

## **FACT SHEET: Suitability and Security Review Recommendations**

Following the September 2013 Navy Yard shooting, the President directed the Office of Management and Budget (OMB) to lead a review of suitability and security clearance procedures for Federal employees and contractors. The Administration today is releasing a report detailing the findings of this review. The report identifies 13 recommendations to improve how the Government performs suitability determinations and security clearances, thereby ensuring the safety of Federal workers and the protection of our nation's most sensitive information.

The report's recommendations were developed by an interagency review team, comprised of representatives from OMB, Office of the Director of National Intelligence (ODNI), Office of Personnel Management (OPM), Department of Defense (DoD), Department of Homeland Security (DHS), Department of Justice (DOJ), Federal Bureau of Investigation (FBI), the Information Security Oversight Office (ISOO), and the National Security Council (NSC). The review complements and builds upon DOD's Navy Yard Reviews, and ongoing work by OPM, ODNI, and other agencies.

The Review assessed Government policies, programs, processes, and procedures involving determinations of federal employee suitability, contractor fitness, and personnel security. The interagency working group also evaluated the collection, sharing, processing, and storage of information used to make suitability, credentialing, and security decisions.

The Review found the need for better information sharing, increased oversight over background investigations, and consistent application of standards and policies for both Federal employees and contractors.

### **Key Recommendations Include:**

- **Closing Information Gaps:** Ensure that investigators can access State and local criminal records as part of background investigations; improve detection of issues through enhanced technology, and broaden access to relevant data sources including social media.
- **Continuous Evaluation:** Leverage technology to shift to the use of a Continuous Evaluation (CE) approach; develop a Government-wide IT strategy to implement the new CE model.
- **Investigation Oversight and Accountability:** Improve the quality of existing oversight mechanisms for Federal and contract investigators and Federal adjudicators.
- **Common Standards:** Accelerate the development of quality standards and the implementation of consistent measures and metrics for investigations and adjudications of contractors and employees.

- **Reducing Vulnerabilities in our Current Process:** Take a risk-based approach to addressing the reinvestigation backlog by utilizing automated records checks of covered individuals and assessments of the sensitivity of positions to prioritize reinvestigations.

The interagency Performance Accountability Council (PAC), chaired by OMB's Deputy Director for Management will drive implementation and coordination of these recommendations across the Executive Branch. Overseen by the PAC, the Administration has created a central implementation team that will coordinate and accelerate multiple efforts already underway across the Federal Government. This team - comprised of OPM as the Suitability Executive Agent, ODNI as the Security Executive Agent, DoD, DHS, DOJ, FBI and OMB - has already started its work.

In addition, to ensure efforts are sustained, the Administration included dedicated resources in the President's FY 2015 Budget and established a four-year Cross Agency Priority (CAP) Goal, focused on these issues. Progress on the Insider Threat and Security Clearance CAP Goal will be led by James Clapper, Director of National Intelligence, Katherine Archuleta, Director of the Office of Personnel Management, and Michael Daniel, Senior Advisor to the President and Coordinator for Cybersecurity.

The Administration is committed to making progress in this area. We will develop and release a detailed implementation plan in the coming months which will update the notional timelines for delivery that are outlined in the report. Going forward, we will provide updates on implementation progress each quarter on [www.Performance.gov](http://www.Performance.gov)

To see the full 120-Day Review Report, please click [HERE](#).

To see the Insider Threat and Security Clearance CAP Goal, please click [HERE](#).