



The Performance Enhancement Reform Act

*Subcommittee on Government Operations Chairman Gerald E. Connolly,
Ranking Member Jody Hice*

Each year, federal agencies are required by law to create performance plans. These plans preview an agency's strategic goals and objectives, help leaders align resources and guide decision-making to accomplish priorities, and improve how agencies deliver services to the public. These plans are made available to agency officials, Congress, and the public who are then enabled to better understand agency priorities and hold these agencies accountable for reaching identified performance goals.

The current law requires only the Chief Human Capital Officer (CHCO) to contribute to the creation of an agency's performance plan, leaving much of the agency's leadership brain trust out of the planning process. The current law does not require agencies to incorporate data and evidence or information technology into performance plans and fails to require the collaboration of top agency officials in the creation of the plans. These positions include Chief Performance Officer (CPO), the Chief Information Officer (CIO), the Assistant Secretary for Management, and the Chief Data Officer (CDO) – positions with information and knowledge that could drastically improve how federal agencies set performance goals and measure achievements.

To ensure that these key stakeholders and resources are not left out of the creation of agency performance plans, the **Performance Enhancement Reform Act** would amend Section 1115 of title 31, United States Code, to:

1. Require agencies' CPOs, where applicable, to work in consultation with the CHCO, the CIO, the CDO, and the Chief Financial Officer to prepare the annual performance plans.
2. Require performance plans to include descriptions of human capital, training, data and evidence, information technology, and skill sets needed for the agency to meet the agency's performance goals; and
3. Require performance plans to include descriptions of technology modernization investments, system upgrades, staff technology skills and expertise, stakeholder input and feedback, and other resources and strategies needed to meet the agency's performance goals.

This bill has received endorsements from: Partnership for Public Service, Alliance for Digital Innovation, Information Technology Industry Council