

**President's Management Agenda  
NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION**

	<b>CURRENT STATUS</b> (As of June 30, 2006)	<b>PROGRESS</b> Third Quarter, FY 2006	<b>COMMENTS</b>
<p><b>Initiative:</b> HUMAN CAPITAL</p> <p><b>Bureau Lead:</b> Eduardo Ribas</p>	<p align="center"> Yellow</p> <p>Comprehensive human capital plan <input checked="" type="checkbox"/> developed, etc <u>09/30/03</u> <input checked="" type="checkbox"/> results analyzed &amp; used <u>06/30/05</u></p> <p>Organizational structures <input checked="" type="checkbox"/> current structure analyzed and restructuring begun <u>06/02</u> <input checked="" type="checkbox"/> structure optimized &amp; process in place to address future challenges on <u>ongoing</u></p> <p>Succession strategies <input checked="" type="checkbox"/> implemented <u>06/02</u> <input checked="" type="checkbox"/> continuously updated talent pool assured on <u>ongoing</u></p> <p>Performance appraisal plans adhere to merit system principles, etc. <input checked="" type="checkbox"/> SES &amp; mgrs. <u>10/1/02</u> <input checked="" type="checkbox"/> 60%+ of agency <u>unavailable</u>) ___ beta site completed</p> <p>Under representation ___ implemented strategies to address ___ reduced &amp; established process to sustain diversity ___</p> <p>Skill gaps ___ workforce planning system implemented ___ (Y) ___ identify and set competency targets (Y) ___ significant reduction in mission critical gaps (date) (G) ___ met competency gap targets (G)</p> <p>Hiring timelines reduced <input checked="" type="checkbox"/> collects data &amp; sets standard <u>05/03</u> <input checked="" type="checkbox"/> on track to meet goals <u>09/05</u></p> <p>Accountability system and reviews ___ system developed (date) ___ conducts reviews &amp; takes corrective action (date) ___ provided annual report</p>	<p align="center"> Green</p> <p><u>Actions taken this quarter:</u></p> <ul style="list-style-type: none"> <li>Continued union negotiations for conversion to the 5-tier performance appraisal system. Internal WFMO training was completed.</li> <li>Selected small-business, woman, and minority-owned contractor for workforce planning project. Contractor has completed management plan for NOAA competencies with initial focus on leadership, NOAA core competencies, and workforce planning policy.</li> <li>Project management training was given.</li> <li>Selections for the Leadership Competencies Development Program V class were made. Selections include double the number of African-Americans and women from the previous class.</li> <li>The 40-hour NOAA Leadership Training Program was provided for new first-line supervisors.</li> <li>Initiated business process reengineering of the staffing and training processes. Teams established.</li> <li>Proposal for corporate recruitment program was presented to CFO Council for comments.</li> <li>Two-day orientation for NOAA Presidential Management Fellows, class of 2005, took place. Class includes 12 women, more than double the number in the 2004 class.</li> <li>Date forward start-up of eOPF began.</li> <li>SES Hiring Model briefed to the NOAA Executive Panel.</li> <li>Initiated NOAA Rotational Assignment Program (NRAP). Testing website in preparation for NRAP announcement.</li> </ul> <p><u>Planned actions for next quarter:</u></p> <ul style="list-style-type: none"> <li>WebTA will be fully implemented.</li> <li>Business Process Reengineering fact-finding of the staffing and training processes will take place.</li> <li>Union negotiations for conversion to the 5-tier performance appraisal system will continue. Internal WFMO training will be completed. Manager and employee training will take place.</li> <li>Draft NOAA Workforce Planning policy will be developed.</li> </ul>	

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			<ul style="list-style-type: none"> <li>• Proposal for corporate recruitment program will be presented to the NOAA Executive Panel for approval.</li> <li>• Develop strategy, linked to NOAA Corporate Recruitment Strategy, to address under-representation in NOAA occupations.</li> <li>• Announce the NOAA Rotational Assignment Program.</li> <li>• The NOAA Leadership Training Program for new first-line supervisors will be given.</li> <li>• Project management training will be conducted.</li> <li>• Assess the usage of the James D. Martin Worklife Center.</li> </ul>	

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<p><b>Initiative:</b> COMPETITIVE SOURCING</p> <p><b>Bureau Lead:</b> William Broglie</p>	<p align="center"> Yellow</p> <p>Approved competition plan                      ___ "yellow" plan (date)  <u>X</u> "green" plan on (11/04)</p> <p>Standard competitions  <u>X</u> one completed OR announced one &gt; "yellow" plan FTEs (Y) (1/04), NWS Telecommunications Gateway                      ___ announced in accordance with "green" plan schedule (G) (date)                      ___ completed ≥ 90% in A-76 timeframe past 4 Qs (G) (date)</p> <p>Standard and streamlined competitions  <u>X</u> at least 10 or sufficiently large completed since Jan. 2001 (G)(4/04)                      ___ encourage participation by private and public sectors (G) (date)  <u>X</u> reviewed once implemented (NWS Gateway study(3/05) (OAR GFDL (8/05)</p> <p>Streamlined competitions completed in Circular timeframe                      ___ ≥ 75% during the past 2 Qs (date)                      ___ ≥ 95% during the past 4 Qs</p> <p>Announced competitions cancelled                      ___ ≤ 20% in past two Qs                      ___ ≤ 10% in past year (date)</p> <p><u>X</u> Justifications for all commercial activities exempt from competition (G)(5/05)</p> <p>Savings  <u>X</u> anticipated net savings for past 2 Qs (Y) (8/05) (OAR, NWS, &amp; NOS)                      ___ anticipated for past 3 Qs (G+) (date)                      ___ independently validated (G+)</p>	<p align="center"> Green</p> <p><u>Actions taken this quarter:</u></p> <ul style="list-style-type: none"> <li>• NOAA's six-year comprehensive feasibility study schedule was revised per new DOC guidance to eliminate commercial, exempt positions.</li> <li>• A NOAA-wide feasibility study on Information Technology was completed.</li> </ul> <p><u>Planned actions for next quarter:</u></p> <ul style="list-style-type: none"> <li>• Submission of FY 2006 FAIR Act Inventory identifying commercial and inherently governmental positions.</li> <li>• Completion of three scheduled feasibility studies.</li> </ul>	

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<p><b>Initiative:</b></p> <p>FINANCIAL PERFORMANCE</p> <p><b>Bureau Lead:</b></p> <p>Jon Alexander</p>	<p align="center">                       Green                 </p> <p>GREEN STANDARDS</p> <p><u>X</u> Meets all yellow standards (2/05)</p> <p><u>X</u> Uses financial info to drive results in key areas (ongoing)</p> <p><u>X</u> Expands routine data use (ongoing)</p> <p>YELLOW STANDARDS</p> <p><u>X</u> Clean annual audit (12/04)                      ___ qualified (date if relevant)                      ___ disclaimer (date if relevant)</p> <p><u>X</u> Meets reporting deadlines (ongoing)</p> <p><u>X</u> FFMIA compliance reported (FY 2004, Qtr. 4)</p> <p><u>X</u> No chronic or significant Anti-Deficiency Act Violations</p> <p><u>X</u> No material auditor-reported internal control weaknesses                      ___ new (enter # if applicable)                      ___ repeat (enter # if applicable)</p> <p><u>X</u> No material non-compliance with laws or regulations</p> <p><u>X</u> No material weaknesses in FMFIA (FY 2004, Qtr. 4)                      ___ for Section 2 (enter # if applicable)                      ___ for Section 4 (enter # if applicable)</p>	<p align="center">                       Green                 </p> <p><u>Actions taken this quarter:</u></p> <ul style="list-style-type: none"> <li>• Prepared and submitted Q1, FY06 Financial Statement package to DoC OFM by the due dates.</li> <li>• Submitted proposal to be the consolidated data center for Commerce Business Systems (CBS) environments.</li> <li>• Initiated pilot for NESDIS/NWS/OAR to record funding reservations in CBS.</li> <li>• Completed documentation of key internal controls for the A-123 review.</li> <li>• Initiated requirements gathering of Discoverer Data Warehouse queries in response to BPR study.</li> </ul> <p><u>Planned actions for next quarter:</u></p> <ul style="list-style-type: none"> <li>• Substantially complete the testing of key internal controls for the A-123 review.</li> <li>• Participate with KPMG in the inventory component of annual Financial Statement audit.</li> <li>• Preparing for implementation of the Central Contractor Registry (CCR) interface. This is a pre-requisite to implementing the CSTARs (ORSI) interface in October 2006.</li> <li>• Participate on the DoC workgroup to review Interagency Agreement guidance.</li> <li>• Participate in the DoC testing of the CCR and ORSI interfaces.</li> <li>• Continue IT security activities (FISMA reviews, C&amp;A recertification, testing DR procedures)</li> </ul>	

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<p><b>Initiative:</b> E-GOVERNMENT</p> <p><b>Bureau Lead</b> Carl Staton</p>	<p align="center"> Yellow</p> <p>Enterprise Architecture</p> <p><input type="checkbox"/> Has 3 in Completion or Use <input checked="" type="checkbox"/> Has 3 in Completion &amp; Use or at least 3 in results (Q2 2006)</p> <p>Acceptable business cases for major systems <input type="checkbox"/> for more than 50% (1/2005) <input checked="" type="checkbox"/> for all on 1/6/2005</p> <p>Cost/schedule/performance adherence for major IT <input type="checkbox"/> overruns/shortfalls &lt; 30% (date) <input checked="" type="checkbox"/> EVMS shows overruns/ shortfalls &lt;10% (3/30/2005)</p> <p>Security of all IT systems <input type="checkbox"/> 80% secured or IG verifies effectiveness (Y) (date) <input checked="" type="checkbox"/> 90% secured (G) (3/11/2005) <input type="checkbox"/> IG verifies effective (G) (date)</p> <p>E-Gov implementation <input checked="" type="checkbox"/> has process &amp; plan 12/8/2004 <input checked="" type="checkbox"/> has implemented (12/31/2005)</p> <p><u>Maintaining Green</u></p> <ul style="list-style-type: none"> <li>Maintain all IT systems secure (ongoing)</li> <li>IT systems installed in accordance with security configurations 6/30/2006</li> <li>Consolidated/optimized infrastructure for COOP</li> <li>Privacy Impact Statements for 90% of applicable systems 6/30/2006</li> <li>90% of systems w/personally ID info have system of records 6/30/2006</li> </ul>	<p align="center"> Green</p> <p><u>Actions taken this quarter:</u></p> <ul style="list-style-type: none"> <li>Awarded contract for High Performance Computing (HPC) R&amp;D program on May 5, 2006.</li> <li>Submitted 5 NOAA C&amp;A packages to Commerce CIO.</li> <li>Submitted 3<sup>rd</sup> quarter POA&amp;M report on schedule.</li> <li>Completed Impact Analysis on IPv6 implementation.</li> <li>Completed IPv6 detailed inventories for all NOAA IT investments.</li> <li>Completed Privacy Impact Assessments for five NOAA systems</li> <li>Completed the DOC response to the Geospatial Line of Business (GLOB)</li> <li>Consolidated the Commerce response to the OMB Geospatial LOB Data Call.</li> <li>Completed the OMB Data Call on the Infrastructure Optimization Initiative (IOI).</li> <li>Submitted and posted to the public 16 new peer review plans for Influential Scientific Information (ISI) and one new peer review plan for a Highly Influential Scientific Assessment (HISA), as required by the Peer Review Bulletin under the Information Quality Act.</li> <li>Submitted revised and updated plans for a dozen ISI and four HISA and six final peer review reports.</li> </ul> <p><u>Planned actions for next quarter:</u></p> <ul style="list-style-type: none"> <li>Complete and submit one Privacy Impact Assessment on Vessel and Aviation Safety Programs to DOC.</li> <li>Submit 7 improved C&amp;A packages to Commerce CIO</li> <li>Complete IPv6 Draft Implementation Plan.</li> </ul>	

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<p><b>Initiative:</b></p> <p>Budget &amp; Performance Integration</p> <p><b>Bureau Lead:</b></p> <p>Steven Gallagher</p>	<p align="center"> Yellow</p> <p>Improved results/use of perf info  <input checked="" type="checkbox"/> performance info used (Q1 '05)  <input checked="" type="checkbox"/> improved performance (Q1 '05)</p> <p>Strategic and annual plans  <input checked="" type="checkbox"/> limited # of goals &amp; use PART measures (Sept '03)  <input checked="" type="checkbox"/> AND focus on info used in senior mgmt. report (Q1 '05)</p> <p>Performance appraisal plans link, differentiate, provide consequences  <input checked="" type="checkbox"/> for SES &amp; mgrs. (July 2004)                      _ AND for ≥ 60% of agency (in progress, standard met in Q1 '07)</p> <p>Cost of achieving performance goals  <input checked="" type="checkbox"/> full cost reported (Sept 2003)                      _ AND marginal cost reported (June 2005; Departmental measures pending OMB approval)</p> <p>At least one efficiency measure per PARTed program  <input checked="" type="checkbox"/> for ≥ 50% (March 2005) 63%                      _ for all</p> <p>Use of PART ratings  <input checked="" type="checkbox"/> to justify requests, etc. and ≤ 50% RND for 2 yrs. in row (Feb 2005)  <input checked="" type="checkbox"/> direct improvements justify requests, etc. and &lt;10% RND for 2 yrs. in row (Aug 2005)</p>	<p align="center"> Green</p> <p><u>Actions taken this quarter:</u></p> <ul style="list-style-type: none"> <li>Completed Phase III Final Report for NOAA's Business Process Reengineering (BPR).</li> <li>Received approval to implement all Phase III BPR recommendations of NEP.</li> <li>Initiated Phase IV implementation.</li> <li>Presented marginal cost measure for charting to OMB ; started significant revision based on OMB comments.</li> <li>Presented efficiency measures to OMB for NMFS and PCSRF; OMB requested significant revisions for NMFS; started revisions to NMFS and CZMA measures based on OMB comments.</li> <li>Incorporated the FY'05 actuals into the drafting of the FY'08 budget documents.</li> </ul> <p><u>Planned actions for next quarter:</u></p> <ul style="list-style-type: none"> <li>Conduct BPR implementation activities.</li> <li>Submit PART workbooks to OMB (due 4/25/06) for Navigation Services, PCSRF, and OMAO.</li> <li>Submit and obtain OMB approval of pending measures for efficiency (NMFS, CZMA, and PCSRF, if OMB requires further revisions to PCSRF) and for marginal cost (Navigation Services).</li> <li>As of April, approximately 20% of NOAA's bargaining unit population has been cleared to implement the new system via successful negotiations. WFMO has proposed a "joint negotiation effort" to expedite the remaining negotiation process, which has been favorably received by the impacted unions.</li> <li>Provide input for development of the 2007-2012 DOC Strategic Plan.</li> <li>Refine CZMA performance measures &amp; data collection processes as needed to enable re-PARTing CZMA in 2007.</li> </ul>	<ul style="list-style-type: none"> <li>In coordination with DOC's Office of Human Resources Management, NOAA will migrate to a new 5 Level Performance Management System effective Oct. 1, 2006. The implementation of this system will enable NOAA to meet the BPI requirement for performance plans for ≥ 60% of the agency by the 1st quarter of 2007.</li> </ul>

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<p><b>Initiative:</b></p> <p>R&amp;D INVESTMENT CRITERIA</p> <p><b>Agency Lead:</b></p> <p>Richard Spinrad (Tentative)</p>	<p align="center">                       Yellow                 </p> <p align="center">                     Next ↑                      est. by                      2007                 </p> <p>Senior R&amp;D managers across the agency:  <u>X</u> have practices that promote quality, relevance, and performance of R&amp;D activities (ongoing 2006)  <u>X</u> meet at least quarterly to plan, coordinate, assess, and redirect agency R&amp;D activities as appropriate (bi-monthly 2005 and 2006)</p> <p>Of R&amp;D programs assessed by the R&amp;D PART,  <u>X</u> at least 50% are found to be "Moderately Effective" or better (7/2004, 8/2005—only two R&amp;D PART evaluations have taken place to date, none are planned for 2006)                      ___ at least 75% are found to be "Moderately Effective" or better (<u>date</u>)</p> <p>Agency budget proposals:  <u>X</u> to OMB use the R&amp;D criteria (9/2005)  <u>X</u> to OMB and Congress use the R&amp;D criteria and document how the criteria have successfully influenced budget decisions and management changes (9/2005).</p>	<p align="center">                       Green                 </p> <p><u>Actions taken this quarter:</u></p> <ul style="list-style-type: none"> <li>• Internal report on Physical and Social Sciences Research in NOAA was approved by the NOAA Research Council and forwarded to the NOAA Executive Panel and Executive Council for approval</li> <li>• Draft external report on NOAA's Ecosystem Research and Science Enterprise submitted to the SAB.</li> <li>• NOAA prepared responses to the SAB reviews of two Cooperative Institutes: Joint Institute for the Study of Atmosphere and the Ocean (JISAO), Joint Institute for Marine Observations (JIMO).</li> <li>• NOAA's SAB conducted a comprehensive review of the Cooperative Institute for Climate Science (CICS).</li> <li>• Interim handbook published on NOAA's new policy for awarding and operating cooperative institutes.</li> <li>• NOAA Research Council has begun a comprehensive revision of the NOAA Five-Year Research Plan.</li> <li>• NOAA Research Council began a process to develop improved approaches for the evaluation of NOAA's R&amp;D investment</li> </ul> <p><u>Planned actions for next quarter:</u></p> <ul style="list-style-type: none"> <li>• Internal report on Physical and Social Sciences Research in NOAA to receive final approval</li> <li>• Final external report on NOAA's Ecosystem Research and Science Enterprise to be completed and submitted to the SAB for review and approval comprehensive review of the Cooperative Institute for Climate at Princeton</li> <li>• NOAA Research Council will begin comprehensive revision of the NOAA Five Year Research Plan (revised plan to be completed 1/2007)</li> </ul>	<ul style="list-style-type: none"> <li>• The NOAA Research Council meets biweekly to plan, coordinate, assess, and redirect agency R&amp;D activities as appropriate.</li> <li>• The external NOAA Science Advisory Board meets quarterly to plan, coordinate, assess, and redirect agency R&amp;D activities as appropriate.</li> <li>• There were two actions for NOAA to address in relation to the Ecosystem Research PART and both should be completed by the end of this calendar year, in time to be reported in the FY08 budget submission. The major fault with the Program rating was a lack of a track record of demonstrated performance, and that determination was made by OMB rule regarding allowable treatment of new performance measures. Since both the Program and the performance measures would have a two-year history, the score should rise substantially if the program is PARTed again next year. Another drag on the previous PART score was due to statutory limits on NOAA's ability to target investments (earmarks).</li> </ul>