

# 2005 Current Fiscal Year Report: Human Resource Management System

## Senior Review Advisory Committee

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<b>1. Department or Agency</b>		<b>2. Fiscal Year</b>	
Department of Homeland Security		2005	
<b>3. Committee or Subcommittee</b>		<b>3b. GSA Committee No.</b>	
Human Resource Management System Senior Review Advisory Committee		16597	
<b>4. Is this New Fiscal Year?</b>	<b>5. Current Charter</b>	<b>6. Expected Renewal Date</b>	<b>7. Expected Term Date</b>
No	06/26/2003	06/26/2005	06/26/2005
<b>8a. Was Terminated During Fiscal Year?</b>	<b>8b. Specific Termination Authority</b>		<b>8c. Actual Term Date</b>
Yes			06/26/2005
<b>9. Agency Recommendation for Next Fiscal Year</b>	<b>10a. Legislation Req to Terminate?</b>		<b>10b. Legislation Pending?</b>
Terminate	No		
<b>11. Establishment Authority</b> Agency Authority			
<b>12. Specific Establishment Authority</b>	<b>13. Effective Date</b>	<b>14. Committee Type</b>	<b>14c. Presidential?</b>
		Continuing	No
<b>15. Description of Committee</b> Other Committee			
<b>16a. Total Number of Reports</b>	No Reports for this Fiscal Year		
<b>17a. Open</b>	<b>17b. Closed</b>	<b>17c. Partially Closed</b>	<b>Other Activities</b>
0	0	0	0
<b>17d. Total</b>			
0			
<b>Meetings and Dates</b>			
No Meetings			

	Current FY	Next FY
<b>18a(1). Personnel Pmts to Non-Federal Members</b>	\$0.00	\$0.00
<b>18a(2). Personnel Pmts to Federal Members</b>	\$0.00	\$0.00
<b>18a(3). Personnel Pmts to Federal Staff</b>	\$0.00	\$0.00
<b>18a(4). Personnel Pmts to Non-Member Consultants</b>	\$0.00	\$0.00
<b>18b(1). Travel and Per Diem to Non-Federal Members</b>	\$0.00	\$0.00
<b>18b(2). Travel and Per Diem to Federal Members</b>	\$0.00	\$0.00
<b>18b(3). Travel and Per Diem to Federal Staff</b>	\$0.00	\$0.00
<b>18b(4). Travel and Per Diem to Non-member Consultants</b>	\$0.00	\$0.00
<b>18c. Other(rents,user charges, graphics, printing, mail, etc.)</b>	\$0.00	\$0.00
<b>18d. Total</b>	\$0.00	\$0.00
<b>19. Federal Staff Support Years (FTE)</b>	0.00	0.00

**20a. How does the Committee accomplish its purpose?**

The Committee reviewed the work of the Department of Homeland Security/Office of Personnel Management (DHS/OPM) Human Resource System design Team and provide options to the Secretary of DHS and the Director of OPM for their consideration in establishing the new Human Resource Management System provided for in section 841 of the Homeland Security Act. In the fall of 2003, the Committee provided advice and options to the Secretary of DHS and Director of OPM on the Human Resource Management System for the new Department of Homeland

Security. The Secretary and Director subsequently issued proposed regulations on February 20, 2004, which reflected their joint decisions based on the Committee input. The proposed regulations closed for public comment in March 2004. Final regulations are still pending.

**20b. How does the Committee balance its membership?**

The Committee is comprised of 20 members appointed by the Secretary of DHS in consultation with the Director of OPM. Three members are leaders of the major unions representing DHS employees: the National Treasury Employees Union (NTEU), American Federation of Government Employees (AFGE) and National Association of Agricultural Employees (NAAE). Five (5) members are individuals with particular expertise, knowledge and experience in human resources. The remaining members were selected from the senior leadership of DHS and OPM.

**20c. How frequent and relevant are the Committee Meetings?**

2 Total Meetings in July 2003 and October 2003

**20d. Why can't the advice or information this committee provides be obtained elsewhere?**

Establishment of this advisory committee is necessary to obtain the advice of individuals outside the federal government who have expertise and experience in human resources, including the major unions representing employees of DHS. As the Department develops a new Human Resources Management System within the federal government, the advice and input from non-federal sources, including labor unions, will be essential.

**20e. Why is it necessary to close and/or partially closed committee meetings?**

**21. Remarks**

The Committee should be terminated in FY 2005, as its work advising the Secretary DHS and the Director OPM on the options for a new human resource management system will have resulted in final regulations published in the Federal Register in FY 2005.

**Designated Federal Officer**

Melissa Allen Senior Human Resource Advisor,  
Department of Homeland Security

**Narrative Description**

This committee did not meet in FY-05.

**What are the most significant program outcomes associated with this committee?**

Checked if  
Applies

Improvements to health or safety	<input type="checkbox"/>
Trust in government	<input type="checkbox"/>
Major policy changes	<input type="checkbox"/>
Advance in scientific research	<input type="checkbox"/>
Effective grant making	<input type="checkbox"/>
Improved service delivery	<input type="checkbox"/>
Increased customer satisfaction	<input type="checkbox"/>
Implementation of laws or regulatory requirements	<input type="checkbox"/>
Other	<input type="checkbox"/>

**Outcome Comments**

NA

**What are the cost savings associated with this committee?**

Checked if Applies

- |                            |                                     |
|----------------------------|-------------------------------------|
| None                       | <input type="checkbox"/>            |
| Unable to Determine        | <input checked="" type="checkbox"/> |
| Under \$100,000            | <input type="checkbox"/>            |
| \$100,000 - \$500,000      | <input type="checkbox"/>            |
| \$500,001 - \$1,000,000    | <input type="checkbox"/>            |
| \$1,000,001 - \$5,000,000  | <input type="checkbox"/>            |
| \$5,000,001 - \$10,000,000 | <input type="checkbox"/>            |
| Over \$10,000,000          | <input type="checkbox"/>            |
| Cost Savings Other         | <input type="checkbox"/>            |

**Cost Savings Comments**

NA

**What is the approximate Number of recommendations produced by this committee for the life of the committee?**

0

**Number of Recommendations Comments**

NA

**What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?**

0%

**% of Recommendations Fully Implemented Comments**

NA

**What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?**

0%

**% of Recommendations Partially Implemented Comments**

NA

**Does the agency provide the committee with feedback regarding actions taken to**

**implement recommendations or advice offered?**

Yes ☐ No ☐ Not Applicable ☒

**Agency Feedback Comments**

NA

**What other actions has the agency taken as a result of the committee's advice or recommendation?**

Checked if Applies

Reorganized Priorities	<input type="checkbox"/>
Reallocated resources	<input type="checkbox"/>
Issued new regulation	<input type="checkbox"/>
Proposed legislation	<input type="checkbox"/>
Approved grants or other payments	<input type="checkbox"/>
Other	<input type="checkbox"/>

**Action Comments**

NA

**Is the Committee engaged in the review of applications for grants?**

No

**Grant Review Comments**

NA

**How is access provided to the information for the Committee's documentation?**

Checked if Applies

Contact DFO	<input type="checkbox"/>
Online Agency Web Site	<input type="checkbox"/>
Online Committee Web Site	<input type="checkbox"/>
Online GSA FACA Web Site	<input type="checkbox"/>
Publications	<input type="checkbox"/>
Other	<input type="checkbox"/>

**Access Comments**

NA