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

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 04/30/2007

To: San Francisco

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

From: San Francisco

Contact: SSA [REDACTED]

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Approved By: [REDACTED]

Drafted By: [REDACTED]

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

Title: (U) GOALS AND OBJECTIVES

Synopsis: (U) Progress report on goals and objectives for [REDACTED]
[REDACTED] for the time period 10/01/2006 - 03/31/2007.

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(X) (U) ~~Derived From: G-3~~
~~Declassify On: X1~~

Reference: (U) 800A-SF-136738-SAR Serial 15

Details: This EC provides a progress report on the specific,
measurable, and attainable goals and objectives for
[REDACTED] for the period 10/01/2006
- 03/31/2007.

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Goal #1
(U/FOUO) [REDACTED]

(U/FOUO) Objective #1: [REDACTED]

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(U/FOUO) [REDACTED]

In November 2006,

[REDACTED] SSAs and Intelligence Analysts. The report, prepared by IA

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Sfclmats [REDACTED] may 2 progress.wpd.

800A-SF-136738-SAR

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[REDACTED]

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[REDACTED] in the Bay Area (refer to file 801B-SF-138643).

(U//FOUO) Refer to objective No. 2 below for an update on [REDACTED]

[REDACTED]

(U//FOUO) Objective #2: [REDACTED]

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[REDACTED]

(U//FOUO) [REDACTED]

[REDACTED]

~~(S)~~ In November, 2006, [REDACTED] took the lead for the Division on a [REDACTED]

(S)

California [REDACTED]

The SF [REDACTED]

[REDACTED] FBI and [REDACTED]

[REDACTED] throughout the Division; the review of [REDACTED]

[REDACTED] The

[REDACTED] The results of the SF

[REDACTED]

documented under [REDACTED]

[REDACTED]

[REDACTED] San Francisco. The

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

(U) ~~(S)~~ [REDACTED] SA [REDACTED] provided assistance to San Francisco

personnel [REDACTED] and SA [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[redacted]
[redacted] in the San Francisco domain.

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(U) ~~(S)~~ As the [redacted] for the Division, [redacted]
SA [redacted]

[redacted]

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(U) ~~(S)~~ IA [redacted]
[redacted] Bay Area are reviewed and information
coordinated with appropriate personnel within and outside the SF
Division.

(U/FOUO) Objective #3: [redacted]

[redacted]

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(U/FOUO) [redacted]

[redacted] documented in
file 801B-SF-137175, serial 23. Referenced serial identifies

[redacted]

[redacted] In addition,

[redacted]

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(U/FOUO) In an effort to [redacted]

[redacted] San Francisco
ACS indexing and for
entry into the San Francisco Division [redacted]

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(U/FOUO) During the review period, [redacted] Intelligence
Analysts [redacted]

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IA [redacted] November 3, 2006.
800D-SF-138682 [redacted] serial 37

IA [redacted] November
21, 2006.
800D-SF-138682 [redacted] serial 40

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IA [redacted] March 27, 2007.
800D-SF- 138682 [redacted] serial pending.

(U/FOUO) Objective #4: Engage in regular [redacted] FBIHQ

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(S) Members of [redacted] with FBIHQ

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Goal #2

(U/FOUO) Improve Efficiency and Effectiveness of [redacted]
Operations.

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(U/FOUO) Objective #1: Update and refine the [redacted] website
and communicate existence and value to all SF [redacted]

(U/FOUO) [redacted] continues to update the [redacted] website on an
almost weekly basis, and advertised the website to all [redacted]
personnel periodically. Frequent postings include [redacted]

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(U/FOUO) Objective #2: Ensure designated [redacted] personnel are
trained in the function of updating the [redacted] website.

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(U/FOUO) Intelligence Analysts [redacted] were trained in the function of updating the [redacted] website, and continue to update the website. Recent additions include the 2006 Crime Survey and the 2007 [redacted]

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(U/FOUO) Objective #3: Conduct quarterly file reviews for [redacted] analysts and agents to assess performance and provide guidance.

(U/FOUO) File reviews were conducted for [redacted] analysts and agents in November, 2006, and February, 2007.

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(U/FOUO) Objective #4: Participate in the IA hiring and selection process to enhance the [redacted] analytical staff by at least [redacted] positions.

(U/FOUO) [redacted] SSA [redacted] and Relief Supervisors SA [redacted] and IA [redacted] continue to participate in the IA hiring and selection process. During the time period 10/01/2006 - 03/31/2007, they reviewed approximately [redacted] IA applicant packets, and interviewed, in a panel setting, [redacted] candidates for the Intelligence Assistant position. These interviews resulted in [redacted] gaining [redacted] new Intelligence Analysts [redacted] new to the position and [redacted] transfer from FBIHQ). San Francisco's recent staffing allotments have resulted in the [redacted] Intelligence Assistant vacancies.

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(U/FOUO) Objective #5: Train and integrate new squad personnel to ensure [redacted] Analyst role.

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(U/FOUO) [redacted] gained [redacted] Special Agent [redacted] Intelligence Analysts (IAs [redacted] during the time period 10/1/06 03/31/07. Senior squad personnel continue to train and mentor each of these employees to better understand the role of [redacted] and their specific work functions. All new IA personnel were [redacted]

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[redacted] Agent who is housed in the San Jose RA to [redacted] throughout the Division.

(U/FOUO) [redacted] analyst to fill an [redacted] Analyst role, which [redacted]

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This matter is expected to be resolved during the next review period.

Goal #3

(U/FOUO) Improve [REDACTED]

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(U/FOUO) Objective #1 [REDACTED]

(U)

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SA [REDACTED]

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on 02/26/2007 SAs [REDACTED]

SA [REDACTED]

the close of the review period.

(U/FOUO) SA [REDACTED]

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with the SF

SAC, held 4/24/2007.

(U/FOUO) Objective #2: In coordination with [REDACTED]

will populate the Division's [REDACTED]

(U/FOUO) [REDACTED] took the initiative to [REDACTED]

in the SF Division. [REDACTED]

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(U/FOUO) Objective #3: Increase participation in SAC [REDACTED]

(U/FOUO) During the review period, [REDACTED] additional [REDACTED] analysts [REDACTED]

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to the SAC, as scheduled.

Remaining [REDACTED] analysts are scheduled for presentations in the ensuing review period.

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(U/FOUO) Objective #4: In [redacted]
[redacted]

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(U/FOUO) This effort was initiated by [redacted] SA [redacted]
[redacted]

the February 26, 2007 [redacted] SA [redacted]

Goal #4

(U/FOUO) Increase the Quantity and Quality of Products. [redacted]

(U/FOUO) Objective #1: Establish [redacted]
San Francisco [redacted]
[redacted]

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(U/FOUO) [redacted]
[redacted] in the past six months. Through implementation
[redacted] Operations
Specialists adopted steps to ensure [redacted]
[redacted]

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~~(S)~~ During the review period, [redacted] personnel produced [redacted]
[redacted]
[redacted]

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(U/FOUO) Objective #2: [redacted]
ensuing six-month period, thus [redacted]
from the previous six-month reporting period.

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(U/FOUO) [redacted] IAs [redacted] FBIHQ for
publication. These resulted in the [redacted]
[redacted]

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(U/FOUO) Objective #3: Train all [redacted]

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[redacted]
(U/FOUO) IA [redacted] has trained all [redacted] analysts assigned to the squad over the review period (IA [redacted] IA [redacted] IA [redacted] and IA [redacted] IA [redacted] to San Francisco from FBIHQ. [redacted] the Intelligence Analyst position). IA [redacted] training to IAs [redacted] during this time period, and IA [redacted] attended a Quantico in-service for [redacted] Training has been provided to [redacted] for IAs and IRs; SSA [redacted] continues to work with IA [redacted] and IA [redacted] assisted IA [redacted] February, 2007.

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(U/FOUO) Objective #4: Utilize the [redacted] website to ensure [redacted]

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(U/FOUO) [redacted] personnel continue to update the [redacted] website, [redacted]

(U/FOUO) Objective #5: Publish at least [redacted] approved [redacted]

(U) ~~(S)~~ [redacted] (IA [redacted] and IA [redacted] February, 2007. In lieu of publication, FBIHQ decided to incorporate San Francisco's [redacted]

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Goal#5:

(U/FOUO) [redacted]

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(S) ~~(U/FOUO)~~ Objective #1: [redacted]

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(U) ~~(S)~~ Objective #2: [redacted] for the
Division, and document same to appropriate file(s).

(U) ~~(S)~~ SA [redacted]
[redacted] Remaining work in this project includes the [redacted]
[redacted] San Francisco Division, and
[redacted]

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(U/FOUO) Objective #3: Coordinate with [redacted] counterparts to
ensure the completion of the SF Division crime survey, [redacted]

September, 2006), [redacted]
[redacted]

(U/FOUO) The crime survey [redacted] was completed
03/26/2007. (Refer to 804B-SF-138678, serial 88)

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(U/FOUO) Objective #4: Train appropriate [redacted] personnel in
[redacted]

(U/FOUO) IA [redacted] personnel [redacted]
[redacted] in November, 2006 and March,
2007. They were taught [redacted]

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(U/FOUO) Objective #5: Through coordination with [redacted]
establish a process to disseminate "Unclassified for Official Use

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Only" [redacted]
[redacted]

(U/FOUO) Objective met [redacted] disseminates U/FOUO [redacted] FBI-
derived U/FOUO [redacted] Further,
[redacted]

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(U/FOUO) Goal #6:

Ensure all [redacted] Personnel Receive and Provide Value-Added Training

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(U/FOUO) Objective #1: Ensure all [redacted] personnel attend at least
[redacted] substantive training course/in-service applicable to their
work roles.

(U/FOUO) Objective met. See [redacted] training below:

[redacted]	Employee	Course Name	Date
SA	[redacted]	Legal A Legal B Firearms	10/8/06 10/31/06 11/10/06
SA	[redacted]	Legal A Legal B Firearms	10/8/06 10/31/06 11/10/06
SA	[redacted]	Legal A Legal B Firearms Introduction to [redacted] Introduction to Collections Management	10/8/06 10/31/06 11/10/06 1/07/07 - 1/13/07
SA	[redacted] [redacted]	Legal A Legal B Firearms [redacted] Training Firearms [redacted] Training	10/8/06 10/31/06 11/10/06 12/5/06 1/16/07 2/13/07 - 2/15/07

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IA [redacted]	[redacted]	02/28/2007 03/02/2007 03/02/2007 03/07/2007
	Handling Classified Material Training	02/27/2007 03/05/2007 03/08/2007 03/21/2007 03/27/2007 03/30/2007
IA [redacted]	[redacted]	10/16/06 - 12/15/07 02/06-07/2007
IA [redacted]	Introduction to [redacted] Introduction to Collections Management	1/07/07 - 1/13/07
IA [redacted]	InfoSec Awareness	03/02/200704
IA [redacted]	Instructor Development [redacted]	12/08/2006 12/14/2006
IA [redacted]	[redacted] SF Domain [redacted]	10/10/2006 12/07/2006 12/11/2006
IA [redacted]	[redacted] How to Get Published	10/05/2006 11/7/06 - 11/12/06 02/05/2007 02/08/2007

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IA [redacted] [redacted]	[redacted]	03/05/2007 03/07/2007 03/08/2007 03/21/2007 03/27/2007
IA [redacted]	[redacted]	10/16/06 - 12/15/07 02/06-07/2007
IA [redacted]	[redacted]	02/06-07/2007
IA [redacted]	[redacted]	02/28/07 - 03/01/2007
IA [redacted]	[redacted]	01/29/07 - 02/02/2007

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(U/FOUO) Objective #2: Ensure all on-board analysts at Grade 12 and above attend the Kellogg School of Business course on "Navigating Strategic Change."

(U/FOUO) Due to the limited number of available Kellogg training slots for the San Francisco Intelligence Analysts, [redacted] was unable to meet this objective. IA [redacted] and IA [redacted] still need to compete this training requirement.

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(U/FOUO) Objective #3: Increase the participation of [redacted] SA personnel in the [redacted] by [redacted] SAs en route to 100 percent certification.

(U/FOUO) Objective not met due as the course was not offered in the timeframe 10/01/2006 - 03/31/2007.

(U/FOUO) Objective #4: Conduct and document at least [redacted] training events provided by various [redacted] personnel.

(U/FOUO) During the reporting time period, [redacted] analysts have provided training as listed below:

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(U/FOUO) 10/03/2006 IA [redacted] given to Intelligence Analysts, documented to file 800C-SF-137173, serial 52;

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(U/FOUO) 11/7/2006, IA [redacted]
given to [redacted] analysts, documented to file 800C-SF-137173, serial
45;

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(U/FOUO) 02/06/2007, IA [redacted] and IA [redacted]
[redacted] given to
Intelligence Analysts, documented to file 800C-SF-137173, serial
53;

(U/FOUO) 03/09/2007, IA [redacted] given to SF
Division Management Staff at [redacted] documented to file 800C-SF-
137173, serial 60;

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(U/FOUO) 03/12/2007, IA [redacted]
[redacted] given to [redacted] analysts and [redacted] analyst,
documented to file 800C-SF-137173, serial 57.

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