees is gathered once and is disseminated to other authorized systems that use the data.

If the project collects Social Security numbers, state why this is necessary and how it will be used.

Employees are required by law to provide certain types of information, such as name and Social Security Number (SSN) as a part of the employment process. This information is required by applicable Federal statutes, including tax and employment eligibility regulations, and are necessary data elements in FPPS.

3   Characterization of the Information

In the table below, mark the categories of individuals for whom information is collected.

	Category of individual
☒	Federal employees
☐	Contractors
☒	Members of the Public (any individual other than a federal employee, consultant, or contractor): EODS collects information from prospective employees.
☐	Licensees
☐	**Other**

In the table below, is a list of the most common types of PII collected. Mark all PII that is collected and stored by the project/system. If there is additional PII not defined in the table below, a comprehensive listing of PII is provided for further reference in ADAMS at the following link: PII Reference Table 2023.

	Categories of Information			
☒	Name	☐	Resume or curriculum vitae
☒	Date of Birth	☐	Driver's License Number
☒	Country of Birth	☐	License Plate Number
☒	Citizenship	☐	Passport number
☐	Nationality	☐	Relatives Information
☒	Race	☐	Taxpayer Identification Number
☒	Home Address	☐	Credit/Debit Card Number
☒	Social Security number (Truncated or Partial)	☐	Medical/health information
☒	Gender	☐	Alien Registration Number
☒	Ethnicity	☐	Professional/personal references
☒	Spouse Information	☐	Criminal History
☒	Personal e-mail address	☐	Biometric identifiers (facial images, fingerprints, iris scans)
☒	Personal Bank Account Number	☒	Emergency contact e.g., a third-party to contact in case of an emergency
☒	Personal Mobile Number	☒	Accommodation/disabilities information
☒	Marital Status	☒	**Other:** FPPS stores personnel records, payroll records, time and labor data, and earnings and leave statements including grade, salary, hourly rate, leave balances, deductions, tax information, awards data, performance ratings, benefits information,
☒	Children Information		
☐	Mother's Maiden Name		

Categories of Information

			hours recorded each pay period, and retirement plan information. handicap status, and health and life insurance enrollments. WTTS/EODS stores new hire employment forms including personnel, benefits, and payroll forms, direct deposit bank information, benefits elections, beneficiary forms, federal income tax withholding information, and federal/military service records.

3.1 Describe how the data is collected for the project. (i.e., NRC Form, survey, questionnaire, existing NRC files/ databases, response to a background check).

NRC employee time and attendance data are uploaded to FPPS through a biweekly interface file. The employees' submissions that initiate personnel and payroll actions are collected from the Employee Express system.

Information in WTTS/EODS is populated from NRCareers through secure encrypted web interconnections operated by DOI/IBC.

3.2 If using a form to collect the information, provide the form number, title and/or a link.

Federal employees provide the information on forms required during the application and onboarding process. The federal employment forms to collect the information from an individual to be considered for federal employment include

- OF-306, Declaration for Federal Employment
- I-9, Employment Eligibility Verification
- Fair Credit Reporting Release

3.3 Who provides the information? Is it provided directly from the individual or a third party.

Information is provided by the individual.

3.4 Explain how the accuracy of the data collection is validated. If the project does not check for accuracy, please explain why.

Data is validated in FPPS by utilizing the system's data validation controls. The NRC OCHCO and payroll staff perform various functions to check data for accuracy and completeness. In some cases, the information provided by individuals is not verified, and the individual providing the information is responsible for the accuracy of the information. Employees review their Earnings and Leave Statement in Employee Express, and they are responsible for verifying the accuracy and correctness of data (pay, deductions, leave, and home address) and reporting any errors to OCHCO staff in a timely manner. Annual audits of data and records are also performed.

3.5 Will PII data be used in a test environment? If so, explain the rationale.

N/A.

3.6 What procedures are in place to allow the subject individual to correct inaccurate or erroneous information?

Employees have different methods to correct data, including updated human resources forms or the use of Employee Express to initiate personnel and payroll actions.

4   Data Security

4.1 Describe who has access to the data in the project (i.e., internal NRC, system administrators, external agencies, contractors, public).

The authorized staff from all NRC offices and Regions have access to the systems.

4.2 If the project/system shares information with any other NRC systems, identify the system, what information is being shared and the method of sharing.

The FPPS/WTTS/EODS systems share information with Government Retirement & Benefits Platform, HRMS, NRCareers, eOPF, and Employee Express.

The DOI/IBC employs secure, encrypted web connections and secure file transfer between its systems (FPPS/WTTS/EODS), Government Retirement & Benefits Platform, HRMS, NRCareers, eOPF, Employee Express, and the NRC network.

4.3 If the project/system connects, receives, or shares information with any external non-NRC partners or systems, identify what is being shared.

The DOI owns the systems and has access to the information and provides information to other agencies including the Social Security Administration, U.S. Department of the Treasury, the Federal Retirement Thrift Investment Board, state and local tax authorities, and Office of Personnel Management (OPM). The information is being shared for health benefits, long-term care, and flexible spending accounts.

Identify what agreements are in place with the external non-NRC partner or system in the table below.

Agreement Type	
☐	Contract Provide Contract Number:
☐	License Provide License Information:
☒	Memorandum of Understanding Provide ADAMS ML number for MOU: Interconnection Security Agreement (ISA) and Memorandum of Understanding (MOU) Between the Nuclear Regulatory Commission (NRC) and DOI for FPPS and HRMS, ML21265A519
☐	Other
☐	None

4.4 Describe how the data is accessed and describe the access control mechanisms that prevent misuse.

An FPPS username and password are required to gain access. Different levels of access are authorized based on the user's job function. FPPS relies on a separate application (ezPIV) to generate single-use, two-factor passwords. The ezPIV application is installed on NRC laptops and the VPN environment. To generate a password, users open the ezPIV application, insert their Personal Identity Verification (PIV) card into their card reader and enter their PIV card PIN. ezPIV presents a randomized password that is valid for 60 minutes.

The same credentials are used to access WTTS, which also utilizes user roles to enforce different levels of permissions.

EODS is accessible by new hires who receive a username and password. Limited access is granted to view and modify personal information.

4.5 Explain how the data is transmitted and how confidentiality is protected (i.e., encrypting the communication or by encrypting the information before it is transmitted).

FPPS information is transmitted using encrypted interface files or secure file transfer. WTTS/EODS information is transmitted using secure, encrypted web connections.

4.6 Describe where the data is being stored (i.e., NRC, Cloud, Contractor Site).

WTTS/EODS is operated by DOI/IBC at their data center in Denver. It is housed in the same facility as FPPS. For WTTS, NRC users connect via the DOI managed router at NRC Headquarters in Rockville, MD.

4.7 Explain if the project can be accessed or operated at more than one location.

N/A.

4.8 Can the project be accessed by a contractor? If so, do they possess an NRC badge?

DOI/IBC is responsible for all design, development, and maintenance of the systems. DOI/IBC's contractors supporting the systems and performing system maintenance and other related activities have access to the systems. They do not possess an NRC badge.

4.9 Explain the auditing measures and technical safeguards in place to prevent misuse of data.

Technical safeguards in place include separation of duties, unique IDs and passwords, and annual audits of the system.

Access is limited based on job functions and/or assigned roles and enforced by the Resource Access Control Facility Time Sharing Option for FPPS and by ColdFusion for WTTS. An audit record of all user activity is created.

4.10 Describe if the project has the capability to identify, locate, and monitor (i.e., trace/track/observe) individuals.

N/A.

4.11 Define which FISMA boundary this project is part of.

NRC's FPPS/WTTS/EODS is a subsystem of Third-Party System (TPS).

4.12 Is there an Authority to Operate (ATO) associated with this project/system?

Authorization Status	
☐	Unknown
☐	No *If no, please note that the authorization status must be reported to the Chief Information Security Officer (CISO) and Computer Security Organization (CSO's) Point of Contact (POC) via e-mail quarterly to ensure the authorization remains on track.*
☐	In Progress provide the estimated date to receive an ATO. Estimated date:
☒	Yes NRC's ATO for TPS and FPPS/WTTS/EODS was granted as an ongoing authorization on March 21, 2018 (ML18299A325). Indicate the data impact levels (Low, Moderate, High, Undefined) approved by the CISO Confidentiality-Moderate Integrity-Moderate Availability-Moderate

4.13 Provide the NRC system Enterprise Architecture (EA)/Inventory number. If unknown, contact EA Service Desk to get the EA/Inventory number.

FPPS/WTTS/EODS is a subsystem of TPS. The EA number for TPS is 20180002.

5 Privacy Act Determination

5.1 Is the data collected retrieved by a personal identifier?

Mark the appropriate response.

Response	
☒	**Yes, the PII is retrieved by a personal identifier (i.e., individual's name, address, SSN, etc.)**
☒	**List the identifiers that will be used to retrieve the information on the individual.**
	FPPS information is retrieved using a query menu or various data entry screens. Employee information may be only retrieved by an employee's name or the Employee Common Identifier which is identical to the Employee ID in HRMS. A set of standard reports satisfy most inquiries. Additional reports are created as needed. Information can be retrieved on WTTS/EODS reports by; WTTS record ID, FPPS transaction number, report type, WTTS status, selectee last name, organization code, entrance on duty date, position title, series, supervisor/hiring official ID, employee type (permanent/non-permanent), vacancy announcement number, record modified date, or fiscal year.
☐	**No, the PII is not retrieved by a personal identifier.** **If no, explain how the data is retrieved from the project.**

5.2 For all collections where the information is retrieved by a personal identifier, the Privacy Act requires that the agency publish a System of Record Notice (SORN) in the Federal Register. *As per the Privacy Act of 1974, "the term 'system of records' means a group of any records under the control of any agency from which information is retrieved by the name of the individual or by some other personal identifier assigned to the individual.*

Mark the appropriate response in the table below.

Response	
☒	*Yes, this system is covered by an existing SORN. (See existing SORNs: https://www.nrc.gov/reading-rm/foia/privacy-systems.html)* *Provide the SORN name, number, (List all SORNs that apply):* NRC 21 – Payroll Accounting Records (84 FR 71552) NRC 11 – Reasonable Accommodations Records (84 FR 71545) OPM/Govt-1 – General Personnel Records OPM/Govt-2 – Employee Performance File System Records OPM/Govt-5 – Recruiting, Examining and Placement Records
☐	**SORN is in progress**
☐	**SORN needs to be created**
☐	**Unaware of an existing SORN**
☐	**No, this system is not a system of records and a SORN is not applicable.**

5.3 When an individual is asked to provide personal data (i.e., form, webpage, survey), is a Privacy Act Statement (PAS) provided?

> *A Privacy Act Statement is a disclosure statement required to appear on documents used by agencies when an individual is asked to provide personal data. It is required for any forms, surveys, or other documents, including electronic forms, used to solicit personal information from individuals that will be maintained in a system of records.*

Mark the appropriate response.

Options	
☒	**Privacy Act Statement**
☐	**Not Applicable**
☐	**Unknown**

5.4 Is providing the PII mandatory or voluntary? What is the effect on the individual by not providing the information?

The individuals have the option of not providing information on forms required during the application and onboarding process. However, employees are required by law to provide certain types of information, such as name and SSN as a part of the employment process and to allow personnel, payroll and time and attendance processing. Declining to provide the information that is required from an individual to be considered for federal employment may affect the employment eligibility and selection of the individual.

6   Records and Information Management-Retention and Disposal

The National Archives and Records Administration (NARA), in collaboration with federal agencies, approves whether records are **Temporary** (eligible at some point for destruction/deletion because they no longer have business value) or **Permanent** (eligible at some point to be transferred to the National Archives because of historical or evidential significance). Records/data and information with historical value, identified as having a "permanent" disposition, are transferred to the National Archives of the United States at the end of their retention period. All other records identified as having a "temporary" disposition are destroyed at the end of their retention period in accordance with the NARA Records Schedule or the General Records Schedule.

These determinations are made through records retention schedules and NARA statutes (44 United States Code (U.S.C.), 36 Code of Federation Regulations (CFR)). Under 36 CFR, agencies are required to establish procedures for addressing Records and Information Management (RIM) requirements. This includes strategies for establishing and managing recordkeeping requirements and disposition instructions before approving new electronic information systems or enhancements to existing systems.

The following questions are intended to determine whether the records/data and information in the system have approved records retention schedules and disposition instructions, whether the

system incorporates RIM strategies including support for NARA's Universal Electronic Records Management (ERM) requirements, and if a mitigation strategy is needed to ensure compliance.

If the project/system:

- Does not have an approved records retention schedule and/or
- Does not have an *automated* RIM functionality,
- Involves a cloud solution,
- And/or if there are additional questions regarding Records and Information Management - Retention and Disposal, please contact the NRC Records staff at **ITIMPolicy.Resource@nrc.gov** for further guidance.

If the project/system has a record retention schedule or an automated RIM functionality, please complete the questions below.

6.1 Does this project map to an applicable retention schedule in NRC's Comprehensive Records Disposition Schedule (NUREG-0910), or NARA's General Records Schedules?

☐	NUREG-0910, "NRC Comprehensive Records Disposition Schedule
☒	NARA's General Records Schedules
☐	Unscheduled

6.2 If so, cite the schedule number, approved disposition, and describe how this is accomplished.

System Name (include sub-systems, platforms, or other locations where the same data resides)	FPPS Workforce Transformation and Tracking System (WTTS) EODS
Records Retention Schedule Number(s)	**See table below for Records Schedules and Dispositions.** **FPPS**: Subject to Non-Disclosure - Category 3, Non-Public Information Properly destroy in accordance with the GRS/DOI Combined Records Schedule (MS-1220, Appendix 2)
Approved Disposition Instructions	N/A
Is there a current automated functionality or a manual process to support RIM requirements? This includes the ability to apply records retention and disposition policies in the system(s) to support records accessibility, reliability, integrity, and disposition.	N/A

Disposition of Temporary Records Will the records/data or a composite be automatically or manually deleted once they reach their approved retention?	
Disposition of Permanent Records Will the records be exported to an approved format and transferred to the National Archives based on approved retention and disposition instructions? If so, what formats will be used? **NRC Transfer Guidance (Information and Records Management Guideline - IRMG)**	N/A

Records Schedule Number and Title	**Disposition Instructions**
GRS 2.1 item 050 – Job Vacancy Case Files. Records of one-time competitive and Senior Executive Service announcements/ selections.	**Temporary**. Destroy 2 years after selection certificate is closed or final settlement of any associated litigation; whichever is later.
GRS 2.1 item 051 – Job Vacancy Case Files. Records of standing register competitive files for multiple positions filled over a period of time.	**Temporary**. Destroy 2 years after termination of register.
GRS 2.1 item 060 – Job Application Packages	**Temporary**. Destroy 1 year after date of submission.
GRS 2.1 item 150 – Records of delegation of authority for examination and certification	**Temporary**. Destroy 3 years after agreement terminates but longer retention is authorized if required for business use.
GRS 2.2 item 050 – Notification of personnel actions	**Temporary.** Destroy when business use ceases.
GRS 2.2 item 072 – Employee performance file system records. Records of senior executive service employees.	**Temporary**. Destroy no sooner than 5 years after date of appraisal, but longer retention is authorized if required for business use.

GRS 2.3 item 020 - Reasonable or religious accommodation case files.	**Temporary**. Destroy 3 years after employee separation from the agency or all appeals are concluded, whichever is later, but longer retention is authorized if required for business use.
GRS 2.5 item 050 – Phased retirement administrative records	**Temporary**. Destroy when 3 years old or 3 years after revision or replacement, as appropriate, but longer retention is authorized if required for business use.
For the FPPS System	**Subject to Non-Disclosure- Category 3, Non-Public Information Property destroy in accordance with GRS/DOI Combined Records Schedule (MS-1220, Appendix 2)**
GRS 2.5 item 020 - Individual employee separation case files.	**Temporary**. Destroy 1 year after date of separation or transfer, but longer retention is authorized if required for business use.
GRS 2.4 item 040 - Agency payroll record for each pay period.	**Temporary**. Destroy when 56 years old.
DAA-0048-2-13-0001-0013 - System maintenance and use files.	**Temporary.** Cut off when superseded or obsolete. See records manual for specific criteria that may determine when a record is obsolete or superseded. Destroy no later than 3 year(s) after cut-off.

7 Paperwork Reduction Act

The Paperwork Reduction Act (PRA) of 1995 requires that agencies obtain an Office of Management and Budget (OMB) approval in the form of a "control number"—before promulgating a paper form, website, surveys, questionnaires, or electronic submission from 10 or more members of the public. If the data collection is from federal employees regarding work-related duties, then a PRA clearance is not necessary.

7.1 Will the project be collecting any information from 10 or more persons who are not Federal employees?

Yes, the information is collected from job applicants who may be not Federal employees.

7.2 Is there any collection of information addressed to all or a substantial majority of an industry (i.e., Fuel Fabrication Facilities or Fuel Cycle Facilities)?

No.

7.3 Is the collection of information required by a rule of general applicability?

No.

Note: For information collection (OMB clearances) questions: contact the NRC's Clearance Officer. Additional guidance can be found on the NRC's internal Information Collections Web page at: https://intranet.nrc.gov/ocio/33456.

8 Privacy Act Determination

Project/System Name: Federal Personnel Payroll System (FPPS)/ Workforce Transformation and Tracking System (WTTS).
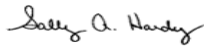
Submitting Office: Office of the Chief Human Capital Officer (OCHCO).

Privacy Officer Review

Review Results		Action Items
☐	This project/system **does not contain PII.**	**No further action** is necessary for Privacy.
☐	This project/system **does contain PII**; the Privacy Act does **NOT** apply, since information is NOT retrieved by a personal identifier.	**Must be protected with restricted access** to those with a valid need-to-know.
☒	This project/system **does contain PII**; the **Privacy Act does apply**.	**SORN is required-** Information is **retrieved** by a personal identifier**.**

Comments:

Covered by NRC 21 – Payroll Accounting Records (84 FR 71552); NRC 11 – Reasonable Accommodations Records (84 FR 71545); Government-wide SORN - OPM/Govt-1 – General Personnel Records; Government-wide SORN - OPM/Govt-2 – Employee Performance File System Records; Government-wide SORN - OPM/Govt-5 – Recruiting, Examining and Placement Records

Reviewer's Name	Title
Sally A. Hardy Signed by Hardy, Sally on 12/27/23	Privacy Officer

9 OMB Clearance Determination

NRC Clearance Officer Review

Review Results
☐   No OMB clearance is needed.
☐   OMB clearance is needed.
☒   Currently has OMB Clearance. Clearance No. 3150-0260

Comments:

The OMB clearance is for the information collected using NRCareers.

Reviewer's Name	Title
[signature] Signed by Cullison, David on 12/11/23	Agency Clearance Officer

10 Records Retention and Disposal Schedule Determination

Records Information Management Review

Review Results	
☐	No record schedule required.
☐	Additional information is needed to complete assessment.
☐	Needs to be scheduled.
☒	Existing records retention and disposition schedule covers the system - no modifications needed.

Comments:

Reviewer's Name	Title
[signature] Signed by Dove, Marna on 12/18/23	Sr. Program Analyst, Electronic Records Manager

11 Branch Chief Review and Concurrence

	Review Results
☐	This project/system **does not** collect, maintain, or disseminate information in identifiable form.
☒	This project/system **does** collect, maintain, or disseminate information in identifiable form.

I concur with the Privacy Act, Information Collections, and Records Management reviews.

Signed by Feibus, Jonathan
on 12/27/23

Chief Information Security Officer
Chief Information Security Division
Office of the Chief Information Officer

ADDITIONAL ACTION ITEMS/CONCERNS

Name of Project/System: Federal Personnel Payroll System (FPPS)/ Workforce Transformation and Tracking System (WTTS)

Date CISD received PIA for review:	**Date CISD completed PIA review:**
December 1, 2023	December 21, 2023

Action Items/Concerns:

Copies of this PIA will be provided to:

Caroline Carusone
Director
IT Services Development and Operations Division
Office of the Chief Information Officer

Garo Nalabandian
Deputy
Chief Information Security Officer (CISO)
Office of the Chief Information Officer