FY 2007 Organizational Assessment

Department of the Interior

October 9, 2007

Performance Indicator	BIA	BLM	BOR	FWS	MMS	NPS	OSM	USGS	OS	OST
Achieving Strategic Goals, Including Government Performance and Results Act (GPRA)										
GPRA Strategic Plan Data Collection and Performance Results										
% of performance measures reported by October 5, 2007[1]	100%	93%	100%	100%	100%	100%	100%	100%	92%	100%
% of targets which were met or exceeded	48%	74%	83%	80%	75%	100%	100%	100%	56%	83%
Managing for Excellence										
1. Strategic Management of Human Capital										
Human Capital PMA Internal Scorecard[2] -- STATUS RATING									N/A	N/A
Human Capital PMA Internal Scorecard[2] -- PROGRESS RATING									N/A	N/A
OPM Human Capital Survey FY 2004 score for "Best Place to Work"[3]	L	L	L	H	H	L	H	M	L	N/A
Percentage of Employees with GPRA or Mission Goals or 4C's Performance Measures	70%	93%	100%	98%	100%	94%	100%	98%	N/A	N/A
Workforce diversity (race and national origin)	89.7	15.6	20.5	16.5	21.8	20.2	23.4	11.9	29.1	85.8
Workforce diversity (race and national origin) for the Civilian Labor Force	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6	25.6
2. Citizen-Centered e-Government										
E-Gov PMA Internal Scorecard[2] -- STATUS RATING									N/A	
E-Gov PMA Internal Scorecard[2] -- PROGRESS RATING									N/A	
90% of IT systems certified, accredited and maintained as secure									N/A	
90% employees and others[4] who have IT access who took IT security training									N/A	
% of IT investments for which actual costs are within 90% of baseline									N/A	
Acceptable Business Cases									N/A	
3. Improved Financial Management										
Financial Management PMA Internal Scorecard[2] -- STATUS RATING									N/A	
Financial Management PMA Internal Scorecard[2] -- PROGRESS RATING									N/A	
Met Internal Deadlines to Assure DOI Obtained unqualified financial audit by due dates										
% of identified material weaknesses corrected in 2007 as scheduled:										
--Federal Managers Financial Integrity Act[5]		N/A	N/A	N/A	N/A	N/A	N/A	N/A		
--Audited Financial Statements		N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Number of adjustments after year end in FY 2007 compared with FY 2006										
4. Competitive Sourcing										
Competitive Sourcing PMA Internal Scorecard[2] -- STATUS RATING									N/A	N/A
Competitive Sourcing PMA Internal Scorecard[2] -- PROGRESS RATING									N/A	N/A

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5. Budget-Performance Integration										
Budget & Performance Integration PMA Internal Scorecard[2] - STATUS									N/A	
Budget & Performance Integration PMA Internal Scorecard[2] - PROGRESS									N/A	
PART-related measures:[6]										
% of Results Not Demonstrated ratings remaining for 2 or more years	27%	43%	8%	50%	0%	20%	0%	0%	100%	N/A
% of PART follow-on actions not yet implemented per OMB	69%	36%	56%	69%	37%	60%	22%	5%	50%	N/A
% PARTed programs rated adequate or better	73%	57%	92%	50%	100%	80%	100%	100%	0%	N/A
6. Asset Management										
Real Property PMA Internal Scorecard[2] -- STATUS RATING									N/A	
Real Property PMA Internal Scorecard[2] -- PROGRESS RATING									N/A	
Average FCI for FY 2007 (baseline year)[7]	.31	.04	.01	.08	N/A	.11	N/A	.15	N/A	N/A
7. Energy Management										
Energy Management PMA Internal Scorecard[2] -- PROGRESS RATING					N/A		N/A		N/A	N/A
8. Transportation Management										
Transportation PMA Internal Scorecard[2] -- PROGRESS RATING									N/A	
9. Environmental Stewardship										
EMS Environmental Stewardship OMB Internal Scorecard[2] -- STATUS										N/A
EMS Environmental Stewardship OMB Internal Scorecard[2] -- PROGRESS										N/A
% of initial environmental audits completed at all Bureau/Office facilities (cumulative).	90%	100%	100%	100%	N/A	100%	N/A	100%	100%	N/A
Complete final Bureau/Office Environmental Safeguards Plans.[8]										N/A

Notes:

[1] This report date is consistent with PAR reporting requirements. Reported data may be estimated or actual, but may not be preliminary.

[2] Internal Scorecard indicator is based on the bureau's self-assessment verified by PMB

--Green -- Meets all standards for success

--Yellow -- Achieved intermediate levels of performance in all areas

--Red -- Has any one of a number of serious flaws

[3] Based on 2006 Human Capital Survey, level determined by amount varied from Governmentwide mean

--Low - more than 5% below Governmentwide mean; Med - less than 0.1 to 5% below Governmentwide mean; High - Governmentwide mean or higher

[4] Includes contractors, partners, and volunteers

[5] Determined by Federal Manager's Financial Integrity Act criteria

[6] Scores include programs PARTed in 2007 with re-PARTed values applied

[7] Overall condition of buildings and of structures (as measured by the FCI) that are mission critical and mission dependent (as measured by the API), with emphasis on improving the condition of assets with critical health and safety needs. FY 2007 data updated until 12/07. Facility Condition Index (FCI) is a measure of a facility's relative condition at a particular point in time compared to similar facilities. FCI rating is a ratio of the cost of repair of an asset's deficiencies (deferred maintenance, recurring maintenance that has been deferred, component renewal that has been deferred divided by the current replacement value for the asset).

[8] The DOI Environmental Safeguards Plan for All-Hazards Emergencies is to safeguard DOI's resources, visitors, employees and Infrastructure during emergencies. Final Bureau/Office plans were to be completed by 9/15/07; Green = final plan approved; Yellow = final plan in approval process; Red = Final plans not completed.