

Deadline	Operational Goal	Goal ID	Date Completed
March 1, 2006	Use the agency-wide Document Management System in 250 person pilot group by March 1, 2006, and extend through the agency by October 1, 2006	E-11	February 27, 2006
	Identify and initiate at least one project on which to work with Members of Congress by March 1, 2006	G-3	March 1, 2006
April 1, 2006	Develop pilot program for eliminating interim payments; identify two agency participants in pilot program by April 1, 2006; finalize 50% of initial retirement benefits by first payment due date (eliminating interim payments) by January 1, 2007; and evaluate program and expand pilot to additional agencies in 2007	B-7	March 30, 2006
	Complete all routine OPM clearances in seven business days starting by April 1, 2006	E-9	March 31, 2006
	Develop guiding principles to be updated, published and required for FEHBP carriers by the FY 2007 call letter mailing	E-19	March 24, 2006
May 1, 2006	Award Retirement Systems Modernization contracts and begin implementation for Defined Benefit Technology Solution and Business Transformation/Information Technology Service by May 1, 2006, and June 1, 2006, respectively	B-3	April 28, 2006
	Operate under a fully implemented set of delegated authorities and clearance protocols by May 1, 2006	E-10	April 28, 2006
	Revalidate requirements for financial management system migration to Bureau of Public Debt by May 1, 2006; complete implementation by February 1, 2007	E-22	April 28, 2006
June 1, 2006	Award Retirement Systems Modernization contracts and begin implementation for Defined Benefit Technology Solution and Business Transformation/Information Technology Service by May 1, 2006, and June 1, 2006, respectively	B-3	May 23, 2006
	Identify Federal Government workforce Career Patterns (see Appendix E) for the future with accompanying requirements/impact by June 1, 2006	C-1	May 26, 2006
	Have the OPM Beta site operational by June 1, 2006	E-5	May 31, 2006
July 1, 2006	Establish performance measurement criteria by July 1, 2006, and collect data for determination that DOD may implement NSPS beyond initial 300,000 employee limitation	A-4	
	Streamline and improve the examination rating schedules for common occupations by July 1, 2006	C-6	
	Develop and roll out a plan with the CHCO Council to work with the Presidential Management Fellows (PMF) Program to recruit top talent for positions in management by July 1, 2006	C-7	
	Implement performance elements and standards for all OPM employees that support the OPM Strategic and Operational Plan by July 1, 2006	E-1	
	Implement an employee recognition program at OPM by July 1, 2006	E-3	
	Develop a group employee incentive program for the Human Resources Products and Services (HRPS) Division that factors in the uniqueness of HRPS as a reimbursable business operation by July 1, 2006; implement pilot program in Center for Talent Services by October 1, 2006	E-6	
	Develop performance standards for OPM common services by July 1, 2006, and implement by October 1, 2006	E-7	

Develop new common services methodology by July 1, 2006; <i>implement by October 1, 2006</i>	E-14	
Issue new internal control guidelines by July 1, 2006	E-15	<i>April 24, 2006</i>
Set up a Capital Investment Committee that will review and approve major capital expenditures by July 1, 2006	E-18	<i>April 19, 2006</i>
Develop and post on internal OPM website a functional organizational directory by July 1, 2006	E-29	<i>May 11, 2006</i>
Implement a plan to increase public awareness of professional development opportunities in the Federal workforce by July 1, 2006	F-1	
Acknowledge receipt of all Congressional inquiries within 24 hours by July 1, 2006	G-1	<i>May 16, 2006</i>
Provide communications of OPM positions [to Congress] on routine issues within two days by July 1, 2006	G-2	

<b>August 1, 2006</b>		
Implement limited expense health care flexible spending account by August 1, 2006	B-9	

<b>October 1, 2006</b>		
Review and assist, where needed, agencies in ensuring performance appraisal systems focus on goal achievement by October 1, 2006	A-1	
Issue a comprehensive catalog of Federal Government-offered professional development programs by October 1, 2006	B-1	
Evaluate/update OPM educational curricula for relevance and effectiveness in the current human resources environment by October 1, 2006	B-2	
Make final 90% of initial retirement benefits in 30 days by October 1, 2006	B-4	
Complete and mail notice in 10 working days for 80% of subsequent change requests by October 1, 2006	B-5	
Answer 85% of general inquiries within 72 hours by October 1, 2006	B-6	
Update Executive Core Qualifications by October 1, 2006; <i>complete development of enhanced automated examination tool by April 1, 2007</i>	C-5	
Decrease hiring decision timeframes to 45 days from closing date of job announcement to date of offer for 50% of hires by end of FY 2006, <i>increasing by 10% per year thereafter to 90% in 2010</i>	C-8	
Set guidelines for managerial development by October 1, 2006	C-13	
Develop and operate Beta sites at 18 CHCO agencies by October 1, 2006	D-1	
Have written succession plans in place at 15 CHCO agencies by October 1, 2006, and meet milestones; <i>all other agencies by October 1, 2007</i>	D-3	
Set targets for closing competency gaps in the Human Resources Management Specialist occupation by October 1, 2006, at all CHCO agencies	D-5	
Implement a human capital accountability system, including compliance with merit system principles, laws, rules, and regulations in accordance with OPM standards, at eight CHCO agencies by October 1, 2006; <i>16 by October 1, 2008; and all by October 1, 2010</i>	D-6	
Obtain commitment from three agencies for migration to Human Resources Line of Business (HR LOB) Shared Service Centers by October 1, 2006	D-8	<i>May 3, 2006</i>
Develop policy and functional requirements for nine non-core HR LOB subfunctions by October 1, 2006	D-10	
Implement a professional development program for OPM employees by October 1, 2006	E-2	
<i>Develop a group employee incentive program for the Human Resources Products and Services (HRPS) Division that factors in the uniqueness of HRPS as a reimbursable business operation by July 1, 2006; implement pilot program in Center for Talent Services by October 1, 2006</i>	E-6	

Develop performance standards for OPM common services by July 1, 2006, and implement by October 1, 2006	E-7	
Maintain agency prompt payment performance at 98%; improve divisional performance (non-Investigative Services) 10% by October 1, 2006, and an additional 10% by October 1, 2007	E-8	
Use the agency-wide Document Management System in 250 person pilot group by March 1, 2006, and extend through the agency by October 1, 2006	E-11	
Publish eight proposed/final human resources regulations during FY 2006	E-12	May 8, 2006
Develop new common services methodology by July 1, 2006; implement by October 1, 2006	E-14	
Redesign the OPM website by October 1, 2006	E-27	
Identify two national professional organizations focusing on human resources policy, benefits and employee development and achieve leadership positions in them during FY 2006 and each year thereafter	F-4	

<b>December 31, 2006</b>		
Report on SES performance-based pay system results each calendar year	A-2	
Expand and publicize business case for introduction of reform legislation during 2006	A-5	
Roll out new dental/vision plan by December 31, 2006	B-8	
Promote affordable Federal Employees Health Benefits Program (FEHBP) options, which may include additional health savings plan options, each year during strategic planning period	B-10	
Work with CHCO Council to roll out a more targeted (by learning institution, profession) job fair process in 2006 and expand through strategic planning period	C-4	
Increase number of CHCO agencies using the USAJOBS position announcement template to 85% by December 31, 2006	C-11	
Improve performance management practices at 8, 12, 18 CHCO agencies during 2006, 2007, 2008, respectively, as measured by Performance Appraisal Assessment Tool	D-2	
Receive an unqualified audit opinion and report no material weaknesses every year	E-16	
Achieve full cost recovery annually for each revolving fund program	E-21	
Complete 80% of initial clearance investigations within 90 days by end of 2006	E-23	
Achieve rate of no more than 1% of completed investigations returned as deficient from agency security/adjudication offices each year	E-26	
Expand the Walter Reed Army Medical Center post-service employment support model to one additional hospital in both 2006 and 2007	G-4	
Identify at least one initiative per year to partner [with unions and employee advocacy groups] and implement beginning in 2006	G-5	
Simplify CFC participant eligibility rules for use in the 2007 campaign	G-6	
<b>Recurring</b>		
Implement action plan to ensure OPM is rated in the top 50% of agencies surveyed in the 2006 Federal Human Capital Survey (FHCS) and in the top five agencies in the 2008 FHCS	E-4	
Support Administration strategies to address pandemic threats throughout planning period	E-13	
Inform OPM customers of the agency's success in meeting the stated customer goals in the 2006-2010 OPM Strategic and Operational Plan within two weeks of each success	E-28	

Respond to routine [media] inquiries within two hours 95% of the time	G-7	
Hold Director media briefings twice per year	G-8	