Impacts of the Government Performance and Results Modernization Act of 2010

| **Summary of Changes** | **GPRA 1993** | **GPRA 2010**  |
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| (a) Specifies the date of the first Monday in February to be the day each agency make their strategic plan public on a website. (b) The strategic plan will cover a period of not less than 4 years, a change from 5 years in the 1993 plan. (d) The agency shall consult periodically with Congress and consider suggestions of those potentially affected by the development of the Strategic plan. The agency shall consult with Congress at least once every 2 years.  | **SEC.3. STRATEGIC PLANNING.** Chapter 3 of title 5, United States Code, is amended by adding after section 305 the following new section:**Sec. 306. Strategic plans**(a) No later than September 30, 1997, the head of each agency shall submit to the Director of the Office of Management and Budget and to the Congress a strategic plan for program activities. (b) The strategic plan shall cover a period of not less than five years forward from the fiscal year in which it is submitted, and shall be updated and revised at least every three years.**\*Note: 1993 change in Legislation:** **From OMB Circular A-11 “Updated and revised strategic plan sent to Congress and OMB…within three years of the date of transmittal of the****previous updated and revised strategic plan to Congress” (p.591)** | **SEC.2. STRATEGIC PLANNING AMENDMENTS.**Chapter 3 of title 5, United States Code, is amended by striking section 306 and inserting the following:**Sec. 306. Agency strategic plans** (a) Not later than the first Monday in February of any year following the year in which the term of the President commences under section 101 of title 3, the head of each agency shall make available on the public website of the agency a strategic plan and notify the President and Congress of its availability.(b) The strategic plan shall cover a period of not less than 4 years following the fiscal year in which the plan is submitted. (d) When developing or making adjustments to a strategic plan, the agency shall consult periodically with the Congress, including majority and minority views from the appropriate authorizing, appropriations, and oversight committees, and shall solicit and consider the views and suggestions of those entities potentially affected by or interested in such a plan. The agency shall consult with the appropriate committees of Congress at least once every 2 years. |
| (a) Specifically identifies increased coordination between agencies. These relationships will be included in the Federal Government Performance Plan.(b) Specifies that Agency Performance Plans be published before the first Monday in February of each year. The Plan should also be made available on the FHFA website. | **SEC.1115.ANNUAL PERFORMANCE PLANS AND REPORTS.** **Sec. 1115. Performance plans**(a) In carrying out the provisions of section 1105(a)(29), the Director of the Office of Management and Budget shall require each agency to prepare an annual performance plan covering each program activity set forth in the budget of such agency. **\*Note:****From OMB Circular A-11 “President’s Performance Budget/Performance Plan is submitted in September to OMB and on the 1st Monday in February to Congress… ” (p.591)**  | **SEC.3. PERFORMANCE PLANNING AMENDMENTS.**Chapter 11 of title 31, United States Code, is amended by striking section 1115 and inserting the following:**Sec. 1115. Federal Government and agency performance plans**(a) Federal Government Performance Plans- In carrying out the provisions of section 1105(a)(28), the Director of the Office of Management and Budget shall coordinate with agencies to develop the Federal Government performance plan. In addition to the submission of such plan with each budget of the United States Government, the Director of the Office of Management and Budget shall ensure that all information required by this subsection is concurrently made available on the website provided under section 1122 and updated periodically, but no less than annually. The Federal Government performance plan shall—(1) establish Federal Government performance goals to define the level of performance to be achieved during the year in which the plan is submitted and the next fiscal year for each of the Federal Government priority goals required under section 1120(a) of this title;(b) Agency Performance Plans- Not later than the first Monday in February of each year, the head of each agency shall make available on a public website of the agency, and notify the President and the Congress of its availability, a performance plan covering each program activity set forth in the budget of such agency. Such plan shall--(1) establish performance goals to define the level of performance to be achieved during the year in which the plan is submitted and the next fiscal year; |
| (a) Agencies are now required to publish all performance reports online. (b) Specifies that each update shall occur no less than 150 days after the end of each fiscal year. (c) Each report will now include actual results for the 5 preceding fiscal years; rather than only the previous year.  | **SEC.1116. PROGRAM PERFORMANCE REPORTS****Sec.1116. Program Performance Reports**(a) No later than March 31, 2000, and no later than March 31 of each year thereafter, the head of each agency shall prepare and submit to the President and the Congress, a report on program performance for the previous fiscal year.(b)(1) Each program performance report shall set forth the performance indicators established in the agency performance plan under section 1115, along with the actual program performance achieved compared with the performance goals expressed in the plan for that fiscal year.(d) Each report shall-(1) review the success of achieving the performance goals of the fiscal year;**\*Note: 1993 change in Legislation:** **From OMB Circular A-11,“Performance and Accountability Report to President****and Congress… by November 15” (p.591)**  | **SEC.1116. PERFORMANCE REPORTING AMENDMENTS.**Chapter 11 of title 31, United States Code, is amended by striking section 1116 and inserting the following:**Sec. 1116. Agency performance reporting** (a) The head of each agency shall make available on a public website of the agency an update on agency performance.(b)(1) Each update shall compare actual performance achieved with the performance goals established in the agency performance plan under section 1115(b) and shall occur no less than 150 days after the end of each fiscal year, with more frequent updates of actual performance on indicators that provide data of significant value to the Government, Congress, or program partners at a reasonable level of administrative burden.(c) Each update shall--(1) review the success of achieving the performance goals and include actual results for the 5 preceding fiscal years;(5) include a review of the performance goals and evaluation of the performance plan relative to the agency's strategic human capital management;(6) describe how the agency ensures the accuracy and reliability of the data used to measure progress towards its performance goals.  |
| (a) Performance information should now be used to Achieve Federal Government Priority Goals. FHFA does not have Federal Government Priority Goals.(b) Federal Priority goals and Agency Priority goals should be developed quarterly- at a minimum.  | NEW: **SEC.1121. QUARTERLY PRIORITY PROGRESS REVIEWS AND USE OF PERFORMANCE INFORMATION.**  | **SEC.1121. QUARTERLY PRIORITY PROGRESS REVIEWS AND USE OF PERFORMANCE INFORMATION.**Chapter 11 of title 31, United States Code, is amended by adding after section 1120 (as added by section 5 of this Act) the following:**Sec. 1121. Quarterly priority progress reviews and use of performance information** (a) Use of Performance Information To Achieve Federal Government Priority Goals- Not less than quarterly, the Director of the Office of Management and Budget, with the support of the Performance Improvement Council, shall--(1) for each Federal Government priority goal required by section 1120(a) of this title, review with the appropriate lead Government official the progress achieved during the most recent quarter, overall trend data, and the likelihood of meeting the planned level of performance;(b) Agency Use of Performance Information To Achieve Agency Priority Goals- Not less than quarterly, at each agency required to develop agency priority goals required by section 1120(b) of this title, the head of the agency and Chief Operating Officer, with the support of the agency Performance Improvement Officer. |
| (a) OMB will now include information on their website regarding programs from each agency earlier than Oct. 1 2012.(b) All agencies must develop agency priority goals and include in reporting how congressional consultations impacted these goals. These goals must be made available on the FHFA website. (c) OMB shall issue guidance to ensure that information made available on the website is provided in a way that presents a coherent picture of all Federal programs. | NEW: **SEC.1122. TRANSPARENCY OF FEDERAL GOVERNMENT PROGRAMS, PRIORITY GOALS, AND RESULTS.** | **SEC.7. TRANSPARENCY OF FEDERAL GOVERNMENT PROGRAMS, PRIORITY GOALS, AND RESULTS.**Chapter 11 of title 31, United States Code, is amended by adding after section 1121 (as added by section 6 of this Act) the following:**Sec. 1122. Transparency of programs, priority goals, and results**(a) Transparency of Agency Programs-(1) IN GENERAL- Not later than October 1, 2012, the Office of Management and Budget shall--include on the website information about each program identified by the agencies.(A) an identification of how the agency defines the term `program', consistent with guidance provided by the Director of the Office of Management and Budget, including the program activities that are aggregated, disaggregated, or consolidated to be considered a program by the agency;(B) a description of the purposes of the program and the contribution of the program to the mission and goals of the agency; and(C) an identification of funding for the current fiscal year and previous 2 fiscal years.(b) Transparency of Agency Priority Goals and Results- The head of each agency required to develop agency priority goals shall make information about each agency priority goal available to the Office of Management and Budget for publication on the website, with the exception of any information covered by section 1120(b)(2) of this title. In addition to an identification of each agency priority goal, the website shall also consolidate information about each agency priority goal, including--(1) a description of how the agency incorporated any views and suggestions obtained through congressional consultations about the agency priority goal; |
| (a, b) Addresses the establishment and new responsibilities of Chief Operating Officers. | NEW: **SEC.1123. AGENCY CHIEF OPERATING OFFICERS.** | **SEC.8. AGENCY CHIEF OPERATING OFFICERS.**Chapter 11 of title 31, United States Code, is amended by adding after section 1122 (as added by section 7 of this Act) the following:**Sec. 1123. Chief Operating Officers**(a) Establishment- At each agency, the deputy head of agency, or equivalent, shall be the Chief Operating Officer of the agency.(b) Function- Each Chief Operating Officer shall be responsible for improving the management and performance of the agency, and shall--(1) provide overall organization management to improve agency performance and achieve the mission and goals of the agency through the use of strategic and performance planning, measurement, analysis, regular assessment of progress, and use of performance information to improve the results achieved;(2) advise and assist the head of agency in carrying out the requirements of sections 1115 through 1122 of this title and section 306 of title 5; |
| (a) Specifies the establishment and the roles of the Performance Improvement Officers. (b) Specifies the establishment and the roles of the Performance Improvement Council (PIC) | NEW: **SEC. 1124. AGENCY PERFORMANCE IMPROVEMENT OFFICERS AND THE PERFORMANCE IMPROVEMENT COUNCIL.** | **SEC. 9. AGENCY PERFORMANCE IMPROVEMENT OFFICERS AND THE PERFORMANCE IMPROVEMENT COUNCIL.**Chapter 11 of title 31, United States Code, is amended by adding after section 1123 (as added by section 8 of this Act) the following:**Sec. 1124. Performance Improvement Officers and the Performance Improvement Council**(a) Performance Improvement Officers-(1) ESTABLISHMENT- At each agency, the head of the agency, in consultation with the agency Chief Operating Officer, shall designate a senior executive of the agency as the agency Performance Improvement Officer.(2) FUNCTION- Each Performance Improvement Officer shall report directly to the Chief Operating Officer. Subject to the direction of the Chief Operating Officer, each Performance Improvement Officer shall--(A) advise and assist the head of the agency and the Chief Operating Officer to ensure that the mission and goals of the agency are achieved through strategic and performance planning, measurement, analysis, regular assessment of progress, and use of performance information to improve the results achieved;(b) Performance Improvement Council-(1) ESTABLISHMENT- There is established a Performance Improvement Council, consisting of--(A) the Deputy Director for Management of the Office of Management and Budget, who shall act as chairperson of the Council;(2) FUNCTION- The Performance Improvement Council shall-(A) be convened by the chairperson or the designee of the chairperson, who shall preside at the meetings of the Performance Improvement Council, determine its agenda, direct its work, and establish and direct subgroups of the Performance Improvement Council, as appropriate, to deal with particular subject matters; |
| (a) Specifies that strategic plans, performance plans, and performance updates must be made available in searchable, machine-readable format on FHFA’s website no later than FY2012(b) Identifies the publishing of agency priority goals on the OMB website; described under section 1122.  | NEW: **SEC. 10. FORMAT OF PERFORMANCE PLANS AND REPORTS.** | **SEC. 10. FORMAT OF PERFORMANCE PLANS AND REPORTS.**(a) Searchable, Machine-Readable Plans and Reports- For fiscal year 2012 and each fiscal year thereafter, each agency required to produce strategic plans, performance plans, and performance updates in accordance with the amendments made by this Act shall-- (b) Web-Based Performance Planning and Reporting-(1) IN GENERAL- Not later than June 1, 2012, the Director of the Office of Management and Budget shall issue guidance to agencies to provide concise and timely performance information for publication on the website described under section 1122 of title 31, United States Code, including, at a minimum, all requirements of sections 1115 and 1116 of title 31, United States Code, except for section 1115(e).(2) HIGH-PRIORITY GOALS- For agencies required to develop agency priority goals under section 1120(b) of title 31, United States Code, the performance information required under this section shall be merged with the existing information required under section 1122 of title 31, United States Code. |
| (a) Agencies should now identify the publication of unnecessary reports and compile a list that identifies all plans and reports the agency produces for Congress. Agencies should then consult with congressional committees to determine whether those plans and reports are no longer useful.(b) The first year the agency submits a list, it should be as complete as possible. The following years, OMB will determine from each Agency’s list, the minimum percent of reports to be identified as duplicative.  | NEW: **SEC.1125. REDUCING DUPLICATIVE AND OUTDATED AGENCY REPORTING.** | **SEC. 11. REDUCING DUPLICATIVE AND OUTDATED AGENCY REPORTING.****Sec. 1125. Elimination of unnecessary agency reporting.**(a) Agency Identification of Unnecessary Reports- Annually, based on guidance provided by the Director of the Office of Management and Budget, the Chief Operating Officer at each agency… …(4) Provide a total count of plans and reports compiled under paragraph 1 and the list of outdated and duplicative reports identified under paragraph 2 to the Director of the Office of Management and Budget.(b) Plans and Reports-(1) FIRST YEAR- During the first year of implementation of this section, the list of plans and reports identified by each agency as outdated or duplicative shall be not less than 10 percent of all plans and reports identified under subsection (a)(1).(2) SUBSEQUENT YEARS- In each year following the first year described under paragraph (1), the Director of the Office of Management and Budget shall determine the minimum percent of plans and reports to be identified as outdated or duplicative on each list of plans and reports. |
| (c) OPM will work with each Performance Improvement Council at each agency to incorporate the key skills identified into training for relevant employees at each agency. | NEW: **SEC.12. PERFORMANCE MANAGEMENT SKILLS AND COMPETENCIES** | **SEC.12. PERFORMANCE MANAGEMENT SKILLS AND COMPETENCIES**(a) Performance Management Skills and Competencies- Not later than 1 year after the date of enactment of this Act, the Director of the Office of Personnel Management, in consultation with the Performance Improvement Council, shall identify the key skills and competencies needed by Federal Government personnel for developing goals, evaluating programs, and analyzing and using performance information for the purpose of improving Government efficiency and effectiveness. (c) Incorporation Into Existing Agency Training- Not later than 2 years after the enactment of this Act, the Director of the Office of Personnel Management shall work with each agency, as defined under section 306(f) of title 5, United States Code, to incorporate the key skills identified under subsection (a) into training for relevant employees at each agency. |
| (a)(1) OMB will coordinate with agencies to develop interim Federal Government priority goals beginning in FY2013.(2) Consistent with the requirements of this Act, each agency shall:* Prepare and submit a new strategic plan no later than February 6, 2012.
* Submit a new performance plan beginning in FY 2013.
* Make new performance reporting updates beginning in fiscal year 2012.

(3) The quarterly priority progress reviews shall begin with the quarter ending June 30, 2012. | NEW: **SEC.14. IMPLEMENTATION OF THIS ACT** | **SEC.14. IMPLEMENTATION OF THIS ACT**(a) Interim Planning and Reporting-(1) IN GENERAL- The Director of the Office of Management and Budget shall coordinate with agencies to develop interim Federal Government priority goals and submit interim Federal Government performance plans consistent with the requirements of this Act beginning with the submission of the fiscal year 2013 Budget of the United States Government.(2) REQUIREMENTS- Each agency shall--(A) not later than February 6, 2012, make adjustments to its strategic plan to make the plan consistent with the requirements of this Act;(B) prepare and submit performance plans consistent with the requirements of this Act, including the identification of agency priority goals, beginning with the performance plan for fiscal year 2013; and(C) Make performance reporting updates consistent with the requirements of this Act beginning in fiscal year 2012.(3) QUARTERLY REVIEWS- The quarterly priority progress reviews required under this Act shall begin--(A) with the first full quarter beginning on or after the date of enactment of this Act for agencies based on the agency priority goals contained in the Analytical Perspectives volume of the Fiscal Year 2011 Budget of the United States Government; and(B) with the quarter ending June 30, 2012 for the interim Federal Government priority goals. |
| (b) The ‘Comptroller General’ will submit a report to congress outlining the implementation and recommendations for all parts of this act into the agency, beginning with the first deadline of June 30, 2013, where a report regarding the interim planning and reporting activities conducted under section 14 should be addressed. | NEW: **SEC.15. CONGRESSIONAL OVERSIGHT AND LEGISLATION.** | **SEC.15. CONGRESSIONAL OVERSIGHT AND LEGISLATION.** (b) GAO Reviews-(1) INTERIM PLANNING AND REPORTING EVALUATION- Not later than June 30, 2013, the Comptroller General shall submit a report to Congress that includes--(A) an evaluation of the implementation of the interim planning and reporting activities conducted under section 14 of this Act; and(B) any recommendations for improving implementation of this Act as determined appropriate.(2) IMPLEMENTATION EVALUATIONS-(A) IN GENERAL- The Comptroller General shall evaluate the implementation of this Act subsequent to the interim planning and reporting activities evaluated in the report submitted to Congress under paragraph…(B) AGENCY IMPLEMENTATION- (C) FEDERAL GOVERNMENT PLANNING AND REPORTING IMPLEMENTATION- |