

Progress in Implementing the President's Management Agenda



OMB developed a scorecard that assesses agencies' progress in meeting the President's Management Agenda (PMA). The scorecard assigns three levels of achievement: (1) green, where significant progress has been made; (2) yellow, where moderate progress has been made; and (3) red, where little progress has been made. Since June 30, 2002, FEMA made headway in implementing three of the initiatives included in the PMA.

FINANCIAL PERFORMANCE

Activities to improve FEMA's financial performance moved this initiative into the green category for overall progress. Although much needs to be done, significant progress was acknowledged across the board for most of our financial deliverables.

Actions taken since June 30, 2002:

- A FEMA staff task force is examining ways to improve disaster cost projections and is currently developing recommendations.
- We acknowledged financial management deficiencies reported by the Office of Inspector General (OIG) and conducted extensive internal meetings on how we can resolve weaknesses.
- The Agency successfully completed the upgrade of our financial management system, the Integrated Financial Management Information System (IFMIS).
- The Agency put on hold plans for implementing an enterprise resource plan (ERP).

Planned Actions for 1st Quarter, FY 2003:

- Implement CheckFree (to improve the account reconciliation process) by the end of the calendar year.
- Identify IFMIS modifications to allow for a system for debt collection processing. Changes are scheduled to be completed by May 2003.

HUMAN CAPITAL

FEMA's human capital initiative progress report moved this score to yellow for improvement in implementing the initiative. New policies, collaborative efforts, and a redesign of the Human Resources Division provide more strategic human capital leadership and assistance for the Agency.

Actions taken since June 30, 2002:

- Established the Human Resources Council to forge a more collaborative and strategic human capital effort.
- Developed a policy to allow managers the flexibility to pay recruitment and relocation bonuses, retention allowances, and student loan repayments.
- Put in place a policy to allow management the flexibility to reward and recognize Stafford Act employees.
- Rolled out a telework program.
- Fully implemented the redesign of the Human Resources Division to provide a more strategic human capital leadership and assistance posture.

Planned Actions for 1st Quarter, FY 2003:

- Submit a detailed Human Capital Strategic Plan with specific milestones, timelines and assignments of responsibility aligning human capital activities and initiatives with FEMA's critical mission areas.
- Complete a comprehensive workforce analysis of Stafford Act and career employees.
- Roll out a childcare subsidy program and a Family Support Guide.

E-GOVERNMENT

Actions taken to implement the e-Government initiative moved us to yellow in the latest progress report. We assumed the managing agency role for Project SAFECOM and launched the e-Gov disaster Web portal.

Actions taken since June 30, 2002:

- The Agency has recently assumed the managing agency role from Treasury for the Project SAFECOM e-Gov initiative.
- We submitted business cases for all major projects within the Agency's IT investment portfolio.
- Completed a launch of e-Gov disaster Web portal.

Planned Actions for 1st Quarter, FY 2003:

- Revisit the Agency's enterprise architecture and investigate how to replace NEMIS as the centerpiece of the Agency's architecture.

- Work with OMB to revise and improve FY exhibit 300s.
- Continue updating the CPIC process, Enterprise Architecture, and IRM plan demonstrating their use within the Agency's FY 2004 budget process for making IT investments.

BUDGET AND PERFORMANCE INTEGRATION

The Agency has designed the FY 2004 Annual Performance Plan based on our new strategic plan and initiated a new process for developing the program budget based on performance targets. Much needs to be done to integrate performance and budget data. Progress remained in the red category.

Actions taken since June 30, 2002:

- The Agency has designed the FY 2004 Annual Performance Plan based on the new strategic plan, which was finalized in July 2002.
- The Agency began using a new process for developing the budget this year so that program budgets will be based on performance targets.

Planned Actions for 1st Quarter, FY 2003:

- Work with OMB staff to refine the budget justification materials and performance plan prior to submission of the President's Budget for FY 2004.

COMPETITIVE SOURCING

The Agency submitted a Federal Activity Inventory Reform (FAIR) Act inventory and has produced a preliminary schedule for outsourcing temporary disaster personnel. Competitive sourcing remains in the red designation.

Actions taken since June 30, 2002:

- The Agency produced a preliminary schedule for outsourcing temporary disaster personnel.
- The Agency hired a contractor to present options for revitalizing its disaster workforce. We also hired a contractor to perform workforce competency modeling, which would serve as a basis for contract statements of work.
- Submitted a FAIR Act Agency inventory in July identifying 77% of our 5,009 work years as commercial in nature.

Planned Actions for 1st Quarter, FY 2003:

- The Agency will begin competency modeling of the entire disaster workforce, to be completed during the 2nd quarter. This analysis could serve as the starting point for a statement of work for outsourcing this workforce.

