

From: [REDACTED] (NY) (FBI)
Subject: FW: FY19 SAC Accomplishments --- UNCLASSIFIED
To: [REDACTED] (NY) (FBI)
Sent: September 2, 2020 2:05 PM (UTC-04:00)
Classification: UNCLASSIFIED

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Hi [REDACTED] -

This was SAC [REDACTED]'s accomplishments. I don't think [REDACTED] had sent us the final versions so I will have to get those to you when she returns.

[REDACTED]

From: [REDACTED] (NY) (FBI) <[REDACTED]>
Sent: Wednesday, August 28, 2019 9:17 AM
To: [REDACTED] (NY) (FBI) <[REDACTED]>
Cc: [REDACTED] (NY) (FBI) <[REDACTED]>
Subject: RE: FY19 SAC Accomplishments --- UNCLASSIFIED

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[REDACTED]

Let me know if the information below is adequate. Thanks

Leading Change

Recruitment:

- Encouraged all personnel to support Division recruitment efforts. This includes regular engagement with academic institutions and community group in increase the community understanding and interest in FBI employment.
- Worked with State and Local law enforcement to engage with youth groups formed around expanding an understanding of law enforcement work and encouraging young adults from all backgrounds to seek future employment with the FBI and other law enforcement organizations.
- Main speaker at the Honors Intern graduation ceremony encouraging interns to apply again for next summer and tell their friends/family about the opportunity.

FOHM:

Leading People

- Encouraged participation and identified TDY opportunities for several employees interested in career advancement and provided guidance and suggestions to employees who would benefit from further development before seeking management positions.



Best Regards,



From [redacted]
Sent: Monday, August 12, 2019 3:28 PM
To [redacted]

Subject: FY19 SAC Accomplishments --- UNCLASSIFIED

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SACs,

Last week you received an email (and an EC in Sentinel) outlining instructions for your “accomplishments.” Your MSAs and I are happy to manage this process on your behalf – but we will need a little input from you.

At this point, we need some details of what you have done (or are set to accomplish) this FY. With the assistance of your MSAs, please draft a list of your most significant accomplishments (no more than one page total), and email them to me by August 30.

The accomplishments should be bulleted, and organized in the following buckets:

1. **Leading Change (10%):**
 - a. *5% of this element is related to the Field Office Health Measures. You do **not** have to articulate any accomplishments related to the FOHM.*
 - b. *5% of this element is related to your and your division’s recruiting efforts. Please provide a couple examples of how you and your division have supported the NYO’s recruiting initiative. (Your MSAs have been tracking this since your PLAN was implemented.)*
2. **Leading People (20%):** *For this element we need a few examples of how you have fostered leadership development and a leadership culture within your division. Examples may include mentoring and self-development efforts. Please do not cover external liaison in this bucket.**
3. **Business Acumen (10%):** *For these purposes, these are the Field Office Health Measures. You do not need to articulate any “accomplishments” related to this bucket.*
4. **Building Coalitions (10%):** *For this element, please provide a couple examples of your actions and outcomes related to external leadership and engagement. Examples will include liaison with the private sector, LE/IC partners, and community outreach.*
5. **Results Driven (50%):** *This bucket is for the **most significant** accomplishments related to your **operational** programs. The vast majority, and the most significant, of your program accomplishments should fall in this bucket.*

The list of accomplishments should be stated in bullet format and in order of significance with the most significant first. The preferred bullet format is to list the accomplishments together with the impact or result, and an [MPR] or [EPR] label to indicate where the performance requirement was met or exceeded. For example: *Optimized results in the High Value Hacker Discovery Program by conceiving and*

directing improvements which resulted in cost savings of over \$4 million while increasing the number of perpetrators accepted for prosecution. [EPR]

I have attached each of your 2019 PLANS for your reference - they are very wordy and kind of confusing, filled with mandatory DOJ language. So feel free to ignore and just follow the directions above. Specifically, **please send me one page of "accomplishments" by 8/30** following the format described above. Your MSAs can answer any questions, or you *know* that I'm always happy to discuss. If you'd like to see last year's PAR, let me know and I'll send that to you, also.

George – your "operational programs" are outlined in your plan under Critical Element #5.

Thanks!

[REDACTED]

<< File: FY2019 PLAN SAC [REDACTED].pdf >> << File: FY2019 PLAN SAC [REDACTED].pdf >> << File: FY2019 PLAN SAC [REDACTED].pdf >> << File: FY2019 PLAN SAC [REDACTED].pdf >>

**MSAs – as a reminder: "DOJ requests that each executive include at least one accomplishment reflecting performance under the "Department-wide Employee Engagement Statement" listed as the first objective within Critical Element #2 of the performance plan. Please identify the accomplishment by typing "Employee Engagement:" at the outset."*

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