

## 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:**

MIRS 1.1 - MEPCOM Integrated Resource System 1.1

**2. DOD COMPONENT NAME:**

Under Secretary of Defense for Personnel and Readiness

**3. PIA APPROVAL DATE:**

11/29/21

United States Military Entrance Processing Command (USMEPCOM)

### 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.**

MIRS provides the automation and communications capability for USMEPCOM to meet its peacetime, mobilization, and wartime military manpower accession mission for the Armed Services.

**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)

To establish eligibility for enlistment (identification and authentication), verify enlistment and placement scores, verify retest eligibility, and provide aptitude test scores as an element of career guidance to participants in the Department of Defense (DoD) Student Testing Program. The data is also used for research, marketing evaluation, assessment of manpower trends and characteristics, and related statistical studies and reports.

Mission-related - USMEPCOM is currently the only DoD organization legally authorized to collect, civilian, medical and testing data for purposes of processing enlistment applicants into the military. USMIRS is the only DoD Joint support system in operation that is used to enforce congressional, DoD and Armed Forces qualifications. criteria for enlistment. It is used as an official system for reporting timely enlistment accession data to DMDC. Information collected is also disclosed to the Selective Service Systems (SSS) to update its registrant database and may also be disclosed to local and state Government agencies for compliance with laws and regulations governing control of communicable diseases.

**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.

Personal data is voluntarily given by the applicant and collected via electronic or manual forms. Forms requesting privacy information contain an applicable privacy statement.

**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.

All collected information is required for applicant processing into one of the Armed Services.

**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.)

All forms requesting PII data have an applicable Privacy Act Statement.

**PRIVACY ACT STATEMENT - HEALTH CARE RECORDS**

THIS FORM IS NOT A CONSENT FORM TO RELEASE OR USE HEALTH CARE INFORMATION PERTAINING TO YOU. AUTHORITY FOR COLLECTION OF INFORMATION INCLUDING SOCIAL SECURITY NUMBER (SSN) Sections 133, 1071-87, 3012, 5031 and 8012, title 10, United States Code and Executive Order 9397.

**PRINCIPAL PURPOSES FOR WHICH INFORMATION IS INTENDED TO BE USED**

This form provides you the advice required by the Privacy Act of 1974. The personal information will facilitate and document your health care. The Social Security Number (SSN) of member or sponsor is required to identify and retrieve health care records.

**ROUTINE USES**

The primary use of this information is to provide, plan and coordinate health care. As prior to enactment of the Privacy Act, other possible uses are to:

- Aid in preventive health and communicable disease control programs and report medical conditions required by law to federal, state and local agencies;
- compile statistical data;
- conduct research;
- teach;
- determine suitability of persons for service or assignments;
- adjudicate claims and determine benefits;
- other lawful purposes, including law enforcement and litigation;
- conduct authorized investigations;
- evaluate care rendered;
- determine professional certification and hospital accreditation;
- provide physical qualifications of patients to agencies of federal, state, or local government upon request in the pursuit of their official duties.

**WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL OF NOT PROVIDING INFORMATION**

In the case of military personnel, the requested information is mandatory because of the need to document all active duty medical incidents in view of future rights and benefits. In the case of all other personnel/beneficiaries, the requested information is voluntary. If the requested information is not furnished, comprehensive health care may not be possible, but CARE WILL NOT BE DENIED.

This all inclusive Privacy Act Statement will apply to all requests for personal information made by health care treatment personnel or for medical/dental treatment purposes and will become a permanent part of your health care record.

**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)*

Within the DoD Component

Specify.

Army Recruiting Information Support System (ARISS),  
Army Research Institute (ARI),  
United States Army Recruiting Command (USAREC),  
United States Army Accessions Command (USAAC),  
United States Army Cadet Command (USACC),  
United States Training and Doctrine Command (TRADOC),  
United States Army Deputy Chief of Staff for Personnel (G-1),  
Army Medical Surveillance Activity (AMSA) -  
USACHPPM,  
U.S. Army Medical Command (MEDCOM)

Other DoD Components (*i.e. Army, Navy, Air Force*) Specify. Air Force Reserve Command (AFRC),  
Air Force Recruiting Information Support System (AFRISS),  
Marine Recruiting Information Support System (MCRISS),  
Navy Drug Screening Lab (NDSL),  
Navy Recruiting Accession Management System (NRAMS)  
Marine Corps Recruiting Information Support System (MCRISS),  
Marine Corps Recruiting Command (USMCRC),  
Naval Education and Training, Professional Development and Technology Center (NETPDTC),  
Navy Drug Screening Lab,  
Navy Recruiting Accession Management System (NRAMS),  
Space and Naval Warfare - Information Technology Center (SPAWAR-ITC),  
US Navy Recruiting Command (NRC),  
Air Force Reserve Command,  
Air Force Recruiting Information Support Systems (AFRISS), Defense Finance and Accounting Service,  
Defense Integrated Military Human Resource Command (DIMHRS),  
Defense Manpower Data Center,  
Defense Security Service (DSS),  
Military Surface Deployment and Distribution Command (SDDC),  
Department of Defense Medical Examination Review Board (DoDMERB)  
United States Space Force (USSF)

Other Federal Agencies (*i.e. Veteran's Affairs, Energy, State*) Specify. Accession Policy (AP),  
Military Personnel Policy (MPP),  
Personnel and Readiness (P&R),  
Office of the Surgeon General

State and Local Agencies Specify. Army Reserve National Guard

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.

Other (*e.g., commercial providers, colleges*). Specify.

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

- Individuals
- Existing DoD Information Systems
- Other Federal Information Systems
- Databases
- Commercial Systems

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

- E-mail
- In-Person Contact
- Fax
- Information Sharing - System to System
- Other (*If Other, enter the information in the box below*)
- Official Form (*Enter Form Number(s) in the box below*)
- Paper
- Telephone Interview
- Website/E-Form

1. DD Form 2807-1, Report of Medical History, OMB No. 0704-04132.
2. DD Form 2807-2, Medical Prescreen of Medical History, OMB No. 0704-04133.
3. DD Form 2008, Report of Medical Examination.
4. USMEPCOM Form 680-3A-E, Request for Examination.

5. USMEPCOM Form 601-23-E, Report of Additional Disclosures.
6. DD Form 1966/1-4, Record of Military Processing Armed Forces of the United States, OMB No. 0704-01737.
7. DD Form 4/1 & 2, Enlistment/Reenlistment document-Armed Forces of the United States.
8. DD Form 4/3, Enlistment/Reenlistment document-Armed Forces of the United States.
9. DD Form 93, Record of Emergency Data.
10. DD Form 1304-2AS, Enlistment Answer Sheets.
11. DD Form 1304-5AS, Student Answer Sheets.
- 12 USMEPCOM Form 611-1-20, Special Purpose Test Examination (NOTE: Data entered manually).
- 13 AIMS Form 1, AIM Answer Sheet. 14. DD Form 398-2, National Agency Questionnaire, OMB No.0704-0298

**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://dpcl.d.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.

**l. 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.

DAA-AU-2015-0010-0001 Destroy immediately after applicant turns 43 years old.  
 DAA-AU-2015-0010-0002 Destroy 99 year(s) after applicant's disqualification date.

**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.

- a. Executive Order 13478—Amendments to Executive Order 9397 Relating to Federal Agency Use of Social Security Numbers
- b. 10 U.S.C. 3013, Secretary of the Army
- c. 10 U.S.C. 8013, Secretary of the Air Force
- d. 10 U.S.C. 5013, Secretary of the Navy
- e. DoD Directive 1145.02E, "United States Military Entrance Processing Command (USMEPCOM)," Ch 1 Effective May 22, 2018
- f. DoD Directive 1304.12E, "DoD Military Personnel Accession Testing Programs," dated September 20, 2005
- g. DoD Directive 1304.26, "Qualification Standards for Enlistment, Appointment and Induction," dated October 26, 2018 (Change 3)
- h. DoD Instruction 4000.19, "Interservice and Intragovernmental Support," dated December 16, 2020
- i. DoD Instruction 6130.3, "Medical Standards for Appointment, Enlistment, or Induction in the Military Services" dated April 30, 2021(Change 2)

**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.

704-0006, DD Form 372