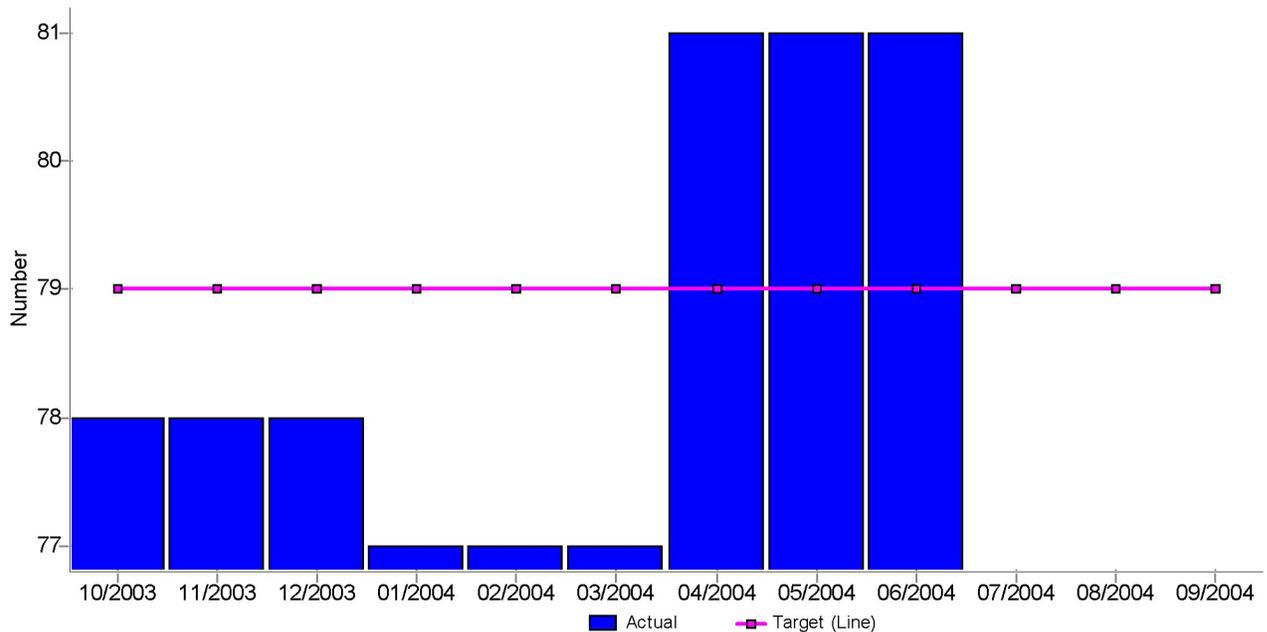


Status of FAA Performance Targets

TGT: Hire Mission Critical Positions (FAA) This Year to Date (Last Value)



Description

TGT: Reduce the time it takes to hire mission critical positions by 20% over the FY2003 baseline (2008). (FY 2004 goal is a 3% reduction.)

Period Table

	Actual	Target (Line)	Index Range
10/2003	78	79	Green
11/2003	78	79	Green
12/2003	78	79	Green
01/2004	77	79	Green
02/2004	77	79	Green
03/2004	77	79	Green
04/2004	81	79	Yellow
05/2004	81	79	Yellow
06/2004	81	79	Yellow
07/2004	--	79	Unknown
08/2004	--	79	Unknown
09/2004	--	79	Unknown

Commentary (Q3/2004)

The target for filling all mission critical positions is 79 median days, from Vacancy Notification to Job Offer. For FY 2004 (Quarters 1-3), the median to fill 668 mission critical positions is 81 days. Therefore, this performance target is "yellow."

This performance target measures the time to fill all competitive FAA mission critical positions and includes positions filled from internal and external sources. "Mission critical position" is defined as: Air Traffic Controller (occupational series 2152), Transportation Specialist (2101), Engineer (800s), Flight Inspector (1825), Information Technology positions (334/1550), and Engineering and Electrical Technicians (802/856).

For FY 2004 (Quarters 1-3), Air Traffic Controller positions constitute 38% (n=255) of the mission critical positions filled. All Air Traffic Controller positions have been filled internally. The 255 Air Traffic Controller positions required 168 median days to fill, compared to a median of 55 days to fill 413 positions in all other mission critical occupations.

An examination of the time to fill Air Traffic Controller positions for FY 04 (Quarters 1-3) shows about half the time to fill is attributed to the office filling the position (e.g., reviewing applicant qualifications, interviewing applicant(s)).
Friday, July 30, 2004

Status of FAA Performance Targets

satisfying internal requirements for proceeding with the fill, etc.). Additionally, the number of days the certificate resides in the Air Traffic Organization has increased during FY 2004 (62 days in 1QFY 04, 97 days in 2QFY 04, 83 days in 3QFY04).

Two main factors contribute to the increase in median days to fill mission critical positions: 1) the length of time to fill Air Traffic Controller positions, including the increase in the number of days the certificate resides in the Air Traffic Organization before the selection is made, and 2) the number of Air Traffic positions filled compared to all other mission critical positions.

In observing the increase in time for filling mission critical positions, the Office of Human Resources (AHR) recommends a further analysis of the process to fill Air Traffic Controller positions in order to reduce time requirements without sacrificing quality of those selected to fill the positions.