Privacy Impact Assessment for the VA IT System called:

National Cemetery Administration (NCA) Workload and Time Reporting System (WATRS)

Field Programs, Memorial Products Services-Headstone and Marker units

National Cemetery Administration

Date PIA submitted for review:

10/20/2021

System Contacts:

<table>
<thead>
<tr>
<th>System Contacts</th>
<th>Name</th>
<th>E-mail</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Privacy Officer</td>
<td>Lakisha Wright</td>
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</tr>
<tr>
<td>Owner</td>
<td></td>
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</tbody>
</table>
Abstract

The abstract provides the simplest explanation for “what does the system do?” and will be published online to accompany the PIA link.

The National Cemetery Administration (NCA) require a tool to track employee production and time availability against performance standards for individual employees initially within its Memorial Product Service, Headstone and Marker Unit. The Salesforce solution will be an iteration of the existing Workload and Time Reporting System (WATRS) currently being used by VBA. The NCA WATRS tool will be reducing the time and effort of the supervisor to gather productivity hours of individual employee thereby facilitating a quicker reporting and feedback to the leadership and/or employees’ assignment or hiring.

Overview

The overview is the most important section of the PIA. A thorough and clear overview gives the reader the appropriate context to understand the responses in the PIA. The overview should contain the following elements:

- The IT system name and the name of the program office that owns the IT system.
- The business purpose of the program, IT system, or technology and how it relates to the program office and agency mission.
- Indicate the ownership or control of the IT system or project.
- The expected number of individuals whose information is stored in the system and a brief description of the typical client or affected individual.
- A general description of the information in the IT system and the purpose for collecting this information.
- Any information sharing conducted by the IT system. A general description of the modules and subsystems, where relevant, and their functions.
- Whether the system is operated in more than one site, and if so, a description of how use of the system and PII is maintained consistently in all sites and if the same controls are used across sites.
- A citation of the legal authority to operate the IT system.
- Whether the completion of this PIA will result in circumstances that require changes to business processes.
- Whether the completion of this PIA could potentially result in technology changes.
- If the system is in the process of being modified and a SORN exists, will the SORN require amendment or revision and approval? If the system is using cloud technology, does the SORN for the system cover cloud usage or storage?

Salesforce: National Cemetery Administration – Workload and Time Reporting System (NCA-WATRS) is owned by Memorial Product Services, Headstone and Marker Unit. The Salesforce platform is owned by Office of Information Technology (OIT) as it is a Software as a Service (SaaS) system.
The National Cemetery Administration (NCA) require a tool to track employee production and time availability against performance standards for individual employees initially within its Memorial Product Service, Headstone and Marker Unit.

This Salesforce solution will be an iteration of the existing Workload and Time Reporting System (WATRS) currently being used by VBA. The NCA WATRS tool will track production records with employee time availability. Supervisors will be able to actively track employee production against their assigned hours to determine any opportunities or gaps that would allow for additional support to ensure that commitments are made in a timely manner. The NCA WATRS tool will be reducing the time and effort of the supervisor to gather productivity hours of individual employee thereby facilitating a quicker reporting and feedback to the leadership and/ or employees’ assignment or hiring.

VA employees will access the system using single sign on through their PIV. The tool is set up based on role hierarchy and only a supervisor with access to module will be able to login. This tool is a standalone system and data manually extracted from two different systems, VA Time and Attendance System (VATAS) and Automated Monument Application System (AMAS) feed into Tableau is fed into the NCA WATRS.

The tool collects data of the employee’s first and last name, assigned site, unique Employee User ID created by the team for internal tracking, General Schedule (GS) pay scale, and assigned employee tour of duty (scheduling full time or part time status), veteran ID – an auto generated non-PII field captured by AMAS. The tool is said to be used by 40 VA employee users.

Although NCA-WATRS data is stored in the Salesforce FedRAMP cloud, it remains the property of the VA and as such, the VA remains responsible for the security and privacy of this data. The VA enforces these protection requirements through the implementation of its cybersecurity policies and the Risk Management Framework (RMF) process. Under the RMF Process, the system has a Data Categorization of Low, with the impacts of a data compromise being identified in the NCA-WATRS Data Security Categorization (DSC) memo. The Privacy Act is the legal authority to utilize this information

NCA-WATRS system will not
- Cause any business processes to change,
- Cause any technology changes, nor
- Affect the relevant SORN applicable for the system is Veterans Health Administration Human Capital Management-VA, 161VA10A2/ 83 FR 11297. The SORN covers all Personally Identifiable Information (PII) used in NCA-WATRS.

Section 1. Characterization of the Information

The following questions are intended to define the scope of the information requested and collected as well as the reasons for its collection as part of the program, IT system, or technology being developed.

1.1 What information is collected, used, disseminated, created, or maintained in the system?
Identify and list all Sensitive Personal Information (SPI) that is collected and stored in the system, including Individually Identifiable Information (III), Individually Identifiable Health Information (IIHI), Protected Health Information (PHI), and Privacy-Protected Information. For additional information on these information types and definitions, please see VA Directives and Handbooks in the 6500 series (https://vaww.va.gov/vapubs/). If the system creates information (for example, a score, analysis, or report), list the information the system is responsible for creating.

If a requesting system receives information from another system, such as a response to a background check, describe what information is returned to the requesting system. This question is related to privacy control AP-1, Authority To Collect, and AP-2, Purpose Specification.

The information selected below must match the information provided in question 2.1 as well as the data elements columns in 4.1 and 5.1.

Please check any information listed below that your system collects, uses, disseminates, creates, or maintains. If additional SPI is collected, used, disseminated, created, or maintained, please list those in the text box below:

- Name
- Social Security Number
- Date of Birth
- Mother’s Maiden Name
- Personal Mailing Address
- Personal Phone Number(s)
- Personal Fax Number
- Personal Email Address
- Emergency Contact Information (Name, Phone Number, etc. of a different individual)
- Financial Account Information
- Health Insurance Beneficiary Numbers
- Account numbers
- Certificate/License numbers
- Vehicle License Plate Number
- Internet Protocol (IP) Address Numbers
- Current Medications
- Previous Medical Records
- Race/Ethnicity
- Tax Identification Number
- Medical Record Number
- Gender
- Integration Control Number (ICN)
- Military History/Service Connection
- Next of Kin
- Other Unique Identifying Information (list below)

Assigned Site Location, General Schedule (GS) pay scale, Unique User ID, Tour of Duty – Schedule full time/part time.

**PII Mapping of Components**

NCA-Workload and Time Reporting System consists of no key components (databases). Each component has been analyzed to determine if any elements of that component collect PII. The type of PII collected by NCA-Workload and Time Reporting System and the reasons for the collection of the PII are in the table below.
PII Mapped to Components

Note: Due to the PIA being a public facing document, please do not include the server names in the table. The first table of 3.9 in the PTA should be used to answer this question.

<table>
<thead>
<tr>
<th>Database Name of the information system collecting/storing PII</th>
<th>Does this system collect PII? (Yes/No)</th>
<th>Does this system store PII? (Yes/No)</th>
<th>Type of PII (SSN, DOB, etc.)</th>
<th>Reason for Collection/Storage of PII</th>
<th>Safeguards</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
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</table>

1.2 What are the sources of the information in the system?

List the individual, entity, or entities providing the specific information identified above. For example, is the information collected directly from the individual as part of an application for a benefit, or is it collected from other sources such as commercial data aggregators?

Describe why information from sources other than the individual is required. For example, if a program’s system is using data from a commercial aggregator of information or data taken from public Web sites, state the fact that this is where the information is coming from and then in question 1.3 indicate why the system is using this source of data.

If the system creates information (for example, a score, analysis, or report), list the system as a source of information. This question is related to privacy controls DI-1, Data Quality, and IP-1, Consent.

The information on individuals time and attendance is manually loaded into the tool by the supervisor to track the productivity hours. Files obtained from VATAS, tableau-AMAS and end user time reporting on non-productive time that will be manually uploaded.

1.3 How is the information collected?

This question is directed at the means of collection from the sources listed in question 1.2. Information may be collected directly from an individual, received via electronic transmission from another system, or created by the system itself. Specifically, is information collected through technologies or other technology used in the storage or transmission of information in identifiable form?
If the information is collected on a form and is subject to the Paperwork Reduction Act, give the form’s OMB control number and the agency form number. This question is related to privacy controls DI-1, Data Quality, and IP-1, Consent.

As per the role hierarchy, the productivity information of the VA employees is manually uploaded into the tool on a bi-weekly/weekly basis.

1.4 How will the information be checked for accuracy? How often will it be checked?

Discuss whether and how often information stored in the system is checked for accuracy. Is information in the system checked against any other source of information (within or outside your organization) before the information is used to make decisions about an individual? For example, is there a computer matching agreement in place with another government agency? For systems that receive data from internal data sources or VA IT systems, describe the system checks to ensure that data corruption has not occurred during transmission.

If the system checks for accuracy by accessing a commercial aggregator of information, describe this process and the levels of accuracy required by the contract. This question is related to privacy controls DI-1, Data Quality, and DI-2, Data Integrity and Integrity Board.

VATAS data is captured by end user, approved by supervisor and HR manager. End user reporting on the tool for non-productive time is approved by the supervisor. Weekly to bi-weekly the information in the tool will be checked.

1.5 What specific legal authorities, arrangements, and agreements defined the collection of information?

List the full legal authority for operating the system, specifically the authority to collect the information listed in question 1.1. Provide the authorities in a manner understandable to any potential reader, i.e., do not simply provide a legal citation; use statute names or regulations in addition to citations. Legal authorities include Federal laws, regulations, statutes, and Executive Orders. This question is related to privacy control AP-1, Authority to Collect.

The Privacy Act of 1974, as amended, 5 U.S.C. § 552a, establishes a code of fair information practices that governs the collection, maintenance, use, and dissemination of information about individuals that is maintained in systems of records by federal agencies. The authority of maintenance of the system listed in question 1.1 falls under Title 38, United States Code (U.S.C.), Section 501a.
1.6 PRIVACY IMPACT ASSESSMENT: Characterization of the information

Consider the specific data elements collected and discuss the potential privacy risks and what steps, if any are currently being taken to mitigate those identified risks.

Consider the following Fair Information Practice Principles (FIPPs) when assessing the risk to individual privacy:

**Principle of Purpose Specification:** Explain how the collection ties with the purpose of the underlying mission of the organization and its enabling authority.

**Principle of Minimization:** Is the information directly relevant and necessary to accomplish the specific purposes of the program?

**Principle of Individual Participation:** Does the program, to the extent possible and practical, collect information directly from the individual?

**Principle of Data Quality and Integrity:** Are there policies and procedures for VA to ensure that personally identifiable information is accurate, complete, and current? This question is related to privacy control AR-1, Governance and Privacy Program, and AR-2, Privacy Impact and Risk Assessment.

Follow the format below when entering your risk assessment:

**Privacy Risk:** The basic information of the individual such as name, assigned site location, unique user ID can be used to identify the VA Employee. NCA-WATRS captures the data of the individual to track their productivity and to use the information to report and provide feedback to leadership. The time and availability production report are manually uploaded into a tool on a weekly basis.

**Mitigation:** Authorization of user to the tool is based on role hierarchy. Only a supervisor/program manager will have access to all VA Employees productivity profile.

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**Section 2. Uses of the Information**

The following questions are intended to clearly delineate the use of information and the accuracy of the data being used.

2.1 *Describe how the information in the system will be used in support of the program’s business purpose.*

Identify and list each use (both internal and external to VA) of the information collected or maintained. This question is related to privacy control AP-2, Purpose Specification.
VA Employees information is collected by NCA-WATRS tool
First and Last Name: used as an identifier
Assigned site location: used to track the productivity hours and physical location.
General Schedule (GS) pay scale: used to track productivity hours
Unique user ID: used as an identifier
Tour of Duty (full-time/ part-time): used as an identifier
Veteran ID: used to track the productivity hours and physical location.

2.2 What types of tools are used to analyze data and what type of data may be produced?

Many systems sift through large amounts of information in response to a user inquiry or programmed functions. Systems may help identify areas that were previously not obvious and need additional research by agents, analysts, or other employees. Some systems perform complex analytical tasks resulting in, among other types of data, matching, relational analysis, scoring, reporting, or pattern analysis. Describe any type of analysis the system conducts and the data that is created from the analysis.

If the system creates or makes available new or previously unutilized information about an individual, explain what will be done with the newly derived information. Will it be placed in the individual's existing record? Will a new record be created? Will any action be taken against or for the individual identified because of the newly derived data? If a new record is created, will the newly created information be accessible to Government employees who make determinations about the individual? If so, explain fully under which circumstances and by whom that information will be used.

This question is related to privacy controls DI-1, Data Quality, DI-2, Data Integrity and Integrity Board, and SE-1, Inventory of Personally Identifiable Information

Salesforce Gov Cloud is used to track the data in the system. Employee time and performance is manually loaded into the salesforce tool for tracking the productivity of the VA Employees at NCA. The data from the tool will be used for reporting to leadership.

2.3 How is the information in the system secured?

2.3a What measures are in place to protect data in transit and at rest?

2.3b If the system is collecting, processing, or retaining Social Security Numbers, are there additional protections in place to protect SSNs?

2.3c How is PHI/PHI safeguarded in accordance with OMB Memorandum M-06-15?

This question is related to security and privacy controls SC-9, Transmission Confidentiality, and SC-28, Protection of Information at Rest

NCA-WATRS system (Salesforce Development Platform) is equipped with the Salesforce Shield Product which provides FIPS 140-2 encryption for data in transit and at rest.

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2.4 PRIVACY IMPACT ASSESSMENT: Use of the information. How is access to the PII determined? Are criteria, procedures, controls, and responsibilities regarding access documented? Does access require manager approval? Is access to the PII being monitored, tracked, or recorded? Who is responsible for assuring safeguards for the PII?

Describe any types of controls that may be in place to ensure that information is handled in accordance with the uses described above. Example: Describe if training for users of the project covers how to appropriately use information. Describe the disciplinary programs or system controls (i.e. denial of access) that are in place if an individual is inappropriately using the information.

Consider the following FIPPs below to assist in providing a response:

**Principle of Transparency:** Is the PIA and SORN, if applicable, clear about the uses of the information?

**Principle of Use Limitation:** Is the use of information contained in the system relevant to the mission of the project?

This question is related to privacy control AR-4, Privacy Monitoring and Auditing, AR-5, Privacy Awareness and Training, and SE-2, Privacy Incident response.

The PII information stored in the NCA-WATRS tool is based on role hierarchy. Only the supervisor/program manager with PIV login can access the tool. Only the employee basic information of name against productivity is tracked by the tool. As per the SORN, the data from the tool will be used for tracking and reporting will be used for performance review board to leadership. This aligns with the tools goal.

Section 3. Retention of Information

The following questions are intended to outline how long information will be retained after the initial collection.

3.1 What information is retained?

Identify and list all information collected from question 1.1 that is retained by the system. This question is related to privacy controls DM-1, Minimization of Personally Identifiable Information, and DM-2, Data Retention and Disposal

NCA-WATRS tool retains the VA Employees information such as First and Last Name, assigned site location, General Schedule (GS) pay scale, Unique User ID, Tour of Duty – Schedule Full Time/Part Time, and Veteran ID.

3.2 How long is information retained?
In some cases VA may choose to retain files in active status and archive them after a certain period of time. State active file retention periods, as well as archived records, in number of years, for the information and record types. For example, financial data held within your system may have a different retention period than medical records or education records held within your system, please be sure to list each of these retention periods. If the system is using cloud technology, will it be following the NARA approved retention length and schedule?

The VA records officer should be consulted early in the development process to ensure that appropriate retention and destruction schedules are implemented.

This question is related to privacy control DM-2, Data Retention and Disposal.

The information is retained following the policies and schedules of VA’s Records management Service and NARA in “Department of Veterans Affairs Records Control Schedule 10-1”. Record Control Schedule 10-1 can be found at the following link: https://www.va.gov/vhapublications/RCS10/rcs10-1.pdf.

The records are disposed of in accordance with General records 4.3, item 031. GRS 4.3, item 030, Vital or Essential Records Program Records - Records involved in planning, operating, and managing the agency’s vital or essential records program. Includes: ■ vital records inventories ■ vital records cycling plans ■ results of tests, surveys, or evaluations ■ reports of corrective action taken in response to agency vital records tests. Destroy 3 years after project, activity, or transaction is completed or superseded, but longer retention is authorized if needed for business use.

3.3 Has the retention schedule been approved by the VA records office and the National Archives and Records Administration (NARA)? If so please indicate the name of the records retention schedule.

An approved records schedule must be obtained for any IT system that allows the retrieval of a record via a personal identifier. The VA records officer will assist in providing a proposed schedule. The schedule must be formally offered to NARA for official approval. Once NARA approves the proposed schedule, the VA records officer will notify the system owner.
This question is related to privacy control DM-2, Data Retention and Disposal.

The retention schedule for the Salesforce Developer Platform (SFDP) also applied for NCA-WATRS module.

821-1 Data Management: all records except for those filed under 821-2. Destroy/delete when superseded. (N1-64-08- 12, item 30).
821-2 Data Management: System-specific data management (files maintained by system). Destroy/delete 3 TO 5 years after system is retired. (N1-64-08-12, item 31) NOTE: A retention band, although specifying a range of years, actually requires for the organization to select a specific retention period (within the band) for each series and keep the retention period in effect for an entire fiscal year.

3.4 What are the procedures for the elimination of SPI?

*Explain how records are destroyed or eliminated at the end of the retention period. Please give the details of the process. For example, are paper records shredded on site, or by a shredding company and accompanied by a certificate of destruction, etc?*

This question is related to privacy control DM-2, Data Retention and Disposal

All records are electronic and the details of their disposal will be documented within the SORN. The disposal of SPI should also be recorded as part of the Software As a Service (SAAS) documentation/contract. The SORN is [161VA10A2/ 83 FR 11297](https://www.federalregister.gov/documents/2018/03/13/2018-05215/privacy-impact-assessment-retention-of-information) covers the PII for NCA-WATRS.

3.5 Does the system, where feasible, use techniques to minimize the risk to privacy by using PII for research, testing, or training?

*Organizations often use PII for testing new applications or information systems prior to deployment. Organizations also use PII for research purposes and for training. These uses of PII increase the risks associated with the unauthorized disclosure or misuse of the information. Please explain what controls have been implemented to protect PII used for testing, training and research. Have policies and procedures been developed to minimize the use of PII for testing, training, and research?*

This question is related to privacy control DM-3, Minimization of PII Used in Testing, Training and Research

NCA-WATRS does not use PII for research, testing or training.

3.6 PRIVACY IMPACT ASSESSMENT: Retention of information

*Discuss the risks associated with the length of time data is retained and what steps, if any, are currently being taken to mitigate those identified risks.*

*While we understand that establishing retention periods for records is a formal process, there are policy considerations behind how long a project keeps information. The longer a project retains information, the longer it needs to secure the information and assure its accuracy and integrity. The proposed schedule should match the requirements of the Privacy Act to keep the minimum amount of PII for the minimum amount of time, while meeting the Federal Records Act. The schedule should align with the stated purpose and mission of the system.*
Consider the following FIPPs below to assist in providing a response:

Principle of Minimization: Does the project retain only the information necessary for its purpose? Is the PII retained only for as long as necessary and relevant to fulfill the specified purposes?

Principle of Data Quality and Integrity: Has the PIA described policies and procedures for how PII that is no longer relevant and necessary is purged?

This question is related to privacy controls DM-1, Minimization of Personally Identifiable Information, and DM-2, Data Retention and Disposal.

Follow the format below:

Privacy Risk: The retention risk pertains to the PII information of the individuals being at risk of exposure. There is a risk that unauthorized personnel will attempt to access the data without permission.

Mitigation: To mitigate the risk posed by information retention, NCA-WATRS tool adheres to the VA RC Schedule 10-1. All electronic storage media used to store, process, or access records will be disposed of in adherence with the VA Directive 6500.

Section 4. Internal Sharing/Receiving/Transmitting and Disclosure

The following questions are intended to define the scope of information sharing/receiving/transmitting within VA.

4.1 With which internal organizations is information shared/received/transmitted? What information is shared/received/transmitted, and for what purpose? How is the information transmitted?

NOTE: Question 3.9 (second table) on Privacy Threshold Analysis should be used to answer this question.

Identify and list the names of any program offices, contractor-supported IT systems, and any other organization or IT system within VA with which information is shared.

State the purpose for the internal sharing. If you have specific authority to share the information, provide a citation to the authority.

For each interface with a system outside your program office, state what specific data elements (PII/PHI) are shared with the specific program office, contractor-supported IT system, and any other organization or IT system within VA.

Describe how the information is transmitted. For example, is the information transmitted electronically, by paper, or by some other means? Is the information shared in bulk, on a case-by-case basis, or does the sharing partner have direct access to the information?
This question is related to privacy controls AP-2, Purpose Specification, AR-3, Privacy Requirements for Contractors and Service Providers, AR-8, Accounting of Disclosures, TR-1, Privacy Notice, and UL-1, Internal Use.

### Data Shared with Internal Organizations

<table>
<thead>
<tr>
<th>List the Program Office or IT System information is shared/received with</th>
<th>List the purpose of the information being shared/received with the specified program office or IT system</th>
<th>List the specific PII/PHI data elements that are processed (shared/received/transmitted) with the Program Office or IT system</th>
<th>Describe the method of transmittal</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Cemetery Administration - Automated Monument Application System (AMAS)</td>
<td>Validate the task completion assigned to specific VA employees</td>
<td>Veteran ID</td>
<td>Site-to-site encryption with Transmission Layer Security 1.2</td>
</tr>
</tbody>
</table>

#### 4.2 PRIVACY IMPACT ASSESSMENT: Internal sharing and disclosure

Discuss the privacy risks associated with the sharing of information within the Department and what steps, if any, are currently being taken to mitigate those identified risks.

This question is related to privacy control UL-1, Internal Use.

Follow the format below:

**Privacy Risk:** There is a potential loss of information due to theft or destruction with the sharing of information. NCA-WATRS is a standalone time reporting system which doesn’t connect to other system/modules.

**Mitigation:** Every internal system with which NCA-WATRS shares data has an Authorization to Operate (ATO) that describes how PII and PHI are to be protected. Through Continuous Monitoring, data is protected in accordance with the security and privacy controls outlined in their System Security Plans (SSPs) and VA policies and procedures.

#### Section 5. External Sharing/Receiving and Disclosure

The following questions are intended to define the content, scope, and authority for information sharing external to VA, which includes Federal, State, and local governments, and the private sector.
5.1 With which external organizations (outside VA) is information shared/received? What information is shared/received, and for what purpose? How is the information transmitted and what measures are taken to ensure it is secure?

Is the sharing of information outside the agency compatible with the original collection? If so, is it covered by an appropriate routine use in a SORN? If not, please describe under what legal mechanism the IT system is allowed to share the information in identifiable form or personally identifiable information outside of VA.

NOTE: Question 3.10 on Privacy Threshold Analysis should be used to answer this question.

Identify and list the names of any Federal, State, or local government agency or private sector organization with which information is shared.

For each interface with a system outside VA, state what specific data elements (PII/PHI) are shared with each specific partner.

What legal mechanisms, authoritative agreements, documentation, or policies are in place detailing the extent of the sharing and the duties of each party? For example, is the sharing of data compatible with your SORN? Then list the SORN and the applicable routine use from the SORN. Is there a Memorandum of Understanding (MOU), Computer Matching Agreement (CMA), or law that mandates the sharing of this information?

Describe how the information is transmitted to entities external to VA and what security measures have been taken to protect it during transmission.

This question is related to privacy control UL-2, Information Sharing with Third Parties

**Data Shared with External Organizations**

<table>
<thead>
<tr>
<th>List External Program Office or IT System</th>
<th>List the purpose of information being shared/received/transmitted with the specified program office or IT system</th>
<th>List the specific PII/PHI data elements that are processed (shared/received/transmitted) with the Program or IT system</th>
<th>List the legal authority, binding agreement, SORN routine use, etc. that permit external sharing (can be more than one)</th>
<th>List the method of transmission and the measures in place to secure data</th>
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<tbody>
<tr>
<td>N/A</td>
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5.2 PRIVACY IMPACT ASSESSMENT: External sharing and disclosure

Discuss the privacy risks associated with the sharing of information outside the Department and what steps, if any, are currently being taken to mitigate those identified risks.

Discuss whether access controls have been implemented and whether audit logs are regularly reviewed to ensure appropriate sharing outside of the Department. For example, is there a Memorandum Of Understanding (MOU), contract, or agreement in place with outside agencies or foreign governments.

Discuss how the sharing of information outside of the Department is compatible with the stated purpose and use of the original collection.

This question is related to privacy control AR-2, Privacy Impact and Risk Assessment, AR-3, Privacy Requirements for Contractors and Service Providers, and AR-4, Privacy Monitoring and Auditing

Follow the format below:

Privacy Risk: Data contains VA Employees personal information.

Mitigation: No data is externally shared.

Section 6. Notice

The following questions are directed at providing notice to the individual of the scope of information collected, the right to consent to use of the information, and the right to decline to provide information.

6.1 Was notice provided to the individual before collection of the information? If yes, please provide a copy of the notice as an appendix. (A notice may include a posted privacy policy, a Privacy Act notice on forms, or a system of records notice published in the Federal Register.) If notice was not provided, why not?

This question is directed at the notice provided before collection of the information. This refers to whether the person is aware that his or her information is going to be collected. A notice may include a posted privacy policy, a Privacy Act statement on forms, or a SORN published in the Federal Register. If notice was provided in the Federal Register, provide the citation.

If notice was not provided, explain why. If it was provided, attach a copy of the current notice.

Describe how the notice provided for the collection of information is adequate to inform those affected by the system that their information has been collected and is being used appropriately. Provide information on any notice provided on forms or on Web sites associated with the collection.

This question is related to privacy control TR-1, Privacy Notice, and TR-2, System of Records Notices and Privacy Act Statements, and TR-3, Dissemination of Privacy Program Information.
The SORNs defines the information collected from VA employees, use of the information, and how the information is accessed and stored.

161VA10A2/83 FR 11297

6.2 Do individuals have the opportunity and right to decline to provide information? If so, is a penalty or denial of service attached?

This question is directed at whether the person from or about whom information is collected can decline to provide the information and if so, whether a penalty or denial of service is attached.

This question is related to privacy control IP-1, Consent, IP-2, Individual Access, and IP-3, Redress

No, the individual cannot decline the information collected by NCA-WATRS tool. The time reporting of the individual will be utilized to provide feedback to leadership the insight to employees’ assignment or hiring.

6.3 Do individuals have the right to consent to particular uses of the information? If so, how does the individual exercise the right?

This question is directed at whether an individual may provide consent for specific uses or the consent is given to cover all uses (current or potential) of his or her information. If specific consent is required, how would the individual consent to each use?

This question is related to privacy control IP-1, Consent

N/A. The system will be utilized by the supervisors to track the time reporting of individual NCA employee. This will be used for reporting and feedback to leadership only.

6.4 PRIVACY IMPACT ASSESSMENT: Notice

Describe the potential risks associated with potentially insufficient notice and what steps, if any, are currently being taken to mitigate those identified risks.

Consider the following FIPPs below to assist in providing a response:

Principle of Transparency: Has sufficient notice been provided to the individual?
**Principle of Use Limitation:** Is the information used only for the purpose for which notice was provided either directly to the individual or through a public notice? What procedures are in place to ensure that information is used only for the purpose articulated in the notice?

This question is related to privacy control TR-1, Privacy Notice, AR-2, Privacy Impact and Risk Assessment, and UL-1, Internal Use

Follow the format below:

**Privacy Risk:** N/A. Tool will only be used for providing feedback to the leadership on the productivity hours.

**Mitigation:** N/A

---

**Section 7. Access, Redress, and Correction**

The following questions are directed at an individual’s ability to ensure the accuracy of the information collected about him or her.

7.1 **What are the procedures that allow individuals to gain access to their information?**

Cite any procedures or regulations your program has in place that allow access to information. These procedures, at a minimum, should include the agency’s FOIA/Privacy Act practices, but may also include additional access provisions. For example, if your program has a customer satisfaction unit, that information, along with phone and email contact information, should be listed in this section in addition to the agency’s procedures. See 5 CFR 294 and the VA FOIA Web page at http://www.foia.va.gov/ to obtain information about FOIA points of contact and information about agency FOIA processes.

If the system is exempt from the access provisions of the Privacy Act, please explain the basis for the exemption or cite the source where this explanation may be found, for example, a Final Rule published in the Code of Federal Regulations (CFR).

If the system is not a Privacy Act system, please explain what procedures and regulations are in place that covers an individual gaining access to his or her information.

This question is related to privacy control IP-2, Individual Access, and AR-8, Accounting of Disclosures.

Only Supervisors have access to the data. They will be able to actively track employee production against their assigned hours to determine any opportunities or gaps that would allow for additional support to ensure that commitments are made in a timely manner. The system allows data to the employees based on the role hierarchy.

7.2 **What are the procedures for correcting inaccurate or erroneous information?**
Describe the procedures and provide contact information for the appropriate person to whom such issues should be addressed. If the correction procedures are the same as those given in question 7.1, state as much.
This question is related to privacy control IP-3, Redress, and IP-4, Complaint Management.

The supervisors have a chance to correct the information uploaded manually to the tool.

7.3 How are individuals notified of the procedures for correcting their information?

How are individuals made aware of the procedures for correcting his or her information? This may be through notice at collection or other similar means. This question is meant to address the risk that even if procedures exist to correct information, if an individual is not made fully aware of the existence of those procedures, then the benefits of the procedures are significantly weakened.
This question is related to privacy control IP-3, Redress, and IP-4, Complaint Management.

Each inaccurate data will be used to match against the VATAS and AMAS tool to validate the information captured for accuracy. The supervisor will also be able to contact the VA employee on issue with their time reporting in case of discrepancy. The correct information can be individually corrected on the tool by the supervisors.

7.4 If no formal redress is provided, what alternatives are available to the individual?

Redress is the process by which an individual gains access to his or her records and seeks corrections or amendments to those records. Redress may be provided through the Privacy Act and Freedom of Information Act (FOIA), and also by other processes specific to a program, system, or group of systems.
This question is related to privacy control IP-3, Redress, and IP-4, Complaint Management.

Example: Some projects allow users to directly access and correct/update their information online. This helps ensure data accuracy.

A written email or request can be provided to access the reporting to the NCA-WATRS. Each of these requests will be reviewed by the supervisor.

7.5 PRIVACY IMPACT ASSESSMENT: Access, redress, and correction
Discuss what risks there currently are related to the Department’s access, redress, and correction policies and procedures for this system and what, if any, steps have been taken to mitigate those risks. For example, if a project does not allow individual access, the risk of inaccurate data needs to be discussed in light of the purpose of the project. For example, providing access to ongoing law enforcement activities could negatively impact the program’s effectiveness because the individuals involved might change their behavior.

Consider the following FIPPs below to assist in providing a response:

**Principle of Individual Participation:** Is the individual provided with the ability to find out whether a project maintains a record relating to him?

**Principle of Individual Participation:** If access and/or correction is denied, then is the individual provided notice as to why the denial was made and how to challenge such a denial?

**Principle of Individual Participation:** Is there a mechanism by which an individual is able to prevent information about him obtained for one purpose from being used for other purposes without his knowledge?

*This question is related to privacy control IP-3, Redress.*

Follow the format below:

**Privacy Risk:** The productivity hours of the VA employees is not being used for other purposes. Only a supervisor with PIV credential and/or access to the system will be able to access the tool.

**Mitigation:** Often, the information to be disclosed to such persons and entities is maintained by Federal agencies and is subject to the Privacy Act (5 U.S.C. 552a). The Privacy Act prohibits the disclosure of any record in a system of records by any means of communication to any person or agency absent the written consent of the subject individual.

**Section 8. Technical Access and Security**

The following questions are intended to describe technical safeguards and security measures.

**8.1 What procedures are in place to determine which users may access the system, and are they documented?**

Describe the process by which an individual receives access to the system.

Identify users from other agencies who may have access to the system and under what roles these individuals have access to the system. Who establishes the criteria for what PII can be shared?

Describe the different roles in general terms that have been created to provide access to the system. For example, certain users may have "read-only" access while others may be permitted to make certain amendments or changes to the information.

*This question is related to privacy control AR-7, Privacy-Enhanced System Design and Development.*
Role-based hierarchy Profile with access to only specific assigned information to users.

8.2 Will VA contractors have access to the system and the PII? If yes, what involvement will contractors have with the design and maintenance of the system? Has a contractor confidentiality agreement, Business Associate Agreement (BAA), or a Non-Disclosure Agreement (NDA) been developed for contractors who work on the system?

If so, how frequently are contracts reviewed and by whom? Describe the necessity of the access provided to contractors to the system and whether clearance is required. If Privacy Roles and Responsibilities have been established to restrict certain users to different access levels, please describe the roles and associated access levels. Explain the need for VA contractors to have access to the PII.

This question is related to privacy control AR-3, Privacy Requirements for Contractors and Service Providers.

VA Privacy Rules of Behavior Agreement is signed by all VA Contractors who are on-boarded and there is annual engagement to approve. VA contractors working for NCA have to abide by the rules set forth by the VA.

8.3 Describe what privacy training is provided to users either generally or specifically relevant to the program or system?

VA offers privacy and security training. Each program or system may offer training specific to the program or system that touches on information handling procedures and sensitivity of information. Please describe how individuals who have access to PII are trained to handle it appropriately.

This question is related to privacy control AR-5, Privacy Awareness and Training.

VA Privacy Rules of Behavior and VA on-boarding enterprise-wide training.

8.4 Has Authorization and Accreditation (A&A) been completed for the system?

If Yes, provide:

1. The Security Plan Status,
2. The Security Plan Status Date,
3. The Authorization Status,
4. The Authorization Date,
5. The Authorization Termination Date,
6. The Risk Review Completion Date,
7. The FIPS 199 classification of the system (LOW/MODERATE/HIGH).

Please note that all systems containing SPI are categorized at a minimum level of “moderate” under Federal Information Processing Standards Publication 199.

If No or In Process, provide your Initial Operating Capability (IOC) date.

The Security Plan Status: Approved
The Security Plan Status Date: 02/24/2021
The Authorization Status: ATO
The Authorization Date: 03/18/2021
The Authorization Termination Date: 12/17/2023
The Risk Review Completion Date: 03/12/2021
The FIPS 199 classification of the system (Low/ Low/Low – C/I/A)

Section 9 – Technology Usage

The following questions are used to identify the technologies being used by the IT system or project.

9.1 Does the system use cloud technology? If so, what cloud model is being utilized?

If so, Does the system have a FedRAMP provisional or agency authorization? If the system does use cloud technology, but does not have FedRAMP authorization, explain how the Cloud Service Provider (CSP) solution was assessed and what FedRAMP documents and processes were used for the assessment in order to comply with VA Handbook 6517. Types of cloud models include: Software as a Service (SaaS), Infrastructure as a Service (IaaS), Platform as a Service (PaaS), Commercial off the Shelf (COTS).

This question is related to privacy control UL-1, Information Sharing with Third Parties.

Note: For systems utilizing the VA Enterprise Cloud (VAEC), no further responses are required after 9.1.


9.2 Does the contract with the Cloud Service Provider, Contractors and VA customers establish who has ownership rights over data including PII? (Provide contract number and supporting information about PII/PHI from the contract)
This question is related to privacy control AR-3, Privacy Requirements for Contractors and Service Providers.

Yes, VA has full ownership of the PII that will be used by NCA-WATRS platform. Contract agreement “Salesforce Subscription Licenses, Maintenance and Support”, Contract Number: NNG15SD27B.

9.3 Will the CSP collect any ancillary data and if so, who has ownership over the ancillary data?

Per NIST 800-144, cloud providers hold significant details about the accounts of cloud consumers that could be compromised and used in subsequent attacks. Ancillary data also involves information the cloud provider collects or produces about customer-related activity in the cloud. It includes data collected to meter and charge for consumption of resources, logs and audit trails, and other such metadata that is generated and accumulated within the cloud environment.

This question is related to privacy control DI-1, Data Quality.

No ancillary data is collected by this module.

9.4 NIST 800-144 states, “Organizations are ultimately accountable for the security and privacy of data held by a cloud provider on their behalf.” Is this principle described in contracts with customers? Why or why not?

What are the roles and responsibilities involved between the organization and cloud provider, particularly with respect to managing risks and ensuring organizational requirements are met?

This question is related to privacy control AR-3, Privacy Requirements for Contractors and Service Providers.

Yes, it is, as VA is utilizing Salesforce Gov Cloud Plus. Information is only shared internally.

9.5 If the system is utilizing Robotics Process Automation (RPA), please describe the role of the bots.
Robotic Process Automation is the use of software scripts to perform tasks as an automated process that executes in parallel with or in place of human input. For example, will the automation move or touch PII/PHI information. RPA may also be referred to as “Bots” or Artificial Intelligence (AI).

NCA-WATRS does not utilize RPA.
### Section 10. References

**Summary of Privacy Controls by Family**

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Signature of Responsible Officials

The individuals below attest that the information provided in this Privacy Impact Assessment is true and accurate.

LAKISHA V WRIGHT 111646
Digitally signed by LAKISHA V WRIGHT 111646
Date: 2021.11.12 12:30:43 -05'00'

Privacy Officer, Lakisha Wright

James C. Boring 149438
Digitally signed by James C. Boring 149438
Date: 2021.11.23 15:03:47 -05'00'

Information Security Systems Officer, James Boring

Michael S. Domanski 326889
Digitally signed by Michael S. Domanski 326889
Date: 2021.12.06 12:14:57 -05'00'

System Owner, Michael Domanski
APPENDIX A-6.1

Please provide a link to the notice or verbiage referred to in Section 6 (a notice may include a posted privacy policy, a Privacy Act notice on forms).

OPRM website for SORN: https://www.oprm.va.gov/privacy/systems_of_records.aspx

Record Schedule 10-1: https://www.va.gov/vhapublications/RCS10/rcs10-1.pdf

NARA website link