

MEMORANDUM FOR THE RECORD

Subj: JUSTIFICATION FOR THE USE OF THE SOCIAL SECURITY NUMBER (SSN)

NRC Systems: CIRIMS, MILITAPS, PRIDE Mod, WEBOTOOLS, WEBRTOOLS, WEBSTEAM

(Form number and name or IT system name and DITPR DON ID number)

System Name: COMMAND INTEGRATED RECRUITING INFORMATION MANAGEMENT SYSTEM (CIRIMS) - DITPR-DON #: 20838

System Description: CIRIMS is a Manpower and Personnel system used by Naval Reserve Recruiting. It supports functions related to the accession of officer and enlisted personnel necessary to sustain the manpower levels of the Reserve Force as prescribed by the CNO. It provides recruiting support in personnel management, performance management, prospective gains/leads, enlistment management, and executive support for the enlisted Reserve Force.

Operational Necessity: SSN is required to perform agency checks on applicants such as police checks, Home Land Security, and Social Security Administration. This system provides recruiters with information concerning perspective recruits that may influence the decision to select/non-select and individual for enlistment in the U.S. Navy. In addition, the SSN is a required field on accession contract documents generated from CIRIMS.

Laws or Regulations: 10 U.S.C 133, 503, 504, 508, 510, 672, 1071-1087, 1168, 1169, 1475-1480, 1553, 5013; and E.O. 9397 (SSN).

Impact if Eliminated: Navy would be unable to perform agency checks because the primary key is currently SSN. This could result in fraudulent enlistments which would drive up recruiting and training costs. In addition, until the enlistment documents are revised it would require manual input to recruiting documents and the DD Form 4 enlistment contract.

Estimated Cost if Eliminated: Unable to determine cost but would estimate millions of dollars because of the changes required to the down-stream systems such as NSIPS, NES and PRIDE Modernization not to mention the changes to the Home Land Security systems that support the agency checks.

System Name: MILITARY INCENTIVE TRACKING, ACCOUNTING AND PAYMENT SYSTEM (MILITAPS) - DITPR-DON #: 22306

System Description: MILITAPS is a web-enabled NMCI compliant application that combines various data sources (ie: PRIDE, NITRAS, Enlisted Master Record, etc..) to determine and track on-time payment(s) of earned enlistment bonuses that are provided automatically to eligible personnel. Provides analysis of the data to determine if all requirements to pay an enlistment incentive have been met and, based on this comparison, generates an output file for notification to Navy pay systems for payment. Provides program managers and other authorized users with the ability to query the system for historical and current status (total funds available / obligated / executed) of all enlistment incentives and produce appropriate reports.

Operational Necessity: SSN is required to access sailor records in manpower and personnel systems to ensure the sailor has received enlistment bonuses in accordance with their enlistment contract. This, in turn, ensures an accurate accounting of enlistment bonus funding across multiple fiscal years. In addition, MILITAPS tracks specific personnel rates from recruitment through graduation to track attrition.

Laws or Regulations: 10 U.S.C 133, 503, 504, 508, 510, 672, 1071-1087, 1168, 1169, 1475-1480, 1553, 5013; and E.O. 9397 (SSN).

Impact if Eliminated: NRC would be unable to verify bonus funding information which would impact NRC's ability to accurately account for the \$100M in the annual enlistment bonus account. And the visibility of specific rates currently

tracked by leadership would impacted.

Estimated Cost if Eliminated: Unable to determine but would estimate millions of dollars because of the changes required to the down-stream systems such as NSIPS, NES and PRIDE Modernization.

System Name: PERSONALIZED RECRUITING FOR IMMEDIATE AND DELAYED ENLISTMENT (PRIDE) Modernization- DITPR-DON #: 21958

System Description: PRIDE Modernization is the Navy's system used to classify new enlisted recruits against jobs available based on their qualifications, education level, aptitude test scores, needs of the Navy and other criteria. It is used to make reservations for boot camp and "A" school.

Operational Necessity: SSN is required to perform agency checks such as police checks, Homeland Security and Social Security Administration. In addition, the SSN is a required field on accession contract documents.

Laws or Regulations: 5 U.S.C 301, Departmental Regulations, 10 U.S.C Sections governing authority to appoint officers; 10 U.S.C. 591, 600, 716, 2107, 2122, 5579, 5600; Merchant Marine Act of 1939 (as amended); and E.O.s 9397, 10450, and 11652

Impact if Eliminated: Navy would be unable to perform agency checks because the primary key is currently SSN. This could result in fraudulent enlistments which would drive up recruiting and training costs. In addition, until the enlistment documents are revised it would require manual input to recruiting documents and the DD Form 4 enlistment contract.

Estimated Cost if Eliminated: Unable to determine cost but would estimate millions of dollars because of the changes required to the down-stream systems such as WebRTools, NSIPS, CeTARS, JPAS and MEPCOM eSOA not to mention the changes to the Home Land Security systems that support the agency checks.

System Name: WEB BASED OFFICER TOOLS (WEBOTOOLS) - DITPR-DON #: 22073

System Description: WebOTOOLS is the contact management system used to manage active and reserve officer accessions.

Operational Necessity: SSN is required to perform agency checks such as police checks, Homeland Security and Social Security Administration. In addition, the SSN is a required field on accession contract documents.

Laws or Regulations: 5 U.S.C 301, Departmental Regulations, 10 U.S.C Sections governing authority to appoint officers; 10 U.S.C. 591, 600, 716, 2107, 2122, 5579, 5600; Merchant Marine Act of 1939 (as amended); and E.O.s 9397, 10450, and 11652

Impact if Eliminated: Navy would be unable to perform agency checks because the primary key is currently SSN. This could result in fraudulent enlistments which would drive up recruiting and training costs. In addition, until the enlistment documents are revised it would require manual input to recruiting documents and the DD Form 4 enlistment contract.

Estimated Cost if Eliminated: Unable to determine cost but would estimate millions of dollars because of the changes required to the down-stream systems such as NSIPS and PRIDE Modernization not to mention the changes to the Home Land Security systems that support the agency checks.

System Name: WEB RECRUITING TOOLS (WEBRTOOLS) - DITPR-DON #: 22072

System Description: WebRTOOLS is a contact management system developed to aid the enlisted recruiter in the effective prospecting and processing of potential applicants for enlistment into the United States Navy.

Operational Necessity: SSN is required to perform agency checks such as police checks, Homeland Security and Social Security Administration. In addition, the SSN is a required field on accessions contract documents.

Laws or Regulations: 10 U.S.C 133, 503, 504, 508, 510, 672, 1071-1087, 1168, 1169, 1475-1480, 1553, 5013; and E.O. 9397 (SSN).

Impact if Eliminated: Navy would be unable to perform agency checks because the primary key is currently SSN. This could result in fraudulent enlistments which would drive up recruiting and training costs. In addition, until the enlistment documents are revised it would require manual input to recruiting documents and the DD Form 4 enlistment contract.

Estimated Cost if Eliminated: Unable to estimate cost but would estimate millions of dollars because of the changes required to the down-stream systems such as NSIPS, MEPCOM eSOA and PRIDE Modernization not to mention the changes to the Home Land Security systems that support the agency checks.

System Name: WEB STANDARDIZED TERRITORY EVALUATION AND ANALYSIS FOR MANAGEMENT (WEBSTEAM) - DITPR-DON #: 21946

System Description: WebSTEAM is a variation of the Standardized Territory Evaluation and Analysis for Management (STEAM) Model. This model provides CNRC HQ market researchers and NRD market analysts an automated tool providing the ability to perform market identification, placement of assets, Zone and Station Goaling, as well as overall market analysis. This Web-based multi-purpose application allows for both marketing analysis and information delivery to field recruiters for a centralized data warehouse of market information. The data warehouse is maintained and updated by HQ market researchers at the HQ.

Operational Necessity: SSN is received and entered into the database but is not displayed or used for identification. WebSTEAM Modernization will reach IOC in Q4FY11 and the SSN will no longer be entered into the database.

Laws or Regulations: N/A

Impact if Eliminated: No impact. Will be eliminated when WebSTEAM Mod fields in Q4FY11.

Estimated Cost if Eliminated: N/A. Will be eliminated under current WebSTEAM Mod contract requirements.

RLM
Signature (Flag, SES, or by direction)
Deputy Commander
Title and Code
Navy Recruiting Command
Command