

**U.S. OFFICE OF SPECIAL COUNSEL
ANNUAL PERFORMANCE PLAN
FOR
FISCAL YEAR 1999**

Strategic Plan

The OSC has developed its first strategic plan under the Government Performance and Results Act (the "Results Act"), consulted with the appropriate agencies and congressional committees, and submitted the latest draft to OMB for review.

FY 1999 Annual Performance Plan

Consistent with its strategic plan under the Results Act, OSC's goals and objectives are to:

1. Ensure that actionable matters within its jurisdiction are identified and appropriate individual and systemic remedies are pursued in a timely and effective manner, by (a) providing timely service; (b) providing quality service; (c) obtaining corrective, disciplinary¹ and other favorable actions whenever warranted by the facts; (d) conducting litigation before the Merit Systems Protection Board (MSPB) in a highly professional and effective manner; and (e) referring whistleblower disclosures to agencies whenever warranted by the facts and evidence.

2. Promote broader access to information about legal authorities governing employee rights and responsibilities, by: (a) communicating OSC findings and advisory opinions in a clear and timely manner; (b) expanding access to OSC and information about employee rights and responsibilities through technological and other means; and (c) enhancing linkages to informational efforts of other agencies.

3. Administer its resources in such a way as to further the accomplishment of the agency's mission, by: (a) hiring and developing personnel equipped with skills and abilities that support the accomplishment of OSC mission and goals; (b) strategically planning for, and effectively acquiring, managing and integrating technological resources in support of agency operations; (c) effectively identifying and deploying other resources needed in support of agency operations; and (d) effectively integrating customer perspectives into service planning and delivery functions.

¹ Including matters referred to OSC for possible disciplinary action by the Merit Systems Protection Board pursuant to 5 U.S.C. § 1221(f)(3), and by the EEOC pursuant to its memorandum of understanding with the OSC (ref: 29 C.F.R. § 1614.503(f)).

FY 1999 ANNUAL PERFORMANCE PLAN

In furtherance of its responsibilities, and the goals and objectives set forth in the agency's strategic plan, the OSC has developed an annual performance plan for FY 1999. That plan calls for the agency to:

1. Design and initiate a pilot project to test the impact of alternative dispute resolution on the disposition of prohibited personnel practice matters.

The OSC proposes to test whether alternative modes of resolving matters received by the agency can result in more efficient and effective resolutions of prohibited personnel practices. The data obtained from this activity should be a useful component in efforts to develop and refine measures of program performance.

2. Acquire data on compliance by federal agencies with the statutory informational program requirement.

The OSC's second goal under its strategic plan is to promote broader access to information about legal authorities governing employee rights and responsibilities. As indicated previously, federal agencies have been required by law since 1994 to ensure, in consultation with the OSC, that agency employees are informed of rights and remedies available to them under chapters 12 and 23 of title 5 of the U.S. Code. Limited survey data received by the OSC in FY 1995-1996 indicated that a majority of survey respondents had not been informed about their rights and remedies by their employing agency. Information about the nature and extent of agencies' compliance with the statutory informational program requirement is an essential step in developing a basis for defining measures for accomplishment of the OSC's second goal under its strategic plan.

3. Implement electronic filing of complaints and disclosures with OSC (subject to FY 1998 feasibility review and assessment).
4. Replace 20% of the agency's information technology infrastructure.

The OSC's third goal under its strategic plan is to administer its resources in such a way as to further the accomplishment of the agency's mission. In addition to its human resources, the agency's technological resources have become vital to the conduct of the agency's mission and operations. Accomplishment of the first of these two measures in FY 1999 would enable the OSC to continue to facilitate wider, faster, and easier access by federal employees. Accomplishment of the second would permit the agency to maintain reasonable life cycles for vital technology resources needed to support its investigative, prosecutorial and administrative operations.