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## **MSPB Releases its APR–APP for FY 2016–2018**

The U.S. Merit Systems Protection Board (MSPB) posted its Annual Performance Report and Plan (APR–APP) for FY 2016–2018. The APR–APP combines the Annual Performance Report for FY 2016 with the Annual Performance Plan for FY 2017 (Final)–FY 2018 (Proposed).

In FY 2016, MSPB exceeded three, met or substantially met seven, and did not meet one of its strategic and management objectives. MSPB’s regional and field offices issued nearly 8,000 decisions on initial appeals, resulting in completion of over 99 percent (cumulative) of furlough cases filed since 2013, and 78 percent of its FY 2016 non-furlough case load. MSPB headquarters issued over 1,000 decisions with an average processing time that was substantially less than the target.

MSPB published three reports of merit systems studies on topics such as Senior Executive Service (SES) training and development, preventing nepotism, and the merit system principles as a guide to fair and effective management of the Federal workforce. MSPB successfully administered the web-based 2016 Merit Principles Survey (MPS) to over 120,000 Federal employees from 24 agencies. MSPB exceeded the targets for outreach and for visits to the MSPB website, and its work was cited hundreds of times in numerous sources. Most notably, its studies were cited in Government Accountability Office (GAO) reports on the Office of Personnel Management’s oversight of hiring authorities, and on engaging millennials; and in congressional discussions on veterans’ hiring procedures, addressing employee misconduct, and preventing discrimination based on sexual orientation. MSPB also published a noteworthy article on reasonable cause to use suspensions in situations that involve potentially criminal behavior. MSPB met or substantially met all of its management objectives. The APR–APP also contains information about FY 2016 whistleblower appeals as required by the Whistleblower Protection Enhancement Act (WPEA) with changes made in response to the GAO report on the WPEA.

The most significant factors affecting MSPB’s performance at this time include our lack of a quorum of Board members which prevents MSPB from releasing Board decisions at headquarters and from publishing reports of merit system studies. In addition, proposed changes to law and jurisdiction, and anticipated budget and workforce reductions (including those related to the Administration’s reorganization initiative) may affect MSPB’s mission and performance in the future.

The MSPB APR–APP for FY 2016–2018 is available at [www.mspb.gov](http://www.mspb.gov).

The 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.

**U.S. Merit Systems Protection Board, 1615 M Street, NW, Washington, DC 20419**