DEPARTMENT OF THE INTERIOR
FY 2013 ORGANIZATIONAL ASSESSMENT GUIDANCE

This memorandum transmits for your immediate use, the Department of the Interior's FY 2013 Organizational Assessment. As you know, a formal assessment of organizational performance during FY 2013 is a critical component in the performance appraisal of its senior employees. Rating officials, reviewing officials, Performance Review Board (PRB) members, and the Executive Resources Board (ERB) use the results of the Organizational Assessment as a basis for comparing the summary performance ratings and performance recognition for each SES, SL, and ST employee to the overall performance of their organization.

I want to emphasize the importance of the Organizational Assessment as a key component of the SES/SL/ST performance management system. Rating officials will consider the various performance indicators included in the Organizational Assessment when determining the individual ratings; however, not all of the performance indicators will apply to the performance requirements of individual SES/SL/ST members. Significant alignment should be visible for individuals with executive responsibilities for the functional areas included, such as financial management, human capital, budget and performance integration, information technology, etc.

It is possible for an individual executive's performance to be rated higher or lower than the organization's performance under a particular performance indicator to which they materially contribute. For example, a bureau may achieve a low rating with respect to audited financial systems, but an SES member with responsibilities that include financial or budget matters, and who performed particularly well in that area, might deserve a higher performance rating than a strict application of the Organizational Assessment might suggest. In these instances, the rating official must provide a compelling explanation for the higher rating in his/her supporting narrative justification statement in the Performance Appraisal. The PRBs and the ERB will closely review pay-for-performance recommendations for executives with responsibilities in under-performing areas in the Organizational Assessment.

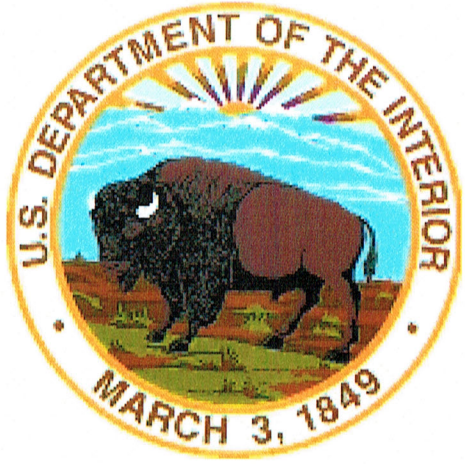
If you have any questions regarding the FY 2013 pay-for-performance cycle, please contact Jonathan Mack at 202-208-5590 or jonathan_mack@ios.doi.gov.

Attachment

CC: Assistant Secretaries and their Chiefs of Staff
Bureau and Office Directors and Deputy Directors
Bureau and Office Associate Directors for Administration
Bureau and Office Associate Directors for Human Capital (or equivalent positions)
Bureau and Office Human Resources Directors

U.S. Department of the Interior

FY 2013 Organizational Assessment



INFORMATION FROM

FY 2014/2015 Annual Performance Plan and FY 2013 Report

INTRODUCTION – GUIDE FOR USE OF THE ORGANIZATIONAL ASSESSMENT

Attached is the organizational assessment which addresses the deficiencies cited with past versions by providing:

- Greater objectivity by being based on actual performance information rather than an interpretative qualitative scoring of red/yellow/green
- Greater direct traceability to organizational performance provided in the Annual Performance Plan and Report (APP&R)
- Greater relativity to the Strategic Plan (as required for OPM certification) by employing the measures used for tracking performance relative to achieving the Strategic Plan goals
- Greater ability to compare the performance of the individual to their particular area of programmatic specialty/expertise rather than to a combined score assigned to the entire bureau
- Greater engagement and ownership of performance assessments that have been provided by the bureaus

The following table provides a page reference to the performance information and/or assessment provided for each bureau/office by programmatic topic that is equivalent to a strategic goal. The performance of an individual can therefore be compared against the performance of the organization in the programmatic area most relevant to the individual's responsibilities/area of expertise.

At the time when the FY2013 performance targets were developed, the Consolidated and Further Continuing Appropriations Act, 2013 (P.L. 113-6) establishing a full year appropriation for the Department, was not yet enacted. The FY2013 targets were therefore developed assuming FY 2013 funding as the annualized amounts established under the Continuing Appropriations Resolution for 2013, P.L. 112-175, which provided funding through March 27, 2013. The enacted Continuing Appropriations Act included programmatic reductions and an across the board reduction of 0.2% and reversed an across the board increase of 0.612% that was in the Continuing Appropriations Resolution for 2013.

Further, the FY 2013 targets were not revised for any adjustments to funding required under the March 1, 2013 Sequester Order required by the Balanced Budget and Emergency Deficit Control Act as amended by the Budget Control Act of 2011. To the extent that these funding impacts were applied across-the-board, the effect of these funding adjustments is considered to affect the performance results of all the measures.

BUREAU/OFFICE	AREA OF PERFORMANCE	PAGE REFERENCE
Indian Affairs	Cultural and Heritage Resources	8-10
	Treaty and Subsistence Rights	18
	Fiduciary Trust	18
	Tribal Water	25
	Tribal Judicial Systems	20
	Safe Communities / Law Enforcement	23
	Self Governance and Determination	24
	Manage/Develop Tribal Resources	20-21
	Economic Opportunity	21-22
	Indian Education	22
BLM	Land and Water Condition	5
	Invasive Plants	6
	Species Conservation	8
	Cultural and Heritage Resources	8-10
	Recreation	11
	Energy Resource Compliance & Safety	13-14
	Renewable Energy Resources	15
	Conventional Energy Resources	15
	Timber Resources	17
	Forage Resources	17
	Non-Energy Minerals	18
BOEM	Conventional Energy Resources	15
	Renewable Energy Resources	15
BOR	Invasive Plants	6
	Species Conservation	8
	Cultural and Heritage Resources	8-10
	Renewable Energy Resources	14
	Water Conservation	16
	Reliability of Water Delivery	16-17
BSEE	Energy Resource Compliance & Safety	13

BUREAU/OFFICE	AREA OF PERFORMANCE	PAGE REFERENCE
FWS	Land and Water Condition	5
	Invasive Plants	6
	Species Conservation	7-8
	Cultural and Heritage Resources	8-10
	Recreation	11
NPS	Land and Water Condition	5-6
	Invasive Plants	6
	Cultural and Heritage Resources	8-10
	Recreation	11
OIA (Insular)	Improve Quality of Life in Insular Communities	25-26
OSM	Land and Water Condition	7
	Energy Resource Compliance & Safety	13-14
OST	Fiduciary Trust	19
ONRR	Account for Energy Revenues	16
OWF	Wildland Fire	11-12
USGS	Customer Satisfaction	26
	Identify / Predict / Model Environmental Change	26-28
	Water Resources	28-30
	Monitor and Assess Resource Availability	30
	Use of Science to Protect and Inform Communities	30-31
	Science / Data Framework	31
Priority Goals	Renewable Energy	14-15
	Youth	32
	Water Conservation	16
	Safe Indian Communities	23
	Oil and Gas High Risk Inspections	14

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
	Improve land and water health by managing wetlands, uplands, and riparian areas that comprise our national parks, wildlife refuges, and BLM lands.				
1614	Percent of DOI riparian (stream/shoreline) miles that have achieved desired conditions where condition is known and as specified in management plans	DOI	93.6%	93.8%	
			443,021	444,235	
			473,468	473,643	
		BLM	85.8%	86.3%	
			133,000	133,866	
			154,976	155,151	
		FWS	97.3%	97.4%	
			310,021	310,369	
			318,492	318,492	
		NPS	87.8%	87.8%	
			56,023	56,024	
			63,777	63,777	
1465	Percent of DOI acres that have achieved desired conditions where condition is known and as specified in management plans	DOI	76.5%	74.5%	In addition to hiring restrictions, drought, fire, and court orders affected staff ability to complete land health assessments for this measure.
			333,690,858	324,908,501	
			436,341,566	436,341,566	
		BLM	66.1%	62.6%	
			164,000,000	155,210,537	
			248,000,000	248,000,000	
		FWS	93.8%	93.8%	
			140,741,380	140,741,380	
			150,050,843	150,050,843	
		NPS	75.6%	75.6%	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
			28,949,478	28,956,584	
			38,290,723	38,290,723	
444	Percent of baseline acres infested with invasive plant species that are controlled	DOI	0.8%	0.8%	
			318,076	330,065	
			39,859,742	39,859,790	
		BOR	96.0%	53.3%	
			6,363	3,557	
			6,630	6,678	
		BLM	0.6%	0.7%	Target exceeded because BLM Field Offices received some remaining FY12EOY funding. There also was post-fire Emergency Stabilization and Rehabilitation funding for weed treatments, enabling them to increase their units of accomplishments.
			205,000	246,710	
			35,762,000	35,762,000	
		FWS	2.8%	2.2%	This target was missed due to funding and staff shortages that resulted in a significant reduction in control actions to address invasive infestations. This work was particularly impacted by the inability to hire sufficient seasonal staff who are frequently assigned to conduct control actions during the growing season.
			72,365	57,032	
			2,558,619	2,558,619	
		NPS	2.2%	1.5%	
			34,348	22,766	
			1,532,493	1,532,493	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
1468	Number of Federal, private, and tribal land and surface water acres reclaimed or mitigated from the effects of natural resource degradation from past coal mining. (Calculated equivalent acres)	OSM	13,000	11,347	
	Sustain fish, wildlife and plant species by protecting and recovering the Nation's fish and wildlife in cooperation with partners, including States.				
1490	Percent of fish species of management concern that are managed to self-sustaining levels, in cooperation with affected States, tribes, and others, as defined in approved management documents	FWS	21.1%	24.3%	
			39	45	
			185	185	Estimate
1491	Percent of migratory bird species that are at healthy and sustainable levels	FWS	72.1%	72.1%	
			726	726	
			1,007	1,007	
2107	Percent of threatened and endangered species that have improved based on the latest 5-year review recommendation	FWS	4.4%	4.5%	
			47	48	
			1,067	1,067	
2029	Number of threatened and endangered species recovery activities implemented	DOI	4,883	5,696	
		BLM	1,500	1,844	The target was estimated based on the T&E program; however, other programs helped implement activities during the year.

Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
	FWS	3,293	3,762	The baseline for this goal was only established one year ago. The performance goal was set at an approximate target level, and the deviation from that level will be better assessed over time.
	BOR	90	90	

Wild Horse and Burro Management Areas: Cumulative of number of Herd Management Areas (HMAs) achieving appropriate management levels.	BLM	31%	26%	
		55/179	47/179	

Percent of Resource Management plans completed within four years of start.	BLM	37%	39%	
		28/76	29/75	

	Protect and maintain the Nation's most important historic areas and structures, archeological sites, and museum collections.			
1495	Percent of archaeological sites in DOI inventory in good condition	DOI	64%	64%
			103,652	107,814
			162,669	167,625
		BIA	78%	78%
			52	52
			67	67
		BLM	85%	85%
			61,200	64,562
			72,000	75,918

Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
	FWS	23%	23%	
		3,549	3,549	
		15,162	15,302	
	NPS	51%	52%	
		38,851	39,651	
		75,440	76,338	

1496	Percent of historic structures in DOI inventory in good condition	DOI	57%	53%	The total number of historic structures increased due to identification of previously unknown structures, most of which are in good condition.
			16,456	15,390	
			29,033	29,173	
		BIA	18%	18%	
			48	46	
			262	250	
		BLM	48%	52%	
			196	217	
			408	421	
		FWS	11%	11%	
			230	235	
			2,120	2,142	
		NPS	61%	57%	
			15,982	14,892	
			26,243	26,360	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
462	Percent of collections in DOI inventory in good condition	DOI	45%	46%	
			1,198	1,214	
			2,677	2,661	
		BIA	53%	66%	More site assessments of both IA and non-IA repositories were conducted than originally planned. Correspondingly, a determination by Museum Program staff that some objects once believed to be of museum quality are not resulted in the removal of five repositories from the inventory.
			85	103	
			160	155	
		BOR	63%	64%	
			50	50	
			79	78	
		BLM	83%	52%	The program focused on evaluating existing collections not new collections. Collections evaluated were reported in "Good Condition.
			122	123	
			147	143	
		FWS	36%	36%	
			705	706	
			1,967	1,971	
		NPS	73%	74%	
			236	232	
			324	314	

Percent of cultural landscapes in DOI inventory in good condition (NPS)			
	NPS		

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
	Enhance the enjoyment and appreciation of our natural and cultural heritage (Recreation).				
554	Percent of visitors satisfied with the quality of their experience	DOI	93%	94%	
		BLM	92%	96%	
		FWS	90%	90%	Estimate
		NPS	97%	97%	
1567	Percent satisfaction among visitors served by facilitated programs	DOI	94%	95%	
		BLM	94%	94%	Visitor satisfaction improved because the program compensated for funding cuts by focusing funds to field units through organizational efficiencies and by working to leverage more partner funding.
		NPS	94%	96%	
	Percent of visitors understanding and appreciating the significance of the park they are visiting	NPS			
	Wildland Fire				
1480	Percent of acres treated, which are moved toward the desired condition class	OWF	80%	72%	The concentrated effort on maintaining past treatment investments resulted in slightly fewer acres moving toward a desired condition class than originally was planned, while the number of acres maintaining a desired condition class was greater than planned.
			468,000	463,191	
			585,000	643,184	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
1481	Percent of acres treated, which are maintained in the desired condition class	OWF	10% 58,500 585,000	23% 148,522 643,184	More acres were targeted and accomplished because the bureaus were able to take advantage of favorable environmental conditions to implement treatments along with a concentrated effort on maintaining past treatment investments to maximize efforts and a relatively lighter wildland fire season.
1542	Percent of treated Wildland – Urban Interface (WUI) acres that are identified in community wildfire protection plans or other applicable collaboratively developed plans.	OWF	95% 555,000 585,000	99% 611,713 643,184	More acres were targeted and accomplished because the bureaus were able to take advantage of favorable environmental conditions to implement treatments along with a concentrated effort on maintaining past treatment investments to maximize efforts and a relatively lighter wildland fire season.
788	Percent of unplanned and unwanted wildfires on DOI lands that are controlled during initial attack.	OWF	97% TBD TBD	98% 6,330 6,482	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
	Ensure environmental compliance and the safety of energy development				
455	Percent of active coal mining sites that are free of off-site impacts.	OSM	88%	88.7%	
			6,706	6,568	
			7,621	7,403	
425	Amount (in barrels) of operational offshore oil spilled per million barrels produced. (Lower is desirable)	BSEE	<4.50	0.099 (est.)	
2032	Number of recordable injuries per 200,000 offshore man hours. (Lower is desirable)	BSEE	<0.5	0.306	
1676	Percent of oil and gas acres reclaimed to appropriate final land condition.	BLM	21%	24%	
			1,440	1,661	
			6,960	6,992	
2033	Percent of producing fluid mineral cases that have a completed inspection during the year.	BLM	32%	30%	Travel limitations and the inability to fill vacancies limited the number of inspections.
			9,500	8,863	
			29,478	29,492	
1525	Percent of mined acreage reclaimed	OSM	75%	76%	

Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
Percent of federal and Indian high risk oil and gas cases inspected during the fiscal year ***Priority Goal***	BLM	95%	82%	In addition to some high risk inspections not being completed due to sequestration and reduced funding, unexpected complications, such as increases in higher priority work (drilling, abandonment) and a 20% staffing vacancy rate, caused some inspections to take longer to complete than expected.
Develop renewable energy potential				
Percent of hydropower facilities in good condition as measured by the Facility Reliability Rating	BOR	69.1%	81.8%	The actual for FY 2013 exceeds the target because of a change driven by the big four power entities in Northwest America (Bonneville, HydroQuebec, Army Corps, and Reclamation) in the reporting tool used to derive the totals. As a result, the HydroAMP reporting tool is now being used, which will provide improved consistency going forward. In addition, there are indicators that in the coming years, BOR's facilities will experience added maintenance requirements and Reclamation makes a reasonable effort to anticipate these requirements, but in this particular case, the equipment has held up better than expected.
		38	45	
		55	55	

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	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
956	Percent of time that Reclamation hydroelectric generating units are available to the inter-connected Western electrical system during daily peak demand periods	BOR	84.0%	85.0%	
			84	85	
			100	100	
1511	Number of megawatts of approved capacity authorized on public land and the OCS for renewable energy development while ensuring full environmental review (cumulative) ***Priority Goal***	DOI	11,000	13,786	
		BLM	10,532	13,318	
		BOEM	468	468	
	Manage Conventional Energy Development				
1514	Percent of coal lease applications processed	BLM	15%	15%	
			6	6	
			40	40	
2128	Percent of pending fluid minerals Applications for Permit to Drill (APDs) which are processed	BLM	56.2%	59.8%	
			4,600	4,892	
			8,180	8,180	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
1588	Number of offshore lease sales held consistent with the Secretary's 5-Year Oil and Gas Program	BOEM	3	3	

	Account for Energy Revenues				
493	Percent of Federal and Indian revenues disbursed on a timely basis per statute ($Billions)	ONRR	97.0%	98.8%	
			1.94	3.01	
			2.00	3.04	
2035	Cumulative percent of unique mineral royalty companies covered by compliance activities	ONRR	62.0%	66.7%	
			1,099	1,182	
			1,773	1,773	
	Conserve Water				

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
2036	Acre feet of water conservation capacity enabled through Reclamation's conservation-related programs such as water reuse and recycling (Title XVI) and WaterSMART grants (performance is cumulative) ****Priority Goal****	BOR	730,000	734,851	
	Improve Reliability of Water Delivery				
909	Percent of water infrastructure in good condition as measured by the Facility Reliability Rating.	BOR	70.6%	79.4%	Reclamation's target was exceeded because staff improved methods of scoring and made significant inroads in O&M recommendations. Specifically: 1. Revised scoring system changed in FY 2011 to the placement of a premium on facilities being in good condition rather than fair to good. 2. Regions addressed DSIS and OM recommendations. 3. GP (Region) moved several million dollars into RAX program which allowed the completion of deferred maintenance.
			242	274	
			343	345	
	Mange Timber and Forest Products Resources				
1562	Percent of allowable sale quantity timber offered for sale consistent with applicable resource management plans	BLM	71.9%	79.8%	
			146	162	
			203	203	
419	Volume of wood products offered consistent with applicable management plans (O&C and Public Domain)	BLM	209	243	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
	Provide for Sustainable Forage and Grazing				
1519	Percent of grazing permits and leases processed as planned consistent with applicable resource management plans	BLM	33.3% 2,100 6,300	21.3% 1,344 6,300	In addition to the impact of delayed funding and sequestration in preventing the hiring of seasonal employees to collect data for the environmental studies necessary for permit renewals, other factors impacted the ability to process permits and leases: staff were diverted to fire restoration planning for 2012 burns; drought and fires in 3 states took staff time away from permit renewal work to do increased grazing management adjustments; staff were required to set aside current low priority renewals to collect data for upcoming high priority permits and Idaho was under court order to work on specific allotments and pulled staff from other offices to assist.
	Manage Non-Energy Mineral Development				
2132	Percent of non-energy mineral exploration and development requests processed.	BLM	10.5% 50 475	24.0% 114 475	
366	Number of mined acres reclaimed to appropriate land condition and water quality standards.	BLM	1,300	2,279	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
	Protect Indian Treaty and Subsistence Rights				
2103	Percent increase in the number of federally-recognized American Indian tribes and Alaska Native organizations involved with studies and projects to improve federal and tribal management of subsistence resources	BIA	7.4%	7.7%	This goal was modified for FY 2013 reporting to reflect ONLY Alaska Native entities and organizations. The tribes in the lower 48 states have been removed from the scope as they do not participate in the management of subsistence resources.
			17	1	
			229	13	
	Fulfill Fiduciary Trust				
1739	Percent of active, supervised Individual Indian Monies (IIM) case records reviewed in accordance with regulations	BIA	97.9%	97.8%	Monthly calls with the Regions to discuss potential barriers for completion were useful to help with the planning to ensure compliance with this goal.
			835	710	
			853	726	
2039	Percent of financial information initially processed accurately in trust beneficiaries' accounts. (Trust Services)	OST	99.0%	99.9%	The trend of performance in comparison to the past 5 years is status quo and targets were met.
			8,464,500	9,367,301	
			8,550,000	9,368,497	
488	Percent timeliness of financial account information provided to trust beneficiaries. (Budget, Finance & Administration and Information Resources)	OST	100.0%	100.0%	The trend of performance in comparison to the past 5 years is status quo.
			800,000	833,022	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
			800,000	833,022	
939	Timeliness of Mineral Revenue Payments to American Indians: Percent of oil and gas revenue transmitted by ONRR recorded in the Trust Funds Accounting System within 24 hours of receipt. (Trust Services)	OST	99.1%	99.0%	The trend of performance in comparison to the past 5 years is status quo and targets were met. Revenues are heavily dependent on oil and gas prices as well as increased activity due to demand and therefore the increases are due to market factors driving both price and demand which we cannot forecast two years or even one year before.
			153,650,000	634,094,209	
			155,000,000	634,094,209	

	Strengthen Tribal Judicial Systems				
576	Percent of BIA funded tribal judicial systems receiving an acceptable rating under independent tribal judicial system reviews	BIA	41.6%	34.1%	
			77	63	
			185	185	

	Manage and Develop Resources Assets

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
2041	Percentage of grazing permits monitored annually for adherence to permit provisions, including permittee compliance with requirements described in conservation plans	BIA	32.4%	24.1%	Five of the seven regions reporting on this measure met or exceeded this year's targets, one by more than ten percent (11.8%). Two regions failed to meet their targets which resulted in overall failure of the goal. Factors are staff attrition, fewer visits to the field, and missed reporting by tribes.
			4,472	3,387	
			13,798	14,033	
2042	Percentage of active agricultural and grazing leases monitored annually for adherence to lease provisions, including lessee compliance with responsibilities described in conservation plans	BIA	37.3%	35.2%	Four of seven regions reporting on this measure met or exceeded planned targets, the most successful by 15%. Failures are due to skeletal staffing and restrictions on travel and hiring.
			8,539	9,154	
			22,887	26,019	
2043	Percent of range units assessed during the reporting year for level of utilization and/or rangeland condition/trend	BIA	37.4%	32.0%	Three of seven regions reporting on this measure were able to meet or exceed targets for this measure. Failures are due to skeletal staffing and restrictions on travel and hiring.
			1,323	1,247	
			3,536	3,901	
2097	Percent of sustainable harvest of forest biomass utilized for energy and other products	BIA	49.8%	56.5%	The target for final harvest volumes for FY13 was met. It is worth noting that there are still many obstacles in harvesting more of the allowable cut in the upcoming year, such as weak markets and fewer outlets for the forest products.
			2,001,661.50	2,081,027.29	
			4,023,205.1	3,681,788.0	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
1555	Number of fractionated interests acquired	BIA	9,000	4,141	The conversion to FBMS and delayed receipt of acquisition funds to the appropriate Indian Land Consolidation Program acquisition account affected the ILCP purchasing and payout process, therefore affecting staff performance of meeting the desired number of interests purchased at the beginning of the Fiscal Year. Attributing factors are outdated tract values, and staffing restrictions.

	Create Economic Opportunity			
2100	Fee to Trust: Increase in the percentage of submitted applications with determinations	BIA	36.47%	37.39%
			326	387
			894	1,035
2024	Total average gain in earnings of participants that obtain unsubsidized employment through Job Placement Training program	AS-IA	$7.00	$10.40
			26,600	26,625
			3,800	2,522
1812	Loss rates on DOI guaranteed loans	AS-IA	4.0%	2.3%
			50,681	28,912
			1,270,196	1,270,498

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
	Strengthen Indian Education				
1556	Percent of BIE schools achieving AYP (or comparable measure)	BIE	31.6%	26.0%	
			55	45	
			174	173	
1715	Percent of BIE school facilities in acceptable condition as measured by the Facilities Condition Index	BIE	65.9%	80.8%	Twin Buttes was completed early - project was scheduled to be complete in FY-2014. Several minor improvement & repair projects completed in Q4 allowed some schools in "POOR" condition to move to "FAIR" condition.
			120	147	
			182	182	
	Making Communities Safer				
457	PART I violent crime incidents per 100,000 Indian Country inhabitants receiving law enforcement services	BIA	412	442	
			5,160	5,538	The increase reduction in resources available to direct service and contracted law enforcement programs. Office of Justice Services continues its efforts to leverage existing resources in reducing Violent Crime in Indian Country.
			12.53	12.53	
1735	Percent of law enforcement facilities that are in acceptable condition as measured by the Facilities Condition	BIA	88.0%	92.0%	Totten Detention FI&R project completed early. Project was scheduled to be complete in 2014. Finalized major FI&R and minor improvement

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
	Index (FCI)				and repair projects in Qtr 4 improved the FCI.
			44	46	
			50	50	
1559	Percent of miles of road in acceptable condition based on the Service Level Index	BIA	14.0%	17.3%	Increased mostly due to elimination of backlogs from Quarter 1 & 2.
			4,130	5,048	
			29,500	29,193	
1560	Percent of bridges in acceptable condition based on the Service Level Index	BIA	62.9%	67.5%	
			591	622	
			939	921	
	Support Self-Governance and Self-Determination				
2101	Percent of Indian Affairs programs executed by Indian Tribes through contract and compact agreements	BIA	Unavailable	Unavailable	
2102	Percent of P.L. 93-638 Title IV compacts with clean audits	BIA	66.7%	71.2%	Growth in number of tribes operating self-governance agreements continues at an average of 3 new tribes a year. The new tribes need to demonstrate three years of clean audits to enter self-governance and also go through a finance
			44	79	
			66	111	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
					orientation in their first year, so their initial performance is predictably better than tribes in general. The OSG has been successful in combating poor "slippage" of established tribes, with turnover of key financial staff, by connecting early with newly hired tribal staff and discussing problems and remedies with tribal points of contact with an aim to prevent or minimize future and recurring findings.
2051	Percent of Single Audit Act reports submitted during the reporting year for which management action decisions on audit or recommendations are made within 180 days	BIA	85.0%	99.3%	
			142	405	
			167	408	
	Management for Protection of Water Rights				
2052	Annual percent of projects completed in support of water management, planning, and pre-development (SP)	BIA	75.0%	85.7%	
			51	36	The overall goal was met for the Bureau because ten of twelve regions met or exceeded their goal target.
			68	42	
	Improve Quality of Life in Insular Areas				

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
2075	Percent of Community Water Systems (CWS) that receive health-based violation notices from the U.S. Environmental Protection Agency	OIA	9.9%	TBD	
			16		
			161		
2076	Change in the amount of petroleum used by utilities to deliver a megawatt of power.	OIA	TBD	TBD	
2077	Percent of schools in acceptable condition based on specified safety and functionality standards.	OIA	TBD	38%	
				701	
				1866	
2078	Number of patients requiring off-island medical referrals.	OIA	2,606	1,208	
2080	Number of insular governments with on-time and unqualified single audits.	OIA	4	3	
	Ensure Overall Customer Satisfaction (with Science products)				

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
2054	Percent of partners or customers satisfied with scientific, technical, and data products	USGS	90%	90%	This measure is being deleted in 2014.
			90	90	
			100	100	
	Identify and Predict Ecosystem Change				
2057	Percent of targeted species for which monitoring and decision support information on their status and trends are available (Status & Trends)	USGS	28.5%	28.5%	
			187	187	
			655	655	
2055	Percent of targeted fish and aquatic populations and their habitats for which information is available regarding limiting factors such as migratory barriers, habitat, and effects of disturbance (fire, flood, nutrient enhancement) (Fisheries)	USGS	42.9%	42.9%	
			51	51	
			119	119	
2056	Percent of targeted wildlife populations for which science information is provided for management decision making to inform and improve conservation (Wildlife)	USGS	61.2%	61.2%	
			216	216	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
			353	353	
2059	Percent of targeted ecosystems with information products forecasting ecosystem change (Environments)	USGS	33%	33%	
			3	3	
			9	9	
2058	Percent of targeted science information products available for successful control and management of priority groups of invasive species (Invasives)	USGS	45%	45%	
			27	27	
			60	60	
	Identify and Model Causes and Impacts of Changes to the Earth and Ocean Systems				
2060	Percent of regional and topical ocean and coastal studies that cite USGS products within three years of study completion (Coastal and Marine Geology Program - CMGP)	USGS	80.0%	80.0%	
			20	20	
			25	25	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
1500	Percent of U.S. surface area with contemporary land cover data needed for major environmental monitoring and assessment programs (Land Change Science Program)	USGS	59.9%	78.0%	
			272	354	
			454	454	
	Assess and Forecast Climate Change and Its Effects				
2061	Number of fish and wildlife climate based habitat and population models developed by scientists and in cooperation with land managers (Climate)	USGS	N/A	10	
	Monitor and Assess Water Availability and Quality				
2063	Percent of U.S. with groundwater availability status and trends information (Groundwater Resources Program)	USGS	20%	20%	
			8	8	
			40	40	
2064	Percent of U.S. with current streamwater quality status and trends information (National Water Quality Assessment Program)	USGS	3%	3%	
			1,559	1,546	
			60,390	60,390	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
2062	Percent of U.S. with current groundwater quality status and trends information (NAWQA)	USGS	8.68%	7.21%	
			1,650	1,369	
			19,000	19,000	
2065	Percent of USGS planned streamgages that are fully funded by the National Streamflow Information Program (National Streamflow Information Program)	USGS	9.3%	9.4%	
			442	446	
			4,758	4,759	
2067	Percent of U.S. with completed, consistent water availability products (Hydrologic Network and Analysis)	USGS	0%	0%	
			-	-	
			2,112	2,112	
2066	Number of water monitoring sites supported jointly with State, local, or Tribal cooperators (Cooperative Water Program)	USGS	18,000	18,500	
	Assess National and International Energy and Mineral Resources				
1528	Number of USGS mineral resource products accessed online (in millions)	USGS	20.5	19.8	

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
2068	Number of USGS energy products accessed online (Energy Resource Program)	USGS	5.0	4.6	
	Monitor and Assess Natural Hazards Risk and Resilience				
2069	Percent completion of earthquake and volcano hazard assessments for moderate to high hazard areas (Earthquake Hazard Program & Volcano Hazard Program) (SP)	USGS	38.0%	38.0%	
			76	76	
			200	200	
2070	Percent implementation of optimal earthquake and volcano monitoring for moderate to high hazard areas (EHP & VHP) (SP)	USGS	29.9%	34.0%	
			60	68	
			200	200	
	Identify the connection between the natural environment and wildlife and human health				
2071	Number of knowledge products on the quality and health of the environment that informed the public and the decision makers.	USGS	TBD	224	
	Develop a Comprehensive Science Framework for Understanding the Earth				

	Strategic Plan Performance Measures	Bureau	2013 Target	2013 Actual	Comments (as needed)
2073	Percent of the U.S. that is covered by at least one geologic map and is available to the public through the National Geologic Map Database (NCGMP)	USGS	50.6%	51.3%	
			1,789,944	1,814,735	
			3,537,438	3,537,438	
2074	Percent of the area of 48 states and DC published as high-resolution base geospatial databases and topographic map images that depict current geospatial information (NGP)	USGS	67%	67%	
			35,789	35,781	
			53,684	53,684	

BUSINESS / PROCESS METRICS

From "Mission Area #5"

	IA	BLM	BOEM	BSEE	BOR	FWS	NPS	ONRR	OSM	USGS	OST	IBC	OS
Human Resources													
Percentage of employees hired within 80 calendar days where a JOA was posted													
Results:	26%	57%	35%	32%	50%	46%	86%	28%	100%	68%	20%	28%	41%
Average number of calendar days per hire where a JOA was posted													
Results:	194	86	162	172	86	104	57	185	5	71	138	124	128
Percent of veteran hires; as a percentage of total hires (includes other than permanent)													
Results	**10.9**	**20.0**	**22.7**	**34.2**	**42.7**	**22.2**	**16.8**	**66.7**	**57.9**	**18.0**	**14.3**	**47.3**	**23.0**
(vs. Plan)	18.3	15.8	25.0	25.0	34.5	17.9	16.2	-	15.1	12.9	-	47.8	20.1
Percent of disabled veteran hires; as a percentage of total hires (includes other than permanent)													
Results	**3.0**	**5.3**	**2.3**	**9.4**	**17.4**	**7.4**	**4.9**	**52.4**	**31.6**	**6.9**	**0**	**11.0**	**8.2**
(vs. Plan)	(4.0)	(5.3)	(5.0)	(5.0)	(13.8)	(7.1)	(3.4)	(-)	(3.4)	(5.0)	(-)	(20.7)	(10.0)
Youth													
Percent increase in youth employment over 2009 baseline (goal = 35%)													
Results:	167%	5%	-25%	-25%	-3%	1%	-14%	n/a	80%	2%	n/a	n/a	-43%
Sustainability													
Status of meeting sustainability goals. (Green : >= 7 of 9 metrics met; Yellow: >=6 of 9 metrics met; Red: <6 metrics met)													
Rating:													
Progress towards meeting sustainability goals (Green: Bureau/office has adequately documented their Action Plan with an objective, target, and action item for 100% of the goals not met)													
Rating:													
Information Technology													
Green = Meets all standards for success; Yellow = Achieved at least intermediate levels of performance as defined Bureau ratings are based on criteria set forth in FY 2012 OCIO IRM Requirements memo to Bureaus/Offices (dated 5/1/12) to which details of performance against specified standards were provided to each bureau /office by the OCIO directly by October 15, 2013													

US Department of the Interior FY 2013 Organizational Assessment

	IA	BLM	BOEM	BSEE	BOR	FWS	NPS	ONRR	OSM	USGS	OST	IBC	OS
Transform IT: Bison Connect													
Results:													N/A
Transform IT: Inventories													
Results:											N/A		N/A
Build A 21st Century (Secretarial Order (SO) 3309)													
Results:													N/A
Achieve Financial Viability – Federal Data Center Consolidation Initiative													
Results:													N/A
Achieve Financial Viability – IT Spend Plan													
Results:													N/A
Maximize Value of IT Investments													
Results:						N/A			N/A				N/A
Acquisition and Property Management													
Percent savings compared to Original Government Estimate for contracts awarded through Reverse Auction.													
Results:	106.9	22.3	47.7	47.7	69.3	32.1	44.3	N/A	2.4	61.1	N/A	136.3	53.2
Percent of contract dollars awarded through competitive procurements													
Results:	63	65	83	93	76	74	60	N/A	95	72	N/A	87	77
Overall condition of buildings and structures, as measured by the Facility Condition Index (FCI), that are mission critical, as measured by the Asset Priority Index (API), with emphasis on improving the condition of assets with critical health and safety needs. (Lower number is better.)													
Results:	0.14	0.05	N/A	N/A	0.02	0.07	0.03	N/A	N/A	0.14	N/A	N/A	N/A
Financial Management													
Number of Significant Deficiencies Reported in Auditor's Report on Internal Controls													
Results:	0	0	0	0	0	0	0	0	0	0	0	0	2
Percentage of closed GAO/IG audit recommendations													
Results:	89%	90%	100%	90%	100%	88%	100%	100%	100%	89%	90%	100%	78%
Improper Payment (rate)													
Results:	0%	0%	N/A	N/A	0%	N/A	N/A	N/A	N/A	0%	N/A	N/A	0%

	IA	BLM	BOEM	BSEE	BOR	FWS	NPS	ONRR	OSM	USGS	OST	IBC	OS
Safety, Security, and Preparedness													
I-READ Index scores (percentage of compliance with performance standards established to ensure readiness for response to emergencies)													
Results:	88.73	91.50	81.55	85.43	91.75	96.75	92.52	N/A	89.90	85.40	N/A	N/A	N/A
Small and Disadvantaged Business Utilization													
Percent of contract dollars issued to Small Business													
Results:	58.38	72.66	36.42	24.10	57.76	75.50	63.16	N/A	74.08	49.20	34.20	53.00	70.52
Percent of contract dollars issued to HUBZone													
Results:	9.78	5.35	0.39	0.54	9.23	7.44	7.68	N/A	29.64	4.05	6.08	2.19	0.25
Percent of contract dollars issued to Women-Owned													
Results:	12.55	10.07	3.93	1.67	11.25	8.85	15.40	N/A	16.26	9.73	1.73	13.74	6.12
Percent of contract dollars issued to Service Disabled Veteran Owned													
Results:	2.46	1.64	9.23	0.37	5.24	6.55	3.38	N/A	10.72	5.88	0.80	4.13	8.71
Percent of contract dollars issued to Small Disadvantaged Business													
Results:	21.10	15.54	12.40	2.22	27.93	48.41	30.24	N/A	14.93	24.95	31.46	24.13	14.68