



## United States Merit Systems Protection Board

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### **MSPB RELEASES FY 2006 PAR**

Chairman Neil A. G. McPhie announced today that the Merit Systems Protection Board (MSPB or the Board) has filed its Performance and Accountability Report (PAR) for FY 2006. The PAR combines the performance report required by the Government Performance and Results Act (GPRA), the agency's audited financial statements required by the Accountability of Tax Dollars Act and the agency's annual report required by the Federal Financial Managers' Integrity Act. MSPB filed the PAR in accordance with the November 15, 2006 statutory due date.

MSPB exceeded 9 of its performance goals and met the other 19 of its performance goals for FY 2006. MSPB maintained the high quality of the Board's decisions submitted to the Court of Appeals for the Federal Circuit. MSPB continued its efficient processing of initial appeals and settlements, and continued to improve its headquarters case processing timeliness. MSPB also improved its Petition for Review (PFR) settlement success rate and continued to expand its mediation appeals program. MSPB published 8 merit systems study reports and hosted a symposium on "The Practice of Merit." The topics of the reports included designing effective pay for performance systems, managing contracting officer representatives to ensure positive contract outcomes, reforming Federal hiring, navigating the probationary period in the context of important Court decisions and the proceedings from our symposium. MSPB consulted or collaborated with officials from a significant number of countries including Ukraine, Thailand, Vietnam, Kosovo, Canada, Japan and China.

The financial report section of the PAR indicates that MSPB received a “clean” opinion from its independent auditor for the fourth successive year—every year for which a full audit has been required of all Federal agencies. The auditor’s reports on the financial statements, internal controls over financial reporting, and compliance with laws and regulations are all included in the PAR.

The most significant issues affecting MSPB’s independent role to protect merit include continued development of more flexible personnel management systems, demographic changes in the Federal workforce and increased pressure to reduce Federal spending. These developments make MSPB’s role in protecting merit through both its adjudicatory and merit systems studies functions more important and complex. MSPB continues to focus on hiring and retaining the expert staff it needs to accomplish its goals and address these critical issues.

MSPB’s PAR for FY 2006 is available at the MSPB website [www.mspb.gov](http://www.mspb.gov). In the coming weeks, printed copies of the PAR will be available and can be obtained from the Clerk of the Board at MSPB headquarters, 1615 M Street NW, Washington DC, 20419.

The Board is an independent, bi-partisan quasi-judicial agency with responsibility for deciding Federal employee appeals from management actions taken against them and for protecting the integrity of the civil service and other Federal merit systems. The Board also conducts studies of the civil service and other merit systems in the Executive Branch and renders reports to the President and Congress.

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