

Federal Communications Commission
Office of the Managing Director



**Privacy Impact Assessment¹ (PIA) for the
Personnel Availability Management System (PAMS)**

April 27, 2009

FCC Bureau/Office: Office of Managing Director (OMD)

Division: Associate Managing Director - Administrative Operations (AMD-AO)

Privacy Analyst: Leslie F. Smith

Telephone Number: (202) 418-0217

E-mail Address: Leslie.Smith@fcc.gov

¹ This questionnaire is used to analyze the impacts on the privacy and security of the personally identifiable information (PII) that is being maintained in these records and files.

The *Privacy Act of 1974*, as amended, 5 U.S.C. 552a, requires Federal agencies to take special measures to protect personal information about individuals when the agencies collect, maintain, and use such personal information.

Having established through the **Privacy Threshold Analysis** that this information system contains information about individuals, *e.g.*, personally identifiable information (PII), it is important that when the FCC makes changes to such an information system, the FCC then analyzes:

- (a) What changes are being made to the information that the system presently collects and maintains; and/or
- (b) What new information will be collected and maintained to determine the continuing impact(s) on the privacy of the individuals.

The Privacy Impact Assessment template's purpose is to help the bureau/office to evaluate the changes in the information in the system and to make the appropriate determination(s) about how to treat this information, as required by the Privacy Act's regulations.

Section 1.0 Information System's Contents:

1.1 Status of the Information System:

- New information system—Implementation date:
- Revised or upgraded information system—Revision or upgrade date: March 2007

If this system is being revised—what will be done with the newly derived information:

- Placed in existing information system—Implementation Date: April 2009
- Placed in new auxiliary/ancillary information system—Date:
- Other use(s)—Implementation Date:

Please explain your response:

Based on the responses in the Privacy Threshold Analysis, the FCC has determined that the Personnel Availability Management System (PAMS) includes personally identifiable information (PII) when in use. The FCC has created a system of records notice (SORN), FCC/OMD-26, "Personnel Availability Management System (PAMS)," to cover the PII in this information system.

1.2 Has a Privacy Threshold Analysis been done?

- Yes
Date: April 22, 2009
- No

If a Privacy Threshold Analysis has not been done, please explain why not:

If the Privacy Threshold Analysis (PTA) has been completed, please skip to Question 1.15

1.3 Has this information system, which contains information about individuals, *e.g.*, personally identifiable information (PII), existed under another name, *e.g.*, has the name been changed or modified?

- Yes
- No

If yes, please explain your response:

1.4 Has this information system undergone a “substantive change” in the system’s format or operating system?

- Yes
- No

If yes, please explain your response:

If there have been no such changes, please skip to Question 1.6.

1.5 Has the medium in which the information system stores the records or data in the system changed from paper files to electronic medium (computer database); or from one electronic information system to another, *i.e.*, from one database, operating system, or software program, *etc.*?

- Yes
- No

If yes, please explain your response:

1.6 Has this information system operated as part of another information system or was it linked to another information system:

- Yes
- No

If yes, please explain your response:

If the information system is not part of, nor linked to another information system, please skip to Question 1.8

1.7 If so, was it operated by another bureau/office or transferred from another Federal agency to the FCC?

- Yes
- No

Please explain your response:



1.8 What information is the system collecting, analyzing, managing, storing, transferring, *etc.*:

Information about FCC Employees:

- No FCC employee information
- FCC employee’s name
- Other names used, *i.e.*, maiden name, *etc.*

- FCC badge number (employee ID)
- SSN
- Race/Ethnicity
- Gender
- U.S. Citizenship
- Non-U.S. Citizenship
- Biometric data
 - Fingerprints
 - Voiceprints
 - Retina scans/prints
 - Photographs
 - Other physical information, *i.e.*, hair color, eye color, identifying marks, *etc.*
- Birth date/age
- Place of birth
- Medical data
- Marital status
- Spousal information
- Miscellaneous family information
- Home address
- Home address history
- Home telephone number(s)
- Personal cell phone number(s):
- Personal fax number(s)
- Personal e-mail address(es):
- Emergency contact data:
- Credit card number(s)
- Driver's license
- Bank account(s)
- FCC personal employment records
- Military records
- Financial history
- Foreign countries visited
- Law enforcement data
- Background investigation history
- National security data
- Communications protected by legal privileges
- Digital signature
- Other information:

Information about FCC Contractors:

- No FCC contractor information
- Contractor's name
- Other name(s) used, *i.e.*, maiden name, *etc.*
- FCC Contractor badge number (Contractor ID)
- SSN
- U.S. Citizenship
- Non-U.S. Citizenship
- Race/Ethnicity
- Gender
- Biometric data

- Fingerprints
- Voiceprints
- Retina scans/prints
- Photographs
- Other physical information, *i.e.*, hair color, eye color, identifying marks, *etc.*
- Birth date/Age
- Place of birth
- Medical data
- Marital status
- Spousal information
- Miscellaneous family information
- Home address
- Home address history
- Home telephone number(s)
- Personal cell phone number(s):
- Personal fax number(s)
- Personal e-mail address(es):
- Emergency contact data:
- Credit card number(s)
- Driver's license number(s)
- Bank account(s)
- Non-FCC personal employment records
- Military records
- Financial history
- Foreign countries visited
- Law enforcement data
- Background investigation history
- National security data
- Communications protected by legal privileges
- Digital signature
- Other information:

Information about FCC Volunteers, Visitors, Customers, and other Individuals:

- Not applicable
- Individual's name:
- Other name(s) used, *i.e.*, maiden name, *etc.*
- FCC badge number (employee ID)
- SSN:
- Race/Ethnicity
- Gender
- Citizenship
- Non-U.S. Citizenship
- Biometric data
 - Fingerprints
 - Voiceprints
 - Retina scans/prints
 - Photographs
 - Other physical information, *i.e.*, hair color, eye color, identifying marks, *etc.*
- Birth date/Age:
- Place of birth

- Medical data
- Marital status
- Spousal information
- Miscellaneous family information
- Home address
- Home address history
- Home telephone number(s)
- Personal cell phone number(s):
- Personal fax number(s)
- Personal e-mail address(es):
- Emergency contact data:
- Credit card number(s)
- Driver's license number(s)
- Bank account(s)
- Personal e-mail address(es)
- Non-FCC personal employment records
- Military records
- Financial history
- Foreign countries visited
- Law enforcement data
- Background investigation history
- National security data
- Communications protected by legal privileges
- Digital signature
- Other information:

Information about Business Customers and others (usually not considered "personal information"):

- Not applicable
- Name of business contact/firm representative, customer, and/or others
- Race/Ethnicity
- Gender
- Full or partial SSN:
- Business/corporate purpose(s)
- Other business/employment/job description(s)
- Professional affiliations
- Business/office address
- Intra-business office address (office or workstation)
- Business telephone number(s)
- Business cell phone number(s)
- Business fax number(s)
- Business pager number(s)
- Business e-mail address(es)
- Bill payee name
- Bank routing number(s)
- Income/Assets
- Web navigation habits
- Commercially obtained credit history data
- Commercially obtained buying habits
- Credit card number(s)

- Bank account(s)
- Other information:

1.9 What are the sources for the information that you are collecting:

- Personal information from FCC employees:
- Personal information from FCC contractors:
- Personal information from non-FCC individuals and/or households:
- Non-personal information from businesses and other for-profit entities:
- Non-personal information from institutions and other non-profit entities:
- Non-personal information from farms:
- Non-personal information from Federal Government agencies:
- Non-personal information from state, local, or tribal governments:
- Other sources:

1.10 Will the information system obtain, use, store, analyze, *etc.* information about individuals *e.g.*, personally identifiable information (PII), from other information systems, including both FCC and non-FCC information systems?

- Yes
- No

Please explain your response:

If the information system does not use any PII from other information systems, including both FCC and non-FCC information systems, please skip to Question 1.15.

1.11 If the information system uses information about individuals from other information systems, what information will be used?

- FCC information system and information system name(s):
- Non-FCC information system and information system name(s):
- FCC employee's name:
- (non-FCC employee) individual's name
- Other names used, *i.e.*, maiden name, *etc.*
- FCC badge number (employee ID)
- Other Federal Government employee ID information, *i.e.*, badge number, *etc.*
- SSN:
- Race/Ethnicity
- Gender
- U.S. Citizenship
- Non-U.S. Citizenship
- Biometric data
 - Fingerprints
 - Voiceprints
 - Retina scan/prints
 - Photographs
 - Other physical information, *i.e.*, hair color, eye color, identifying marks, *etc.*
- Birth date/Age
- Place of birth
- Medical data

- Marital status
- Spousal information
- Miscellaneous family information:
- Home address
- Home address history
- Home telephone number(s)
- Personal cell phone number(s)
- Personal fax number(s)
- Personal e-mail address(es)
- Emergency contact data
- Credit card number(s)
- Driver's license
- Bank account(s)
- Personal e-mail address(es)
- Non-FCC personal employment records
- Non-FCC government badge number (employee ID)
- Law enforcement data
- Military records
- National security data
- Communications protected by legal privileges
- Financial history
- Foreign countries visited
- Background investigation history
- Digital signature
- Other information:

Information about Business Customers and others (usually not considered “personal information”):

- Not applicable
- Name of business contact/firm representative, customer, and/or others
- Race/Ethnicity
- Gender
- Full or partial SSN:
- Business/corporate purpose(s)
- Other business/employment/job description(s)
- Professional affiliations
- Intra-business office address (office or workstation)
- Business telephone number(s)
- Business cell phone number(s)
- Business fax number(s)
- Business e-mail address(es)
- Bill payee name
- Bank routing number(s)
- Income/Assets
- Web navigation habits
- Commercially obtained credit history data
- Commercially obtained buying habits
- Personal clubs and affiliations
- Credit card number(s)
- Bank account(s)

Other information:

- 1.12 Will this information system derive new information, records, or data, or create previously unavailable information, records, or data, through aggregation or consolidation from the information that will now be collected via this link to the other system, including information, records, or data, that is being shared or transferred from the other information system(s)?

Yes
 No

Please explain your response:

- 1.13 Can the information, whether it is: (a) in the information system, (b) in a linked information system, and/or (c) transferred from another system, be retrieved by a name or a “unique identifier” linked to an individual, *e.g.*, SSN, name, home telephone number, fingerprint, voice print, *etc.*?

Yes
 No

Please explain your response:

- 1.14 Will the new information include personal information about individuals, *e.g.*, personally identifiable information (PII), be included in the individual’s records, or be used to make a determination about an individual?

Yes
 No

Please explain your response:

- 1.15 Under the *Privacy Act of 1974*, as amended, 5 U.S.C. 552a, Federal agencies are required to have a System of Records Notice (SORN) for an information system like this one, which contains information about individuals, *e.g.*, “personally identifiable information” (PII).

A System of Records Notice (SORN) is a description of how the information system will collect, maintain, store, and use the personally identifiable information (PII).

Is there a SORN that already covers this PII in this information system?

Yes
 No

If yes, what is this System of Records Notice (SORN):

Please provide the citation that was published in the *Federal Register* for the SORN:

If a SORN already covers this PII, please skip to **Section 2.0 System of Records Notice (SORN) Update** to address any changes to this SORN.

If a system of records notice (SORN) does not presently cover the information about individuals in this system, then it is necessary to determine whether a new FCC system of records notice must be created for the information.

- 1.16 If this information system is not covered by a system of records notice (SORN), does the information system exist by itself, or does it now, or did it previously exist as a component or subset of another SORN?

Yes
 No

If yes, please explain what has occurred:

The Personnel Availability Management System (PAMS) information system is a "stand alone" information system. It has no links to other FCC or non-FCC information systems.

What is the System of Records Notice (SORN) of which it is currently or previously a component or subset:

This will be a new system of records notice (SORN), FCC/OMD-26, "Personnel Availability Management System (PAMS)."

Please also provide the citation that was published in the *Federal Register* for the SORN:

- 1.17 What are the purposes or functions that make it necessary to create a new a system of records notice (SORN) for this information system, *e.g.*, why is the information being collected?

The PAMS information system was created in 2005 as an emergency system that is only used during a building or regional incident. The PAMS information system supports a Continuity of Operations Plan (COOP) scenario by requiring FCC personnel to enter their current contact information into a database. Information submitted via PAMS allows the FCC management to assess staff (employees and contractors) safety and availability during a building or regional incident, *i.e.*, when the FCC building is uninhabitable, medical emergency, *etc.* The PAMS data are also used to make Continuity of Operations Plan (COOP) staffing decisions.

The information supplied through PAMS serves two very important purposes:

- (1) The FCC will know whom to contact in the case of any kind of emergency, but be it medical or otherwise.
- (2) This information enables the FCC to contact an employee and/or contractor at home or other designated location if needed, to notify the employee whether an emergency requires that he or she come to work or not.

Participation in the PAMS information system is completely voluntary, *e.g.*, FCC employees and contractors do not have to supply this information. The FCC requests this information along with periodic updates to keep any contact information current.

- 1.18 Where is this information for the system of records notice (SORN) located?

Associate Managing Director-Administrative Operations (AMD-AO), Office of Managing Director (OMD), Federal Communications Commission (FCC), 445 12th Street, S.W., Room TW-C201, Washington, DC 20554.

- 1.19 Is the use of the information both relevant and necessary to the purposes for which the information system is designed, *e.g.*, is the SORN only collecting and using information for the specific purposes for which the SORN was designed so that there is no "extraneous" information included in the database(s) or paper files?

- Yes
 No

Please explain your response:

The Personnel Availability Management System (PAMS), including the personally identifiable information (PII) covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, collects the personal contact information from FCC employees and contractors, which is the minimal information that the Commission needs to support the Personnel Availability Management System (PAMS) during a COOP exercise or activation scenario.

If the use of this information is both relevant and necessary to the processes for this information system is designed, please skip to Question 1.21.

1.20 If not, why or for what reasons is the information being collected?

1.21 Is the information covered under a Security Classification as determined by the FCC Security Officer?

- Yes
 No

Please explain your response:

The FCC Security Operations Center (SOC) has not assigned a security classification to the Personnel Availability Management System (PAMS) information system, and to the personally identifiable information (PII) that it collects, uses, and maintains, that is covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN.

1.22 What are categories of individuals covered by the system of records notice (SORN)?

The categories of individuals that are covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN include FCC employees and contractors.

1.23 What are the categories of records, *e.g.*, types of information (or records) that the system of records notice (SORN) collects, maintains, and uses?

The categories of records that are covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN include the following:

- (1) FCC employees--name, home address, home telephone number(s), personal cell phone number(s), pager/PIN, and personal e-mail address(es); and
- (2) Contractors--name, home address, home telephone number(s), personal cell phone number(s), pager/PIN, and personal e-mail address(es).

1.24 What is the legal authority that authorizes the development of the information system and the information/data collection?

The legal authority for maintenance of the personally identifiable information (PII) covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN is 44 U.S.C. 3101.

1.25 What are the purposes for collecting, maintaining, and using the information covered by the system of records notice (SORN)?

The purposes for collecting, maintaining, and using the information covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, are:

- (1) To enable the FCC will know whom to contact, *e.g.*, FCC employees and/or contractors, in the case of any kind of emergency, but be it medical or otherwise; and
- (2) To enable the FCC to contact an employee and/or contractor at home or other designated location if needed, to notify the employee whether an emergency requires that he or she come to work or not.

Participation in the PAMS information system is completely voluntary, *e.g.*, FCC employees and contractors do not have to supply this information. The FCC requests this information along with periodic updates to keep any contact information current.

The FCC's current policy is to maintain the personally identifiable information (PII), *e.g.*, FCC employee's name, *etc.*, in the PAMS information system only during a COOP exercise or activation scenario. Once the COOP scenario has been deactivated or the exercise completed, the PII will be deleted shortly thereafter.

1.26 In what instances would the information system's administrator/manager/developer permit disclosure to those groups outside the FCC for whom the information was not initially intended.

Such disclosures, which are referred to as "Routine Uses,"² are those instances that permit the FCC to disclose information from a SORN to specific "third parties." These disclosures may be for the following reasons:

(check all that are applicable)

- Adjudication and litigation:
- Committee communications:
- Compliance with welfare reform requirements:
- Congressional inquiries:
- Emergency response by medical personnel and law enforcement officials:
- Employment, security clearances, licensing, contracts, grants, and other benefits by the FCC:

- Employment, security clearances, licensing, contracts, grants, and other benefits upon a request from another Federal, state, local, tribal, or other public authority, *etc.*:
- FCC enforcement actions:
- Financial obligations under the Debt Collection Information Act:
- Financial obligations required by the National Finance Center:
- First responders, *e.g.*, law enforcement, DHS, FEMA, DOD, NTIA, *etc.*:
- Government-wide oversight by NARA, DOJ, and/or OMB:
- Labor relations (NTEU):
- Law enforcement and investigations:
- Program partners, *e.g.*, WMATA, *etc.*:
- Breach of Federal data: OMB Memorandum M-07-16 (May 22, 2007).
- Others "third party" disclosures:

1.27 Will the information be disclosed to consumer reporting agencies?

² Information about individuals in a system of records may routinely be disclosed for the following conditions, *e.g.*, "routine uses"; however, in each of these routine uses that are checked, the FCC will determine whether disclosure of the information, *i.e.*, records, files, documents, and data, *etc.*, is compatible with the purpose(s) for which the information has been collected

- Yes
- No

Please explain your response:

The information in the PAMS information system, including the personally identifiable information covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, is not disclosed to any consumer reporting agencies.

- 1.28 What are the policies for the maintenance and secure storage of the information?

The information in the PAMS information system, including the personally identifiable information covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, is maintained only for the duration of the COOP exercise and is deleted shortly thereafter.

- 1.29 How is information in this system retrieved or otherwise accessed?

Information in the PAMS information system can be retrieved by the name of the employee or contractor.

- 1.30 What are the safeguards that the system manager has in place to protect unauthorized access to the information covered by the system of records notice (SORN)?

All users in the PAMS information system must be able to access their FCC e-mail in order to login into PAMS. In addition to the password requirement, PAMS is protected by the other FCC information security protocols.

- 1.31 What policies and/or guidelines are in place on how long the bureau/office will retain the information?

The FCC's current policy is to maintain the information in the PAMS information system, including the personally identifiable information (PII) that is covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, only during a COOP exercise or activation scenario.

- 1.32 Once the information is obsolete or out-of-date, what policies and procedures have the system's managers/owners established for the destruction/purging of the data?

The PAMS information system maintains each FCC employee's contact information, *e.g.*, personally identifiable information (PII), only for the duration of each COOP exercise or activation scenario. Once the COOP has been deactivated or the exercise completed, the PII will be deleted shortly thereafter.

- 1.33 Has a records retention and disposition schedule(s) been issued or approved by the National Archives and Records Administration (NARA)?

- Yes
- No

Please explain your response:

[TBD--check with Shoko to determine if NARA has to approve the records schedule]

If a NARA records retention and disposition schedule has been approved for this System of Records Notice (SORN), please skip to **Section 2.0 System of Records Notice (SORN) Update:**

1.34 If there is no NARA approved records retention and disposal schedule, has there been any coordination with the Performance Evaluation and Records Management Branch (PERM) or the Records Officer?

- Yes
- No

Please explain your response:

[TBD]

If this is a new System of Records Notice (SORN), please skip to **Section 3.0 Development, Management, and Deployment and/or Sharing of the Information:**

Section 2.0 System of Records Notice (SORN) Update:

If a System of Records Notice (SORN) currently covers the information, please provide information to update and/or revise the SORN:

2.1 Have there been any changes to the Security Classification for the information covered by the system of records notice (SORN) from what was originally determined by the FCC Security Officer?

- Yes
- No

Please explain your response:

2.2 Have there been any changes to the location of the information covered by the system of records notice (SORN)?

- Yes
- No

Please explain your response:

2.3 Have there been any changes to the categories of individuals covered by the system of records notice (SORN)?

- Yes
- No

Please explain your response:

2.4 Have there been any changes to the categories of records, *e.g.*, types of information (or records) that the system of records notice (SORN) collects, maintains, and uses?

- Yes
- No

Please explain your response:

2.5 Have there been any changes to the legal authority under which the FCC collects and maintains the information covered by the system of records notice (SORN)?

- Yes
- No

Please explain your response:

2.5 Have there been any changes to the purposes for collecting, maintaining, and using the information covered by the system of records notice (SORN)?

- Yes
- No

Please explain your response:

2.6 Have there been any changes to the Routine Uses³ under which disclosures are permitted to “third parties” as noted in the system of records notice (SORN)?

- Yes
- No

Please check all Routine Uses that apply and provide any explanation as required:

- Adjudication and litigation:
- Committee communications:
- Compliance with welfare reform requirements:
- Congressional inquiries:
- Emergency response by medical personnel and law enforcement officials:
- Employment, security clearances, licensing, contracts, grants, and other benefits by the FCC:
- Employment, security clearances, licensing, contracts, grants, and other benefits upon a request from another Federal, state, local, tribal, or other public authority, *etc.*:
- FCC enforcement actions:
- Financial obligations under the Debt Collection Act:
- Financial obligations required by the National Finance Center:
- First responders, *e.g.*, law enforcement, DHS, FEMA, DOD, NTIA, *etc.*:
- Government-wide oversight by NARA, DOJ, and/or OMB:
- Labor relations:
- Law enforcement and investigations:
- Program partners, *e.g.*, WMATA:
- Breach of Federal data:
- Others Routine Use disclosures not listed above:

2.8 Have there been any changes as to whether the FCC will permit the information covered by the system of records notice (SORN) can be disclosed to consumer reporting agencies?

³ Information about individuals in a system of records may routinely be disclosed for the following conditions, *e.g.*, “routine uses”; however, in each of these routine uses that are checked, the FCC will determine whether disclosure of the information, *i.e.*, records, files, documents, and data, *etc.*, is compatible with the purpose(s) for which the information has been collected

- Yes
- No

Please explain your response:

2.9 Have there been any changes to the policies and/or guidelines for the storage and maintenance of the information covered by this system of records notice (SORN)?

- Yes
- No

Please explain your response:

2.10 Have there been any changes to how the information covered by the system of records notice (SORN) is retrieved or otherwise accessed?

- Yes
- No

Please explain your response:

2.11 Have there been any changes to the safeguards that the system manager has in place to protect unauthorized access to the information covered by the system of records notice (SORN)?

- Yes
- No

Please explain your response:

Please note that you must also provide an update of the current protections, safeguard, and other security measures that are in place in this SORN in **Section 5.0 Safety and Security Requirements:**

2.12 Have there been any changes to the records retention and disposition schedule for the information covered by the system of records notice (SORN)? If so, has the system manager worked with the Performance Evaluation and Records Management (PERM) staff to insure that this revised schedule been approved by the National Archives and Records Administration (NARA)?

- Yes
- No

Please explain your response:

Section 3.0 Development, Management, and Deployment and/or Sharing of the Information:

3.1 Who will develop the information system(s) covered by this system of records notice (SORN)?

- Developed wholly by FCC staff employees:
- Developed wholly by FCC contractors:
- Developed jointly by FCC employees and contractors:

- Developed offsite primarily by non-FCC staff:
- COTS (commercial-off-the-shelf-software) package:
- Other development, management, and deployment/sharing information arrangements:

3.2 Where will the information system be hosted?

- FCC Headquarters
- Gettysburg
- San Diego
- Colorado
- New York
- Columbia Lab
- Chicago
- Other information:

3.3 Who will be the primary manager(s) of the information system who will be responsible for assuring access to, proper use of, and protecting the security and integrity of the information? (Check all that apply and provide a brief explanation)

- FCC staff in this bureau/office exclusively: The supervisors and staff in the Associate Managing Director-Administrative Operations (AMD-AO) have responsibility for access and proper use of the information in the Personnel Availability Management System (PAMS) information system.
- FCC staff in other bureaus/offices:
- Information system administrator/Information system developers:
- Contractors:
- Other information system developers, *etc*:

3.4 What are the FCC's policies and procedures that the information system administrators and managers use to determine who gets access to the information in the system's files and/or database(s)?

Access to the information that is stored in the FCC's computer network databases is restricted to the supervisors and staffs in AMD-AO and the staff in the Information Technology Center (ITC). Other FCC employees and contractors working at the FCC may have access on a "need to know" basis as dictated by their job duties and responsibilities.

3.5 How much access will users have to data in the information system(s)?

- Access to all data:
- Restricted access to data, as determined by the information system manager, administrator, and/or developer: FCC employees and contractors in AMD-AO may be granted access on a "need-to-know" basis as dictated by their job duties and responsibilities.
- Other access policy:

3.6 Based on the Commission policies and procedures, which user group(s) may have access to the information at the FCC:

(Check all that apply and provide a brief explanation)

- Information system managers: FCC supervisors in the Associate Managing Director-Administrative Operations (AMD-AO) in the Office of Managing Director (OMD).
- Information system administrators: AMD-AO staff, including both FCC employees and contractors, and the ITC staff who manage the IT systems that hold and process the PII data.

- Information system developers:
- FCC staff in this bureau/office: FCC employees in AMD-AO are granted access on a "need to know" basis.
- FCC staff in other bureaus/offices: FCC employees in the bureaus and offices are granted access on a "need to know" basis.
- FCC staff in other bureaus/offices in FCC field offices: FCC employees in the FCC field offices are granted access on a "need to know" basis.
- Contractors: Contractors working at the FCC are granted access on a "need to know" basis.
- Other Federal agencies:
- State and/or local agencies:
- Businesses, institutions, and other groups:
- International agencies:
- Individuals/general public:
- Other groups:

3.7 If contractors are part of the staff in the FCC who collect, maintain, and access the information, does the IT supervisory staff ensure that contractors adhere fully to the Privacy Act provisions, as required under subsection (m) of the Privacy Act, as amended, 5 U.S.C. 552a(m)?

- Yes
- No

Please explain your response:

The supervisory staff in the Information Technology Center of the Associate Managing Director (AMD-ITC) provides periodic privacy training to the IT contractors who handle the PII contained in the PAMS information system.

3.8 Do any Section M contract(s) associated with the information system covered by this system of records notice (SORN) include the required FAR clauses (FAR 52.224-1 and 52.224-2)?

- Yes
- No

Please explain your response:

TBD

3.9 Does the information system covered by this system of records notice (SORN) transmit/share personal information, *e.g.*, personally identifiable information (PII), between the FCC information technology (ITC) network(s) and a public or other non-FCC IT network(s), which are not covered by this Privacy Impact Assessment?

- Yes
- No

Please explain your response:

The PAMS information system is a "stand alone" information system. It has no links to other FCC or non-FCC information systems.

If there is no information sharing or transmission, please skip to **Section 4.0 Data Quality, Utility, Objectivity, and Integrity Requirements:**

3.10 If the information system covered by this system of records noticed (SORN) transmits/shares personal information between the FCC network and a public or other non-FCC network, which is

not covered by this Privacy Impact Assessment, what information is shared/transmitted/disclosed and for what purposes?

- 3.11 If there is such transmission/sharing of personal information, how is the information secured for transmission—what security measures are used to prevent unauthorized access during transmission, *i.e.*, encryption, *etc.*?



- 3.12 If there is sharing or transmission to other information systems, with what other non-FCC organizations, groups, and individuals will the information be shared?
(Check all that apply and provide a brief explanation)

- Other Federal agencies:
- State, local, or other government agencies:
- Businesses:
- Institutions:
- Individuals:
- Other groups:

If there is no “matching agreement,” *e.g.*, *Memorandum of Understand (MOU)*, *etc.*, please skip to **Section 4.0 Data Quality, Utility, Objectivity, and Integrity Requirements:**

- 3.13 What kind of “matching agreement,” *e.g.*, *Memorandum of Understanding (MOU)*, *etc.*, as defined by 5 U.S.C. 552a(u) of the Privacy Act, as amended, is there to cover the information sharing and/or transferal with the external organizations?

- 3.14 Is this a new or a renewed matching agreement?

- New matching agreement
- Renewed matching agreement

Please explain your response:

- 3.15 Has the matching agreement been reviewed and approved (or renewed) by the FCC’s Data Integrity Board, which has administrative oversight for all FCC matching agreements?

- Yes
If yes, on what date was the agreement approved:
- No

Please explain your response:

- 3.17 How is the information that is covered by this system of records notice (SORN) transmitted or disclosed with the external organization(s) under the *MOU* or other “matching agreement?”

3.18 How is the shared information secured by the recipient under the *MOU*, or other “matching agreement?”

Section 4.0 Data Quality, Utility, Objectivity, and Integrity Requirements:

OMB regulations require Federal agencies to insure that the information/data that they collect and use meets the highest possible level of quality and integrity. It is important, therefore, that the information the Commission’s information systems use meets the “benchmark standards” established for the information.

4.1 How will the information that is collected from FCC sources, including FCC employees and contractors, be checked for accuracy and adherence to the Data Quality guidelines?
(Please check all that apply)

- Information is processed and maintained only for the purposes for which it is collected.
- Information is reliable for its intended use(s).
- Information is accurate.
- Information is complete.
- Information is current.
- Not applicable:

Please explain any exceptions or clarifications:

The information contained in the PAMS information system, including the personally identifiable information (PII) covered by FCC/OMD-26, “Personnel Availability Management System (PAMS)” SORN, is collected from the personal information that FCC employees and contractors provide to the PAMS database. The PAMS instructions state that the information that FCC employees and contractors provide as PAMS participants should be kept up-to-date so that it is current. Since PAMS is used strictly for emergency situations, it is to the benefit of each individual participant that his/her information is accurate and up-to-date in the event that an emergency situation occurs, and the individual must log-in to receive the emergency response action plan guidance.

If the Data Quality Guidelines do not apply to the information in this information system, please skip to **Section 5.0 Safety and Security Requirements:**

4.2 Is any information collected from non-FCC sources; if so, how will the information sources be checked for accuracy and adherence to the Data Quality guidelines?
(Please check all that apply and provide an explanation)

- Yes, information is collected from non-FCC sources:
 - Information is processed and maintained only for the purposes for which it is collected:
 - Information is reliable for its intended use(s):
 - Information is accurate:
 - Information is complete:
 - Information is current:
- No information comes from non-FCC sources:

Please explain any exceptions or clarifications:

The PAMS information system only collects data, including the personally identifiable information (PII) covered by FCC/OMD-26, “Personnel Availability Management System

(PAMS)” SORN, from FCC employees and contractors working at the FCC that are related to the PAMS emergency response action plan guidance.

If the information that is covered by this system of records notice (SORN) is not being aggregated or consolidated, please skip to Question 4.5.

4.3 If the information that is covered by this system of records notice (SORN) is being aggregated or consolidated, what controls are in place to insure that the information is relevant, accurate, and complete?

4.4. What policies and procedures do the information system’s administrators and managers use to insure that the information adheres to the Data Quality guidelines both when the information is obtained from its sources and when the information is aggregated or consolidated for the use by the bureaus and offices?

4.5 How often are the policies and procedures checked routinely—what type of annual verification schedule has been established to insure that the information that is covered by this system of records notice adheres to the Data Quality guidelines?

The PAMS instructions states that the information that FCC employees and contractors provide as PAMS participants should be kept up-to-date so that it is current. Since PAMS is used strictly for emergency situations, it is to the individual participant's benefit that his/her information is accurate and up-to-date in the event that an emergency situation occurs, and the individual must log-in to receive the emergency response action plan guidance. Other than this guidance, the PAMS information system does not have an annual verification schedule.

Section 5.0 Safety and Security Requirements:

5.1 How are the records/information/data in the information system covered by this system of records notice (SORN) stored and maintained?

- IT database management system (DBMS)
- Storage media including diskettes, CDs, CD-ROMs, *etc.*
- Electronic tape
- Paper files
- Other:

5.2 Is the information collected, stored, analyzed, or maintained by this information system available in another form or from another source (other than a “matching agreement” or *MOU*, as noted above)?

- Yes
- No

Please explain your response:

All information that the PAMS information system collects, uses, and maintains is obtained from the data that each FCC employee or contractor provides in the PAMS database is used to make Continuity of Operations (COOP) staffing decisions.

5.3 Is the information system covered by this system of records notice (SORN) part of another FCC information system that collects personally identifiable information (PII)?

- Yes
- No

Please explain your response:

The PAMS information system is a "stand alone" information system. It has no links to other FCC or non-FCC information systems.

If this information system is not part of another FCC information system, please skip to Question 5.7.

5.4 If the information system (under review here) has personally identifiable information (PII) and is part of another FCC information system, is there a transfer of records/data/information between these two FCC information system(s)?

- Yes
- No

Please explain your response:

5.5 If the information system's personally identifiable information (PII) is part of another FCC information system, does the information system have processes and/or applications that are part of those from the other FCC information systems?

- Yes
- No

Please explain your response:

5.6 If either or both such situations, as noted in Questions 5.4 and 5.5 exist, what security controls are there to protect the PII information and to prevent unauthorized access?

- Not applicable.

Please explain your response:

5.7 Would the unavailability of this information system prevent the timely performance of FCC operations?

- Yes
- No

Please explain your response:

The PAMS information system performs a necessary a function for the FCC. This information system collects and stores the emergency contact data that FCC employees and contractors provide as participants in the FCC's Personnel Availability Management System (PAMS) that is used when there is a COOP exercise or activation scenario. The COOP staff will use this information for these reasons:

- (1) To know whom to contact in the case of any kind of emergency, be it medical or otherwise; and
- (2) To enable the FCC to contact an employee or contractor at home or another designated location if needed, to notify the employee and/or contractor whether an emergency requires that he or she come to work or not, *i.e.*, if the FCC building is uninhabitable, *etc.*

Given the potential for a terrorist or other type of threat or emergency after September 11, 2001, Hurricane Katrina, *etc.*, it was necessary that the FCC along with other Federal agencies have emergency operations and similar plans in place to deal with such situations. The FCC developed its own "Homeland Security Terrorist Threat Level" protocol of which PAMS is a component.

5.8 Will the information system include an externally facing information system or portal such as an Internet accessible web application at www.fcc.gov or other URL that allows customers/users to access development, production, or internal FCC networks, and which may pose potential risks to the information's security?

- Yes
- No

Please explain your response:



If the information is collected by some method or mechanism other than the externally facing information system portal at www.fcc.gov or other URL, please skip to Question 5.11.

5.9 If the information is collected via www.fcc.gov or other URL from the individuals, how does the information system notify users about the Privacy Notice:

- Link to the FCC's privacy policies for all users:
- Privacy notice displayed on the webpage:
- Privacy notice printed at the end of the form or document:
- Website uses another method to alert users to the Privacy Act Notice, as follows:
- If there is no link or notice, why not:

5.10 If a privacy notice is displayed, which of the following are included?

- Proximity and timing—the privacy notice is provided at the time and point of data collection.
- Purpose—describes the principal purpose(s) for which the information will be used.
- Authority—specifies the legal authority that allows the information to be collected.
- Conditions—specifies whether providing the information is voluntary, and the effects, if any, of not providing it.
- Disclosures—specify the routine use(s) that may be made of the information.
- Not applicable, as information will not be collected in this way.

Please explain your response:

5.11 Will the information system include another customer-facing web site not on www.fcc.gov or other URL?

- Yes
- No

Please explain your response:

FCC employees and contractors submit their information via the FCC's Intranet emergency contact webpage: <http://intranet.fcc.gov/ecl/>.

If the information is collected by some method or mechanism other than via the FCC Internet website at www.fcc.gov or the FCC Intranet for FCC employees and contractors working at the FCC, please skip to Question 5.14.

5.12 If the information system has a customer-facing web site via the FCC Intranet for FCC employees and contractors working at the FCC, does this web site(s) have a Privacy Act Notice and how is it displayed?

- Yes
 - Notice is displayed prominently on this FCC Intranet website: "Using Personal Availability Management System (PAMS):" Privacy Act Statement.
 - Link is provided to a general FCC Privacy Notice for all users:
 - Privacy Notice is printed at the end of the form or document:
 - Website uses another method to alert users to the Privacy Act Notice:
- No:

If there is no Privacy Act Notice, please explain why not:

5.13 If a privacy notice is displayed, which of the following information is included?

- Proximity and timing—the privacy notice is provided at the time and point of data collection.
- Purpose—describes the principal purpose(s) for which the information will be used.
- Authority—specifies the legal authority that allows the information to be collected.
- Conditions—specifies if providing the information is voluntary, and the effects, if any, of not providing it.
- Disclosures—specify the routine use(s) that may be made of the information.
- Not applicable, as information will not be collected in this way.

Please explain your response:

If information is collected by some method or mechanism other than by fax, e-mail, FCC form(s), or regular mail, please skip to Question 5.16.

5.14 If information is collected from the individual by fax, e-mail, FCC form(s), regular mail, or some other means not listed above, how is the privacy notice provided?

- Privacy notice is on the document, *e.g.*, FCC form, *etc.*
- Privacy notice displayed on the webpage where the document is located:
- Statement on the document notifies the recipient that they may read the FCC Privacy Notice at www.fcc.gov.
- Website or FCC document uses other method(s) to alert users to the Privacy Act Notice:

- Privacy notice is provided via a recorded message or given verbally by the FCC staff handling telephone calls:
- No link or notice, please explain why not:
- Not applicable, as personally identifiable information (PII) will not be collected.

- 5.15 If a privacy notice is displayed, which of the following information is included?
- Proximity and timing—the privacy notice is provided at the time and point of data collection.
 - Purpose—describes the principal purpose(s) for which the information will be used.
 - Authority—specifies the legal authority that allows the information to be collected.
 - Conditions—specifies if providing the information is voluntary, and the effects, if any, of not providing it.
 - Disclosures—specify the routine use(s) that may be made of the information.
 - Not applicable, as information will not be collected in any other way.

Please explain your response:

If there is no access to the information system from outside the FCC via www.FCC.gov or other URL, please skip to Question 5.17.

- 5.16 If consumers may access the information and/or the information system on-line via www.FCC.gov, does it identify ages or is it directed to people under 13 years old?

- Yes
- No

Please explain your response:

- 5.17 Will the FCC use the newly obtained information or revised information in this information covered by the existing system of records notice (SORN) to make a determination about the individual?

- Yes
- No

Please explain your response:

The FCC's Personnel Availability Management System (PAMS) information system, including the PII that is covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, is used solely to collect and store the contact information that FCC employees and contractors provide via the PAMS database. This contact information enables the FCC know: (1) whom to contact, *e.g.*, FCC employees and contractors and to notify the employees and contractors whether they should come to work during an emergency. The PAMS information system has no other purposes nor does it make any other determinations about individuals who participate in PAMS..

- 5.18 Do individuals have the right to decline to provide personally identifiable information (PII)?

- Yes
- No

Please explain your response:

Participation in the PAMS information system is purely voluntary. However, those FCC employees and contractors who do participate are asked to provide all the requisite information and to provide periodic updates to keep their information current.

Failure to provide the information may result in an employee or contractor failing to receive the necessary and appropriate information when an emergency situation arises.

5.19 Do individuals have the right to consent to particular uses of their personal information?

- Yes
- No

Please explain your response:

Participation in the PAMS information system is purely voluntary. However, those FCC employees and contactors who do participate are asked to provide all the requisite information and to provide periodic updates to keep their information current. Failure to provide the information may result in an employee or contractor failing to receive the necessary and appropriate information when an emergency situation arises.

Individuals do not have the right to consent to particular uses of their personally identifiable information (PII) because the PAMS action plan requires that the AMD-AO staff has the PII to identify all employees and contractors in the event that they be contracted. The FCC's PAMS action plan will only function properly if all individuals comply with the information requests to provide their PII. Nonetheless, employees and contractors do have the right to determine in an emergency whether they are "available" or "not available."

If individuals do not have the right to consent to the use of their information, please skip to Question 5.23.

5.20 If individuals have the right to consent to the use of their personal information, how does the individual exercise this right?

5.21 What processes are used to notify and to obtain consent from the individuals whose personal information is being collected?

5.22 What kinds of report(s) can the information system and/or the information be used to produce on the individuals whose PII data are in the information system covered by the system of records notice (SORN)?

5.23 What safeguards and security measures, including physical and technical access controls, are in place to secure the information and to minimize unauthorized access, use, or dissemination of the information that is stored and maintained in the information system?

(Check all that apply)

- Account name
- Passwords
 - Accounts are locked after a set period of inactivity
 - Passwords have security features to prevent unauthorized disclosure, *e.g.*, "hacking"
 - Accounts are locked after a set number of incorrect attempts
 - One time password token
 - Other security features:
- Firewall
- Virtual private network (VPN)
- Data encryption:
- Intrusion detection application (IDS)

- Common access cards (CAC)
- Smart cards
- Biometrics
- Public key infrastructure (PKI)
- Locked file cabinets or fireproof safes
- Locked rooms, with restricted access when not in use
- Locked rooms, without restricted access
- Documents physically marked as "sensitive"
- Guards
 - Identification badges
 - Key cards
 - Cipher locks
 - Closed circuit TV (CCTV)
 - Other:

5.24 Please explain what staff security training and other measures are in place to assure that the security and privacy safeguards are maintained adequately?

All FCC employees and contractors who work with the information that is collected, used, stored and maintained in the PAMS information system, including the PII that is covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, are required to complete privacy training. In addition, the AMD-AO staff provides various notices and warnings to the employees and contractors who have access that the PII is not to be shared or disclosed without authorization.

5.25 How often are security controls reviewed?

- Six months or less:
- One year: The AMD-AO staff is required to review the security controls in the PAMS information system at least annually.
- Two years
- Three years
- Four years
- Five years
- Other:

5.26 How often are personnel (information system administrators, users, information system/information system developers, contractors, *etc.*) who use the information system trained and made aware of their responsibilities for protecting the information?

- There is no training
- One year:
- Two years
- Three years
- Four years
- Five years
- Other: The FCC has also inaugurated a Commission-wide privacy training program, which requires all FCC employees and contractors to complete a privacy training course annually, beginning in September 2006.

If privacy training is provided, please skip to Question 5.28.

5.27 What are the safeguards to insure that there are few opportunities for disclosure, unavailability, modification, and/or damage to the information system covered by this system of records notice (SORN), and/or prevention of timely performance of FCC operations if operational training is not provided?

5.28 How often must staff be “re-certified” that they understand the risks when working with personally identifiable information (PII)?

Less than one year:

One year: The AMD-AO staff requires that the personnel who use the PAMS information system, including FCC employees and contractors, must be trained at once a year about their responsibilities for protecting the PII contained in the PAMS information system.

Two years

Three or more years

Other re-certification procedures:

5.29 Do the Commission’s training and security requirements for this information system that is covered by this system of records notice (SORN) conform to the requirements of the Federal Information Security Management Act (FISMA)?

Yes

No

Please explain your response:

The PAMS information system is a "non major" information system, and as such is exempt from the FISMA training and security requirements.

If the Privacy Threshold Analysis was completed recently as part of the information system’s evaluation, please skip to Question 5.34.

5.30 What is the potential impact on individuals on whom the information is maintained in the information system(s) if unauthorized disclosure or misuse of information occurs?
(check one)

Results in little or no harm, embarrassment, inconvenience, or unfairness to the individual.

Results in moderate harm, embarrassment, inconvenience, or unfairness to the individual.

Results in significant harm, embarrassment, inconvenient, or unfairness to the individual.

Please explain your response:

5.31 Is the impact level for the information system(s) covered by this system of records notice (SORN) consistent with the guidelines as determined by the FIPS 199 assessment?

Yes

No

Please explain your response:

5.32 Has a “Certification and Accreditation” (C&A) been completed for the information system(s) covered this system of records notice (SORN)?

- Yes
- No

If yes, please explain your response and give the C&A completion date:

5.33 Has the Chief Information Officer (CIO) and/or the Chief Security Officer (CSO) designated this information system as requiring one or more of the following:

- Independent risk assessment:
- Independent security test and evaluation:
- Other risk assessment and/or security testing procedures, *etc.*:
- Not applicable:

5.34 Is the system using technology in ways that the Commission has not done so previously, *i.e.*, Smart Cards, Caller-ID, *etc.*?

- Yes
- No

Please explain your response:

The PAMS information system, including the personally identifiable information that is covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, does not use any technology in ways that the Commission has not done previously nor does it include any modifications to existing information technology that the Commission uses. PAMS is used only for emergency situations, and the PAMS database may also be used to make COOP staffing decisions.

5.35 How does the use of the technology affect the privacy of the general public and FCC employees and contractors?

The PAMS information system uses the FCC's computer network databases to collect, store, maintain, and use the emergency contact data that FCC employees and contractors provide via the PAMS information system's database for use during the FCC's COOP exercise or activation scenario. Otherwise, the PAMS information system has minimal or no impacts on the privacy of the FCC employees and contractors.

5.36 Will the information system that is covered by this system of records notice (SORN) include a capability to identify, locate, and/or monitor individuals?

- Yes
- No

Please explain your response:

The purpose of the PAMS information system is to collect, store, maintain, and access the contact data, including each FCC employee and contractor's name, organizational unit (bureau/office), home telephone number, personal cell phone number, and work and home e-mail address(es), that will allow the FCC to contact employees and contractors during a COOP exercise or activation scenario. Although the PAMS information system does include PII and other data that are used to identify and locate individuals, this information's purpose is for a COOP exercise or activation scenario. There is no monitoring capability.

If the information system does not include any monitoring capabilities, please skip to **Section 6.0 Information Collection Requirements under the Paperwork Reduction Act (PRA)**:

5.37 If the information system includes these technical capabilities identified in Questions 5.34 through 5.36 above, what kinds of information will be collected as a function of the monitoring of individuals?

5.38 Does the information system covered by this system of records notice (SORN) contain any controls, policies, and procedures to prevent unauthorized monitoring?

- Yes
- No

Please explain your response:

Section 6.0 Information Collection Requirements under the Paperwork Reduction Act (PRA):

6.1 Does this system of records notice (SORN) require non-FCC employees and contractors to perform any paperwork or recordkeeping activities?

- Yes, individuals, who are not FCC employees or contractors, are required to complete paperwork or recordkeeping functions or activities, *i.e.*, fill out forms and/or licenses, participate in surveys, and or maintain records *etc.*

Please explain your response:

- No, individuals, who are not FCC employees or contractors, are not required to perform any paperwork or recordkeeping functions or activities

Please explain your response:

- No, this system of records notice includes only FCC employees and/or contractors, which exempts it from the PRA. Please skip to **Section 7.0 Correction and Redress**:

6.2 If the website requests information, such as the information necessary to complete an FCC form, license, authorization, *etc.*, has the information collection covered by this system of records notice (SORN) been identified for possible inclusion under the FCC's Paperwork Reduction Act (PRA) requirements?

- Yes
- No

Please explain your response:

If there are no PRA information collections associated with the information system or its applications, please skip to **Section 7.0 Correction and Redress**:

6.3 If there are one or more PRA information collections that are covered by this system of records notice (SORN) that are associated with the information system’s databases and paper files, please list the OMB Control Number, Title of the collection, and Form number(s) as applicable for the information collection(s):

6.4 If there are any FCC forms associated with the information system(s) covered by this system of records notice (SORN), do the forms carry the Privacy Act notice?

Yes:

No

Not applicable—the information collection does not include any forms.

6.5 Have the system managers contacted the Performance Evaluation and Records Management (PERM) staff to coordinate PRA requirements and submission of the information collection to the Office of Management and Budget?

Yes

No

Please explain your response:

Section 7.0 Correction and Redress:

7.1 Are the procedures for individuals wishing to inquire whether this system of records notice (SORN) contains information about them consistent with the FCC Privacy Manual procedures and FCC rules under 47 CFR §§ 0.554 – 0.555 for the Privacy Act and Freedom of Information Act (FOIA) requirements?

Yes

No

Please explain your response, and if this is an existing system of records notice (SORN), please specify what, if anything, is changing in this procedure:

Individuals wishing to inquire whether the Personnel Availability Management System (PAMS) information system, which is covered by the FCC/OMD-26, “Personnel Availability Management System (PAMS)” SORN, contains information about them may address their inquiries to the system manager, Associate Managing Director - Administrative Operations (AMD-AO). This is consistent with FCC rules under 47 CFR §§ 0.554 – 0.555 for the Privacy Act, as noted in this SORN.

7.2 Are the procedures for individuals to gain access to their own records/information/data in this information system that is covered by this system of records notice (SORN) consistent with the FCC Privacy Manual procedures and FCC rules under 47 CFR §§ 0.554 – 0.555 for the Privacy Act and Freedom of Information Act (FOIA) requirements?

Yes

No

Please explain your response, and if this is an existing system of records notice (SORN), please specify what, if anything, is changing in this procedure:

Individuals who seek access to the information about them that is contained in the Personnel Availability Management System (PAMS) information system, and which is covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, may address their inquiries to the system manager, Associate Managing Director - Administrative Operations (AMD-AO). This is consistent with FCC policies and rules under 47 CFR §§ 0.554 – 0.555, as noted in the SORN.

- 7.3 Are the procedures for individuals seeking to correct or to amend records/information/data about them in the information system that is covered by this system of records notice (SORN) consistent with the FCC Privacy Manual procedures and FCC rules under 47 CFR §§ 0.556 – 0.558?

Yes
 No

Please explain your response, and if this is an existing system of records notice (SORN), please specify what, if anything, is changing in this procedure:

Individuals seeking to correct or to amend information about them in the Personnel Availability Management System (PAMS) information system, which is covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, may address their inquiries to the system manager, Associate Managing Director - Administrative Operations (AMD-AO). This is consistent with FCC policies and rules under 47 CFR §§ 0.556 – 0.558, as noted in the SORN.

- 7.4 Does the FCC provide any redress to amend or correct information about an individual covered by this system of records notice (SORN), and if so, what alternatives are available to the individual, and are these consistent with the FCC Privacy Manual procedures and FCC rules under 47 CFR §§ 0.556 – 0.558?

Yes
 No

Please explain your response:

Individuals seeking any redress to amend or correct information about them in the Personnel Availability Management System (PAMS) information system, which is covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, may address their inquiries to the system manager in the Associate Managing Director - Administrative Operations (AMD-AO). This is consistent with FCC policies and rules under 47 CFR §§ 0.556 – 0.558, as noted in the SORN.

If this is a new system of records notice (SORN), please skip to Question 7.6.

- 7.5 Have the sources for the categories of records in the information system(s) covered by this system of records notice (SORN) changed?

Yes
 No

Please explain your response, and if this is an existing system of records notice (SORN), please specify what, if anything, is changing in this procedure:

The sources for the categories of records in the FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, which covers the PII that is collected, used, and

maintained by the Personnel Availability Management System (PAMS) information system remain unchanged. These record sources are:

- (1) FCC employees: first and last names, position title, security clearance, home telephone number, personal cellular telephone number(s), pagers, and work and home e-mail address(es).
- (2) Contractors working at the FCC: first and last names, position title, security clearance, home telephone number, personal cellular telephone number(s), pagers, and work and home e-mail address(es).

7.6 Does this system of records notice (SORN) claim any exemptions to the notification, access, and correction, and/or amendment procedures as they apply to individuals seeking information about them in this SORN, and if so, are these exemptions consistent with the FCC Privacy Manual procedures and FCC rules under 47 CFR §§ 0.561?

- Yes
- No

Please explain your response, and if this is an existing system of records notice (SORN), please specify what, if anything, is changing in this procedure:

FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, does not claim any exemption to the notification, access, and correction, and/or amendment procedures as they apply to individuals seeking information about themselves in this SORN.

7.7 What processes are in place to monitor and to respond to privacy and/or security incidents? Please specify what is changing if this is an existing system of records notice (SORN) that is being updated or revised?

The staff in the Associate Managing Director - Administrative Operations (AMD-AO) has posted notices that the information in the Personnel Availability Management System (PAMS) information system's electronic records, and that is covered by FCC/OMD-26, "Personnel Availability Management System (PAMS)" SORN, is "non public for internal use only." The AMD-AO staff also issues reminders periodically to those granted access to the information that they are to keep the information confidential and to safeguard any printed materials.

7.8 How often is the information system audited to ensure compliance with FCC and OMB regulations and to determine new needs?

- Six months or less
- One year
- Two years
- Three years
- Four years
- Five years
- Other audit scheduling procedure(s): TBD

Section 8.0 Consumer Satisfaction:

8.1 Is there a customer satisfaction survey included as part of the public access to the information covered by this system of records notice (SORN)?

- Yes
- No
- Not applicable

Please explain your response:

If there are no Consumer Satisfaction requirements, please skip to **Section 9.0 Risk Assessment and Mitigation:**

8.2 Have any potential Paperwork Reduction Act (PRA) issues been addressed prior to implementation of the customer satisfaction survey?

- Yes
- No

Please explain your response:

If there are no PRA issues, please skip to **Section 9.0 Risk Assessment and Mitigation:**

8.3 If there are PRA issues, were these issues addressed in the PRA component of this PIA template?

- Yes
- No

Please explain your response:

Section 9.0 Risk Assessment and Mitigation:

9.1 What are the potential privacy risks for the information covered by this system of records notice (SORN), and what practices and procedures have you adopted to minimize them?

Risks:	Mitigating factors:
<p>a. The PAMS information system's personally identifiable information (PII) includes electronic records that are stored in the FCC's computer network databases.</p>	<p>a. The PII that is contained in electronic records is protected in the FCC's computer network databases, which require users to provide login's and access rights to these records.</p>
<p>b. Since the PAMS information system includes data that are collected from FCC employees and contractors. The FCC may need to verify that the information it collects from its employees and contractors, i.e., home telephone number, personal cellular telephone number(s), pager(s), and work and home e-mail address(es) is up-to-date.</p>	<p>b. AMD-AO should send periodic reminders to FCC employees and contractors that they should review the personal contact information to insure that it is accurate and up-to-date; otherwise, the PAMS response plan will not work efficiently if the contact information provided by employees and contractors in not correct..</p>

9.2 What is the projected production/implementation date for the database(s):

Initial implementation: April 2006
 Secondary implementation: April 2009
 Tertiary implementation:
 Other implementation:

9.3 Are there any ancillary and/or auxiliary information system(s) applications linked to this information system that is covered by this system of records notice (SORN), which may also require a Privacy Impact Assessment (PIA)?

- Yes
- No

If so, please state the application(s), if a Privacy Impact Assessment (PIA) has been done, and the completion date for PIA:

At this time, the AMD-AO staff does not anticipate that there will be any new ancillary or auxiliary information systems linked to the Personnel Availability Management System (PAMS) information system.