

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:

Bureau of Medicine (Navy) Manpower Information System II (BUMIS II)

2. DOD COMPONENT NAME:

Defense Health Agency

3. PIA APPROVAL DATE:

11/18/2025

Program Executive Office (PEO) Medical Systems (J6)

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.

Bureau of Medicine (Navy) Manpower Information System II (BUMIS II) is the U.S. Navy's primary means of tracking individual personnel records for its Medical, Dental, Nurse, and Medical Service Corps, supported by a robust historical personnel archive. BUMIS II is the exclusive tool used to accomplish the annual plans required by the U.S. Navy and Congress and is currently the Navy's only program for tracking the complexities of different obligations from an array of sources, including residency training, fellowships, government-funded accession programs, and all special and incentive pays. BUMIS II includes personnel data such as demographics, education, healthcare specialty, additional qualifications, assignments, and training skills.

BUMIS II may collect information from individuals assigned to Navy Medicine, such as Medical, Dental, Nurse, and Medical Service Corps personnel.

Types of personally identifiable information (PII) that may be collected by BUMIS II include employment information, military records, race/ethnicity, birth date, education information, position/title, rank/grade, sex, name(s), and Social Security Numbers (SSNs).

BUMIS II is managed by the Clinical Support Program Management Office (CSPMO)/Solution Delivery Division (SDD)/Program Executive Office (PEO) Medical Systems (J-6)/Defense Health Agency (DHA).

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)

BUMIS II collects PII for mission-related and administrative use. The intended use of PII collected by BUMIS II is to maintain a high-level record of a service member's qualifications for promotion and reporting an officer's status, as well as conduct special pay verification and assignment.

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.

Individuals do not have the opportunity to object to the collection of their PII as BUMIS II does not serve as the initial point of collection.

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 do not have the opportunity to consent to the specific uses of their PII as BUMIS II does not serve as the initial point of collection.

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

BUMIS II does not collect PII directly from individuals. Therefore, no Privacy Act Statement / Advisory is required.

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 type="checkbox"/> Within the DoD Component	Specify. <input type="text"/>
<input checked="" type="checkbox"/> Other DoD Components (i.e. Army, Navy, Air Force)	Specify. <input type="text"/> Department of the Navy
<input type="checkbox"/> Other Federal Agencies (i.e. Veteran's Affairs, Energy, State)	Specify. <input type="text"/>
<input type="checkbox"/> State and Local Agencies	Specify. <input type="text"/>
<input 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. <input type="text"/>
<input type="checkbox"/> Other (e.g., commercial providers, colleges).	Specify. <input type="text"/>

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

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

Existing DoD Information Systems: Total Force Manpower Management System (TFMMS); Navy Standard Integrated Personnel System (NISPS)/Officer Personnel Information System (OPINS).

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

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

Information Sharing - System to System: TFMMS; NSIPS/OPINS

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.dod.mil>/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.

BUMIS II does not retrieve records on U.S. citizens or lawful U.S. residents by name or other unique identifier; therefore, a Privacy Act System of Records Notice (SORN) is not required.

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.

See note in retention instructions

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

(3) Retention Instructions.

Maintain records in accordance with Navy records management policies, procedures, and disposition schedules. This is Service specific system (Navy). Schedules approved for one department or independent agency do not apply to the records of other departments or agencies (36 CFR 1225.22(b)(1)).

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., Chapter 55, Medical and Dental Care, 10 CFR 20, Standards for Protection Against Radiation, 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.

BUMIS II does not require an OMB Control Number as the system is not the initial point of collection of the information.