

## FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 04/18/2007

To: San Francisco

From: San Francisco

[redacted] Oakland Resident Agency

Contact: SSA [redacted]

Approved By: [redacted] *SAC*

Drafted By: [redacted]

dhb

Case ID #: 800A-SF-136738-SAR - *34*

Title: GOALS AND OBJECTIVES

SSA

04/01/2007-09/30/2007

Synopsis: Reports goals and objectives for the [redacted]  
[redacted] SSA for the captioned time period.

Details: The purpose of this communication is to set forth  
set specific, measurable, and attainable goals and objectives  
for the [redacted] SSA for the period  
04/01/2007-09/30/2007. These goals, objectives, and  
measurable results are outlined below:

### Goal #1

Direct and manage the [redacted] to

[redacted] Support the FBI [redacted] through the

### Objective #1:

Direct and provide management for the [redacted]  
[redacted]

MR1 - The SSA will hold a squad meeting every month and will  
document meetings to 800C-SF-137173.

MR2 - The SSA will conduct file reviews every 90 days to  
ensure that employees are performing at least at the  
"Successful" level.

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

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Objective #2:

Understand threats in the San Francisco Field Office Domain.

MR1 - [REDACTED]

[REDACTED] SAC, the

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[REDACTED]  
customer feedback from the SAC, HQ Investigative Divisions.

[REDACTED]  
[REDACTED] San Francisco's area of responsibility will be implemented.

The following [REDACTED]

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Objective #3:

MR1 - [REDACTED]

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[REDACTED]  
[REDACTED] Will be measured by accessing the field office requirements sets within 803A-SF-138655 [REDACTED]

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804A-SF-138665 [REDACTED]

MR2 - [REDACTED] FBIHQ-specific,  
and field office [REDACTED]

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[REDACTED] 803A-SF-C140822 [REDACTED] and 804A-SF-C140823  
[REDACTED]

MR3 - [REDACTED]  
[REDACTED] within 803A-SF-C140822 [REDACTED] and  
804A-SF-C140823 [REDACTED]

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MR4 - The [REDACTED]  
[REDACTED] Will be measured by documentation in [REDACTED]  
[REDACTED] and [REDACTED]

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Objective #4:

[REDACTED]  
MR1 - [REDACTED]  
[REDACTED]

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[REDACTED]

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MR2 - [REDACTED]  
[REDACTED]

Objective #5:

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[REDACTED]

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MR1 - [REDACTED]

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MR2 - [REDACTED]

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MR3 - [REDACTED]

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measure for each field division.

MR4 - [REDACTED] San Francisco Executive  
Management in conjunction with [REDACTED]  
management process described in Goal 1, Objective 2.

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MR5 - [REDACTED]

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MR6 - [REDACTED]

M7 - Conduct a semi-annual [REDACTED]

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Objective #6:

Expand [REDACTED]

MR1 - [REDACTED]

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Objective #2:

[REDACTED]

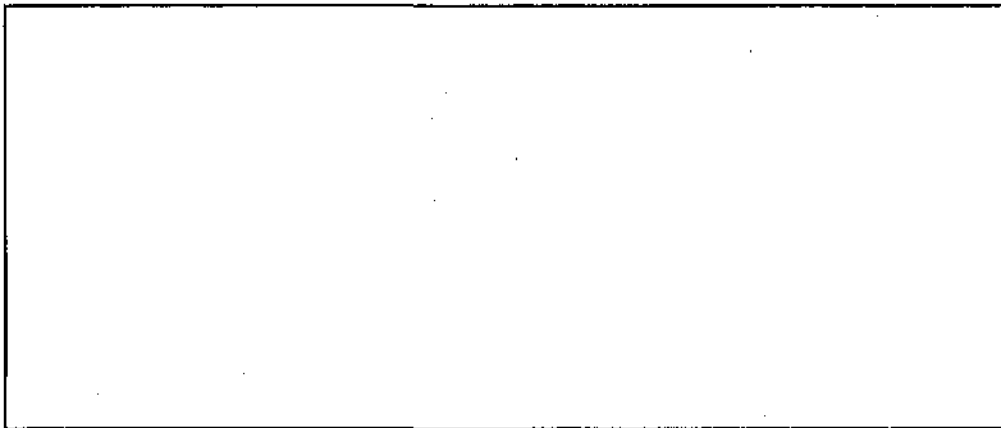
Objective #7:

[REDACTED]

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MR1 - Ensure the [REDACTED] is being  
utilized by field office personnel according [REDACTED]  
[REDACTED]

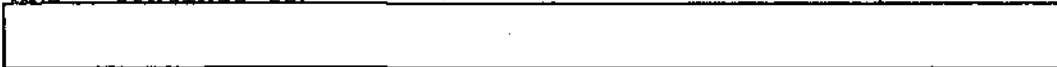
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MR2 - Continue to

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Goal #2

Develop and maintain a diverse, capable, and well informed workforce.

Objectives (O):

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

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

MR1) Provide [ ] of employees with a minimum of [ ] hours of advanced training.

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MR2) Ensure that [ ] of 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 that 100% of employees receive an annual performance plan review following HQ policy.

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