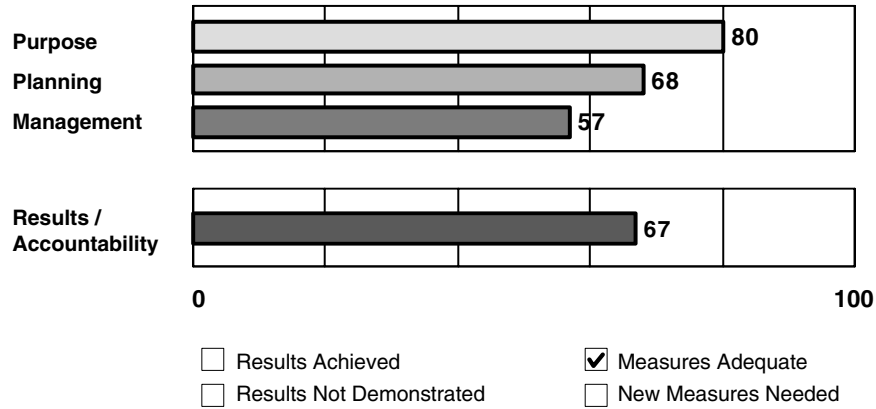


Program: Partners for Fish and Wildlife

Agency: Department of the Interior

Bureau: United States Fish and Wildlife Service



Key Performance Measures

Year Target Actual

| | | | |
|---|------|---------|---------|
| Long-term Goal: Acres of wetlands enhanced or restored through voluntary agreements to help improve fish and wildlife populations | 2005 | 330,000 | |
| | | | |
| | | | |
| | | | |
| Annual Goal: Acres of wetlands enhanced or restored through voluntary agreements to help improve fish and wildlife populations | 2001 | 39,700 | 45,787 |
| | 2002 | 33,395 | 57,522 |
| | 2003 | 39,074 | |
| | 2004 | 41,158 | |
| Annual Goal: Acres of upland habitat enhanced or restored through voluntary agreements to help improve fish and wildlife populations | 2001 | 65,979 | 283,606 |
| | 2002 | 179,467 | 158,176 |
| | 2003 | 160,979 | |
| | 2004 | 197,457 | |

Rating: Adequate

Program Type: Direct Federal

Program Summary:

The Partners for Fish and Wildlife program provides technical and financial assistance to private landowners who wish to restore fish and wildlife habitat on their lands.

The assessment indicates that while the program is performing well annually by hitting targets, the long-term goal will not likely be achieved by the target date. This is because the long-term targets are overly ambitious and not tied to any baseline. Through the assessment, it became obvious that the program's current process to address strategic planning flaws did not identify or correct this problem. Additional findings include:

1. The program purpose is clear and the program is optimally designed to encourage habitat restoration and conservation on private lands.
2. The program does not have regularly scheduled objective, independent and quality evaluations of program strategic planning efforts and program results.
3. While senior level managers and landowners are held directly accountable for achieving program goals, field managers are not.
4. The Fish and Wildlife Service (FWS) does not do full cost accounting to help allocate costs and associate them with specific performance measures.

In response to these findings, the Administration will:

1. Develop a schedule to evaluate strategic planning efforts and program results on a regular basis.
2. Link individual employee performance plans with goal-related performance targets for each fiscal year.
3. Propose additional funding in the President's 2004 Budget to fund activities supporting annual goals which the assessment showed were being met or exceeded.
4. Continue to develop efficiency measures as part of the common measures exercise.
5. The FWS will begin implementing Activity Based Costing in 2004 to help allocate program costs and associate those costs with specific performance measures.

(For more information on this program, please see the Department of the Interior chapter in the Budget volume.)

Program Funding Level (in millions of dollars)

| <u>2002 Actual</u> | <u>2003 Estimate</u> | <u>2004 Estimate</u> |
|--------------------|----------------------|----------------------|
| 37 | 29 | 38 |