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(Rev. 01-31-2003)

DATE: 05-25-2011
CLASSIFIED BY 65179 DMH/MJS
REASON: 1.4 (D)
DECLASSIFY ON: 05-25-2036

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 05/08/2007

To: San Francisco

Attn: A/ASAC [redacted]

From: San Francisco

[redacted] Oakland RA

Contact: A/SSA [redacted]

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Approved By: [redacted] *EMA*

Drafted By: [redacted] *ema EMA*

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

Case ID #: 800A-SF-136738-SAR (Pending) - *32*

Title: GOALS AND OBJECTIVES

[redacted]
04/01/2007 - 09/30/2007

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Synopsis: Reports goals and objectives for the

[redacted]
for the above-captioned period.

Details: This communication sets forth specific measurable, and obtainable goals and objectives for the [redacted] for the period 04/01/2007 through 09/30/2007. The goals, objectives, and measurable results (MRs) are outlined below:

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Goal #1: Improve Efficiency and Effectiveness of Operations [redacted]

Objective #1 - Direct and provide management for [redacted]

MR1 - [redacted] Supervisory Special Agent (SSA) will hold a squad meeting every month and will document meetings to 800A-SF-C136738.

MR2 - [redacted] SSA will conduct file reviews every 90 days to ensure that employees are performing at least at the "successful" level.

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MR3 - [redacted] SSA will nominate employees for monetary, time-off, or recognition awards when appropriate.

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SF-DRAFTS [redacted]

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800A SF-136738-SAR-32

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To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/08/2007

Objective #2 - Understand [redacted] San Francisco Field Office Domain.

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MR1 - [redacted] will maintain a domain analysis and management process to [redacted]

[redacted] the SF Division's area of responsibility. A Domain Assessment [redacted] in the SF Division [redacted]

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[redacted] file: 800D-SF-138682-CI.

The following [redacted] will be completed during the remainder of FY 2007:

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Objective #3 - [redacted]

MR1 - [redacted] will develop a [redacted]

[redacted] the SF Division. Field Office [redacted] sets will be measured in 802A-SF-138645 and its respective sub-files.

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MR2 - [redacted] will develop [redacted]

[redacted] FBIHQ-specific, and field office [redacted] measured in 802B-SF-C141423 and its respective sub-files.

MR3 - [redacted]

[redacted] measured in 802A-SF-C141423 and its respective sub-files.

MR4 - [redacted] squad agents [redacted]

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To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/08/2007

Objective #4 - Analyze [REDACTED]
[REDACTED]

MR1 - [REDACTED]

[REDACTED] Enhancement is defined as either strategic
or operational [REDACTED]

MR2 - [REDACTED] will [REDACTED]
[REDACTED]

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Objective #5 [REDACTED]
[REDACTED]

MR1 - [REDACTED] will [REDACTED] during FY2007
(FY2006 [REDACTED]
in 802B-SF-138650 [REDACTED] and [REDACTED]
[REDACTED]

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MR2 - [REDACTED] during the
remainder of FY2007. [REDACTED]
[REDACTED] during the remainder of FY2007.
[REDACTED] will be measured in [REDACTED]
[REDACTED] and its respective sub-files.

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MR3 - [REDACTED]
[REDACTED]
[REDACTED] FBIHQ once started in [REDACTED] FBIHQ [REDACTED] will
[REDACTED] for each field
division.

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MR4 - [REDACTED]
during FY 2007 to San Francisco Executive Management in
[REDACTED]
[REDACTED] Goal #1, Objective #2.

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To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/08/2007

MR 5

Objective #6 -

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MR 1

This effort will be documented and measured in 800D-SF-138682-CI.

Objective #7 - Deploy technology and science to make our workforce more effective and efficient

MR1 - Ensure the

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MR2 - Continue to develop and refine the SF Division
Analytic Workspace to [REDACTED]

MR3 - Continue to develop and refine the SF Division

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SF Division's

Goal #2: Develop and maintain a diverse, capable, and well informed workforce.

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To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/08/2007

Objective #1 - Improve recruiting, selection, hiring, and retention (Strategy Map T1)

MR1 [] will coordinate with the []
[] and ensure that any Intelligence Analyst
vacancies are backfilled as soon as possible.

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Objective #2 - Train and develop skills and abilities of our workforce (Strategy Map T2)

MR1 - Provide [] of our employees with a minimum of
[] of advanced training.

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MR2 - Ensure [] of our employees receive training in
their specialized field of expertise. Training
requirements will be specified by the respective FBIHQ
Divisions with program oversight responsibility.

MR3 - Ensure 100% of employees receive an annual
performance plan review following HQ policy.

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