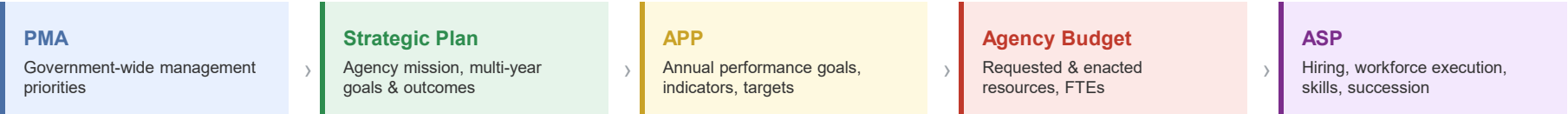


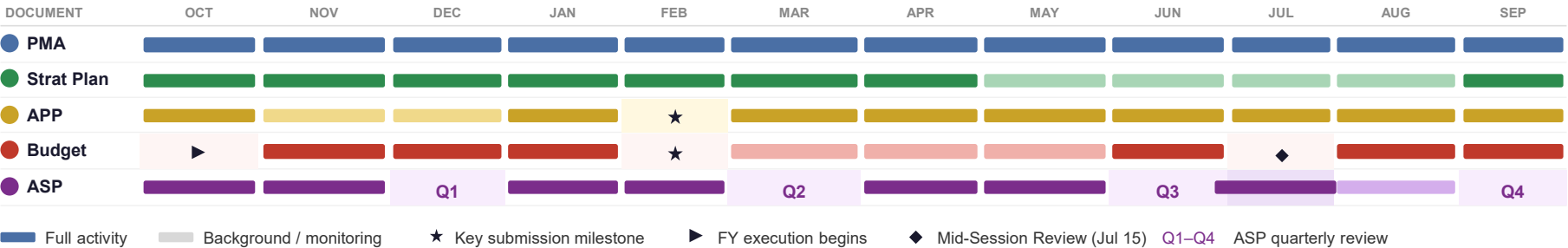
AGENCY PLANNING, BUDGET, PERFORMANCE, AND WORKFORCE ALIGNMENT FRAMEWORK

PMA · Strategic Plan · APP · Agency Budget · ASP — synchronized across the federal fiscal year

DOCUMENT HIERARCHY & FLOW



FISCAL YEAR ACTIVITY TIMELINE (OCT → SEP)



KEY MILESTONES

OCTOBER

FY starts; OMB apports funds

ASP current-year execution begins

OCT – NOV

OMB fall review of next-cycle agency proposals

LATE NOV – DEC

OMB passback & appeals

ASP Q1 review — validate staffing baseline

JANUARY

Agencies prep congressional budget justifications

APP final coordination

FIRST MON. FEBRUARY

President's Budget transmitted to Congress

APP published concurrently

MARCH

ASP Q2 review — reconcile workforce to budget defense

SPRING – SUMMER

OMB spring planning guidance

Strategic performance reviews

JUNE – JULY

OMB issues Circular A-11

ASP Q3 review (Jun)

ASP Q3 review (Jul 15)

Mid-Session Review (Jul 15)

SEPTEMBER

Agencies submit budget to OMB

ASP Q4 — close year, set next-FY baseline

NOTE: FEBRUARY–APRIL

Congress reviews President's Budget; CBO reestimates; committees submit views and estimates

Agencies monitor current-year performance while defending next-year requests

ASP quarterly update: capture hiring execution and risks during congressional uncertainty

ASP QUARTERLY REVIEW CADENCE

QUARTER	FOCUS	KEY PARTICIPANTS
Q1 Dec	Validate funded staffing baseline, early hiring execution, component variances	HQ CHCO, component CHCOs/HR leads, CFO, performance office
Q2 Mar	Reconcile workforce execution to budget defense and congressional developments	HQ CHCO, CFO, budget office, strategic/performance office
Q3 Jun	Update skills and hiring assumptions to support A-11 and next-cycle formulation	HQ CHCO, CFO, hiring leads, component HR leaders
Q4 Sep	Close out annual execution, document variances, establish next-year baseline	HQ CHCO, component CHCOs, CFO, performance office, agency leadership

5 U.S.C. 1401–1402 · CHCO statutory governance framework