

## Future Results

- Develop a diversity program and a Justice Virtual University.
- Implement a DOJ-wide Unified Financial Management System.
- Make the Grant Management System the first to support a fully automated, end-to-end grant management life cycle.

## What Our Employees Say About Performance- Oriented Management



*“Performance . . . can’t be ignored.”*

*“Difficult goals can be rewarding.”*

*“Employees deserve to know what is expected of them . . . what their managers will do to help them achieve their goals.”*

*“Tying performance to results opens communication between managers and employees.”*

*“The PMA . . . causes us to think about what we should be doing and how we can do it better.”*

### President’s Management Agenda

- Strategic Management of Human Capital
- Competitive Sourcing
- Improved Financial Performance
- Expanded Electronic Government
- Budget and Performance Integration
- Faith-Based and Community Initiative

### The AG’s 10 Management Goals

- Develop Performance-Based, Mission-Focused Leadership
- Streamline, Eliminate, or Consolidate Duplicative Functions
- Focus Resources on Front-Line Positions
- Reform the Federal Bureau of Investigation
- Restructure INS and Executive Office for Immigration Review
- Restructure OJP and Reform Grant Management
- Coordinate Internal and External Communications and Outreach
- Improve Departmentwide Financial Performance
- Strengthen Hiring, Training, and Diversity Policies
- Utilize Technology to Improve Government

For more details and information,  
log on to: [www.usdoj.gov/jmd/results.htm](http://www.usdoj.gov/jmd/results.htm)

# GETTING

## Results

### MANAGING THE MISSION AT DOJ



## HIGHLIGHTS

# Results

August 9, 2004

## Results | Matter



The terrorist attacks of September 11 raised the stakes of responsible management at DOJ. Good management became more than a civic duty -- it became a powerful weapon against the enemy. This

brochure highlights our activities since that day.

Since 9/11, our strategic goals have reflected the new emphasis in our mission:

- Prevent Terrorism and Promote the Nation's Security
- Enforce Federal Laws and Represent the Rights and Interests of the American People
- Assist State, Local, and Tribal Efforts to Prevent or Reduce Crime and Violence
- Ensure the Fair and Efficient Operation of the Federal Justice System.

## New Tools for Getting Results

Two initiatives form the basis for managing the DOJ mission. The first of these, the *President's Management Agenda*, introduced a "bold new strategy for improving the management and performance of the federal government." The second, the Attorney General's *10 Management Goals*, recognized that "a new mission requires a new way of doing business," and presented strategies "that reflect the changed priorities of the Department...."

The elements of these two initiatives are found on the back page of this brochure. Together, they have led to notable management and operational achievements.

## Managing for Results

- Transferred ATF into DOJ; transferred INS, NIPC, and ODP to the Department of Homeland Security.
- Shifted 700 FBI agents to terrorism-related work.
- Restructured the Office of Justice Programs, creating a separate Office on Violence Against Women.
- Reduced the EOIR pending caseload from more than 60,000 cases to just over 33,000.
- Developed a workforce planning model and succession planning strategy.
- Completed the FBI vehicle maintenance function, saving an estimated \$11.5 million over 5 years.
- Reduced interest penalties charged to DOJ by 73%, or \$4.3 million; received \$5 million from charge card rebates.
- Booked nearly 308,000 subjects and responded to 685,000 inquiries through the Joint Automated Booking System.
- Notified crime victims of more than 2 million case-related activities during the first 8 months of FY 2004.
- Eliminated millions of pieces of paper in OJP's grant management system.
- Linked planning, budgeting, and performance in our planning and budget cycle.
- Aligned the DOJ Strategic Plan with the DOJ budget program.
- Launched several pilot programs to advance the partnership between Faith- and Community-based organizations and federal, state, and local governments.
- Diverted an estimated \$1.2 billion in cost savings or avoidance over the past two fiscal years to counterterrorism efforts.



## Getting Mission Results

### Terrorism

- Dismantled terrorist cells in Seattle, Portland, Tampa, Northern Virginia, and Buffalo.
- Disrupted weapons procurement plots in Miami, San Diego, Newark, and Houston.
- Shut down terrorist-affiliated charities in Chicago, Dallas, and Syracuse.
- Charged 310 individuals and secured convictions or guilty pleas from 179 of them.

### Violent Crime

- Contributed to a 30-year low in violent crime.
- Saw 27 percent fewer people robbed, 23 percent fewer victimized by aggravated assault, and 27 percent fewer women raped between 1999-2000 and 2001-2002.
- Prosecuted 68% more federal gun-crime charges over 3 years.
- Between 2002 and 2003, charged 23% more defendants with federal gun crimes.
- Saw 72 % of federal offenders in FY 2003 sentenced to prison terms greater than three years, and 93 percent to some prison time.
- Cleared 13% more felony fugitives in FY 03 than FY 02.
- Dismantled 50% more Priority Drug Trafficking Organizations in FY 03 than FY 02.

### Litigation

- Collected more than \$200 million in civil penalties from polluters in FY 2003.
- Collected \$2.1 billion from fraud investigations.
- Achieved a 21 percent increase during FY 2001-2002, over the two years before that in the number of charges of bias-motivated crimes, and a 16 percent increase in successful prosecutions;
- Since July 2002, filed over 400 cases involving corporate crime, charged more than 900 defendants and over 60 corporate CEOs and presidents, and obtained over 500 corporate fraud convictions or guilty pleas.

### In the Community

- In September of 2003, saw the recovery of the 100th abducted child through the Amber Alert program.
- Saw a 25 percent reduction of hate crimes in 2003.