



Individuals & Communities • Private Sector • Non-Governmental Organizations



Strategic Plan

Helping People. Together.

Federal Partners • State, Local, Tribal, and Territorial Partners • FEMA

Appendix 1

Performance Measures

Federal Emergency Management Agency



FEMA



Strategic Goal 1: Build a Culture of Preparedness

Objective 1.1 Performance Measure(s):

Implement the National Mitigation Investment Strategy by quadrupling the investment in mitigation. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Objective 1.2 Performance Measure(s):

Double the number of properties covered by flood insurance through the private sector or the government.

Data Source: BureauNet

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Objective 1.3 Performance Measure(s):

FEMA and stakeholder partners will improve financial literacy in the U.S. by achieving a total of 16 percentage point increase above the 2018 baseline of respondents who answer that they have set aside money for emergencies.

Data Source: FEMA National Household Survey

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

To build the capacity and resilience of community-based organizations, a total of 22,000 organizations will receive training from FEMA and its partners with 65% reporting they have taken action with disaster continuity planning.

Data Source: TBD

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	22,000 Organizations

Increase the percentage of National Household Survey respondents who have taken three or more preparedness actions.

Data Source: TBD

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Objective 1.4 Performance Measure(s):

Increase the number of FEMA employees who say they “feel encouraged” to come up with new and better ways of doing things” on the Federal Emergency Viewpoint Survey (FEVS) by 10 percentage points. *Data Source: FEVS*

Baseline	2018	2019	2020	2021	2022
60%	TBD	TBD	TBD	TBD	70%

The Nation will show an improvement on 25% of the targets identified in the annual Stakeholder Preparedness Review (SPR). *Data Source: SPR*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	25%



Strategic Goal 2: Ready the Nation for Catastrophic Disasters

Objective 2.1 Performance Measure(s):

Designate 20,000 personnel as fully qualified by authorities having jurisdiction in the National Qualification System.

Data Source: OneRepsponder System

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	20,000

FEMA will improve the readiness of its incident workforce cadres from a D3 (60-74%) to a D2 (75-89%) rating of overall readiness. *Data Source: Cadre Operational Readiness and Deployability Status Report*

Baseline	2018	2019	2020	2021	2022
D3 (60-74%)	TBD	TBD	TBD	TBD	D2 (75-89%)

Execute 100% of FEMA-led, presidentially-declared events through the seamless integration of non-FEMA personnel into FEMA incident workforce positions as a Unified National Incident Workforce. *Data Source: FEMA Deployment Tracking System*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Objective 2.2 Performance Measure(s):

Increase the number of partners participating in the FEMA Integration Teams program. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
0	TBD	TBD	TBD	TBD	65

Decrease the amount and percent of time the Federal incident workforce supports federally-declared disasters under \$41 million. *Data Source: FEMA Deployment Tracking System*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD staff

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD Time

Objective 2.3 Performance Measure(s):

Build FEMA staff, equipment, and contract capacity to achieve and maintain a 93% composite logistics readiness rate for moving, staging, and delivering commodities and equipment for catastrophic disasters. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	93%

Update 100% of Regional and National Catastrophic Plans to include an effective private sector Supply Chain Integration Appendix in alignment with the FEMA Private Sector Supply Chain Management Plan published in FY 2018.

Data Source: FEMA Deployment Tracking System

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	100%



Strategic Goal 2: Ready the Nation for Catastrophic Disasters (continued)

Objective 2.3 Performance Measure(s) (continued):

FEMA will work with states and territories to ensure that all 56 have effective distribution management plans integrated with FEMA resource support strategies. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	56

Objective 2.4 Performance Measure(s):

Increase the percentage of states and territories with comprehensive continuity plans and programs for state agencies and emergency operations centers that align with the Continuity Guidance Circular (CGC), to ensure the continuation of their essential functions under all conditions. *Data Source: Continuity Assessment Tool (CAT)*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Increase the percentage of critical communication nodes of operational coordination identified in the New Madrid Seismic Zone catastrophic plans that FEMA and its Federal partners can support with tactical communications capabilities to establish incident command, control, and connectivity. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Enhance national preparedness by promoting collaboration and coordination with Federal, state, local, tribal, and territorial partners, as well as private sector and non-profit organizations during the Regional Emergency Communications Coordination Working Group (RECCWG) meetings to support and inform the updating of all state and territory Communication Annexes to the Regional Communications Plans, to include a section addressing continuity communications and resilience.

Data Source: TBD

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	56



Strategic Goal 3: Reduce the Complexity of FEMA

Objective 3.1 Performance Measure(s):

Decrease the number of FEMA and overall Federal in-person inspections. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Raise applicant satisfaction with the simplicity of the Individuals and Households Program and the Public Assistance Process. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Increase the timeliness of financial assistance awards of the Individuals and Households Program and Public Assistance Program. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Improve the accuracy of financial assistance of the Individuals and Households Program and Public Assistance Program. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Objective 3.2 Performance Measure(s):

Improve the recovery capability of states and territories by increasing:

- The number of States and territories with pre-designated State Disaster Recovery Coordinators or equivalent, and
- The number of pre-disaster recovery plans based upon the principles of the National Disaster Recovery Framework.

Data Source: TBD

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Using the 2017 Federal Interagency Recovery Readiness Assessment results as a baseline, FEMA will partner with the interagency to strengthen their recovery capability, as measured by the baseline readiness index, increasing scores by 25%.

Data Source: TBD

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD



Strategic Goal 3: Reduce the Complexity of FEMA (continued)

Objective 3.3 Performance Measure(s):

FEMA will focus on efficient and effective program delivery by decreasing the number of repeat audit findings through the simplification, standardization and streamlined governance of business processes. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Reflecting a commitment to its workforce, FEMA will increase the Global Satisfaction, Employee Engagement, and Diversity Indices by 10 percentage points each. *Data Sources: Federal Employee Viewpoint Survey (FEVS)*

Baseline	2018	2019	2020	2021	2022
61%	TBD	TBD	TBD	TBD	71%

Baseline	2018	2019	2020	2021	2022
63%	TBD	TBD	TBD	TBD	73%

Baseline	2018	2019	2020	2021	2022
57%	TBD	TBD	TBD	TBD	67%

To enhance cybersecurity across the Agency, FEMA will achieve and maintain a rating of “green” on the Federal Information Security Modernization Act metrics through modernization, system consolidation, decommissioning, and business process reengineering. *Data Source: Federal Information Security Modernization Act (FISMA) Scorecard*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Objective 3.4 Performance Measure(s):

Improve recipients’ capability to monitor sub-recipients through development of internal controls and targeted technical assistance opportunities by reducing the percentage of questioned costs by the Office of Inspector General by five percentage points. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

To strengthen grants management across the Agency, remediate 90% of repeat FEMA grants-related financial statement audit findings and recommendations. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

Establish a consistent process for completing grant closeout to reduce the number of grants overdue for closeout by 80% in accordance with the Grants Oversight and New Efficiency (GONE) Act. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD

To increase transparency in FEMA’s stewardship of taxpayer funds, FEMA will make datasets on the amount and purpose of all funds provided to SLTT and other Federal agencies publicly available and machine readable. *Data Source: TBD*

Baseline	2018	2019	2020	2021	2022
TBD	TBD	TBD	TBD	TBD	TBD



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