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## **MSPB Releases its APR–APP for FY 2017–2019 and its Strategic Plan for FY 2018–2022**

The U.S. Merit Systems Protection Board (MSPB) releases its Annual Performance Report (APR) for FY 2017 and its Annual Performance Plan (APP) for FY 2018 (final)–2019 (proposed), combined into the APR–APP for FY 2017–2019. The APR–APP also contains information about FY 2017 whistleblower appeals as required by the Whistleblower Protection Enhancement Act of 2012 (WPEA). MSPB also released its updated Strategic Plan for FY 2018–2022.

The most significant issue facing the Board is the lack of a quorum that began on January 8, 2017. The lack of a quorum prevents the Board from issuing decisions on petitions for review (PFRs) and other cases at headquarters (HQ), and from issuing reports of merit systems studies. It also prevents the Board from promulgating regulations in response to congressional changes in our jurisdiction or processes. In FY 2017, the lack of a quorum prevented MSPB from rating its performance goals for processing PFRs, quality of initial appeals (which is based on issuance of PFR decisions), enforcement case processing, reviewing the regulations of the Office of Personnel Management (OPM), and publishing reports of merit systems studies. The strategic objectives for these performance goals were either not rated, or partially met.

Nonetheless, MSPB continues to function in every way possible in the absence of a quorum. The Board’s administrative judges in its regional and field offices continue to adjudicate initial appeals, conduct hearings, and issue decisions in those cases. The Board at HQ continues to receive PFRs, draft recommended decisions, and record the Vice Chairman’s votes on those cases, which then await the new Board members’ arrival. The Board’s Office of Policy and Evaluation continues to conduct surveys, perform research and draft new reports of merit systems studies for Board member review and approval once a quorum is restored. The Board’s executive, financial, and administrative operations also continue to function. As a result, MSPB continues to further its critical mission during this time of significant transition.

In FY 2017, despite the lack of a quorum, MSPB exceeded three of its strategic objectives, met or partially met seven of its strategic or management objectives, and did not rate one strategic objective. MSPB exceeded its target for the proportion of MSPB cases left unchanged by the courts and processed 98 percent of cases that were filed in the regional and field offices before October 1, 2016. MSPB exceeded the target for publishing newsletter editions or ‘Noteworthy’ articles, published one study report, achieved the target for conducting surveys, and published the FY 2016 Annual Report, which contained a review of OPM’s FY 2016 significant actions. MSPB exceeded the three strategic objectives related to advancing the public interest through education and promotion of stronger merit systems, adherence to merit system principles, and prevention of prohibited personnel practices, including informing policy makers, conducting outreach, and advancing the understanding of merit. MSPB met its four management objectives involving leading, managing, and developing employees; budget development and safety and security; and information technology (IT).

MSPB’s Strategic Plan for FY 2018–2022 is aligned with revisions to the FY 2018–2019 APP. It updates the means and strategies used to conduct our work and includes information about external factors such as recent statutory changes that may affect MSPB’s mission and performance.

The MSPB APR–APP for FY 2017–2019 and the MSPB Strategic Plan for FY 2018–2022 are available at <https://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.

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