**Overview of the GPRA Modernization Act of 2010**

* President Obama signed on 01/04/11
* House agrees to Senate Amendments on 12/21/10 (216 – 139)
* Passed by the Senate on 12/16/10
* Passed by the House on 06/16/10

**Federal Government**

**Federal Government Priority Goals**

* Director of OMB with agency coordination will develop priority goals to improve the performance and management of the Federal Government (FG). FG goals include outcome oriented goals and goals for management improvements: financial, human capital, IT, procurement and acquisition, and real property management.
* Shall be long-term in nature and at a minimum updated or revised every 4 years and made publicly available concurrently with the submission of the Budget in the first full FY following any year in which the term of the President commences.
* Director of OMB shall coordinate with agencies to develop interim FG priority goals and submit interim FG performance plans consistent with the requirement beginning with the submission of the FY 2013 budget.
* Consult periodically with Congress when developing or making adjustment to FG priority goals; director of OMB will consult at least once every 2 years with appropriate committees of Congress.

**Federal Government Performance Plans**

* Creation of FG Performance Plan submitted with Budget and updated at least annually.
* Plan will establish FG performance goals to define the level of performance achieved during the year in which submitted and the next fiscal year for each of the Federal Government priority goals.
* The plan will also identify a lead government official, establish common performance indicators with quarterly targets, establish quarterly milestones and identify management challenges.

**Federal Government Website**

* No later than October 1, 2012, OMB will ensure operation of a single website that is updated on a quarterly basis and includes information about each program identified by agency, consisting of how the agency defines the term program, description of the purposes of the program and contribution to the mission and goals of agency and identification of funding for the current FY and previous 2 FYs.
* Head of each agency will make information about each agency priority goal available to OMB for publication on the website. The website will consolidate information about each agency priority goal, as described below, but includes congressional consultation, key external factors external to agency, performance indicators, results and assessments of performance.
* Website will be readily accessible and easily found on the internet by public and congress; presented in a searchable, machine readable format; OMB shall issue guidance to ensure that such information is provided in a way that presents a coherent picture of all Federal programs, and the performance of the FG as well as individual agencies.
* Not later than June 1, 2012, the Director of OMB shall issue guidance to agencies to provide concise and timely performance information for publication on the website.

**Agency Level**

**Agency Strategic Plan**

* The Strategic Plan shall be produced by the first Monday in February following the year the President’s term commences.
* Coverage Period: At least 4 years following the FY it is submitted.
* Requires periodic consultation with Congress, at least once every two years.
* Not later than February 6, 2012, each agency will make adjustments to its strategic plan to make the plan consistent with the requirement of this act.

**Agency Performance Plans**

* Annual Agency Performance Plan shall be produced by the first Monday in February of each year, covering each program activity in Budget and will establish performance goals to define the level of performance to be achieved during the year in which the plan is submitted and the next FY.
* Includes the identification of agency priority goals.
* Identify low-priority program activities and include an evidence-based justification for designation.
* The Chief Human Capital Officer shall prepare the portion of the annual performance plan related to operation processes, training, skills, etc.
* Director of OMB shall prepare and submit performance plans, including the identification of agency priority goals beginning with the performance plan for FY 2013 and have performance reporting updates begin in FY 2012.

**Agency Performance Report**

* Head of each agency shall make available on a public website and to OMB an update on agency performance that compares actual performance achieved with the performance goals established in the agency performance plan and shall occur no less than 150 days after the end of each FY.
* Each update will include actual results for the 5 preceding FYs.

**Agency Priority Goals**

* Every 2 years the head of each agency shall identify agency priority goals from among the performance goals of the agency that have ambitious targets that can be achieved within a 2-yr period.

**Agency Priority Goal Reviews**

* The quarterly priority progress reviews shall begin with the first full quarter beginning on or after the date of enactment and with the quarter ending June 30, 2012.

**Agency Performance Improvement Actions Report**

* Each FY, OMB shall determine whether the agency programs or activities meet performance goals and objectives and submit a report on unmet goals to the head of agency, Committee on Homeland Security and Governmental Affairs, Committee on Oversight and Government Reform & GAO.
* If an agency does not meet a goal, certain actions will be taken dependent upon the length of time the target is missed from 1 to 3+ years (e.g. for 1 FY, agency will submit a performance improvement plan to OMB, etc.).

**Other Agency Rules**

* Agency production of strategic plans, performance plans and performance updates are to be only printed for Congress, they should be available in searchable, machine-readable formats on the website.
* The agency will ensure the accuracy and reliability of the data by indentifying means used to verify and validate measured values; Sources for the data; Level of accuracy required; Any limitations and how those will be addressed.

**Other Executive Branch Requirements**

**Designation of COOs**

* The deputy head of agency shall be the Chief Operating Officer of the agency and shall be responsible for improving the management and performance of agency.

**Establishment of PIO**

* Head of agency and COO will designate a senior executive as the agency PIO who reports directly to COO.
* Support in the conduct or regular reviews of agency performance, including at least quarterly review of progress achieved towards agency priority goals.
* At least quarterly, the head of the agency, COO and PIO, will review with the appropriate goal leader the progress achieved of the agency priority goals during the most recent quarter, overall trend data, and likelihood of meeting the planned level of performance.

**Establishment of PIC**

* PIC consists of the deputy director of OMB (chairperson), PIO of each agency, other PIO as determined appropriate, other individuals as determined appropriate. At the request of the PIC each agency will identify up to 2 personnel authorizations to serve at the direction of the chairperson.
* At least quarterly, the director of OMB along with PIC, will review the progress achieved of the agency priority goals during the most recent quarter, overall trend data and likelihood of meeting the planned level of performance.

**Reducing duplicative and outdated agency reporting**

* Annually, based on guidance by director of OMB and the COO, each agency shall compile a list that identifies all plans and reports the agency produces for Congress, identify which plans and reports are outdated or duplicative of other required plans and reports, and refine the list to include only the plans and reports identified to be outdated or duplicative; consult with congressional committees; and provide a total count of plans and reports compiled to the director of OMB.
* During the first year of implementation, the list of plans and reports identified by each agency as outdated or duplicative shall be not less than 10% of all plans and reports.
* In each year following the first, the director of OMB shall determine the minimum percent of plans and reports to be identified as outdated or duplicative.

**Performance Management Skills and Competencies**

* Not later than 1 year after the date of enactment, the director of OPM in consultation with PIC, shall identify the key skills and competencies needed by FG personnel for developing goals, evaluating programs and analyzing and using performance information.
* Not later than 2 years after the date of enactment, the director of OPM shall incorporate, as appropriate, such key skills and competencies into relevant position classifications and training for relevant employees at each agency.

**Congressional Oversight and Legislation**

* Not later than June 30, 2013, the Comptroller General shall submit a report to congress that includes an evaluation of this implementation of the interim planning and reporting activities and any recommendations for improving implementation.