

EXHIBIT 22

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DRAFT 6/16/05

Goals Proposal

This proposal would be effective mid-year FY2006, contingent upon the implementation of the final rules package on claim limitations, IDS practice, and continuing applications.

1. **Examiner Production Goals**

- A. The GS-12 Hours per Production Unit Goals are set by the attached listing by class and subclass.
- B. [Is this part necessary?] The Relative Complexity For the Technology Centers shall be:

<u>TC</u>	<u>GS-12 AVG.</u>	<u>Rel. Complex. (Volume Weighted)</u>
TC1600	22.5	.974
TC1700	21.0	.909
TC2100	31.1	1.346
TC2600	27.1	1.173
TC2800	21.1	.913
TC3600	20.4	.883
TC3700	18.5	.801
Corps Avg	23.1	1.000

Note : Corps volume weighted average for **FY04 = 22.1**

Note: Above does not include Plant and Design Cases

Plants – GS-12 goal is 11.6 hrs/PU

Designs – GS-12 goal is 6.6 hrs/PU

- C. The Productivity factors for grades and authority levels for GS-1224 examiner shall be:

GS-5	.55		
GS-7	.70	GS-14 (PSA)	1.25
GS-9	.80	GS-14 (PSA + Sr)	1.30
GS-11	.90	GS-14 (FSA)	1.35
GS-12	1.00	GS-15 (FSA +Sr +M)	1.40
GS-13	1.15	GS-15 (FSA + PhD)	1.50
GS-13 (PSA)	1.25	GS-15 (FSA + Generalist)	1.50
GS-13 (PSA)	1.25	GS-15 (FSA + Expert)	1.50

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- D. The Productivity factors for grades and authority levels for GS-1226 examiners shall be:

GS-5	.48	GS-12	1.0
GS-7	.64	GS-13 (PSA)	1.14
GS-9	.80	GS-14 (FSA)	1.24
GS-11	.88		

- E. The examiner's goal for each case is set by dividing the GS-12 goal by their current productivity factor.
- F. **[Is this part necessary, or part of something else?]** An achievement at least halfway between the goal for the next higher grade and the goal for the present grade over a period of six months shall be deemed prima facie evidence of performance in productivity qualifying for promotion.
- G. **[Is this part necessary, or part of something else?]** In any of the last three biweeks of a promotion period, if the employee's production achievement is equal to, or greater than, 3 times the expectancy for their grade level (i.e. end loading situation) the promotion period may be extended to ensure the employee's ability to achieve the goals of the promotion level.
- H. **[Is this part necessary, or part of something else?]** Achievement of at least 95% of an assigned goal shall be deemed prima facie evidence of an acceptable level of competence in the area of productivity for purposes of granting a within-grade increase. An achievement below 95% of an assigned goal shall be deemed prima facie evidence that the level of competence in the area of productivity is not acceptable for purposes of granting a within-grade increase unless there are extenuating circumstances, which justify the achieved production level.

WkGrp	GS12 Hrs/PU	Total claims		Pus	claims adj	Hrs/PU chng	PU gain/loss	new Hrs/PU
	FY04	<10	>21	FY04				
1640	26.3	16.2%	55.5%	6,559.3	-0.100	0.900	728.8	23.7
1610	18.8	15.3%	54.9%	5,619.5	-0.100	0.900	624.4	16.9
1630	26.7	15.0%	53.8%	7,081.0	-0.100	0.900	786.8	24.0
1650	24.0	16.3%	52.1%	4,749.0	-0.100	0.900	527.7	21.6
3620	31.6	14.8%	50.7%	6,234.0	-0.100	0.900	692.7	28.4
2140	32.8	8.7%	50.6%	2,432.0	-0.100	0.900	270.2	29.5
2170	32.5	10.2%	49.7%	6,356.8	-0.100	0.900	706.3	29.3
3730	19.3	16.7%	48.9%	7,283.3	-0.100	0.900	809.3	17.4
2150	33.4	11.9%	48.9%	3,256.8	-0.100	0.900	361.9	30.1
2660	29.7	13.7%	47.6%	5,386.3	-0.070	0.930	405.4	27.6
2120	31.1	12.2%	47.5%	5,189.5	-0.070	0.930	390.6	28.9
2130	32.2	12.2%	46.0%	4,103.0	-0.070	0.930	308.8	29.9
1620	18.9	21.8%	45.5%	6,978.8	-0.070	0.930	525.3	17.6
2160		10.2%	45.2%	0.0	-0.070	0.930		
2180	32.4	12.1%	44.9%	4,371.0	-0.070	0.930	329.0	30.1
2680	26.9	16.5%	44.2%	4,870.5	-0.070	0.930	366.6	25.0
1710	19.5	19.9%	42.9%	6,408.8	-0.070	0.930	482.4	18.1
2110	32.4	14.3%	42.6%	2,157.5	-0.070	0.930	162.4	30.1
1760	21.9	19.8%	42.6%	6,718.0	-0.070	0.930	505.7	20.4
2890	0.0	17.4%	42.3%	0.0	-0.070	0.930		
1750	21.0	20.2%	41.8%	7,783.3	-0.070	0.930	585.8	19.5
2630	26.1	18.7%	41.7%	5,803.3	-0.070	0.930	436.8	24.3
2880	21.2	19.6%	40.7%	2,323.5	-0.040	0.960	96.8	20.4
1770	22.5	21.2%	40.3%	6,358.8	-0.040	0.960	264.9	21.6
3760	18.7	22.4%	40.2%	6,077.0	-0.040	0.960	253.2	18.0
2640	26.6	18.8%	39.4%	4,102.0	-0.040	0.960	170.9	25.5
3660	24.0	21.3%	39.0%	3,069.0	-0.040	0.960	127.9	23.0
2620	29.9	19.0%	38.4%	4,323.8	-0.040	0.960	180.2	28.7
2670	29.9	19.8%	37.3%	4,398.0	-0.040	0.960	183.3	28.7
2610	27.8	25.5%	37.2%	4,878.3	-0.040	0.960	203.3	26.7
1740	20.3	22.6%	37.0%	6,518.0	-0.040	0.960	271.6	19.5
1720	20.9	24.9%	36.2%	5,482.0	-0.040	0.960	228.4	20.1
3710	20.2	25.5%	36.0%	4,437.8	-0.040	0.960	184.9	19.4
2810	22.0	21.7%	35.8%	15,750.3	-0.040	0.960	656.3	21.1
2870	21.6	23.4%	35.7%	14,071.8	-0.040	0.960	586.3	20.7
2850	21.8	23.9%	35.4%	10,630.5	-0.040	0.960	442.9	20.9
2820	22.2	23.3%	35.2%	11,293.8	-0.040	0.960	470.6	21.3
1730	21.8	25.0%	34.2%	4,494.5	-0.010	0.990	45.4	21.6
2860	24.4	29.8%	33.6%	2,392.5	-0.010	0.990	24.2	24.2
2650	25.7	23.7%	33.4%	4,679.0	-0.010	0.990	47.3	25.4
3650	20.7	27.7%	32.2%	3,685.5	-0.010	0.990	37.2	20.5
3670	17.5	27.0%	31.3%	7,774.0	-0.010	0.990	78.5	17.3
2190		13.0%	30.3%	0.0	-0.010	0.990		
2840	20.1	28.6%	29.5%	784.5	-0.010	0.990	7.9	19.9
3750	18.2	27.8%	29.5%	5,202.8	-0.010	0.990	52.6	18.0
3640	18.1	27.8%	29.3%	3,649.0	-0.010	0.990	36.9	17.9
3720	18.0	31.1%	28.7%	11,616.5	-0.010	0.990	117.3	17.8
3630	17.1	29.4%	28.6%	5,864.5	-0.010	0.990	59.2	16.9
3740	19.6	27.6%	28.5%	10,990.5	-0.010	0.990	111.0	19.4
2830	19.6	29.0%	26.4%	12,316.3	0.000	1.000	0.0	19.6
3610	17.9	30.3%	24.8%	6,163.3	0.000	1.000	0.0	17.9
3680	19.9	34.0%	20.5%	3,641.0	0.000	1.000	0.0	19.9
1660	12.2	100.0%	0.0%	1,197.0	0.000	1.000	0.0	12.2
2690	26.7	0.0%	0.0%	27.5	0.000	1.000	0.0	26.7
2900	6.6	0.0%	0.0%	0.0	0.000	1.000	0.0	26.7
3690	0.0	0.0%	0.0%	0.0	0.000	1.000		
Corps	20.8			297,533.8			14,945.7 5.02%	