

Memorandum For: Mary Price
System Owner
USA Performance (USAP)

From: Jason Parman
Authorizing Official

Thru: James Saunders
Chief Information Security Officer

Thru: Guy Cavallo
Chief Information Officer

Authorization Decision for: USA Performance (USAP)

Effective Dates: June 16, 2024, through June 16, 2027

USA Performance is the U.S. Office of Personnel Management's software solution to assist Federal agencies in implementing their Senior Executive Service (SES) and Non-SES performance management program and systems. USA Performance enables agencies to automate their performance appraisal process throughout the entire performance rating cycle. Agencies can develop performance plans, track and monitor employee's performance, provide feedback and ratings, and electronically sign off on performance plans as agency appraisal programs require. By streamlining the process, the USA Performance system allows agencies to focus on results and for performance management to happen in real time.

In accordance with the Federal Information Security Modernization Act of 2014 (FISMA), the Office of Management and Budget (OMB) Circular A-130, the National Institute of Standards and Technology (NIST) Special Publication (SP) 800-37-2, and the OPM Cybersecurity and Privacy Policy, the Office of the Chief Information Officer (CIO) assembled an Assessment and Authorization (A&A) package associated with the use of USAP at OPM.

The USAP A&A package includes the following:

- USAP Security and Privacy Plan,
- USAP Security Controls Matrix,
- USAP Information System Contingency Plan with Business Impact Analysis,
- USAP Risk Assessment Report,
- USAP Risk Assessment Table,
- USAP Privacy Threshold Analysis and Impact Assessment,
- USAP System Inventory,
- USAP POA&M Listing,

- USAP System Boundary Diagram.

This A&A package leverages the following Cloud Service Provider A&A packages:

Name	Type
OPM Azure	IaaS, PaaS, and SaaS

Based my review of the information contained in the A&A package, I am recommending an Authorization to Operate (ATO) for OPM's implementation of the USAP application.

RECOMMEND APPROVAL:

Chief Information Security Officer

After considering the information outlined in the preceding paragraphs, I have determined that the risk to agency operations, data, and assets resulting from the operation of the USAP environment is acceptable and am issuing the ATO for the dates indicated above, provided that:

- The current set of identified cybersecurity and weaknesses are documented and tracked through OPM's Plan of Action and Milestones (POAM) process.
- Future identified cybersecurity and privacy weaknesses resulting in significant agency-level risk are communicated to the Office of the CIO in accordance with OPM policy.
- Significant changes to the USAP application's operating environment representing additional risk shall be communicated to the Office of the CIO to determine if they affect the system's risk posture or authorization status.

If any of the conditions and requirements listed above change, it is the responsibility of the system owner, working with the information system security officer, to communicate these changes to the Office of the CIO.

APPROVED:

Authorizing Official
USAP

CONCURRED:

Chief Information Officer

cc:
Melvin Brown, Deputy Chief Information Officer
Kirsten Moncada, Chief Privacy Officer