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New Policy Makes Information Sharing a Factor in Employees' Performance Reviews

A new federal policy aims to increase the sharing of terrorism-related information among certain federal employees by making such exchanges a factor in annual performance appraisals.

The policy applies to federal agencies that are members of the Information Sharing Council or handle terrorism-related information, and to employees responsible for sharing the information or supporting these activities. Among other steps, the policy directs agencies to work with their human resources departments to add items about information-sharing skills and behaviors to performance appraisals. "Competencies" in this area will also be added for specific job categories. Authorities expect the changes to take effect beginning with the fiscal year 2009 review cycle.

The official guidance – *Inclusion of Information Sharing Performance Evaluation Element in Employee Performance Appraisals* – was released on Sept. 24 by the Office of the Program Manager for the Information Sharing Environment (PM-ISE) and the Office of Personnel Management. It supports the administration's 2005 call for leaders of agencies that handle intelligence or terrorism information to each "add a performance evaluation element on information sharing" to employees' annual reviews.

Ambassador Thomas E. McNamara, Program Manager for the Information Sharing Environment, praised the move.

"We have taken a critical step toward ensuring that information sharing becomes ingrained in the way the federal government operates," he said. "This guidance furthers our efforts to remove cultural barriers and create incentives to encourage collaboration that is so critical to our counterterrorism efforts."

Michael W. Hager, OPM's Acting Director, said, "OPM is pleased to support the PM-ISE in this vital, cross-cutting initiative. Our human capital officers stand ready to assist agencies as they implement these new performance standards."

The Information Sharing Council includes the Central Intelligence Agency; Federal Bureau of Investigation; departments of Defense, Energy, Homeland Security, Justice, State and Transportation; and the offices of the Director of National Intelligence and Management and Budget.

Inclusion of Information Sharing Performance Evaluation Element in Employee Performance Appraisals (ISE-G-105) is available online at www.ise.gov.

The Director of National Intelligence oversees 16 federal organizations that make up the intelligence community. The DNI also manages the implementation of the National Intelligence Program. Additionally, the DNI serves as the principal adviser to the president, the National Security Council and the Homeland Security Council on intelligence issues related to national security.

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