

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 11/26/2007

To: San Francisco

Attn: A/ASAC [REDACTED]

From: San Francisco

[REDACTED] ORA

Contact: A/SIA [REDACTED]

b6
b7C
b7E

Approved By: [REDACTED]

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

Drafted By: [REDACTED]

myt [REDACTED]

Case ID #: 800A-SF-136738-SAR (Pending) - 48

Title: PROGRESS REPORT OF GOALS AND OBJECTIVES

b7E

SAN FRANCISCO [REDACTED]

04/01/2007 - 09/30/2007

Synopsis: Progress report on the goals and objectives for the
[REDACTED] SF [REDACTED]
for above-captioned time period.

b7E

Details: Progress report on measurable and obtainable goals
and objectives for the [REDACTED] for the
period 04/01/2007 through 09/30/2007.

Goal #1

Improve Efficiency and Effectiveness of [REDACTED] Operations

b7E

Objective 1: Improve efficiency and effectiveness of [REDACTED]
operations

MR1:

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

Due to the geographic distribution of [REDACTED] ASAs
and Operational Specialists (OSs), multiple informal
squad meetings were held to discuss the initiation
of [REDACTED]
the feedback received from the [REDACTED]

b7E

[REDACTED] All
relevant squad administrative issues were

DRAFTS [REDACTED]

330mjt01

800A-SF-136738-SAR-48

b6
b7C

To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/25/2007

communicated via e-mail throughout the reporting period.

MR2:

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

b7E

Quarterly file reviews for IAs and SAs were conducted for all [redacted] Intelligence Analysts and Special Agents.

MR3:

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

b7E

[redacted] personnel were nominated for monetary and recognition awards during this time period.

Objective 2: Understand threats in the San Francisco Field Office domain

MR1:

[redacted]
[redacted]

[redacted] the SF Division's area of responsibility.

b7E

[redacted] SF Division will be produced annually and documented in the [redacted] file: 800D-SF-138682-[redacted]

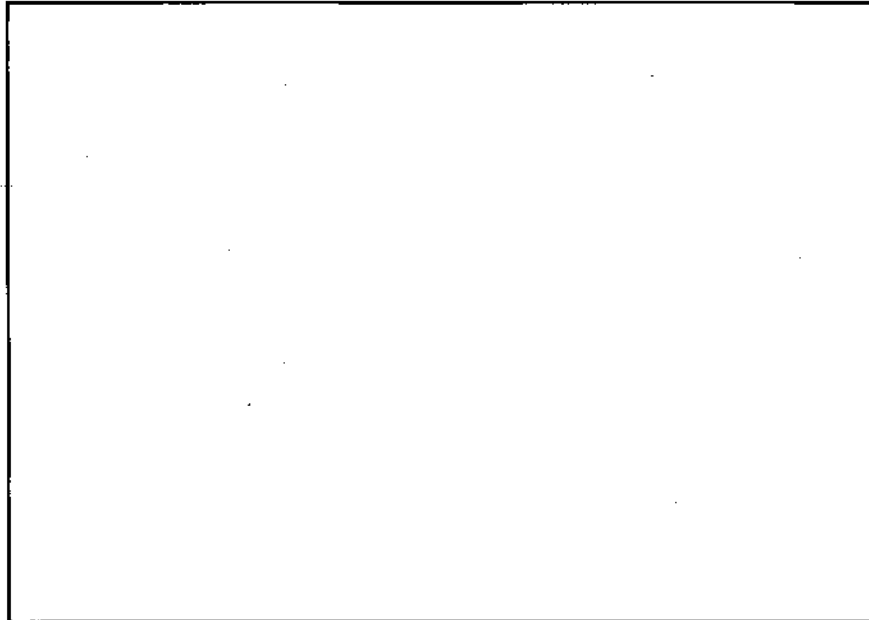
(S)

(S)

b1
b6
b7C
b7E

To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/25/2007

(S)



b1
b6
b7C
b7E

Objective 3:



MR1:

[redacted] will develop a [redacted]
[redacted] to the SF Division.

b7E

IA



b1
b6
b7C
b7E

(S)

MR2:

[redacted] will [redacted]
[redacted] FBIHQ-specific, and field
office [redacted]

b6
b7C
b7E

IA

[redacted] San Francisco [redacted]
[redacted] The collection plans are
documented in 802A-SF-C141423 and its respective
[redacted]

To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/25/2007

MR3:

[REDACTED]

IA

requirements ECs to Special Agents

[REDACTED]

b6
b7C
b7E

MR4:

[REDACTED] agents will develop at
[REDACTED] fiscal year [REDACTED]
[REDACTED]

b6
b7C
b7E

SA [REDACTED] six-
month time period and SA [REDACTED]
[REDACTED] this time period.

Objective #4:

[REDACTED]

MR1:

[REDACTED]

Each of the [REDACTED] OS
[REDACTED] The OS
review all [REDACTED]

b7E

MR2:

[REDACTED] will review at least [REDACTED]

[REDACTED]

b1
b6
b7C
b7E

(S)

To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/25/2007

MR3:

[redacted]
[redacted] in conformance with FBI standards for
quality and content.

b7E

[redacted]
[redacted] as of November
21, 2007. Many of the [redacted]
review at FBIHQ. IA [redacted] San
Francisco [redacted] conform to FBI standards before
sending them to FBIHQ for approval.

b6
b7C
b7E

MR4:

[redacted] during
FY 2007 to San Francisco executive management in
conjunction with [redacted]
[redacted] described in Goal #1, Objective #2.

b1
b6
b7C
b7E

(S)

MR5:

[redacted]
IA [redacted]
[redacted]
supervisors, [redacted] agents and analysts, as well as
other field offices. The [redacted]
[redacted] and highlights which San
Francisco Special Agent and Intelligence Analyst was
responsible for the [redacted]

b7E

b6
b7C
b7E

To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/25/2007

Objective #6: Expand partner relationships

MR1:

[REDACTED]
[REDACTED] This effort will be documented and
measured in 800D-SF-138682 [REDACTED]

(S)

b1
b6
b7C
b7E

All liaison efforts are documented in 800D-SF-
138682 [REDACTED]

b7E

Objective #6: Deploy technology and science to make our
workforce more effective and efficient

MR1:

Ensure the [REDACTED]
being utilized by field office personnel.

All [REDACTED] Intelligence Analysts and Special Agents

b7E

MR2:

Continue to develop and refine the SF Division

b7E

All [REDACTED] Intelligence Analysts have been encouraged

b7E

MR3:

Continue to develop and refine the SF Division
[REDACTED] to record and
identify the capabilities of SF Division's [REDACTED]

To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/25/2007

[REDACTED]
[REDACTED]
IA [REDACTED]
[REDACTED] and FBIHQ requirements
[REDACTED]
IA [REDACTED]
[REDACTED]

b6
b7C
b7E

Goal #2

Develop and Maintain a Diverse, Capable, and Well-Informed Workforce

Objective #1: Improve recruiting, selection, hiring, and retention

MR1:

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

b7E

A/ASAC [REDACTED] and IA [REDACTED]
coordinated with the [REDACTED] to ensure [REDACTED] was
filled. An individual from the 2006 nationwide
hiring blitz was identified and sent to the [REDACTED] It
is anticipated by the next review period [REDACTED]
[REDACTED] will have been filled.

b6
b7C
b7E

Objective #2: Train and develop skills and abilities of our workforce

MR1:

Provide [REDACTED] of our employees with a minimum of
[REDACTED] hours of advanced training.

b7E

All Intelligence Analysts and Special Agents have
been encouraged to request and attend advanced
training. All [REDACTED] personnel have received at least
[REDACTED] hours of advanced training.

b7E

MR2:

Ensure [REDACTED] of our employees receive training in
their specialized field of expertise.

All Intelligence Analysts and Special Agents have
been encouraged to request and attend [REDACTED]
[REDACTED]

b7E

To: San Francisco From: San Francisco
Re: 800A-SF-136738-SAR, 05/25/2007

personnel have received specialized training during this time period.

b7E

MR3:

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

All personnel have received an annual performance plan review.

b7E

♦♦