

PMA

The President's Management Agenda (PMA)

The President's Management Agenda (PMA) outlines five government-wide goals that envision a results-oriented, citizen-centered government and that allow for improving performance and overall effectiveness. The Department of Justice is committed to implementing the strategies of the PMA.

The Department has made significant progress in supporting the reforms outlined in the PMA throughout FY 2005. Following the blueprint of the PMA, we are creating and retaining a capable workforce; holding organizations and programs accountable by aligning budgets and performance; making decisions based on timely, sound financial information; expanding technology to better serve the public; and managing our resources in ways that best serve the taxpayer. Although we have encountered challenges while implementing the PMA criteria, employees, managers and leadership remain focused and continue to provide creative solutions for improving Department-wide accountability and effectiveness.

Getting To Green: Status of PMA Implementation

In FY 2001, the Office of Management and Budget (OMB) established criteria for determining if an agency was making progress in implementing the objectives outlined within the President's Management Agenda. OMB's criteria help guide the Department towards successful attainment of each agenda item. It may take years for the Department to successfully accomplish many of the PMA items due to extensive planning, analysis, and coordination involved in implementation. OMB has been grading agency progress and providing status reports using a green, yellow, red grading system. A score of green defines an agency as meeting all standards of success for a goal. A yellow score identifies an agency achieving an intermediate level of performance for all criteria within a goal. The final rating of red, defines an agency as having one or more weaknesses. OMB is rating the Department's progress towards "getting to green". The chart below provides "overall status" regarding the Department's cumulative success in meeting each of objectives and the "progress status" displays the Department's incremental progress as of September 30, 2005.

President's Management Agenda Goal	OVERALL STATUS	PROGRESS STATUS*	Overall Status Performance 10/01/04-9/30/05
Strategic Management of Human Capital	Green	Green	↑
Competitive Sourcing	Yellow	Yellow	↔
Improved Financial Management	Red	Yellow	↔
Expanded Electronic Government	Red	Red	↔
Budget and Performance Integration	Yellow	Green	↔
President's Management Agenda Initiative	OVERALL STATUS	PROGRESS STATUS*	Overall Status Performance 10/01/04-9/30/05
Faith-Based and Community Initiative	Green	Green	↑
Real Property Asset Management	Red	Yellow	↔

*As of September 30, 2005

PMA 1. Strategic Management of Human Capital

President Bush's Management Agenda seeks to flatten the federal hierarchy and make government more citizen-centered by reducing the number of layers within government. Through workforce planning, agencies can redistribute higher-level positions to aid timely decision-making and more effectively interact with citizens. The Department's main initiatives under the umbrella of strategic management of human capital include: streamlining, eliminating and/or consolidating duplicative functions and focusing resources on front-line positions, and strengthening hiring, training and diversity policies throughout the Department.

Criteria	FY 2005 Progress
<ul style="list-style-type: none"> Implemented a comprehensive Human Capital Plan, analyzed the results, and integrated them into decision making processes to drive continuous improvement; 	<ul style="list-style-type: none"> Actions on the Department of Justice's (DOJ) FY 2002-2004 Human Capital Strategic Plan (HCSP) were completed. A new FY 2005 HCSP was launched, consistent with OPM's Human Capital Assessment and Accountability Framework. In an effort to drive continuous improvement throughout DOJ, the Human Capital (HC) Dashboard was completed. The HC Dashboard provides key human resources metrics that will guide workforce-related decisions and will be used to assess the effectiveness of human capital management programs.
<ul style="list-style-type: none"> Analyzed and optimized existing organizational structures from service and cost perspectives, using redeployment and de-layering as necessary and integrating competitive sourcing and E-Gov solutions, and has process(es) in place to address future changes in business needs; 	<ul style="list-style-type: none"> Completed a full-scale analysis of organizational structures, using information from DOJ's Workforce Analysis and Planning model. Designed and implemented a process to track and evaluate organizational structure changes.
<ul style="list-style-type: none"> Succession strategies, including structured executive development programs, result in a leadership talent pool and are continuously updated to achieve results; 	<ul style="list-style-type: none"> Twenty-five percent of the FY 2005 Senior Executive Service (SES) Career Development Program (CDP) class has already been selected for SES positions. A model for leadership succession was designed and has been used to measure leadership competency improvements. A new SES CDP class is planned for FY 2006.
<ul style="list-style-type: none"> Has performance appraisal plans and awards programs for all SES and managers, and more than 60% of the workforce, that effectively: link plan to agency mission, goals and outcomes; hold employees accountable for results appropriate to their level of responsibility; differentiate between various levels of performance (i.e., multiple performance levels with at least one summary rating above Fully Successful); and provide consequences based on performance. The agency is also working to include <u>all</u> agency employees under such systems; 	<ul style="list-style-type: none"> New "cascaded" Performance Work Plans, linking mission and goals to performance were implemented for all SES members, managers, and non-bargaining unit employees during the first quarter FY 2005. SES pay decisions based on new SES Performance Work Plans were made in March 2005. A new Incentive Awards policy for General Schedule (GS) employees was implemented in FY 2005 and will be evaluated in early FY 2006. Components are meeting their bargaining unit obligations and moving forward to implement new cascaded Performance Work Plans.
<ul style="list-style-type: none"> Reduced under-representation, particularly in mission-critical occupations and leadership ranks; established processes to sustain diversity; 	<ul style="list-style-type: none"> Diversity improvement process put into place, including targeted outreach. A report on Diversity Improvement Process and changes in under-representation, provided to Office of Personnel Management and OMB with the third quarter FY 2005 Human Capital status report, demonstrates small levels of improvement over time.
<ul style="list-style-type: none"> Significantly reduced skill gaps in mission critical occupations and competencies, integrated competitive sourcing and E-Gov solutions into gap reduction strategy; 	<ul style="list-style-type: none"> Improvements in reducing skills gaps through Departmental and component courses were demonstrated during 2005. Justice Virtual University (JVU) requirements were developed based on an in-depth analysis of components' needs. Learning Management System (LMS) was then chosen, building on previous work of the FBI and EOUSA. Although serious technology challenges were encountered in the

Criteria	FY 2005 Progress
<ul style="list-style-type: none"> Continued improvement toward meeting agreed-upon aggressive hiring timeline goals; 	<p>deployment of JVu throughout DOJ, JVu has now been deployed in the secure FBI environment.</p> <ul style="list-style-type: none"> A tracking system was designed and implemented during FY 2005 to assess DOJ's progress in meeting OPM's hiring timeframes of 45 days for GS hires and 30 days for SES hires; current statistics show DOJ at 40 days for GS employee hiring and 32 days for SES.
<p>AND</p> <ul style="list-style-type: none"> Uses outcome measures to make human capital decisions, demonstrate results, make key program and budget decisions, and drive continuous improvement in the agency. 	<ul style="list-style-type: none"> HC Dashboard has been implemented, including re-framing the DOJ accountability system to address HCSP changes. Information is used in the Department's Quarterly Status Report (QSR) process to routinely inform leadership of progress and outcomes in the HC arena.

PMA 2. Competitive Sourcing

The President has proposed to increase competition for activities performed by the government as listed on agency FAIR Act inventories. DOJ will use competitive sourcing as a tool for getting departmental commercial-type work done efficiently, considering the full cost of in-house performance.

DOJ will strive to conduct accurate FAIR Act inventories that reflect closer scrutiny of functions performed within the Department to determine those that are commercial in nature. Additionally, as appropriate, the Department will conduct A-76 competitions to achieve economies and enhance productivity.

Criteria	FY 2005 Progress
<ul style="list-style-type: none"> Has an OMB approved "green" competition plan to compete commercial activities available for competition; 	<ul style="list-style-type: none"> The Department of Justice (DOJ) is in the process of preparing a new FAIR Act inventory with contractor support and will develop a competition plan based on the new inventory by the end of June 2006.
<ul style="list-style-type: none"> Publicly announces standard competitions in accordance with the schedule outlined in the agency "green" competition plan; 	<ul style="list-style-type: none"> In FY 2005, Justice Management Division (JMD), the Drug Enforcement Administration (DEA), the U.S. Marshals Service (USMS), and the Bureau of Prisons (BOP) announced their scheduled streamlined competitions. JMD also announced its standard competition of information technology services.
<ul style="list-style-type: none"> Since January 2001, has completed at least 10 competitions (no minimum number of positions required per competition) or has completed a sufficient number of large competitions to demonstrate meaningful use of competitive sourcing; 	<ul style="list-style-type: none"> JMD, DEA, USMS, and BOP completed their streamlined competitions.
<ul style="list-style-type: none"> In the past four fiscal quarters, completed 90% of all standard competitions in a 12-month timeframe or timeframe otherwise approved in accordance with the Circular; 	<ul style="list-style-type: none"> No standard competitions were scheduled for completion during FY 2005.
<ul style="list-style-type: none"> In the past four fiscal quarters, completed 95% of all streamlined competitions in a 90-day timeframe or timeframe otherwise approved in accordance with the Circular; 	<ul style="list-style-type: none"> All streamlined competitions were completed within the time limits.
<ul style="list-style-type: none"> In the past year, canceled fewer than 10% of publicly announced standard and streamlined competitions; 	<ul style="list-style-type: none"> This criterion does not apply as no publicly announced standard or streamlined competitions were canceled in FY 2005.
<ul style="list-style-type: none"> Has OMB reviewed written justifications for categories of commercial activities determined to be unsuitable for competition; 	<ul style="list-style-type: none"> OMB has reviewed all justifications for activities designated as commercial "A" codes.
<ul style="list-style-type: none"> Structures competitions in a manner to encourage participation by both private and public sectors as typically demonstrated by receipt of multiple offers and/or by documented market research, as appropriate; 	<ul style="list-style-type: none"> DOJ structures all competitions to allow for maximum participation by private and public sectors.
<p>AND</p> <ul style="list-style-type: none"> Regularly reviews work performed once competitive sourcing studies are implemented to determine if performance standards in contract or agreement with agency provider are met and takes corrective action when provided services are deficient. 	<ul style="list-style-type: none"> DOJ component managers monitor performance whether by contract or in-house performance.

PMA 3. Improved Financial Management

Timely and accurate financial reports, combined with key performance information, are critical to improving agency management, program performance, and overall cost effectiveness. It is vital for agencies to have reliable and functionally capable financial and associated performance systems that can provide that critical information. It is equally important that agencies operate with efficient business practices that are compliant with federal financial management and accounting standards. DOJ continues to improve its systems and practices in order to provide management and the public with reliable and timely financial management information.

Criteria	FY 2005 Progress
<ul style="list-style-type: none"> Receives an unqualified audit opinion on its annual financial statements; 	<ul style="list-style-type: none"> In FY 2005, the Department of Justice (DOJ) restored its FY 2004 unqualified opinion. In doing so, all ten components earned unqualified opinions for FY 2004. The opinion on Alcohol, Tobacco, Firearms and Explosives' FY 2004 financial statements was reissued in FY 2005 to an unqualified opinion after additional test work was performed on accounts payable accrual. The Office of Justice Programs (OJP) was able to obtain a clean opinion on its FY 2003 and 2004 restated financial statements by refining its grant accrual methodology and adjusting the prior year balances. DOJ received an unqualified opinion on its FY 2005 annual financial statements.
<ul style="list-style-type: none"> Meets financial statement reporting deadlines; 	<ul style="list-style-type: none"> DOJ met OMB's accelerated November 15th due date for FY 2004 and FY 2005 consolidated financial statements. DOJ continued to emphasize the importance in meeting year-end requirements including key dates for the FY 2005 audit and critical deadlines for submission of financial data to the Department of the Treasury. Ensuring the deadline would be met required planning and coordinating and included early issuance of the annual Financial Statements Requirement and Preparation Guide to bureau components, including a detailed timeline of major events and interim milestones. Other factors included quarterly confirmations of intra-Departmental business activity and preparation of a draft Performance and Accountability Report that was circulated for comments on May 27, 2005.
<ul style="list-style-type: none"> Reports in its audited annual financial statements that its systems are in compliance with the Federal Financial Managers' Improvement Act; 	<ul style="list-style-type: none"> DOJ continues to pursue corrective action plans in each of the affected components in order to achieve compliance with the Federal Financial Managers' Improvement Act. The implementation of a single accounting system, a keystone initiative, will strengthen internal controls, facilitate better performance measurement, and decision-making.
<ul style="list-style-type: none"> Has no chronic or significant Anti-Deficiency Act Violations; 	<ul style="list-style-type: none"> DOJ has no anti-deficiency act violations of any kind, nor are any foreseen. Through careful oversight by DOJ management, funds continued to be obligated and disbursed in compliance with appropriations law.
<ul style="list-style-type: none"> Has no material auditor-reported internal control weaknesses; 	<ul style="list-style-type: none"> DOJ continues to ramp up internal reviews of targeted material weaknesses and corrective actions. These corrective actions are anticipated to result in a diminished number of component-level internal control weaknesses.
<ul style="list-style-type: none"> Has no material non-compliance with laws or regulations; 	<ul style="list-style-type: none"> DOJ expects to eliminate all material non-compliances with laws and regulations. Both the Prompt Payment Act and Improper Payments Information Act disclosed instances of individual component noncompliance.

Criteria	FY 2005 Progress
<ul style="list-style-type: none"> Has no material weaknesses or non-conformances reported under Section 2 and Section 4 of the Federal Manager's Financial Integrity Act that impact the agency's internal control over financial reporting or financial systems. 	<ul style="list-style-type: none"> During FY 2005, the Department continued to implement corrective actions to remedy weaknesses related to financial systems compliance and federal accounting standards. DOJ continued to work diligently to improve its core financial system; a major area of emphasis. Progress was demonstrated in its completion of product acceptance testing and issuance of the final integration and implementation solicitation.
<ul style="list-style-type: none"> Currently produces accurate and timely financial information that is used by management to inform decision-making and drive results in key areas of operations; 	<ul style="list-style-type: none"> DOJ continues to produce and enhance its reporting methodology on certain key information. This key information supports sound decision-making and drives results in key areas of operations. DOJ components are required to perform periodic assessments in an effort to meet management goals and drive results.
<p>AND</p> <ul style="list-style-type: none"> Is implementing a plan to continuously expand the scope of its routine data use to inform management decision-making in additional areas of operations. 	<ul style="list-style-type: none"> DOJ continues to refine its financial reports, training materials on systems operations, and financial processes to inform management decision-making and enhance current business practices. Currently, DOJ facilitates the use of ad-hoc reporting capabilities for its routine data to monitor progress and track performance.

PMA 4. Expanding E-government

Focusing the application of Information Technology (IT) on improving agency mission performance, enhancing information security, maintaining privacy, reducing duplications and coordinating efforts with other agencies in an integrated manner is vital to the success of this agenda item. The Department of Justice's Office of the Chief Information Officer (OCIO) has made significant progress in implementing the DOJ IT Strategic Plan. Additionally, savings achieved through e-Government solutions will allow the Attorney General to achieve the reallocation of resource in support of anti-terrorism activities.

Criteria	FY 2005 Progress
<ul style="list-style-type: none"> Has an Enterprise Architecture linked to the Federal Enterprise Architecture (FEA) rated "effective" using OMB's EA Assessment tool (score of "3" on both EA Maturity and Degree of Alignment) 	<ul style="list-style-type: none"> The Department of Justice (DOJ) has an Enterprise Architecture linked to the Federal Enterprise Architecture (FEA) rated "effective" and achieved score of 3 in FY 2005.
<ul style="list-style-type: none"> Has acceptable business cases (security, measures of success linked to the Enterprise Architecture, program management, risk management, and cost, schedule, and performance goals) for all major systems investments; 	<ul style="list-style-type: none"> DOJ achieved 100 percent acceptable business cases for all major systems in FY 2005.
<ul style="list-style-type: none"> Has demonstrated, using EVM or operational analysis, cost and schedule overruns, and performance shortfalls, that average less than 10% for all major IT projects; 	<ul style="list-style-type: none"> DOJ submitted its plan for Earned Value Management (EVM) implementation for all major Information Technology (IT) projects in fourth quarter FY 2005. DOJ currently averages less than 30% cost/schedule overruns and is targeting to average less than 10% by the third quarter FY 2006.
<ul style="list-style-type: none"> Submits quarterly status reports in remediating IT security weaknesses; 	<ul style="list-style-type: none"> DOJ successfully submitted reports to the Office of Management and Budget for all quarters in FY 2005.
<ul style="list-style-type: none"> Inspector General verifies the effectiveness of the Department-wide IT Security Remediation Process; 	<ul style="list-style-type: none"> DOJ's Inspector General verified the effectiveness of DOJ's IT Security Remediation Process in FY 2005 in accord with the Federal Information Security Management Act (FISMA).
<ul style="list-style-type: none"> Has 90% of all IT systems properly secured (certified, and accredited); 	<ul style="list-style-type: none"> DOJ surpassed this goal by achieving 98% of certification and accreditation of all DOJ IT systems in the third quarter of FY 2005.
<p>AND</p> <ul style="list-style-type: none"> Has implemented all of the appropriate E-Gov initiatives rather than creating redundant or agency unique IT projects; 	<ul style="list-style-type: none"> DOJ continues to implement E-Gov solutions in accord with the approved E-Gov plan submitted to OMB in the fourth quarter of FY 2005.

PMA 5. Budget and Performance Integration

Beginning with the FY 2004 budget submission, the Administration began formally integrating review of performance with budget decisions seeking to improve the performance and management of the federal government. This initiative seeks to link program performance to budget decisions and improve tracking and management. It is expected that agencies will be able to identify effective outcome measures, monitor their progress, and accurately present the associated costs.

Criteria	FY 2005 Progress
<ul style="list-style-type: none"> Senior agency managers meet at least quarterly to examine reports that integrate financial and performance information that covers <u>all</u> major responsibilities of the Department. Agency demonstrates improvement in program performance and efficiency in achieving results; 	<ul style="list-style-type: none"> The Department implemented a revised Quarterly Status Report mechanism for all components covering financial and performance information. Component meetings took place on a quarterly basis with the Assistant Attorney General for Administration, the outcomes of which were shared with the Deputy Attorney General and the Attorney General's Strategic Management Council. The results of all quarterly reviews are used to guide Departmental decision-making in a variety of programmatic areas.
<ul style="list-style-type: none"> Strategic plans contain a limited number of outcome-oriented goals and objectives. Annual budget and performance documents incorporate measures identified in the Program Assessment Rating Tool (PART) and focus on the information used in the senior management report described in the first criterion; 	<ul style="list-style-type: none"> The Department's FY 2003-2008 Strategic Plan contains a four-goal structure that includes specific long-term, measurable outcome goals in key performance areas. Additionally, the Department's budget submissions, as well as newly revised quarterly status reports, include all measures identified as a result of the PART process.
<ul style="list-style-type: none"> Has performance appraisal plans and awards programs for all SES and managers, and more than 60% of the workforce, that effectively: link plan to agency mission, goals and outcomes; hold employees accountable for results appropriate to their level of responsibility; differentiate between various levels of performance (i.e., multiple performance levels with at least one summary rating above Fully Successful); and provide consequences based on performance. The agency is also working to include <u>all</u> agency employees under such systems; 	<ul style="list-style-type: none"> New "cascaded" Performance Work Plans, linking mission and goals to performance were implemented for all Senior Executive Service (SES) members, managers, and non-bargaining unit employees during the first quarter FY 2005. SES pay decisions based on new SES Performance Work Plans were made in March 2005. A new Incentive Awards policy for General Schedule employees was implemented in FY 2005 and will be evaluated in early FY 2006. Components are meeting their bargaining unit obligations and moving forward to implement new cascaded Performance Work Plans.
<ul style="list-style-type: none"> Reports the full cost of achieving performance goals accurately in budget and performance documents and can accurately estimate the marginal cost (+/-10%) of changing performance goals; 	<ul style="list-style-type: none"> The Department continues to report the full cost of achieving performance goals within its annual budget and performance documents.
<ul style="list-style-type: none"> Has at least one efficiency measure for all PARTed programs; 	<ul style="list-style-type: none"> The Department has made significant progress in this area. The Department has created and proposed 36 efficiency measures – one for each program that will be evaluated by OMB's PART process. As of fourth quarter 2005, only two efficiency measures are pending OMB approval.
<p>AND</p> <ul style="list-style-type: none"> Uses PART evaluations to direct program improvements, and PART ratings and performance information are used consistently to justify funding requests, management actions, and legislative proposals. Less than 10% of the agency programs receive a Results Not Demonstrated rating for more than two years in a row. 	<ul style="list-style-type: none"> The Department continues to use the results of our PART reviews while continuing our efforts to improve programs and aid in the refinement of long-term measurable outcome goals, where appropriate. In FY 2005, PART recommendations were discussed quarterly with components and leadership. Additionally, Budget Staff continues to work with Department components and OMB to assess if programs previously receiving assessments of "results not demonstrated" should be reassessed. The

Criteria	FY 2005 Progress
	Department is currently above the 10% threshold and during this fiscal year has identified two programs for reassessment during the next PART cycle.

Faith-Based and Community Initiative

President Bush's Management Agenda seeks to reform federal management and improve program performance through the development of a coordinated strategy. In addition to the five strategies outlined above, the Department is also responsible for the Faith-Based and Community Initiative. Under this initiative, the Department of Justice, in addition to the Departments of Education, Health and Human Services, Housing and Urban Development, and Labor will work to identify and eliminate unwarranted regulatory barriers that exist in providing Faith-Based and Community-Based programs with access to federal programs. Justice is working to provide coordinated training and technical assistance to Faith-Based and Community-Based organizations looking to apply for grant funding.

Criteria	FY 2005 Progress
<ul style="list-style-type: none"> Has implemented a comprehensive outreach and technical assistance strategy for enhancing opportunities of faith-based and community organizations (FBCO) to compete for federal funding, including working with state and local officials to expand access to federal funding awarded through them. This strategy employs 12 of 16 best practices; 	<ul style="list-style-type: none"> The Department of Justice (DOJ) continues to maintain a Faith-Based and Community Initiative web site, email notification service, and telephone lines to provide technical assistance for Faith-Based and other Community Organizations (FBCOs). DOJ hosted three free regional technical assistance conferences to help FBCOs navigate the federal grant application process. DOJ also provided such assistance at one White House conference.
<ul style="list-style-type: none"> Regularly monitors compliance with the equal treatment regulations at the State and local levels, promptly addresses violations once they are detected, and has a process in place to ensure that compliance information is use to inform future funding. Compliance monitoring activities include 10 of 14 best practices; 	<ul style="list-style-type: none"> Through regional conferences and guidance memoranda, DOJ educates state and local officials who administer federal formula and block grant funding on how they should fulfill their duty to treat FBCOs equally in grant application and administration. DOJ educates departmental staff and grantees about equal treatment regulations.
<ul style="list-style-type: none"> Collects accurate and timely data on participation of FBCO and other applicants, including government entities, in selected federal non-formula grant programs and is working to expand data collection efforts to formula grant programs and make them a routine part of program administration. Programs are working to make this information accessible to the public; 	<ul style="list-style-type: none"> DOJ is collecting accurate and timely data on discretionary program applicants and grantees and formula grant program sub-grantees, including whether they are first-time federal grantees and whether they are faith-based. All data is prepared at the request of and submitted to the White House Office of Faith-Based and Community Initiatives. All grantees are listed on OJP's Web site.
<ul style="list-style-type: none"> Implements pilot programs to strengthen the partnership between FBCO and the federal government to deliver services and inform implementation of the Initiative, and expands the use of pilots to test new strategies when appropriate; 	<ul style="list-style-type: none"> DOJ has launched and maintains numerous pilot programs open to FBCOs, including: faith-based residential units in federal prisons and in a state juvenile facility; projects to train clergy in helping victims of domestic violence and elder fraud; and programs to provide sub-grants to small FBCOs working with crime victims.
<p>AND</p> <ul style="list-style-type: none"> Undertakes outcome-based evaluations of its pilot programs where FBCO participate, provides regular progress reports and interim results to White House Office of Faith-base and Community Initiatives throughout the life of the program, and builds an evaluation component into new pilots. Incorporated FBCO component into broader program evaluations when appropriate. 	<ul style="list-style-type: none"> All current DOJ pilots include an evaluation component, each typically the subject of separate competitive solicitation and providing for progress reports at least semi-annually. DOJ is in the process of building an evaluation component into future pilots.

Real Property Asset Management

The federal government owns hundreds of billions of dollars in real property assets. President Bush's Management Agenda Real Property Asset Management initiative seeks to take a full inventory of how many assets used to support agency missions across government are being used efficiently. The initiative seeks to establish a Senior Real Property Officer, establish a Real Property Council, and reform the authorities for managing federal real property. These steps aim to establish an increased level of accountability within the Department of Justice, and across the federal government.

Criteria	FY 2005 Progress
<ul style="list-style-type: none"> Has a Senior Real Property Officer (SRPO) who actively serves on the Federal Real Property Council (FRPC); 	<ul style="list-style-type: none"> In FY 2005, the Department of Justice (DOJ) appointed a single Senior Real Property Officer and member of the Federal Real Property Council (FRPC).
<ul style="list-style-type: none"> Established asset management performance measures, consistent with the published requirements of the Federal Real Property Council; 	<ul style="list-style-type: none"> DOJ has adopted the first tier performance measures developed by the FRPC.
<ul style="list-style-type: none"> Completed and maintained a comprehensive inventory and profile of agency real property, consistent with the published requirements of the Federal Real Property Council; 	<ul style="list-style-type: none"> DOJ has implemented enhancements to its Department Rent Management System (DRMS) to enable DRMS to serve as the repository for all Department real property assets both owned and leased. A complete inventory of all Department real property assets will be established in first quarter FY 2006 and maintained thereafter.
<ul style="list-style-type: none"> Provided timely and accurate information for inclusion into the government-wide real property inventory database; 	<ul style="list-style-type: none"> This information is not required to be reported until the first quarter of FY 2006. DOJ is prepared to report this information into the FRPC government-wide database during first quarter FY 2006.
<ul style="list-style-type: none"> Developed an OMB-approved comprehensive asset management plan that: complies with guidance established by the FRPC; includes policies and methodologies for maintaining property holdings in an amount and type according to agency budget and mission; seeks to optimize level of real property operating, maintenance, and security costs; 	<ul style="list-style-type: none"> DOJ drafted a Department Asset Management Plan (AMP) and submitted it to OMB for review and comment. DOJ utilized the FRPC's "shelf document" as a template. In addition, DOJ has developed individual Bureau and Component AMPS for each Bureau/Component with real property delegation authority (10 in total).
<ul style="list-style-type: none"> Established an OMB-approved three-year rolling timeline with date certain deadlines by which agency will address opportunities and determine its priorities as identified in the asset management plan; 	<ul style="list-style-type: none"> This information is not required to be reported until the third quarter of FY 2006.
<ul style="list-style-type: none"> Demonstrated steps taken toward implementation of asset management plan as stated in yellow standards (including meeting established deadlines in three-year timeline, meeting prioritized management improvement actions, maintaining appropriate amount of holdings, and estimating and optimizing cost levels); 	<ul style="list-style-type: none"> This information is not required to be reported until the fourth quarter of FY 2006.
<ul style="list-style-type: none"> Accurate and current asset inventory information and asset maximization performance measures are used routinely in management decision-making (such as reducing the amount of unneeded and underused properties); 	<ul style="list-style-type: none"> This information is not required to be reported until the fourth quarter of FY 2006.
<p>AND</p> <ul style="list-style-type: none"> The management of agency property assets is consistent with the agency's overall strategic plan, the agency asset management plan, and the performance measures established by the Federal Real Property Council as stated in the Federal Real Property Asset Management Executive Order. 	<ul style="list-style-type: none"> This information is not required to be reported until the first quarter of FY 2007.