



Federal Aviation Administration

Memorandum

Date: April 7, 2020

To: Steve Dickson, Administrator

From: Jodi McCarthy, Acting Deputy Administrator for Policy, International Affairs, and Environment, (A), X77954

Thru: Minh A. Nguyen, Deputy Director, Office of Aviation Policy and Plans, X72763

Prepared by: Leslie Higgins, Manager (A), Strategic Planning Division X71165

Subject: Fiscal Year 2020 Organizational Success Increase Organizational Success Measures Recommendations

ACTION REQUIRED

Approve the measures and targets for the Fiscal Year (FY) 2020 Organizational Success Increase (OSI)/Organizational Success Measures (OSM) program.

SUMMARY

The FAA Associate Administrators and Deputies working with the Performance Committee have agreed on the attached list of performance measures and targets for the FY 2020 OSI/OSM program. The recommended OSI/OSMs are measurable and aggressive, but also achievable this year. The OSI/OSMs are intended to give employees a line of sight between their work activities and the Federal Aviation Administration's (FAA) major goals.

BACKGROUND

In developing the OSI/OSMs for FY 2020, the Office of Aviation Policy and Plans and the Office of Policy, International Affairs, and Environment worked across lines of business and staff offices - facilitating discussions, recommendations, and feedback through the Performance Committee and the Deputy Administrator's weekly forum to establish and include activities related to FAA/DOT priority areas.

As OSI/OSM goals reflect important ongoing work occurring across the agency, a number of the proposed items on the FY 2020 list are a continuation of items from FY 2019 OSI/OSM activities.

The OSI/OSM list also includes DOT/FAA Agency Priority Goals tracked by the Office of Management and Budget on the Performance.gov website. Finally, the FY 2020 list contains important new work to which the FAA is committed, ensuring we are properly focused toward the future vision of the agency.

The OSI/OSMs will be published to the FAA's internal website once the list has been approved and coordinated with the Office of Communications on any additional and future communications.

Tracking of OSI/OSMs will take place throughout FY 2020 at monthly Performance Committee meetings and periodic updates at the Deputy's and Management meetings to ensure proper monitoring and performance is achieved for the stated goals.

RECOMMENDATION

I recommend you approve the FY 2020 OSI/OSM recommendations.

Attachment
Organizational Success Increase/Measure (OSI/M)

Steve Dickson
Administrator

APPROVED: 

DISAPPROVED: _____

COMMENTS: _____

DATE: 4/7/2020

	<i>Organizational Success Increase/Measure (OSI/M)</i>	<i>Lead Alignment</i>
	<i>AOA and Managers Approved 1-13-20</i>	
	Safety (Global Engagement)	
1	<p><u>Commercial Air Carrier Fatality Rate:</u> Reduce the commercial air carrier fatalities per 100 million persons on board U.S. carriers by 50% over 18-year period - FY 2008-2025. Target for FY 2020 is 5.7. Due September 30, 2020</p>	AVS
2	<p><u>General Aviation Fatal Accident Rate:</u> Reduce the general aviation fatal accident rate to no more than 0.89 fatal accidents per 100,000 flight hours by 2028. FY2020 Target: .97 Due September 30, 2020</p>	AVS
3	<p><u>Commercial Space Launch and Reentry Accidents:</u> No fatalities, serious injuries, or significant property damage to the uninvolved public during licensed or permitted space launch and reentry activities. Due September 30, 2020</p>	AST
4	<p><u>Commercial and Non Commercial Surface Safety Risk Index:</u> <u>Commercial:</u> Maintain the weighted surface safety risk index at or below 0.35 per million operations for Commercial Aviation. Due September 30, 2020 <u>Non-Commercial :</u> Maintain the weighted surface safety risk index at or below 0.60 per million operations for Non-Commercial Aviation. Due September 30, 2020</p>	ATO
5	<p><u>737 Max DOT Secretary's (S1) Special Committee:</u> Provide an initial plan to address the future actions from the S1 Special Committee within 180 days of receiving the report and no later than September 30, 2020</p>	AVS
6	<p><u>Cargo Safety Risk:</u> AVS: Provide finalized guidance to DOT for review and approval to mitigating risks presented through the transport of any type of cargo that affect aircraft systems. Due April 1, 2020 ASH: Complete the FY20 milestones in the Fire Risk Reduction Framework, for testing on safe handling of personal electronic device (PED) incidents in the flight deck, safe limits for lithium battery powered equipment as cargo, and cabin fire suppression agents for PED fires. Release two videos on the safe handling of PEDs and fire-risk reduction in the cabin and flight deck. Due September 30, 2020</p>	AVS / ASH
7	<p><u>Hazard Risk Mitigations:</u> Implement 75% of approved mitigation activities in association with ATO's Top Five (5) identified trending safety issues in the National Airspace System (NAS). Due September 30, 2020</p>	ATO

	<i>Organizational Success Increase/Measure (OSI/M)</i>	<i>Lead Alignment</i>
8	<p><u>Establishment of a Multi-Year FAA International Strategy:</u> Establish a multi-year FAA International Strategy including objectives and data-informed metrics to improve international system safety and efficiency, and initiate at least two enhanced global leadership activities in support of the new strategy to promote strategic partnerships in training and technical assistance. Due September 30, 2020</p>	APL
<i>Infrastructure / Operational Excellence (Global Engagement)</i>		
9	<p><u>Reduction of Legacy and Underutilized IFPs/National Procedure Assessment (NPA):</u> The FAA will reduce legacy and underutilized procedures by at least 1,000. Due September 30, 2020</p>	ATO
10	<p><u>North East Corridor (NEC):</u> Achieve eighty (80) percent of NAC NextGen Priorities for the Northeast Corridor (NEC) commitments, excluding industry-controlled milestones, within a calendar quarter of their scheduled dates. Due September 30, 2020</p>	ANG
11	<p><u>NAC Recommendations:</u> Achieve eighty (80) percent of NAC NextGen Priorities Joint Implementation Plan commitments, excluding industry-controlled milestones, within a calendar quarter of their scheduled dates. Due September 30, 2020</p>	ANG
12	<p><u>Cybersecurity in the Aviation Ecosystem:</u> AIT will conduct a study to identify cybersecurity information sharing opportunities across the Aviation Ecosystem. Deliver results of the study to AIS-1 and the FAA Cybersecurity Steering Committee. Due September 30, 2020</p>	AFN
13	<p><u>Community Engagement and Noise:</u> ATO: Collate the best practices from existing guidance documents into a corporate FAA community engagement policy. Due September 30, 2020 APL: Improve noise screening tools by developing a requirements document for an updated noise screening tool. Due September 30, 2020</p>	ATO/APL
14	<p><u>Runway Pavement:</u> Maintain runway pavement in excellent, good, or fair condition for 93% of the paved runways in the National Plan of Integrated Airport Systems. Due September 30, 2020</p>	ARP
15	<p><u>Average Daily Capacity:</u> Maintain an average daily capacity for core airports of 58,388 or higher, arrivals and departures. Due September 30, 2020</p>	ATO

	Organizational Success Increase/Measure (OSI/M)	Lead Alignment
16	<p><u>Increase FAA STEM AVSED program outreach capabilities:</u> Using a baseline number on the last day of FY19, increase the number of STEM AVSED Outreach Representatives registered and tracked by the national program office by 50% over FY19. Due September 30, 2020</p>	AHR / APL / AOC
17	<p><u>Decrease Average Wait time (NAS On-Time Arrivals):</u> Achieve a NAS on-time arrival rate of 88% at Core airports and maintain through FY2020. Due September 30, 2020</p>	ATO
18	<p><u>Cybersecurity/IT Security System:</u> Address 80% of Internet Protocol (IP) based high value risks within 30 days. Continue to provide information to the Cybersecurity Steering Committee to assure consistent risk acceptance decisions. Due September 30, 2020</p>	AFN
<i>Innovations (Global Engagement)</i>		
19	<p><u>UAS Remote ID:</u> Issue an RFI that would solicit input from the low-altitude manned aviation (agriculture and helicopters) community on how they could participate in the Remote ID USS structure (described in December 2018 RFI) to provide UAS Remote ID data to manned pilots for situational awareness. Due March 30, 2020</p>	AVS
20	<p><u>UAS Waivers and Authorizations:</u> <u>Authorizations (ATO):</u> Process 95% of manual Part 107 Airspace Authorizations within the 90-day timeline mandated by Congress. Due September 30, 2020</p> <p><u>Waivers (Operational) (AVS):</u> Maintain the average time for processing (approve or deny) part 107 operational waivers at 40 days for FY 2020. Due September 30, 2020</p> <p><u>Improved Quality of Applications (AOC):</u> Through education and outreach based on trending data provided through the FAA DroneZone to AOC, increase the approval rate of operational waiver and airspace authorization applications, and decrease processing time and agency assessment burden by 10-15%. Due September 30, 2020</p>	ATO / AVS / AOC

	Organizational Success Increase/Measure (OSI/M)	Lead Alignment
21	<p><u>Integrating Commercial Space Transportation into the NAS Through Time Based Launch Procedures:</u></p> <p>Target 1: Develop Time Based Launch/Reentry Procedures to more efficiently manage air traffic affected by and in the vicinity of launch activity. Due Q3 2020</p> <p>Target 2: Develop Dynamic Launch/Reentry Windows, based on launch operator triggers, to gain additional efficiency and supported by Time Based Launch/Reentry Procedures. Due Q4 2020</p>	ATO
22	<p><u>Implement supersonic plan:</u></p> <p>Target 1: Develop a disposition of comments to the NPRM and submit a Final Decision Document to the Rulemaking Management Council. Due February 20, 2020</p> <p>Target 2: Develop final rule preamble text and regulators text so that the regulatory evaluation of the rule can be initiated. Due September 30, 2020</p>	APL/AVS
23	<p><u>Remote Towers:</u></p> <p>Work with ATO Technical Operations and Air Traffic Services to: 1) develop a strategy for long-term Remote Tower integration into the NAS and 2) develop a documented process to achieve the approval to integrate Remote Tower systems as an option especially for smaller rural communities. Must complete three of four targets. Due September 30, 2020</p>	ANG
24	<p><u>Operational Operational Information System Pilot:</u></p> <p>As part of a pilot for a new way of developing software, the FAA will develop and test the “minimum viable product” for the Operational Information System, an element of TFMS that disseminates delay information to NAS users. Due September 30, 2020</p>	ATO
	<i>Accountability / People</i>	
25	<p><u>Positive Executive Order 13771 implementation (Regulatory Reform):</u></p> <p>Target 1: Meet incremental zero-cost allowance requirement. Due September 30, 2020</p> <p>Target 2: Meet requirement of eliminating two regulations for each new rule. Due September 30, 2020</p>	AVS (APG)
26	<p><u>Critical Acquisition on Schedule:</u></p> <p>90% of the critical acquisitions selected annual milestones are achieved by their scheduled dates. Due September 30, 2020</p>	AFN
27	<p><u>Unmodified Audit Opinion:</u></p> <p>Obtain an unmodified audit opinion on the FAA’s FY 2020 financial statements identified by external independent auditors. Due September 30, 2020</p>	AFN

	<i>Organizational Success Increase/Measure (OSI/M)</i>	<i>Lead Alignment</i>
28	<p><u>Workforce Transformation: FAA Leadership and Learning Institute Attendance:</u> Deliver FAA foundational leadership and management training to 2,400 students. Due September 30, 2020</p>	AHR/ALL
29	<p><u>Learning Technology Innovation:</u> Utilizing electronic Learning Management System (eLMS) software, expand technology capabilities throughout the FAA to improve learning efficiency and support the development of the aviation workforce. Due September 30, 2020</p>	AHR
30	<p><u>FY2020 End of Year Cost Savings:</u> Achieve 90% of the projected cost savings and cost avoidance of \$44.99 Million in FY 2020. Target: \$40.49 Million. Due September 30, 2020</p>	AFN