

PRIVACY IMPACT ASSESSMENT (PIA)

PRESCRIBING AUTHORITY: DoD Instruction 5400.16, "DoD Privacy Impact Assessment (PIA) Guidance". Complete this form for Department of Defense (DoD) information systems or electronic collections of information (referred to as an "electronic collection" for the purpose of this form) that collect, maintain, use, and/or disseminate personally identifiable information (PII) about members of the public, Federal employees, contractors, or foreign nationals employed at U.S. military facilities internationally. In the case where no PII is collected, the PIA will serve as a conclusive determination that privacy requirements do not apply to system.

1. DOD INFORMATION SYSTEM/ELECTRONIC COLLECTION NAME:

Personnel Investigations Processing System (PIPS)

2. DOD COMPONENT NAME:

Defense Counterintelligence and Security Agency

3. PIA APPROVAL DATE:

12/19/2025

DCSA

SECTION 1: PII DESCRIPTION SUMMARY (FOR PUBLIC RELEASE)

a. The PII is: (Check one. Note: Federal contractors, military family members, and foreign nationals are included in general public.)

- ☐ From members of the general public ☐ From Federal employees
- ☒ from both members of the general public and Federal employees ☐ Not Collected (if checked proceed to Section 4)

b. The PII is in a: (Check one.)

- ☐ New DoD Information System ☐ New Electronic Collection
- ☒ Existing DoD Information System ☐ Existing Electronic Collection
- ☐ Significantly Modified DoD Information System

c. Describe the purpose of this DoD information system or electronic collection and describe the types of personal information about individuals collected in the system.

The Personnel Investigations Processing System (PIPS) supports personnel vetting missions and is the case processing system for background investigations conducted by DCSA. This processing includes: ingest of security questionnaire information provided by subjects of investigation, either electronically via the Electronic Questionnaires for Investigations Processing (e-QIP)/eAPP or via manual data entry; automated scheduling of National Agency Checks at the Federal Bureau of Investigation (FBI), Department of Defense Central Index of Investigations (DCII), national credit bureaus, etc.; scheduling and transmitting investigation requests to multiple investigative service providers; receiving reports of investigation from other investigative service providers; scheduling investigative inquiries to various sources (e.g., law, education, employment, etc.); closing investigations automatically; transmitting results electronically to customer agencies; and tracking all stages and pieces of each investigation. From the data in PIPS, DCSA produces a large variety of statistics and specific management information reports, used within the agency and its customer agencies to track investigations. Adjudication, security clearance, and credential data is also stored in PIPS.

d. Why is the PII collected and/or what is the intended use of the PII? (e.g., verification, identification, authentication, data matching, mission-related use, administrative use)

PII is collected and used for personnel vetting missions, such as the conduct of personnel background investigations; suitability, fitness, and security clearance determinations; physical and logical access determinations; continuous evaluation; etc.

e. Do individuals have the opportunity to object to the collection of their PII? ☐ Yes ☒ No

(1) If "Yes," describe the method by which individuals can object to the collection of PII.

(2) If "No," state the reason why individuals cannot object to the collection of PII.

The Subjects of the investigation (i.e., the persons being investigated) were notified of the authorities and purpose of the investigation, routine uses of the information, and of the voluntary nature of the information collection, at the point of collection via the e-QIP/eAPP system, and again at the beginning of an in-person interview. The investigator provides notice and consent details verbally. Subjects cannot object to further collection of PII by use of PIPS during the investigation, which is accomplished in accord with Federal Investigative Standards, but the Subject can request that the investigation be terminated at any time, in which case, further collection of information will cease.

f. Do individuals have the opportunity to consent to the specific uses of their PII? ☐ Yes ☒ No

(1) If "Yes," describe the method by which individuals can give or withhold their consent.

(2) If "No," state the reason why individuals cannot give or withhold their consent.

Individuals are notified at the point of collection, at the beginning of an in-person interview, and on various consent forms. They are

informed that providing information is voluntary but that if they do not consent to the collection of the required information, it may affect the completion of their background investigation. They do not have the ability, once they have agreed to the background investigation, to consent to some uses of their information and decline to consent to other uses. The exception to this is the SF86 Medical Release authorization, which is valid for 1 year from the date signed but can be revoked at any time by writing to the individual's health care provider/entity, except to the extent that action has already been taken based on the authorization.

g. When an individual is asked to provide PII, a Privacy Act Statement (PAS) and/or a Privacy Advisory must be provided. (Check as appropriate and provide the actual wording.)

☒ Privacy Act Statement ☐ Privacy Advisory ☐ Not Applicable

A Privacy Act Statement (PAS) is provided at initiation of investigation (e.g. SF 85, SF 85P, SF85PS, and SF 86) and at the beginning of a personal interview. The PAS informs the individual on the uses of the information. While the PAS does not name PIPS specifically, it does provide information concerning how their information will be used. In addition, notification specifically about this system is provided through publication of this PIA.

h. With whom will the PII be shared through data/system exchange, both within your DoD Component and outside your Component? (Check all that apply)

<input checked="" type="checkbox"/> Within the DoD Component	Specify.	Personnel Vetting
<input checked="" type="checkbox"/> Other DoD Components (i.e. Army, Navy, Air Force)	Specify.	DMDC. All that use DCSA as an Investigative Service Provider (ISP).
<input checked="" type="checkbox"/> Other Federal Agencies (i.e. Veteran's Affairs, Energy, State)	Specify.	All that use DCSA as an Investigation Service Provider (ISP) and External Agency Partners including FBI, State Department, USCIS, FINCEN, etc. who provide records in support of the PV mission; as well as sharing PII as necessary with the Suitability and Security Executive Agents
<input checked="" type="checkbox"/> State and Local Agencies	Specify.	PII is shared with state and local agencies (such as law enforcement agencies) when we conduct law criminal history record information and state license (e.g., bar membership).
<input checked="" type="checkbox"/> Contractor (Name of contractor and describe the language in the contract that safeguards PII. Include whether FAR privacy clauses, i.e., 52.224-1, Privacy Act Notification, 52.224-2, Privacy Act, and FAR 39.105 are included in the contract.)	Specify.	GovCIO, ASRC, Keystone Vocational Services Inc., CACI and Peraton. All contractor personnel performing on the contract are responsible for safeguarding all Government equipment, information, and materials, and must comply with the Privacy Act of 1974, and all applicable DCSA privacy policy guidance, related laws, regulations, policies, and requirements.
<input checked="" type="checkbox"/> Other (e.g., commercial providers, colleges).	Specify.	Credit bureaus, education institutions, Employment verification services.

i. Source of the PII collected is: (Check all that apply and list all information systems if applicable)

<input checked="" type="checkbox"/> Individuals	<input checked="" type="checkbox"/> Databases
<input checked="" type="checkbox"/> Existing DoD Information Systems	<input checked="" type="checkbox"/> Commercial Systems
<input checked="" type="checkbox"/> Other Federal Information Systems	

FTS, eAPP, e-QIP, NFW, FWS, and ARC-Nlets.

j. How will the information be collected? (Check all that apply and list all Official Form Numbers if applicable)

<input checked="" type="checkbox"/> E-mail	<input checked="" type="checkbox"/> Official Form (Enter Form Number(s) in the box below)
<input checked="" type="checkbox"/> In-Person Contact	<input checked="" type="checkbox"/> Paper
<input checked="" type="checkbox"/> Fax	<input checked="" type="checkbox"/> Telephone Interview
<input checked="" type="checkbox"/> Information Sharing - System to System	<input checked="" type="checkbox"/> Website/E-Form
<input checked="" type="checkbox"/> Other (If Other, enter the information in the box below)	

System-to-System Information System: FTS, eAPP, e-QIP, NFW, FWS, OPIS, and ARC-Nlets. OMB numbers for forms are noted in section 1.n below.

k. Does this DoD Information system or electronic collection require a Privacy Act System of Records Notice (SORN)?

A Privacy Act SORN is required if the information system or electronic collection contains information about U.S. citizens or lawful permanent U.S. residents that is retrieved by name or other unique identifier. PIA and Privacy Act SORN information must be consistent.

☒ Yes ☐ No

If "Yes," enter SORN System Identifier

SORN Identifier, not the Federal Register (FR) Citation. Consult the DoD Component Privacy Office for additional information or <http://dpclld.defense.gov/Privacy/SORNs/>
or

If a SORN has not yet been published in the Federal Register, enter date of submission for approval to Defense Privacy, Civil Liberties, and Transparency Division (DPCLTD). Consult the DoD Component Privacy Office for this date.

If "No," explain why the SORN is not required in accordance with DoD Regulation 5400.11-R: Department of Defense Privacy Program.

I. What is the National Archives and Records Administration (NARA) approved, pending or general records schedule (GRS) disposition authority for the system or for the records maintained in the system?

(1) NARA Job Number or General Records Schedule Authority.

(2) If pending, provide the date the SF-115 was submitted to NARA.

(3) Retention Instructions.

The records in PIPS are subject to the retention schedules referenced above. Depending on the type of information and the action taken on that information, various retention periods apply. Standard investigations with no issues are retained for 16 years from the closing of the investigation; those with issues are retained for 25 years from the closing of the investigation. Files obtained from other agencies in the course of an investigation are retained consistent with the agreement between the agency and DCSA. Additionally, information in PIPS is retained for certain business need purposes, for a temporary time. Case processing data is temporarily retained for 2 years or less, depending on the business need. FBI criminal history record information is temporarily retained in PIPS for 6 months after case closing; but retained according to the retention schedule in OPIS. Credit reports are temporarily retained in PIPS for 7 days after case closing; but retained according to the retention schedule in OPIS. If there is a credit report received on the individual, it is retained for 7 days after the case has closed. If information received includes FBI case files on the individual it is stored in PIPS, and retained for 6 months after the case has closed. Individual data, investigation and item events during the processing of the case are retained. SSN is necessary as they are used as primary keys to request individual information from federal agencies and bureaus including the following commercial entities: Credit Bureaus, Court and Law information, Periodical information from wire services, license information from license bureaus.

m. What is the authority to collect information? A Federal law or Executive Order must authorize the collection and maintenance of a system of records. For PII not collected or maintained in a system of records, the collection or maintenance of the PII must be necessary to discharge the requirements of a statute or Executive Order.

- (1) If this system has a Privacy Act SORN, the authorities in this PIA and the existing Privacy Act SORN should be similar.
(2) If a SORN does not apply, cite the authority for this DoD information system or electronic collection to collect, use, maintain and/or disseminate PII. (If multiple authorities are cited, provide all that apply).

(a) Cite the specific provisions of the statute and/or EO that authorizes the operation of the system and the collection of PII.

(b) If direct statutory authority or an Executive Order does not exist, indirect statutory authority may be cited if the authority requires the operation or administration of a program, the execution of which will require the collection and maintenance of a system of records.

(c) If direct or indirect authority does not exist, DoD Components can use their general statutory grants of authority ("internal housekeeping") as the primary authority. The requirement, directive, or instruction implementing the statute within the DoD Component must be identified.

10 U.S.C. 137, Under Secretary of Defense for Intelligence; 10 U.S.C. 504, Persons Not Qualified; 10 U.S.C. 505, Regular components: Qualifications, term, grade; Atomic Energy Act of 1954, 60 Stat. 755; Public Law 108-458, The Intelligence Reform and Terrorism Prevention Act of 2004 (50 U.S.C. 401 note); Public Law 114-92, Section 1086, National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2016, Reform and Improvement of Personnel Security, Insider Threat Detection and Prevention, and Physical Security (10 U.S.C. 1564 note); Public Law 114-328, Section 951 (NDAA for FY2017), Enhanced Security Programs for Department Defense Personnel and Innovation Initiatives (10 U.S.C. 1564 note); Public Law 115-91, Section 925, (NDAA for FY2018) Background and Security Investigations for Department of Defense Personnel (10 U.S.C. 1564 note); 5 U.S.C. 9101, Access to Criminal History Records for National Security and Other Purposes; Executive Order (E.O.) 13549, as amended, Classified National Security Information Program for State, Local, Tribal, and Private Sector Entities; E.O. 12333, as amended, United States Intelligence Activities; E.O. 12829, as amended, National Industrial Security Program; E.O. 10865, as amended, Safeguarding Classified Information Within Industry; E.O. 13467, as amended, Reforming Processes Related to Suitability for Government Employment, Fitness for Contractor Employees, and Eligibility for Access to Classified National Security Information; E.O. 12968, as amended, Access to Classified Information; E.O. 13470, Further Amendments to Executive Order

12333; E.O. 13488, as amended, Granting Reciprocity on Excepted Service and Federal Contractor Employee Fitness and Reinvestigating Individuals in Positions of Public Trust; E.O. 13526, Classified National Security Information; E.O. 13741, Amending Executive Order 13467, To Establish the Roles and Responsibilities of the National Background Investigations Bureau and Related Matters; E.O. 13764, Amending the Civil Service Rules; DoD Manual 5200.02, Procedures for the DoD Personnel Security Program (PSP); DoD Instruction (DoDI) 1400.25, Volume 731, DoD Civilian Personnel Management System: Suitability and Fitness Adjudication for Civilian Employees; DoDI 5200.46, DoD Investigative and Adjudicative Guidance for Issuing the Common Access Card (CAC); Homeland Security Presidential Directive (HSPD) 12: Policy for a Common Identification Standard for Federal Employees and Contractors; Federal Information Processing Standard (FIPS) 201-2, Personal Identity Verification (PIV) of Federal Employees and Contractors; and E.O. 9397 (SSN), as amended.

n. Does this DoD information system or electronic collection have an active and approved Office of Management and Budget (OMB) Control Number?

Contact the Component Information Management Control Officer or DoD Clearance Officer for this information. This number indicates OMB approval to collect data from 10 or more members of the public in a 12-month period regardless of form or format.

☒ Yes ☐ No ☐ Pending

(1) If "Yes," list all applicable OMB Control Numbers, collection titles, and expiration dates.

(2) If "No," explain why OMB approval is not required in accordance with DoD Manual 8910.01, Volume 2, "DoD Information Collections Manual: Procedures for DoD Public Information Collections."

(3) If "Pending," provide the date for the 60 and/or 30 day notice and the Federal Register citation.

Form Number	Form Name	OMB Number	Expiration Date
SF-85	Questionnaire for Non-Sensitive Positions	3206-0261	12/31/2027
SF-85P	Questionnaire for Public Trust Positions	3206-0258	04/30/2027
SF85PS	Supplemental Questionnaire for Selected Positions	3206-0258	04/30/2027
SF-86	Questionnaire for National Security Positions	3206-0005	11/30/2026
SF-87	Fingerprint Chart	3206-0150	04/30/2027