



Federal Aviation Administration

Memorandum

Date: October 24, 2024

To: Michael Whitaker, Administrator

From: Laurence Wildgoose, Assistant Administrator, Office of Policy, International Affairs, and Environment **Laurence S.S. Wildgoose, II**
Digitally signed by Laurence S.S. Wildgoose, II
Date: 2024.10.25 11:49:58 -04'00'

Prepared by: Natasha A. Durkins, Director, Office of Aviation Policy and Plans

Subject: Fiscal Year 2025 and 2026 Organizational Success Increase/Measures

ACTION REQUESTED

Obtain the FAA Administrator's approval of recommended measures and targets for the Fiscal Year (FY) 2025 and 2026 Organizational Success Increase/Measures (OSI/Ms)

SUMMARY

The Deputy Associate and Assistant Administrators from all FAA Lines of Business and Staff Offices (LOB/SOs) recommend the attached lists of Organizational Success Increase/Measures (OSI/Ms) activities and targets for FY 2025 and 2026. The recommended metrics are specific, challenging, and attainable goals. The OSI/Ms are intended to provide employees with a line of sight between their daily work tasks and the agency's major goals.

BACKGROUND

The OSI/Ms represent key mission duties we have promised to uphold to our stakeholders, the American public, Congress, and the aerospace industry. By upholding a standard of excellence across our core mission areas, the OSI/M goals align with the administrator's strategic intent of *Aviate*, as we examine our future, big-picture goals, it is essential to remember that our long-term success relies primarily on bolstering our consistent reputation as the safest most efficient aerospace system in the world. The OSI/M goals including maintaining low Commercial and Aviation Fatality rates, constructing 30 new air traffic control towers by 2030 and leading collaboration to reduce noise and greenhouse gas emissions from aerospace activity, challenge us to use all the tools and resources at our disposal today to ensure the FAA remains the pinnacle of safety. The OSI/Ms reinforce the idea that employees need to see themselves in their work. By

connecting their ongoing daily efforts with the FAA’s overall reputation, the OSI/Ms drive ownership, engagement with the FAA’s mission across all 45,000+ employees, not just among the leaders at the top. This shared commitment to ownership sets a transparent trajectory for moving the agency forward.

Based on your guidance, we have transitioned from one-year to two-year corporate goal cycles this year. This new focus recognizes that keeping safety as our North Star is a journey, not a destination. Upon your approval, these goals will be published to the FAA’s internal website, and we will work with the Office of Communication to develop additional messaging. Active governance of our corporate goals will take place throughout FY 2025 and FY 2026 at the Deputies Meeting to ensure proper oversight and performance reporting is maintained through to completion.

RECOMMENDATION

I recommend that you approve the FY25/26 OSI/OSM list.

Attachments:

- FY25/26 OSI/OSM List

The Administrator

APPROVED: 

DISAPPROVED: _____

COMMENTS: _____

DATE: 11/1/2024



FY25-FY26 Organizational Success Increase/Measure (OSI/M)

#	Goal Area	Title	Objective Description	Lead Org
1	Safety	<p>NAS 2040 Transformation and Implementation of Near-Term Advanced Air Mobility (AAM) Operations</p>	<p>This activity will address the types of transformational efforts that are required to implement AAM operations in the near-term while also preparing for future operational challenges. The activity will allow the FAA to establish streamlined processes to engage industry partners such that the FAA can provide support to the AAM industry on Entry into Service (EIS) activities and jointly mature capabilities for the future.</p> <p>FY2025 Target 1: Conduct AAM Tabletop exercise in support of AAM Key Site use case refinement. Due 6/30/2025 Target 2: Complete AAM Engagement Playbook, which standardizes how the FAA engages with potential AAM Key Sites and supports the integration of their AAM use cases. Due 9/30/2025</p> <p>FY2026 Target 1: UAM/Autonomy: Develop the FAA Autonomy Roadmap. Due 5/30/2026 Target 2: Complete Vertiport Performance-based Advisory Circular. Due 6/30/2026</p>	ANG/AVS
2	Safety	Commercial Air Carrier Fatality Rate	<p>Reduce the commercial air carrier fatalities per 100 million persons on board U.S. carriers by 50% over 18-year period – FY 2008-2025.</p> <p>FY2025 Target 1: Reduce the commercial air carrier fatalities to no more than 4.4 per 100 million persons on board U.S. carriers in FY2025. Due 9/30/2025</p> <p>FY2026 Target 1: Implement a new commercial air carrier fatality rate. Due Date 3/31/2026</p>	AVS
3	Safety	General Aviation Fatality Rate	<p>Reduce the general aviation fatal accident rate to no more than 0.89 fatal accidents per 100,000 flight hours by 2028.</p> <p>FY2025 Target 1: Reduce the general aviation fatal accident rate to no more than 0.92 per 100,000 flight hours in FY2025. Due 9/30/25</p> <p>FY2026 Target 1: Reduce the general aviation fatal accident rate to no more than 0.91 per 100,000 flight hours in FY2026. Due 9/30/26</p>	AVS
4	Safety	Commercial Space Launch and Reentry Safety	<p>Maintain a public safety record during commercial space transportation authorized launch and reentry operations that is consistent with the FAA's regulatory safety criteria.</p> <p>FY2025 Target 1: Maintain a public safety record of zero occurrences during commercial space transportation authorized launch and reentry operations. - Due 12/31/2024 Target 2: Maintain a public safety record of zero occurrences during commercial space transportation authorized launch and reentry operations. - Due 3/31/2025 Target 3: Maintain a public safety record of zero occurrences during commercial space transportation authorized launch and reentry operations. - Due 6/30/2025 Target 4: Maintain a public safety record of zero occurrences during commercial space transportation authorized launch and reentry operations. - Due 9/30/2025</p> <p>FY2026 Target 1: Maintain a public safety record of zero occurrences during commercial space transportation authorized launch and reentry operations. - Due 12/31/2025 Target 2: Maintain a public safety record of zero occurrences during commercial space transportation authorized launch and reentry operations. - Due 3/31/2026 Target 3: Maintain a public safety record of zero occurrences during commercial space transportation authorized launch and reentry operations. - Due 6/30/2026 Target 4: Maintain a public safety record of zero occurrences during commercial space transportation authorized launch and reentry operations. - Due 9/30/2026</p>	AST



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5	Safety	Surface Safety Risk Index	<p>The Surface Safety Risk Index represents the weighted risk of all incidents and accidents on runway or taxiway surfaces and their protected areas. A score at or below the annual target indicates an overall reliable safety performance for the flying public in the surface environment.</p> <p>FY2025 Target 1: Maintain the weighted surface safety risk index at or below 0.38 per million operations for Commercial Aviation. Due September 2025 Target 2: Maintain the weighted surface safety risk index at or below 1.39 per million operations for Non-Commercial Aviation. Due September 2025</p> <p>FY2026 Target 1: Maintain the weighted surface safety risk index at or below its annual target for Commercial Aviation. Due September 2026 Target 2: Maintain the weighted surface safety risk index at or below its annual target for Non-Commercial Aviation. Due September 2026</p>	ATO
6	People	Hiring Persons with Disabilities (PWD) Persons with Targeted Disabilities (PWTD)	<p>ACR will lead collaboration between all LOB/SOs to increase the representation of PWD/PWTD in the FAA workforce by 1% each year for the next two years (FY25-FY26).</p> <p>FY2025 Target 1: PWD/PWTD Memorandum to increase awareness and accountability: Each LOB/SO will increase PWD/PWTD awareness and accountability by issuing a memorandum directing their managers to promote the PWD/PWTD 1% goal. Due 9/30/2025 Target 2: PWD/PWTD information sessions to increase awareness and accountability: In collaboration with all LOB/SOs, ACR's National People with Disabilities Program Manager will host four agency-wide information sessions for hiring managers on effective ways to hire people with disabilities. Due 09/30/2025 Target 3: PWD/PWTD LOB/SO Quarterly Report: ACR will report LOB/SO progress towards the 1% PWD/PWTD goal quarterly. Due 9/30/2025 Target 4: Self-Identification Campaign: Continue annual communications/awareness campaign to encourage employee self-identification of disabilities to ensure accurate understanding of current representation. Due 09/30/2025</p> <p>FY2026 Target 1: PWD/PWTD Memorandum to increase awareness and accountability: Each LOB/SO will increase PWD/PWTD awareness and accountability by issuing a memorandum directing their managers to promote the PWD/PWTD 1% goal. Due 9/30/2026 Target 2: PWD/PWTD information sessions to increase awareness and accountability: In collaboration with all LOB/SOs, ACR's National People with Disabilities Program Manager will host four agency-wide information sessions for hiring managers on effective ways to hire people with disabilities. Due 09/30/2026 Target 3: PWD/PWTD LOB/SO Quarterly Report: ACR will report LOB/SO progress towards the 1% PWD/PWTD goal quarterly. Due 9/30/2026 Target 4: Self-Identification Campaign: Continue annual communications/awareness campaign to encourage employee self-identification of disabilities to ensure accurate understanding of current representation. Due 09/30/2026</p>	ACR
7	People	Agency's Small Disadvantaged Business (SDB)	<p>FY2025 Target 1: Ensure at least 15% of the Agency's total direct procurement dollars are awarded to Small Disadvantaged Businesses (SDB). Due 9/30/2025</p> <p>FY2026 Target 1: Ensure at least 15% of the Agency's total direct procurement dollars are awarded to Small Disadvantaged Businesses (SDB). Due 9/30/2026</p>	AFN
8	Operational Excellence	Obtain Unmodified Audit	<p>FY2025 Target 1: Obtain an unmodified audit opinion on the FAA's FY 2025 financial statements identified by external independent auditors. Due 9/30/2025</p> <p>FY2026 Target 1: Obtain an unmodified audit opinion on the FAA's FY 2026 financial statements identified by external independent auditors. Due 9/30/2026</p>	AFN



FY25-FY26 Organizational Success Increase/Measure (OSI/M)

#	Goal Area	Title	Objective Description	Lead Org
9	Operational Excellence	Critical Acquisition Milestones on Schedule	<p>FY2025 Target 1: 90% of the critical acquisition milestones are achieved by their scheduled due dates. Due 9/30/2025</p> <p>FY2026 Target 1: 90% of the critical acquisition milestones are achieved by their scheduled due dates. Due 9/30/2026</p> <p>Lead efforts in collaboration with aviation stakeholders to address aircraft noise in the United States and ensure up-to-date and effective noise policies.</p> <p>FY2025 Target 1: Establish the Aircraft Noise Advisory Committee (ANAC) defined in section 792 of the FAA's 2024 reauthorization and initiate membership solicitation. Due 5/30/2025 Target 2: Schedule first meeting of the ANAC. Facilitate ANAC Consultation with National Academies of Sciences, per Section 792 (c)(2) of FAA's 2024 reauthorization. Due 9/30/2025</p> <p>FY2026 Target 1: Facilitate ANAC Consultation with National Academies of Sciences, per Section 792 (c)(2) of FAA's 2024 reauthorization. Due 9/30/2026</p>	AFN
10	Operational Excellence	Aircraft Noise	<p>Maintain the National Airspace System Average Daily Capacity at or above its annual target.</p> <p>FY2025 Target 1: Maintain an Average Daily Airport capacity of at least 59,033 arrivals and departures at Core airports. Due 9/30/2025</p> <p>FY2026 Target 2: Maintain an Average Daily Airport capacity at Core airports at or above its FY26 annual target. Due 9/30/2026</p> <p>FY 2025: Maintain eligible runway pavement in Excellent, Good, or Fair condition (based on visual inspections) for 93% of the paved runways in the National Plan of Integrated Airport Systems. Due 9/30/2025</p> <p>FY2026: Maintain eligible runway pavement in Excellent, Good, or Fair condition (based on visual inspections) for 93% of the paved runways in the National Plan of Integrated Airport Systems. Due 9/30/2026</p> <p>FY 2025: Award one construction contract for a sustainable Airport Traffic Control Tower (ATCT). Due 9/30/2025</p> <p>FY2026: Start construction of seven Airport Traffic Control Towers (ATCTs). Due 9/30/2026</p> <p>Track and Report NAS-Wide Greenhouse Gas Emissions from Domestic Aviation Against the Objective of Being At or Below 85% of 2019 Levels by 2030.</p> <p>FY2025 Target 1: Produce CY24 Annual NAS GHG Emissions Report. Due 9/30/2025</p> <p>FY2026 Target 1: Produce CY25 Annual NAS GHG Emissions Report. Due 9/30/2025</p>	ATO
11	Operational Excellence	Average Daily Capacity	<p>Maintain eligible runway pavement in Excellent, Good, or Fair condition (based on visual inspections) for 93% of the paved runways in the National Plan of Integrated Airport Systems. Due 9/30/2025</p> <p>FY2026: Maintain eligible runway pavement in Excellent, Good, or Fair condition (based on visual inspections) for 93% of the paved runways in the National Plan of Integrated Airport Systems. Due 9/30/2026</p> <p>FY 2025: Award one construction contract for a sustainable Airport Traffic Control Tower (ATCT). Due 9/30/2025</p> <p>FY2026: Start construction of seven Airport Traffic Control Towers (ATCTs). Due 9/30/2026</p>	ATO
12	Operational Excellence	Ensure Runway Pavement is Kept in a Safe and Serviceable Condition	<p>Maintain eligible runway pavement in Excellent, Good, or Fair condition (based on visual inspections) for 93% of the paved runways in the National Plan of Integrated Airport Systems. Due 9/30/2025</p> <p>FY2026: Maintain eligible runway pavement in Excellent, Good, or Fair condition (based on visual inspections) for 93% of the paved runways in the National Plan of Integrated Airport Systems. Due 9/30/2026</p> <p>FY 2025: Award one construction contract for a sustainable Airport Traffic Control Tower (ATCT). Due 9/30/2025</p> <p>FY2026: Start construction of seven Airport Traffic Control Towers (ATCTs). Due 9/30/2026</p>	ARP
13	Operational Excellence	Complete Construction on a Total of 30 Staffed Air Traffic Control Towers by 2030	<p>Maintain eligible runway pavement in Excellent, Good, or Fair condition (based on visual inspections) for 93% of the paved runways in the National Plan of Integrated Airport Systems. Due 9/30/2025</p> <p>FY2026: Maintain eligible runway pavement in Excellent, Good, or Fair condition (based on visual inspections) for 93% of the paved runways in the National Plan of Integrated Airport Systems. Due 9/30/2026</p> <p>FY 2025: Award one construction contract for a sustainable Airport Traffic Control Tower (ATCT). Due 9/30/2025</p> <p>FY2026: Start construction of seven Airport Traffic Control Towers (ATCTs). Due 9/30/2026</p>	ATO
14	Operational Excellence	Track and Report Greenhouse Gas Emissions (GHG)	<p>Track and Report NAS-Wide Greenhouse Gas Emissions from Domestic Aviation Against the Objective of Being At or Below 85% of 2019 Levels by 2030.</p> <p>FY2025 Target 1: Produce CY24 Annual NAS GHG Emissions Report. Due 9/30/2025</p> <p>FY2026 Target 1: Produce CY25 Annual NAS GHG Emissions Report. Due 9/30/2025</p>	APL



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15	Global Leadership	<p style="text-align: center;">Lead U.S. Engagement at ICAO</p>	<p>Lead U.S. engagement at ICAO by driving preparation efforts for the successful U.S. participation at the 42nd ICAO Assembly. Following the Assembly, disseminate the outcomes and work with the lines of business to support the next ICAO strategic priorities at panels and regional groups.</p> <p>FY2025 Target 1: Initiate U.S. government preparations with interagency and industry partners - Begin preparations for the 42nd ICAO Assembly by conducting outreach with interagency and industry partners to raise awareness and start discussions on potential U.S. priorities for the Assembly. Due 12/30/2024 Target 2: Identify proposed U.S. Priorities for the 42nd ICAO Assembly - In collaboration with the FAA lines of business, other FAA staff offices, and the larger interagency group, identify and propose at least two (2) U.S. priorities to help inform the drafting of working papers and information papers. Due 3/30/2025 Target 3: Engage with International Partners - Conduct outreach with two bilateral partners and/or regional organizations to solicit support for U.S. priorities. Due 6/30/2025 Target 4: Prepare logistics and lead participation at the 42nd ICAO Assembly - Following interagency clearance, submit at least three (3) FAA working papers to ICAO for the 42nd ICAO Assembly and lead logistics and communication efforts for U.S. government participation. Due 9/30/2025</p> <p>FY2026 Target 1: 42nd ICAO Assembly - Lead USG participation at the ICAO 42nd Assembly. Due 10/31/2025 Target 2: Review ICAO 42nd Assembly Outcomes and Socialize with FAA Leadership: Brief FAA international governance structure (Management Board, Deputies, International Governance Board (IGB) and the International Steering Committee (ISC) on key outcomes of the 42nd Assembly. Due 12/31/2025</p>	APL