

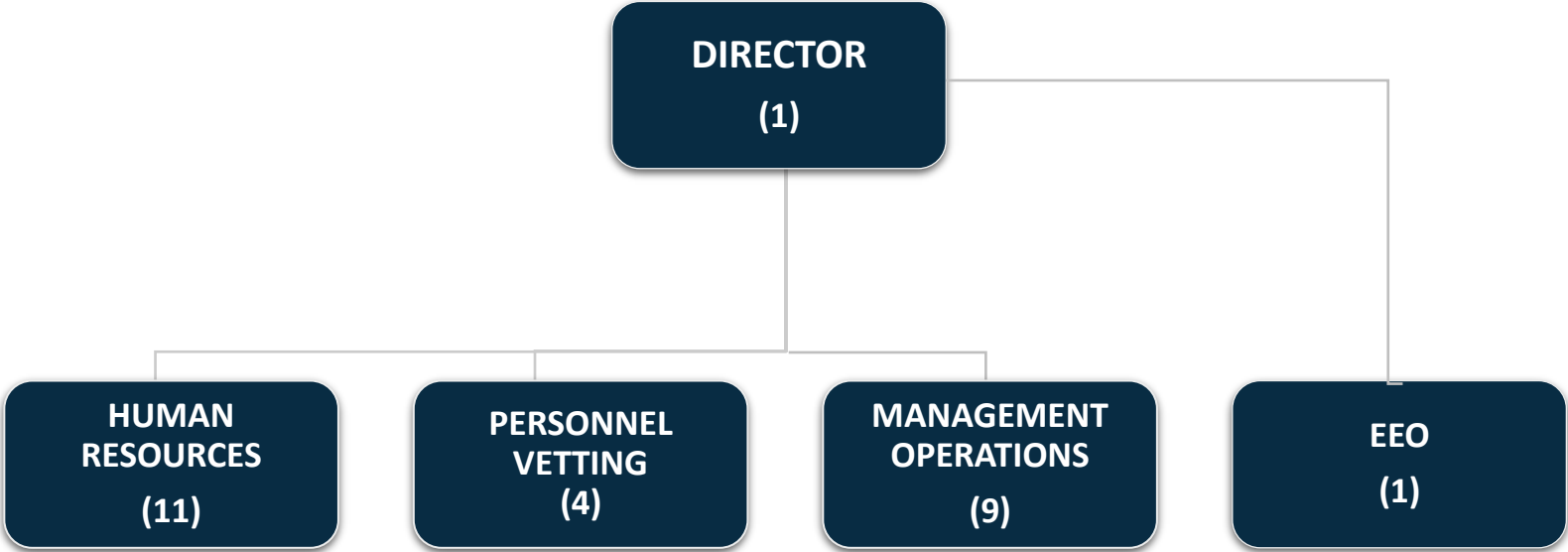
Office of Resource Management (ORM) Update

Presented By
Gisile Goethe
Director, ORM
April 28, 2026

Agenda

Topic	Slide
Organizational Structure	3
ORM Functional Statement – What We Do	4
Human Capital Update	5
ORM Initiatives	10

Organizational Structure

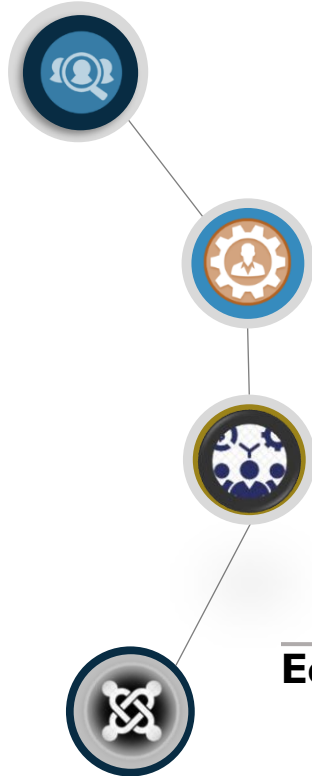


Authorized Staff: 27

- **FTE: 26**
- **Vacancies: 1**

What We Do

ORM serves as a strategic partner with leadership to develop and deliver programs designed to support the Agency mission and its employees



Human Capital

- Organizational Structure and Classification, Hiring and Personnel Management, Training and Development, Performance Management, Employee Relations, Reasonable Accommodation, Compensation and Benefits

Personnel Vetting

- Business Continuity Plans and Operations, Personnel Security, Insider Threat Program, Physical Security, PIV, and Drug-Free Workplace

Management Support Operations

- Records and Information Management, Controlled Unclassified Information (CUI), Facilities and Space Management, Travel Policy and Operations, Travel Credit Card program, Time and Attendance, Supply and Mail Operations, Transit Benefits, Office-level budget

Equal Employment Opportunity

- EEO Compliance Reporting, EEO Complaints

Human Capital Programs Update



Human Resources – Hiring

Attrition Rates:

FY25: **12.8%**

FY24: **12.0%**

FY23: **17.8%**



Executive Order Compliance



Extensive reporting, data call submissions, policy updates, implementation plans, compliance attestations, etc.

- Hiring Freeze
- Probationary Periods
- DEIA
- Return-To-Office
- Deferred Resignation Program
- Position Management
- SES Performance Mgmt and Pay
- SP Performance Mgmt and Pay
- Administrative Leave
- Merit Hiring
- Performance Management Data
- Disciplinary Policies

Return To Office Transition



- Led agency-wide implementation of Return-to-Office (RTO) mandate
 - Drafted and submitted a required OPM return to office report, outlining the FRTIB's timeline and plan.
 - Updated Telework policy and procedures to align with new Executive Order requirements.
 - Held Telework Policy briefings and “Ask the Expert” sessions to explain the new RTO policy, provide clarity and address concerns, and help employees understand the changes and their implications.
 - Held Medical Telework/Reasonable Accommodation Q&A sessions to ensure employees with disabilities or medical conditions received the necessary information and support
 - Held Work Life Resources Briefings to provided information on available resources to support employees during the transition such as counseling services, stress management programs, and family support.
 - Hosted a FRTIB Reunion Week to help ease employees back to the office.

HRD Customer Connection Initiatives



- This or That Engagement Activities - a monthly “This or That” activity (e.g., coffee vs tea) to spark connection and help employees discover shared interests across the FRTIB, culminating in an agency-wide engagement event featuring “This or That” themed interactive games
- HR Hack Series – a bi-monthly interactive series that uses themed activities to clarify HR policies, address common misconceptions, and connect HR guidance to real-world scenarios
- Collaboration Stars Spotlight Series – a bi-monthly series recognizing employees who exemplify strong collaboration and partnership with HRD
- HR Specialist Spotlight - a monthly spotlight to help employees get to know our HR Specialists. Who they are, what they do, and fun facts

Ongoing ORM Initiatives

Management Operations Division

- Electronic Records Management (ERM) System

Personnel Vetting Division

- Trusted Workforce 2.0 transition

Questions

