

## Federal Government Performance Plan

### Requirements

The Office of Management and Budget (OMB), in coordination with agencies, is to develop a federal government performance plan to be published concurrently with the President's Budget each year. Information from the federal government performance plan is also to be made available on the governmentwide performance website. 31 U.S.C. § 1115(a).

The federal government performance plan is to be consistent with the federal government priority goals. 31 U.S.C. § 1120(a)(6).

The federal government performance plan is to include:

- federal government performance goals to define the level of performance to be achieved during the current and next fiscal years for each of the federal government priority goals;
- an identification of the federal agencies, organizations, program activities, regulations, tax expenditures, policies, and other activities contributing to each federal government performance goal;
- for each federal government performance goal, an identification of the lead government official who is responsible for coordinating efforts to achieve the goal;
- common crosscutting performance indicators with quarterly targets to measure or assess overall progress toward each federal government performance goal, as well as the individual contribution of each contributing agency, organization, program activity, regulation, tax expenditure, policy, and other activity;
- clearly defined quarterly milestones; and
- an identification of crosscutting major management challenges and plans to address them, including relevant performance goals, performance indicators, and milestones.

31 U.S.C. § 1115(a)(1), (2), (3), (4), (5), (6).

The functions and activities related to federal government performance planning are considered inherently governmental functions, only to be performed by federal employees. 31 U.S.C. § 1115(f).

### Select Legislative History

The Act stresses the importance of a federal government performance plan and enhances requirements for the plan to address crosscutting program efforts. Focusing broadly on government-wide outcomes should be a central and distinguishing feature of the federal government performance plan. The Act requires that:

- the plan establish performance goals for each crosscutting federal government priority goal;
- OMB identify the various agencies, organizations, program activities, regulations, tax expenditures, policies and other activities that contribute to each federal government performance goal;
- a lead government official be assigned for each federal government performance goal;
- OMB establish common federal government performance indicators to measure and assess progress across agencies toward shared goals; and
- OMB identify government and cross-agency management challenges and plans to address such challenges.

S. Rep. No. 111-372, at 7-8 (2010).

### Related GAO Work

GAO has elaborated on and suggested several practices that support this requirement, including:

- fully implementing the governmentwide performance plan requirement ([GAO-04-38](#), pp. 92-95; [GAO/AIMD/GGD-98-159](#));
- addressing duplication, overlap, and fragmentation ([GAO-13-279SP](#), [GAO-12-342SP](#), pp. 4-5; [GAO-11-617T](#), pp. 3-7; [GAO-11-318SP](#), pp. 3-4; [GAO/AIMD-97-146](#));
- practices to enhance and sustain collaboration ([GAO-06-15](#)); and
- barriers to interagency collaboration and approaches for improving the management of crosscutting programs ([GAO/GGD-00-106](#)).