

PERFORMANCE AGREEMENTS WITH HUD, INTERIOR, LABOR, SBA and GSA

What to do,
not how
to do
it.

The President is expected to sign performance agreements on March 3rd with the heads of HUD, Interior, Labor, SBA and GSA.

Background

What do you
want me

- This is the first time that a president has used performance agreements to guide the management of the Executive Branch. to do,
- Performance agreements are considered a valuable management tool and are used widely in the private sector (e.g. Xerox, AT&T, Alcoa) and in some public sector institutions (e.g. State of Ohio under Celeste, Sunnyvale, Calif, United Kingdom).
- The National Performance Review recommended that the President use performance agreements as a way to focus the work of the federal government on achieving meaningful results that support the administration's strategy and policy objectives.
- The agreements are being developed with all 14 cabinet secretaries and the heads of ten key small agencies who will, in turn, use them within their departments with their assistant secretaries and other officials to strengthen management across the Executive Branch. They will be revised as appropriate.
- The agreements will be public documents.
- They accelerate implementation of the Government Performance and Results Act which the President signed on August 3 and which calls for the federal government to be more accountable for results.
- The performance agreements have been developed by the department and agency heads; they describe multi-year objectives and specific things that will be accomplished in Fiscal Year 1994. For example:

HUD SECRETARY CISNEROS has committed to:

- Assist homeless persons and families move to permanent housing, with innovative partnerships beginning this year with the District of Columbia and three other cities.
- Make homeownership a reality for more Americans by reforming the Federal Housing Administration and expanding state/local and public/private partnerships to further homeownership.
- Reduce crime and vandalism in distressed public housing.
- Increase satisfaction by HUD's customers.

INTERIOR SECRETARY BABBITT has committed to:

- Reallocate resources to establish a National Biological Survey to support sound decisions on the management and development of the nation's natural resources.
- Reinvent the Bureau of Reclamation and shift its focus from large civil works to water and environmental management.
- Reform land management at the Department of Interior to improve the condition of the nation's rangeland and provide strong environmental protection for public lands.

LABOR SECRETARY REICH has committed to:

- To help prepare all Americans for good jobs, initiate the School-to-Work program, expand the Job Corps and increase apprenticeships for youth, women and minorities.
- Work with Congress to pass the Workforce Security Act of 1994 and initiate One-Stop Career Centers, beginning in three to six states this year.

- Reinvent the Department of Labor, including acting to improve customer satisfaction, realizing savings in Federal Employees' Compensation benefits, reducing staff and reducing internal reports and regulation.

SBA ADMINISTRATOR BOWLES has committed to:

- Free up capital for investment in small business.
- Eliminate unnecessary paperwork and burdensome regulations that inhibit small business.
- Reassign headquarter's staff and resources to the field to improve customer service.
- Serve as the President's eyes and ears for small business.

GSA ADMINISTRATOR JOHNSON has committed to:

- Reinvent the General Services Administration to delegate authority, reduce procurement cycle times and increase customer satisfaction.
- Be a preferred business partner by the vendor community.
- Significantly reduce the cost of products and services for customer agencies and provide savings for the taxpayer.