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MSPB RELEASES FY 2010 PERFORMANCE AND ACCOUNTABILITY REPORT

Chairman Susan Tsui Grundmann announced today that the U.S. Merit Systems Protection Board (MSPB) filed its Performance and Accountability Report (PAR) for FY 2010 in accordance with the statutory deadline of November 15. 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 (ATDA), and the agency's annual report required by the Federal Managers' Financial Integrity Act (FMFIA).

The MSPB continued to issue high-quality decisions on initial appeals filed in the regional and field offices and on Petitions for Review filed at headquarters. Although processing of Petitions for Review slowed this year, the agency met its overall performance goal for adjudication timeliness. For the first time in 24 years, the Board heard oral arguments on two related cases ([Conyers and Northover](#)). To improve transparency, the Board will continue to hear oral arguments when cases involve significant legal issues with broad potential impact. The MSPB completed several merit systems studies on topics such as improving supervision, a retrospective look at prohibited personnel practices, and targeting competencies for training. It is also notable that the President's Hiring Reform Initiative contained several long-standing recommendations from MSPB study reports such as improving assessment tools and replacing the rule of three with category rating. The agency successfully administered the 2010 Merit Principles Survey to over 70,000 Federal employees with a 60 percent response rate for the online survey. The MSPB received 43 percent of initial appeals and 36 percent of pleadings via [e-Appeal Online](#), resulting in efficiency and cost savings for MSPB, appellants, and agencies. The MSPB also made changes to improve its hiring timeliness and received an unqualified audit of its FY 2009 financial statements for the eighth straight year.

The most significant issues affecting MSPB's ability to carry out its mission to protect the Federal merit systems include a consistently large number of cases involving veterans' rights; changes in law and jurisdiction; changes in employee and management flexibilities; changing demographics of the workforce; and the Federal budget. The MSPB also conducted several initial reviews and assessments of its mission and management programs. The results of these reviews brought to light management challenges in mission planning and effectiveness, budgetary planning and resources management, and management processes that affect the agency's ability to successfully achieve its mission in both the short and long term. The MSPB continues to focus on hiring and retaining the expert staff it needs to accomplish its goals and address these critical issues.

The MSPB's PAR for FY 2010 is available at www.mspb.gov.

The U.S. Merit Systems Protection Board (MSPB) is an independent, quasi-judicial agency that protects Federal merit systems and the rights of individuals within those systems. The MSPB also conducts studies of the civil service and other merit systems in the Executive Branch.

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