

(U) Agency Reform Plan Proposals		
OMB Criteria		Action: Agile Structure
1	(U) Description: Short explanation of the existing issue/problem the agency is trying to solve, the proposed change, and rationale	(U) Director Pompeo has reaffirmed CIA's new mission center operating model. The matrixed structure is driving integration, reducing bureaucratic stovepipes, and increasing agility. Initiatives are ongoing to continuously improve the effectiveness and efficiency of the organizational structure.
2	(U) Category: Select primary reform category: Eliminate, Restructure/Merge, Efficiency/Effectiveness, or Workforce Management (drop-down available)	(U) Efficiency/Effectiveness
3	(U) Mechanism: Select primary mechanism for change category: Statutory, Regulatory, or Administrative (drop-down available)	(U) Administrative
4	(U) Time Horizon for Starting Action: Select: FY 2017, FY 2018, FY 2019, FY 2020, or Beyond	FY 2017
5	(U) Why: Projected outcomes both positive and negative (including drawbacks), affected stakeholders. Cite evidence and evaluations where applicable.	(S//NF) The establishment of the Korea and Iran Mission Centers illustrates the Agency's ability to adapt quickly to national security priorities. Director Pompeo has emphasized that Mission Centers are not necessarily permanent and will be stood up, stood down, and reorganized in response to policymaker requirements.
7	(U) Costs and Savings: Projected implementation costs, savings and/or cost avoidance over five years, as well as ten years where feasible	(U) Reallocating positions from management back to mission roles, filling critical shortfalls, reducing overhead, and driving decisionmaking down closest to where the information is.
8	(U) FTE Changes: Enter the estimated FTE decrease or increase expected from the proposal.	N/A
6	(U) How: Implementation timeline and risks, including administrative challenges; capacity needs for implementation; and any impacts on personnel, physical assets, and other agencies where applicable	(S//NF) Implementation began in FY 2017 through the streamlining of Mission Centers. This initiative is ongoing as the Agency structure shifts in response to policymaker requirements.
9	(U) Performance Goals: At least one indicator the agency can use to track the proposal, along with a target and implementation date.	(U) Agency structure changes when Director, Deputy Director, and Chief Operating Officer deem necessary to provide mission requirements; FY 2017 implementation with continuous re-evaluation.
10	(U) Mechanism Analysis: Analysis of underlying statutory, regulatory, and other legal authorities at issue; litigation risk; and whether the proposal requires legislation or can be done administratively.	(U) Administrative
11	(U) Implications for Other Agencies: Summary of how other agencies would be impacted, if at all.	N/A
12	(U) Scale: Incremental, Bold, or Transformational (drop-down available)	(U) Transformational
13	(U) Public comments: Note any specific public comment(s) that influenced proposal development.	N/A
14	(U) Proposal Status: Specify if the reform proposal is included in your FY 2019 IPBS or is a crosscutting initiative.	(U) In FY 2019 IPBS

CLASSIFICATION: SECRET//NOFORN