

President's Management Agenda: Summary of Implementation Efforts for FY 2006

In an effort to make government more citizen-centered and results-oriented, the OMB established the President's Management Agenda (PMA) in 2001, which heralded a strategy for improving the management of the federal government. The Department recognizes the importance of the PMA and, together with two additional initiatives specific to the Department, follows the PMA criteria to strengthen its management practices, increase transparency and accountability, and improve program performance.

In FY 2001, the OMB established criteria for determining if an agency was making progress in implementing the objectives outlined within the PMA. The OMB grades agency progress and provides status reports using a green, yellow, red grading system. A score of green identifies an agency as meeting all standards of success for a goal. A yellow score identifies an agency as achieving an intermediate level of performance for all criteria within a goal. The final rating of red defines an agency as having one or more weaknesses. The chart below provides "overall status" regarding the Department's cumulative progress in meeting each of objectives and the "progress status" displays the Department's incremental progress as of September 30, 2006.

President's Management Agenda	Overall Status*	Progress Status*	Overall Status Performance 10/01/05-9/30/06
Strategic Management of Human Capital	Green	Green	↔
Competitive Sourcing	Yellow	Green	↔
Improved Financial Performance	Red	Green	↔
Expanded Electronic Government	Yellow	Green	↑
Budget and Performance Integration	Green	Green	↑
Faith-Based and Community Initiative	Green	Green	↔
Real Property Asset Management Initiative	Yellow	Green	↑

*As of September 30, 2006

The Department has made significant progress in achieving the annual goals and long-term criteria outlined under the PMA. For example, the Department has received "green" ratings for the Strategic Management of Human Capital, Budget and Performance Integration, and the Faith-based and Community Initiative. In addition, during FY 2006, the Department moved to yellow in overall status in both Electronic Government and Real Property Asset Management.

During FY 2006, the Department continued to create and retain a capable workforce; hold organizations and programs accountable by aligning budgets and performance; make decisions based on timely, sound financial information; expand technology to better serve the public; and manage our resources in ways that best serve the taxpayer. Additionally, a Department-wide council focused on holding components accountable and communicating with management/leadership regarding the progress and status of PMA criteria has been effective in bringing the initiatives to the forefront. Created in July 2005, the Department's PMA Council consists of senior-level representatives from each component that are responsible for overseeing the PMA commitments within each component. The PMA Council meets quarterly and is chaired by the Assistant Attorney General for Administration. Meetings include updates on status and progress from all DOJ PMA initiative owners. In addition to PMA Council meetings, PMA initiative owners also update the Attorney General on scorecard results each quarter and receive guidance on any improvements that should be made in subsequent quarters. Despite challenges, employees, managers and leadership remain focused and continue to provide creative solutions for improving Department-wide accountability and effectiveness. A full report outlining the FY 2006 progress under each PMA initiative is included in Part IV of this document.