

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 12/04/2007

To: San Francisco ✓

From: San Francisco

[redacted] /Oakland Resident Agency

Contact: A/SSA [redacted]

Approved By: [redacted] ✓

Drafted By: [redacted]

kjk KSK

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

Title: GOALS AND OBJECTIVES

A/SSA

10/01/2007-03/31/2008

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

Details: The purpose of this communication is to set specific, measurable, and attainable goals and objectives for the [redacted] for the period 10/01/2007-03/31/2008. These goals, objectives, and measurable results are outlined below:

Goal #1

Direct and manage the [redacted] to obtain significant results responsive to the FBI's [redacted]

[redacted]

Objective #1:

Direct and provide management for the [redacted]

[redacted]

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

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

MR3 - The supervisor 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

[REDACTED]
customer feedback from the SAC, HO [REDACTED]

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[REDACTED] San Francisco's area of responsibility will be
[REDACTED] Each analyst will [REDACTED]

[REDACTED] Executive
Management or the Intelligence Analyst [REDACTED]
[REDACTED] on the San Francisco Division's needs.

Objective #3:

MR1 - [REDACTED]

[REDACTED] Will be measured by accessing the field office
requirements sets within 803A-SF-138655 [REDACTED]
804A-SF-138665 [REDACTED]

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MR2 - [REDACTED]

FBIHQ [REDACTED]

[REDACTED]
Will be measured by accessing the [REDACTED]
documented within 803A-SF-C140822 [REDACTED] and 804A-SF-C140823

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MR3 - [REDACTED]

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

MR4 - The [REDACTED]

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Objective #4:

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MR1 - [REDACTED]

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MR2 - [REDACTED] Agents will [REDACTED]

Objective #5:

MR1 - [REDACTED] FY2008 (FY2007 total was [REDACTED])

MR2 - [REDACTED] (TAs) during FY2008 (FY2007 total was [REDACTED])

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MR3 - [REDACTED] with FBI standards for quality and content [REDACTED]

[REDACTED] to FBIHQ once [REDACTED] FBIHQ [REDACTED]

As of 09/30/2007, the [REDACTED]

MR4 - Provide [REDACTED] to San Francisco Executive Management in [REDACTED]

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[REDACTED] described in Goal 1, Objective 2.

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MR5 - [REDACTED]
[REDACTED]

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MR6 - [REDACTED]
[REDACTED]

Objective #6:
[REDACTED]

MR1 - [REDACTED]
[REDACTED]

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

[REDACTED]
MR2 - Continue to [REDACTED]
[REDACTED]

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Goal #2

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

Objective #1 - Improve efficiency and effectiveness of [REDACTED]
[REDACTED] operations.

MR1 Recruit and hire an All Source Analyst with [REDACTED]
[REDACTED] experience.

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MR2 Recruit and hire an Operational Specialist with [REDACTED]
[REDACTED] experience.

MR3 Recruit [REDACTED] experienced Special Agents rated [REDACTED]
[REDACTED]

Objective #2 - Train and develop skills and abilities of our
workforce.

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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.

MR4 Ensure that all eligible [] analysts are enrolled in the Advanced Analyst Program (AAP) to ensure that they are given priority consideration for analytical training offered by the FBI and []

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