



**DEPARTMENT OF THE INTERIOR
ABOUT THE FY 2015 ORGANIZATIONAL ASSESSMENT**

The Department of the Interior's FY 2015 Organizational Assessment is a component of the performance appraisal for senior employees. Rating officials, reviewing officials, Performance Review Board members, and the Executive Resources Board should consider the results of the Organizational Assessment when completing performance ratings and recognition for SES, SL and ST employees.

Rating officials should 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. Individual executives can be rated higher or lower than the organization's performance under a particular performance indicator to which they contribute.

If you have any questions regarding the SES/SL/ST performance cycle, please contact Jonathan Mack at 202-208-5590 or jonathan_mack@ios.doi.gov.

U.S. Department of the Interior
FY 2015 Organizational Assessment
Management Initiatives



Information From
FY 2016/2017 Annual Performance Plan and FY 2015
Report

US Department of the Interior FY 2015 Organizational Assessment

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, where feasible, 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

This report is divided into two sections. The first section, shown below, displays the bureaus' accomplishments with respect to management functions. The second section is an Excel document that displays the bureau's quantitative accomplishments with respect to the Department's strategic plan performance measures, as well as a few select bureau measures, called supporting measures. These measures are grouped by Mission Area, Goal, and Strategic Objective, which mirrors the structure of the Department's strategic plan.

US Department of the Interior FY 2015 Organizational Assessment

BUSINESS / PROCESS METRICS

From "Management Initiatives"

	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:	51%	73%	59%	69%	70%	42%	89%	67%	96%	75%	73%	62%	59%
Average number of calendar days per hire where a JOA was posted													
Results:	104	66	71	73	58	103	53	67	18	57	67	82	80
Percent of veteran hires; as a percentage of total hires (includes other than permanent)													
Results (vs. FY14)	9 (12.5)	18.3 (19.6)	26 (16.8)	31 (36.8)	37 (38.6)	18.1 (20.5)	15.2 (17)	35 (31)	32.3 (16.3)	15.4 (17.5)	18 (21.2)	30 (42.1)	24.3 (21.7)
Percent of disabled veteran hires; as a percentage of total hires (includes other than permanent)													
Results (vs. FY14)	2.4 (3.5)	7.7 (6.0)	9.7 (6.5)	14.7 (17.6)	15.9 (20.3)	9.6 (8.7)	5.7 (6.1)	25 (21.8)	11.8 (14.2)	8.3 (10.4)	10 (6.0)	17.5 (24)	13 (6.6)
Sustainability													
Status of meeting sustainability goals. (Green : >= 7 of 10 metrics met; Yellow: >=6 of 10 metrics met; Red: <6 metrics met)													
Rating:	G	G	G	G	G	Y	N/A	G	Y	G	N/A	N/A	G
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:	G	G	G	G	G	Y	N/A	G	G	G	N/A	N/A	G
Engaging the Next Generation													
Number of work and training opportunities provided to young people (ages 15 – 35)													
Results:	4,461	5,795	144	249	1,608	4,174	14,541	N/A	369	3,627	N/A	N/A	653
*Data includes Partnership counts													

US Department of the Interior FY 2015 Organizational Assessment

	IA	BLM	BOEM	BSEE	BOR	FWS	NPS	ONRR	OSM	USGS	OST	IBC	OS
Information Technology													
Green = Meets all standards for success; Yellow = Achieved at least intermediate levels of performance; Red= Has not met at least one standard for success, as defined. Bureau ratings are based on criteria set forth in <i>Fiscal Year (FY) 2015 OCIO IRM Requirements Organizational Assessment</i> memo to Bureaus/Offices (dated April 2, 2015).													
Achieve Financial Viability: Consolidation													
Results:	G	G	NA	G	G	G	G	NA	G	G	G	NA	NA
IT Contracts: Cybersecurity - Cross Agency Performance (CAP)													
Results:	G	G	NA	G	Y	Y	G	Y	G	Y	G	G	NA
Maximize Value of IT Investments													
Results:	G	G	NA	G	G	G	G	G	G	G	G	G	NA
Records Management													
Results:	G	G	NA	G	G	Y	Y	NA	Y	Y	NA	NA	NA
Open Data													
Results:	G	G	G	G	G	G	G	G	Y	G	R	G	NA
Acquisition and Property Management													
Percent savings compared to Original Government Estimate for contracts awarded through Reverse Auction.													
Results:	13%	11%	N/A	11%	17%	7%	9%	N/A	0%	6%	N/A	2%	N/A
Percent of contract dollars awarded through competitive procurements													
Results:	62%	67%	86%	95%	77%	73%	71%	N/A	78%	87%	N/A	85%	N/A
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: (Estimate)	.14	.07	N/A	N/A	.03	.04	.08	N/A	N/A	.15	N/A	N/A	N/A

US Department of the Interior FY 2015 Organizational Assessment

	IA	BLM	BOEM	BSEE	BOR	FWS	NPS	ONRR	OSM	USGS	OST	IBC	OS
Financial Management													
Number of Significant Deficiencies Reported in Auditor's Report on Internal Controls (only reported for all of DOI) Will be reported after audit.													
Results:													
Percentage of closed GAO/IG audit recommendations * 83% includes OIG; excluding OIG = 89%													
Results:	76%	85%	100%	100%	100%	88%	96%	N/A	100%	86%	100%	N/A	83%*
Improper Payment (rate)													
Results:	0.0001	0.0005	0.0	0.0	0.0005	0.0	0.0	0.0	0.0	0.0004	0.0	0.0	0.0014
Safety, Security, and Preparedness													
Bureau I-READ Index scores (percentage of compliance with performance standards established to ensure readiness for response to emergencies)													
Results:	90.0	91.9	89.6	93.0	93.8	86.8	88.5	N/A	91.2	91.1	N/A	N/A	N/A
Small and Disadvantaged Business Utilization													
Percent of contract dollars issued to Small Business													
Results:	64.07	64.36	18.02	35.32	55.71	54.75	56.41	N/A	62.61	46.12	N/A	49.85	49.85
Percent of contract dollars issued to HUBZone													
Results:	10.52	4.76	0.06	0.57	6.03	5.07	7.43	N/A	0	2.12	N/A	0.68	0.68
Percent of contract dollars issued to Women-Owned													
Results:	14.04	13.03	8.15	3.95	10.24	11.33	13.34	N/A	21.56	13.03	N/A	16.00	16.00
Percent of contract dollars issued to Service Disabled Veteran Owned													
Results:	2.18	3.55	0.46	1.9	3.96	6.00	7.30	N/A	2.25	2.54	N/A	3.51	3.51
Percent of contract dollars issued to Small Disadvantaged Business													
Results:	41.62	15.02	1.68	2.18	17.69	23.94	28.17	N/A	22.96	24.10	N/A	22.55	22.55