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**MSPB Releases its Strategic Plan for FY 2014-2018,  
Annual Performance Report for FY 2013, and  
Annual Performance Plan for FY 2014 (Final) – FY 2015 (Proposed)**

Chairman Susan Tsui Grundmann announced today that the U.S. Merit Systems Protection Board (MSPB) posted its Strategic Plan for FY 2014-2018, and its Annual Performance Report and Plan (APR-APP). The APR-APP combines the Annual Performance Report for FY 2013 with the FY 2014 (Final) – FY 2015 (Proposed) Annual Performance Plan.

MSPB's new Strategic Plan retains MSPB's objectives related to adjudication, enforcement, merit systems studies, Office of Personnel Management review, promotion of merit-based policy and practice, and improved understanding of merit. It also contains new objectives that focus on important internal management functions.

In FY 2013, MSPB substantially met its adjudication objective, partially met its studies objective, exceeded its objective on improving the understanding of merit, and did not meet its enforcement objective. MSPB met all other objectives. Resource constraints and competing priorities impacted MSPB's ability to achieve performance goals related to petition for review processing time, enforcement case processing, and the number of merit systems studies. The report also contains information about whistleblower appeals as required by the Whistleblower Protection Enhancement Act of 2012 (WPEA).

According to Chairman Grundmann, "The arrival of almost 32,400 furlough appeals, most in the fourth quarter of FY 2013, has had and continues to have a profound impact on MSPB's adjudication function and our information technology infrastructure and applications."

The APR-APP contains performance goals, measures, and targets for FY 2014 (Final) and FY 2015 (Proposed). It also provides information about other external factors (e.g., the WPEA and expected increases in Federal retirements) and internal factors (e.g., the proportion of MSPB's workforce that is eligible to retire, and obtaining and managing resources to fill critical vacancies and achieve competing priorities) that are affecting its mission.

The MSPB Strategic Plan and APR-APP are available at [www.mspb.gov](http://www.mspb.gov).

The U.S. Merit Systems Protection Board (MSPB) is an independent, quasi-judicial agency whose mission is to protect the Merit System Principles and promote an effective Federal workforce free of Prohibited Personnel Practices.