



Federal Aviation Administration

Memorandum

Date: December 20, 2023

To: Michael Whitaker, FAA Administrator

From: Peter Hearing, Deputy Assistant Administrator, Office of Policy,
International Affairs, and Environment

Prepared by: Danny Blum, Acting Director, Office of Aviation Policy and Plans

Subject: Fiscal Year 2024 Organizational Success Increase/Measures

ACTION REQUESTED

Obtain the FAA Administrator's approval of recommended measures and targets for the Fiscal Year (FY) 2024 Organizational Success Increase/Measures (OSI/OSMs)

SUMMARY

The Deputy Associate and Assistant Administrators from all FAA Lines of Business and Staff Offices recommend the attached lists of Organizational Success Increase/Measures (OSI/OSMs) activities and targets for FY 2024.

These metrics are measurable, ambitious, and achievable. They play a pivotal role in bridging the gap between the day-to-day responsibilities of FAA employees and the overarching objectives of our agency. These measures offer employees a clear and direct connection between their daily work tasks and the FAA mission. By defining and tracking these measures, we empower our workforce with a tangible "line of sight," allowing them to see how their individual contributions are integral to the agency's success.

BACKGROUND

In formulating these goals, we worked in collaboration with numerous entities across agency lines of business and staff offices. The OSI/OSM goals reflect valuable ongoing efforts across the agency.

Upon your approval, these goals will be published on the FAA's internal website, and we will work with the Office of Communication to develop additional messaging. Active oversight of

our corporate goals will take place throughout FY 2024 at the Deputies Meeting to ensure proper oversight and performance reporting is maintained through to completion.

RECOMMENDATION

I recommend that you approve the FY 2024 OSI/OSM list.

Attachments:

- FY24 OSI/OSM List

The Administrator

APPROVED: 

DISAPPROVED: _____

COMMENTS: _____

DATE: 2/16/2024

FY24 Organizational Success Increase Measures (OSI/M)

Last updated 2-13-24

	Goal Area	Title	Measure Description	LOB/SO
1	Safety	Increase Capacity for Near-Term Operations of Advanced Air Mobility Operations	Draft the Urban Air Mobility (UAM) Airspace Management Demonstration Final Report by September 2024. Due Date 9/30/2024	ANG
2	Safety	Commercial Air Carrier Fatality Rate	Reduce the commercial air carrier fatalities per 100 million persons on board U.S. carriers by 50% over 18-year period – FY 2008-2025. Due Date 9/30/2024 Target for FY24 is 4.7 fatalities per 100 million persons onboard.	AVS
3	Safety	Commercial Space Launch and Reentry Safety	Maintain a public safety record during commercial space transportation authorized launch and reentry operations that is consistent with the FAA's regulatory safety criteria. Due Date 9/30/2024	AST
4	Safety	Surface Safety Risk Index	Maintain the Weighted Surface Safety Risk Indexes. Due Date 9/30/2024 Target 1: Maintain the Weighted Surface Safety Risk Index at or Below 0.38 per Million Operations for Commercial Aviation (FAA). Target 2: Maintain the Weighted Surface Safety Risk Index at or Below 1.39 per Million Operations for Non-Commercial Aviation (FAA).	ATO
5	People	Hiring Persons with Disabilities (PWD) Persons with Targeted Disabilities (PWTD)	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 three years (from FY23). Due Date 9/30/2024	ACR
6	People	Agency's Small disadvantage Business (SDB)	Ensure at least 14% of the Agency's total direct procurement dollars are awarded to Small Disadvantaged Businesses (SDB). Due Date 9/30/2024	AFN
7	Operational Excellence	Obtain Unmodified Audit	Obtain an unmodified audit opinion on the FAA's FY 2024 financial statements identified by external independent auditors. Due Date 9/30/2024	AFN
8	Operational Excellence	Critical Acquisition Milestones on Schedule	90% of the critical acquisition milestones are achieved by their scheduled due dates. Due Date 9/30/2024	AFN
9	Operational Excellence	Aircraft Noise	Lead efforts in collaboration with aviation stakeholders to address aircraft noise in the United States and ensure up-to-date and effective noise policies. Due Date 9/30/2024 Target 1: Present Final Draft Policy Recommendations to the Executive Noise Steering Group. Due Date 7/30/2024 Target 2: Initiate Coordination of applicable ENSG-approved policy recommendations. Due Date 9/30/2024	APL
10	Operational Excellence	Average Daily Capacity	Maintain an Average Daily Airport capacity of at least 57,931 arrivals and departures at Core airports. Due Date 9/30/2024	ATO
11	Operational Excellence	Ensure runway pavement is kept in a safe and serviceable condition	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 Date 9/30/2024	ARP
12	Operational Excellence	30x30	Complete a standard design on a low activity sustainable Airport Traffic Control Tower (ATCT). Due Date 9/30/2024	ATO
13	Operational Excellence	Reduce Greenhouse Gas Emissions (GHG)	Reduce Greenhouse Gas Emissions from aviation to at or below 2019 levels (216 MtCO2) by 2030. Due Date 9/30/2024	APL
14	Global Leadership	FAA Assistance to Ukraine	The FAA Ukraine Task Force will work in conjunction with the interagency and global partners to lead FAA coordination of technical assistance requests (subject to the availability of resources) from Ukraine, and develop at least two training courses in support of the rebuilding of Ukraine's aviation system and workforce. Due Date 9/30/2024	APL

15	Safety	Reduce Risk in the National Airspace System (NAS)	<p>Collaboration between FAA lines of business to evaluate existing data forums where data is shared with external stakeholders, catalog existing data sets, evaluate data to identify a risk register and develop an action plan to partner with external aviation stakeholders to address areas of highest risk.</p> <p>Target 1: Establish common set of taxonomies to evaluate data. Due Date 9/30/2024</p> <p>Target 2: Evaluate identified data, determine areas of highest risk and develop risk register. Due Date 9/30/2024</p> <p>Target 3: Utilize risk register and develop safety metrics for FY25 to reduce risk in the NAS. Due Date 9/30/2024</p> <p>Target 4: Develop monitoring and reporting plans for communicating metrics and safety improvements with external aviation stakeholders. Due Date 9/30/2024</p>	ATO/AVS
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