

**UNITED STATES
COMMISSION ON CIVIL RIGHTS**



**SUMMARY OF PERFORMANCE AND FINANCIAL
INFORMATION FOR FISCAL YEAR 2015**

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MESSAGE FROM THE CHAIRMAN



I am pleased to present the U.S. Commission on Civil Rights' Summary of Performance and Financial Information for Fiscal Year 2015. This report summarizes the agency's Performance and Accountability Report for Fiscal Year 2015. The full report and additional information on the Commission's briefings and reports are available on the agency's website (<http://www.usccr.gov>).

Despite the challenges we face as an agency, I am proud of the Commission's FY 2015 performance, and look forward to building on its performance to continue to advance civil rights through objective and comprehensive investigation, research, and analysis on issues of fundamental concern to the federal government and the public.

A handwritten signature in black ink, which appears to read "Martin R. Castro". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

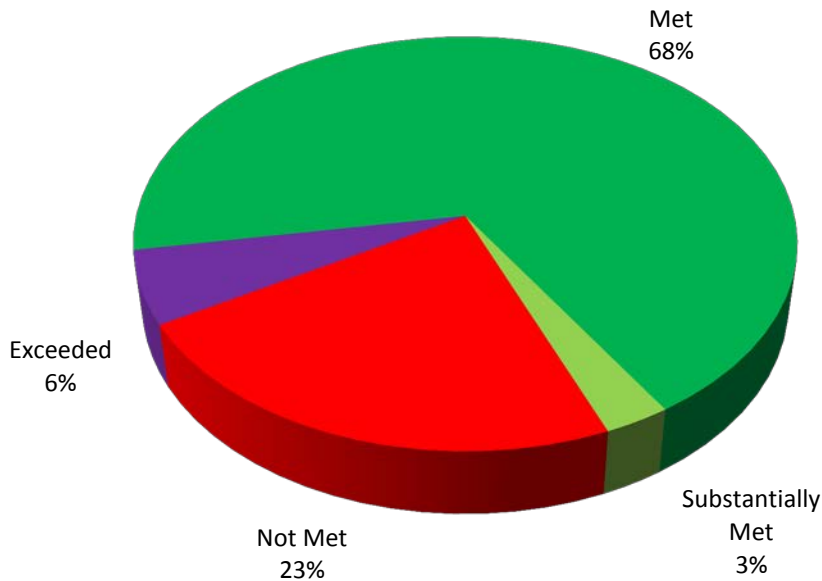
Martin R. Castro
Chairperson
United States Commission on Civil Rights
November 16, 2016

Section I: USCCR Mission

The U.S. Commission on Civil Rights was created pursuant to the Civil Rights Act of 1957, which was signed into law by President Eisenhower.¹ Since then, Congress has reauthorized or extended the legislation creating the Commission several times; the last reauthorization was in 1994 by the Civil Rights Commission Amendments Act of 1994.² Established as an independent, bipartisan, fact-finding federal agency, our mission is to appraise the development of national civil rights policy and enhance enforcement of federal civil rights laws. We pursue this mission by studying alleged deprivations of voting rights and alleged discrimination based on race, color, religion, sex, age, disability, or national origin, or in the administration of justice. We play a vital role in advancing civil rights through objective and comprehensive investigation, research, and analysis on issues of fundamental concern to the federal government and the public.

Section II: Performance Highlights

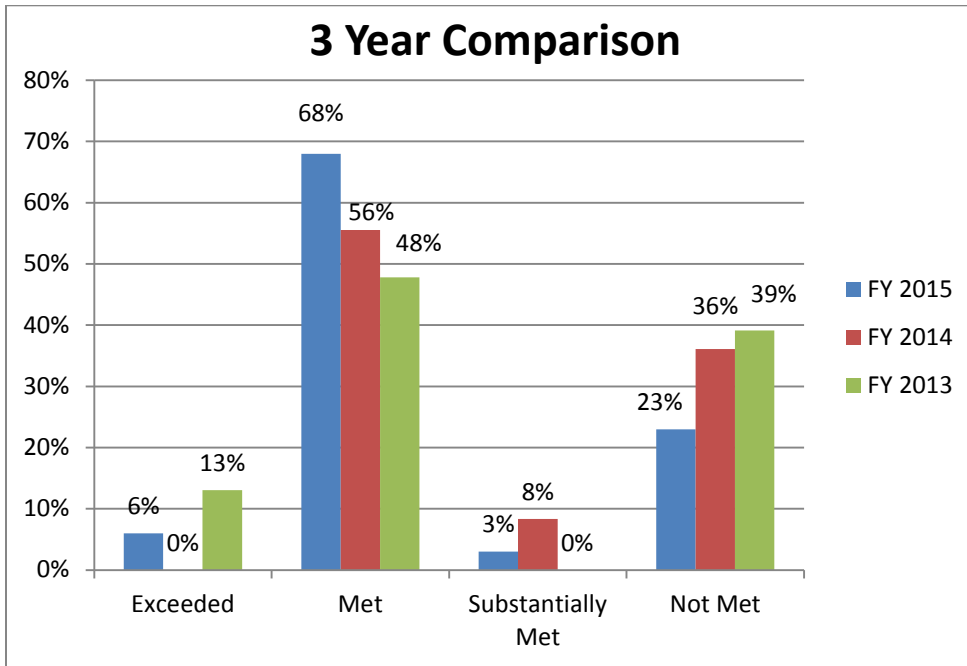
Overall Performance During FY 2015



¹Civil Rights Act of 1957, Pub. L. No. 85-315, § 101, 71 Stat. 634 (1957). See United States Commission on Civil Rights Act of 1983, Pub. L. No. 98-183, 97 Stat. 1301 (1983); United States Commission on Civil Rights Act of 1991, Pub. L. No. 102-167, ___ Stat. ___ (1991).

²Civil Rights Commission Amendments Act of 1994, Pub. L. No. 103-419, 108 Stat. 4338 (1994) (codified at 42 U.S.C.A. § 1975 (2005)).

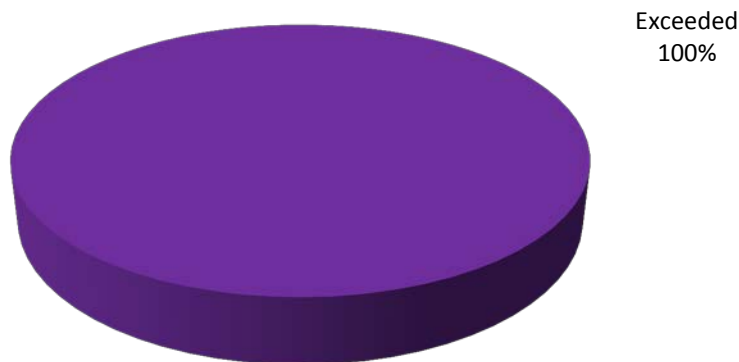
This Commission exceeded or met 74 percent of our performance targets. The pie chart represents our overall level of performance for the year.



The Commission has made steady progress in accomplishing its strategic goals. In FY 2013, the Commission only met or exceeded 61 percent of its goals; however, in FY 2015, the Commission has met or exceeded 74 percent of its goals.

A. Strategic Goal A: The Commission will function as an effective civil rights watchdog and conduct studies and issue publications on important issues of civil rights.

Strategic Goal A: Function as an Effective Civil Right Watchdog and Conduct Studies and Issue Publications on Important Issues of Civil Rights
(actual v. target performance)



i. Briefings

To promote public awareness of current civil rights laws, remedies, and enforcement agencies, we held five successful briefings.

Racial Disparities in Stand Your Ground Laws

The Commission convened a national panel of experts in Orlando, Florida to examine whether there are racial disparities in the application or enforcement of Stand Your Ground laws. Stand Your Ground laws have been controversial particularly since the Trayvon Martin case. These laws, which in some form have gained passage in 33 states, justify the use of deadly force and eliminate the duty to retreat if an individual reasonably believes that such force is necessary to prevent imminent death or great bodily harm to him or herself.

Of concern to the Commission is whether there is possible racial bias in the assertion, investigation and/or enforcement of justifiable homicide laws in states with Stand Your Ground provisions. Experts at the briefing presented testimony on the personal impact of the laws, findings from their research regarding the racial dimensions of justifiable homicides, and elaborated upon actions being advanced by advocacy groups to alleviate concerns related to Stand Your Ground laws.

The State of Civil Rights at Immigration Detention Facilities

The Commission briefing for the statutory report examined the civil rights implications regarding the Department of Homeland Security treatment of adult and minor detainees in detention facilities. The purpose of this briefing was to comprehensively examine the U.S. Government's compliance with federal immigration laws and detention policies, and detail evidence regarding possible infringement upon the constitutional rights afforded to detained immigrants. More specifically, this briefing examined the Department of Homeland Security (DHS) and its component agencies' treatment of detained immigrants in immigration holding, processing, and detention centers throughout the United States.

In May 2015, the Commission visited Karnes Family Detention Center and Port Isabel Detention Centers – both located in Texas – to corroborate the written and oral evidence the Commission gathered.

Examining Workplace Discrimination against Lesbian, Gay, Bisexual and Transgender Americans

The purpose of this briefing was to examine closely the various federal protections that exist to prevent workplace discrimination against Lesbian, Gay, Bisexual and

Transgender (LGBT) Americans, including Title VII of the Civil Rights Act of 1964. Specifically, the Commission's intent in holding the briefing was to: 1) explore issues related to federal government compliance with laws, regulations, and executive orders that prohibit discrimination against LGBT Americans; 2) elaborate on the negative consequences for LGBT employees residing in states that do not have nondiscrimination protections in place for LGBT Americans; 3) examine policy issues, including whether Congress should pass the Employment Non-Discrimination Act (ENDA) and the appropriate language for ENDA legislation; and 4) analyze individual instances of discrimination and their impact on individuals lacking sufficient legal protections from discrimination.

Examining Police Practices and Use of Force

Recently, protesters have called for justice after the failure to indict police officers who killed unarmed black men. The deaths of Michael Brown and Eric Garner are not isolated incidents. Police using excessive force in response to people of color is a systemic issue.

The purpose of this briefing was to study the disproportionate police reaction towards people of color, and why it is occurring – whether it is a lack of training, accountability, prosecution or prejudice. Further, the Commission explored whether the legal process is adequate to attain justice after shooting deaths occur.

Topics of inquiry for this briefing, held at the John Jay College of Criminal Justice in New York; included: 1) current police strategies, tactics, training, and field implementation of the same and why have they lead to deadly confrontations; 2) the new strategies, tactics, training and field implementation that can be implemented to reduce deadly police citizen confrontations; 3) policies and best practices police departments adopt or can adopt so that citizen-police encounters are less likely to prove deadly; 4) the data being collected to monitor excessive use of force and its disproportionate impact on minority communities; 5) use of force standards, and whether there is a need for a national use-of-force standard or state-generated uniform act; and 6) how independent prosecutors can be employed to lessen this conflict or the appearance of a conflict of interest.

The Effect that College Access, Persistence, and Completion Rates Have on the Socio-Economic Mobility of Minorities

For millions of students throughout the United States – especially for minority students living in poverty - access to post-secondary education has become necessary for socio-economic mobility and economic security. In an effort to help millions of students to

access and afford post-secondary education, the federal government has created supplemental college preparatory programs – like TRIO and GEAR UP - and financial aid programs offering student grants, work-study opportunities, and loans.

The purpose of this briefing was to examine how access to and persistence through completion of higher education may have a disparate impact on the socioeconomic mobility of minorities. The Commission examined the extent to which financial aid funding and awards under the Higher Education Act of 1964 (HEA) and the Higher Education Opportunity Act of 2008 (HEOA) affect enrollment rates of minority students in colleges and universities awarding bachelors' degrees. The Commission will use this information to determine if the campus-based aid program formulas and funding levels create or exacerbate racial, ethnic or national origin disparities in enrollment rates.

Specifically, this briefing sought to explore the following issues: 1) whether there is a correlation between attaining higher education and socio-economic mobility; 2) the barriers minorities face when attempting to access four year universities; 3) the federal programs that exist to help minorities overcome access barriers; 4) whether the TRIO and GEAR UP program are still effective; 5) whether the TRIO and GEAR UP programs have a positive or negative effect on minority access, persistence, and attainment of higher education at four year universities; and 6) whether the funding formulas have a disparate impact on minority access to higher education by giving a large portion of federal funds to universities who predominantly enroll non-minority students.

ii. Commission Reports

With Liberty and Justice for All: The State of Civil Rights at Immigration Detention Facilities

The purpose of this report is to examine the U.S. Government's compliance with federal immigration laws and detention policies, and detail evidence regarding possible infringement upon the constitutional rights afforded to detained immigrants. More specifically, this report examines the Department of Homeland Security (DHS) and its component agencies' treatment of detained immigrants in immigration holding, processing, and detention centers throughout the United States.

Prior to writing this report, the Commission gathered facts and data to analyze whether DHS, its component agencies, and private detention corporations with whom the federal government contracts to detain immigrants were complying with the Performance Based National Detention Standards, Prison Rape Elimination Act Standards, the Flores Settlement Agreement and other related immigrant child detention policies, and the United States Constitution. During the Commission's January 30, 2015 briefing, the

Commission received written and oral testimony from DHS immigration detention officials and advocates detailing the strengths, weaknesses, and constitutional and civil rights implications of the U.S. immigration detention system. In May 2015, the Commission visited Karnes Family Detention Center and Port Isabel Detention Centers – both located in Texas – to corroborate the written and oral evidence the Commission gathered.

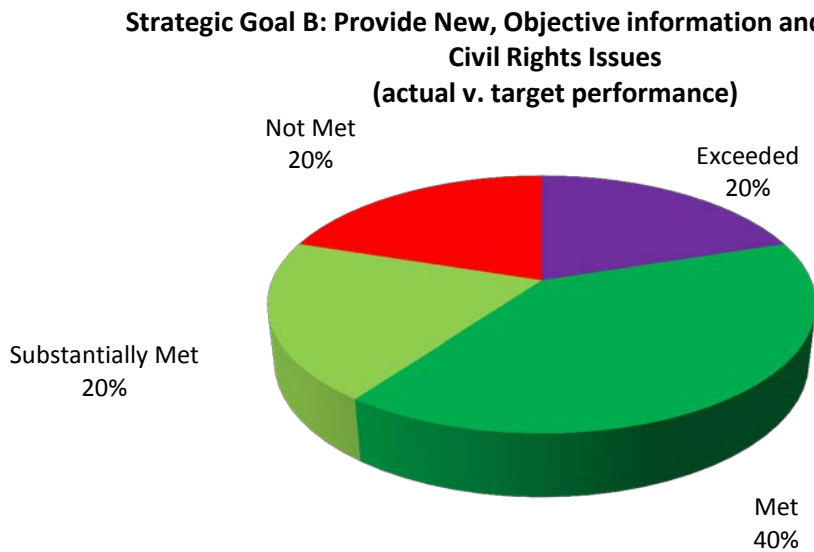
Based upon an analysis of data gathered from the Commission’s fact-gathering visit, evidence collected during panelists’ briefing presentations and additional research, the Commission makes numerous findings and recommendations. The Commission’s complete findings and recommendations are contained in the report; however, the following bear special attention:

The Commission recommends that DHS act immediately to release families from detention. The Commission also recommends that Congress should no longer fund family detention and should reduce its funding for immigration detention generally, in favor of alternatives to detention. The Commission found, among other issues, that several DHS immigration detention facilities were not complying with federal mandates and agency policies regarding the treatment of detained immigrants and detained unaccompanied immigrant children. Moreover, the Commission found evidence, both anecdotal and eyewitness, that the U.S. Government was interfering with the constitutional rights afforded to detained immigrants. While the U.S. Government made improvements to the U.S. immigration detention system, the Commission, among other numerous suggestions, recommends that the government convene an intergovernmental compliance task force to investigate, analyze, and strengthen compliance regiments carried out by the U.S. Immigrations and Customs Enforcement’s (ICE) Removal Operations’ Detention Standards Compliance Unit. Moreover, the Commission recommends that the U.S. Government work harder to ensure detainees’ access to due process and the right to assistance of counsel under the Fifth Amendment and the Immigration and Nationality Act.

The full report can be found the following website:

http://www.usccr.gov/pubs/Statutory_Enforcement_Report2015.pdf

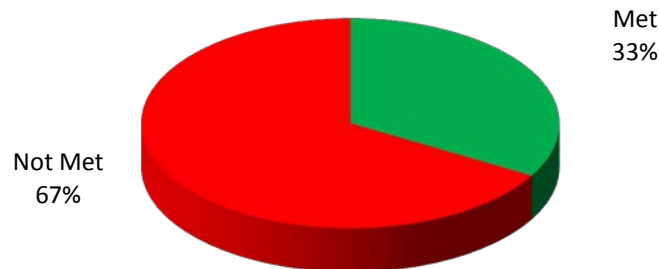
B. Strategic Goal B: The Commission will regularly provide new, objective information and analysis on civil rights issues.



During its regular project planning process in Fiscal Year 2014, the Commission selected the Racial Disparities in Stand Your Ground Laws as an investigative project involving original fact-finding and/or statistical data review. The Commission convened a national panel of experts in Orlando, Florida to examine whether there are racial disparities in the application or enforcement of Stand Your Ground laws. The Commission also conducted original fact-finding for our statutory enforcement report: With Liberty and Justice for All: The State of Civil Rights at Immigration Detention Facilities. Commissioners and staff visited the Karnes Family Detention Center and Port Isabel Detention Centers. outperformed itself on this goal compared to last fiscal year.

C. Strategic Goal C: The Commission will cooperate, where appropriate, with other federal agencies to apprise individuals of civil rights laws and policies and to raise public awareness of civil rights.

Strategic Goal C: Cooperate with Other Federal Agencies to Apprise Individuals of Civil Rights Laws and Policies and to Raise Public Awareness of Civil Rights Data (actual v. target performance)



The Commission will cooperate with other federal agencies to apprise individuals of civil rights laws and policies and raise public awareness of civil rights. The Commission will strengthen its position as a national clearinghouse for civil rights information and consult with the civil rights divisions of other agencies to ensure dissemination of accurate information for the complaint referral process.

i. Clearinghouse Website

The Commission maintains a Clearinghouse Website to serve as a national clearinghouse for information about discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin.

The Commission provides the public with English and for the first time a Spanish version of Getting Uncle Sam to Enforce Your Civil Rights. This publication is a comprehensive resource for the American public that explains where and how an aggrieved individual can file a discrimination claim.

ii. Complaint Referral Program

The Commission increases public awareness and federal civil rights enforcement through our complaint referral program. The Office of Civil Rights Evaluation (OCRE) and our Regional Offices receive complaints alleging denial of civil rights because of color, race, religion, sex, age, disability, or national origin and refers these complaints to the

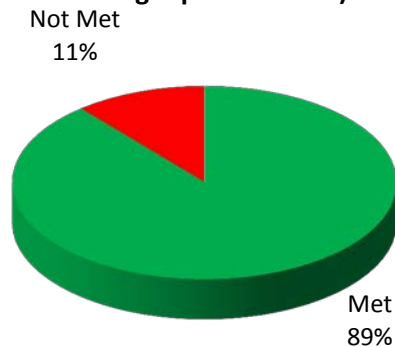
appropriate government agency for investigation and resolution. In FY 2015, the Commission processed 2,166 complaints. OCRE processed 1,718 complaints and regional offices processed 448 complaints. The response time was 10 days or less.

Annual Number of Civil Rights Complaints



D. Strategic Goal D: Improve the Commission's profile and effectiveness in communicating with the general public

Strategic Goal D: Improve the Commission's Profile and Effectiveness in Communicating with the General Public (actual v. target performance)



To expand our press outreach, the Commission created a press list, issued press releases, participated in speaking engagements, and improved its website.

i. Press List

The Commission maintains a press list to use to engage the press during any Commission or State Advisory Committee events. In addition, the Commission also expanded its press release distribution list to include subject matter and state specific newswires.

ii. Press Releases

We issued 23 press releases on Commission activities (a number of press releases were also issued in Spanish in an effort to reach Limited English Proficiency Communities), including Commission meetings, SAC activities and reports, and announcements or comments on significant civil rights-related events. This is significant public outreach activity for an agency without full-time, experienced staff in our Public Affairs and Congressional Affairs Units. In addition, our Chairman conducted a press conference on our Statutory Report and participated in multiple press interviews throughout the fiscal year, including as part of the release of the statutory report.

iii. Website Improvements

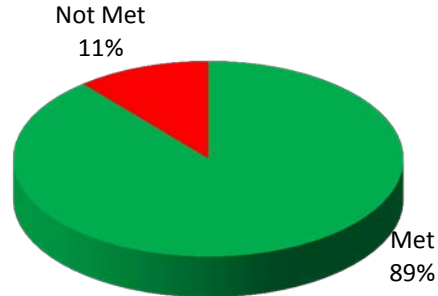
To make reports accessible to persons with disabilities, newly issued Commission reports are available in HTML and text-based versions. As part of the agency's Section 508 plan, users can hear voice playback of the Commissioner's main pages. The Commission is currently working on a web-based complaint screening process and online guidance to improve the complaint process in both English and Spanish.

iv. IV. Speaking Engagements.

The Chairman took part in speaking engagements throughout the country this year on the work of the Commission as well as on various projects worked on by the Commission this fiscal year. Some of these events included the National Council of La Raza Annual Convention, the National Bar Association's Annual Convention, the Arkansas Housing Commission Conference, and at numerous other events.

E. Strategic Goal E: Continue to strengthen the Commission’s financial and operational controls and advance the Commission’s mission through management excellence, efficiency, and accountability.

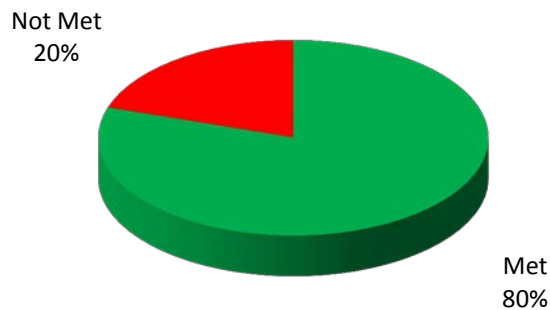
Strategic Goal E: Strengthen the Commission's Financial and Operational Controls (actual v. target performance)



The Commission budget submission is fully compliant with OMB Circular A-11 and aligned with the Agency’s strategic and annual performance plans. The Performance and Accountability report adheres to all relevant guidance. The Agency continues to comply with OMB Cloud Computing Initiatives.

F. Strategic Goal F: Increase the participation of our State Advisory Committees (SACs) in the Commission’s work.

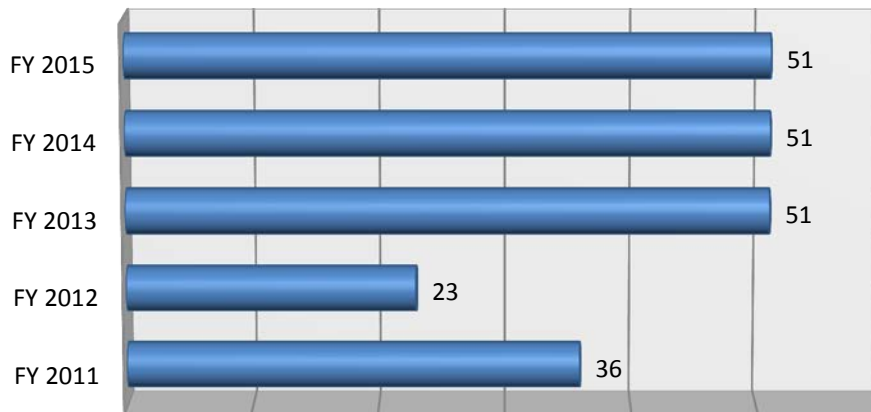
Strategic Goal F: Increase the Participation of our State Advisory Committees (SACs) in the Commission's Work (actual v. target performance)



The Commission has made great strides in increasing the work of our state advisory committees. Our regional staff has been very busy with SAC charters and appointments, reports, fact-finding activities, and complaint referral. We are pleased that this fiscal year we exceeded our performance on this goal, compared to last fiscal year.

i. State Advisory Committee Charters and Appointments

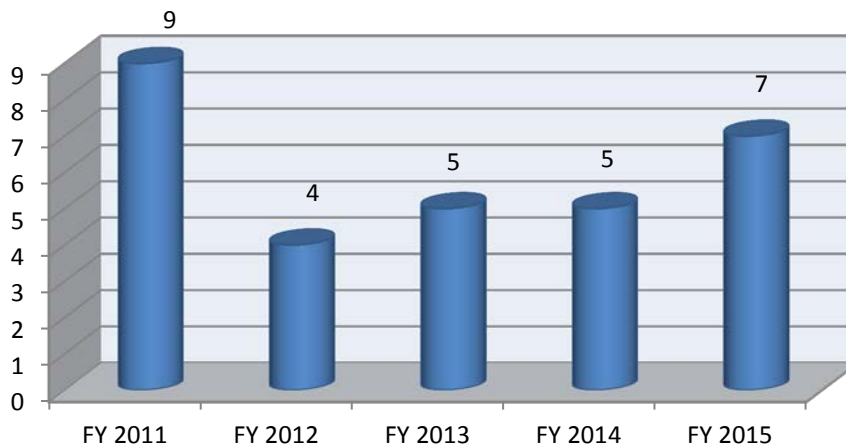
**Active State Advisory Committee Charters
By Fiscal Year**



Changes to our chartering process allowed all 51 state advisory committees to operate.

ii. State Advisory Committee Reports

**Number of State Advisory Committee Reports
by Fiscal Year**



In addition to holding meetings, state advisory committees, with regional office support, published the following seven SAC reports in FY 2015:

Civil Rights Issues Regarding Barriers to Entrepreneurship in Ohio

http://www.usccr.gov/pubs/Ohio-Entrepreneurship_January_2015.pdf

Civil Rights Implications of Comprehensive Immigration Reform on Illinois' Immigrant Communities

http://www.usccr.gov/pubs/ImmigrationReformReport_010915.pdf

The Solitary Confinement of Youth in New York: a Civil Rights Violation

<http://www.usccr.gov/pubs/NY-SAC-Solitary-Confinement-Report-without-Cover.pdf>

Civil Rights and Community/Police Interactions in Missouri

http://www.usccr.gov/pubs/St._LouisFindingsMemo_Publish.pdf

Hate Crime and Discrimination against Religious Institutions in Illinois

http://www.usccr.gov/pubs/06-03-15_HateCrimesStateAdvisory.pdf

Police Militarization in Nevada

<http://www.usccr.gov/pubs/NV-SAC--Police-Milreport--OSD.pdf>

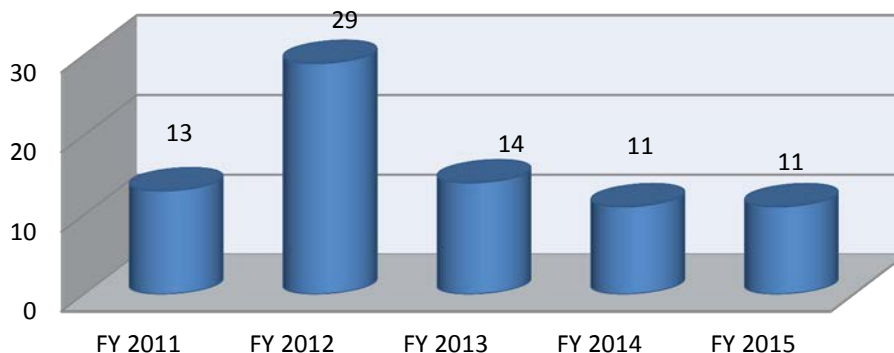
Guarding Civil Rights in Arkansas

http://www.usccr.gov/pubs/Arkansas_GuardingCivilRights.pdf

iii. SAC Fact Finding Activity

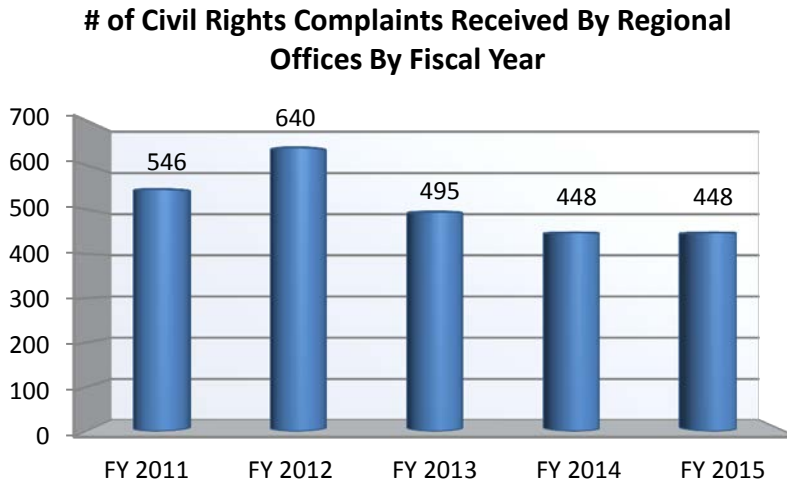
**Regional Office Fact-Finding
By Fiscal Year**

(meetings, briefings and forums)



State advisory committees conducted 11 fact-finding activities in FY 2015. All regional offices have the technology to use conference calls and video teleconferencing to conduct public meetings and to provide access to briefings and forums to the public.

iv. Regional Office Complaint Referral



While SAC appointments, meetings, briefings, and writing civil rights reports account for a sizable portion of the regional activity, we also dedicate regional resources to provide the public with complaint referral services. Our regional staff received 448 civil rights complaints from members of the public seeking to protect and enforce their rights. On average regional offices processed complaints in one day, well under the 10-day target.

Section III: Financial Highlights

The Commission continues to use the General Services Administration’s (GSA) Heartland Finance Center as its accounting services provider. GSA provides a broad range of financial and accounting services including:

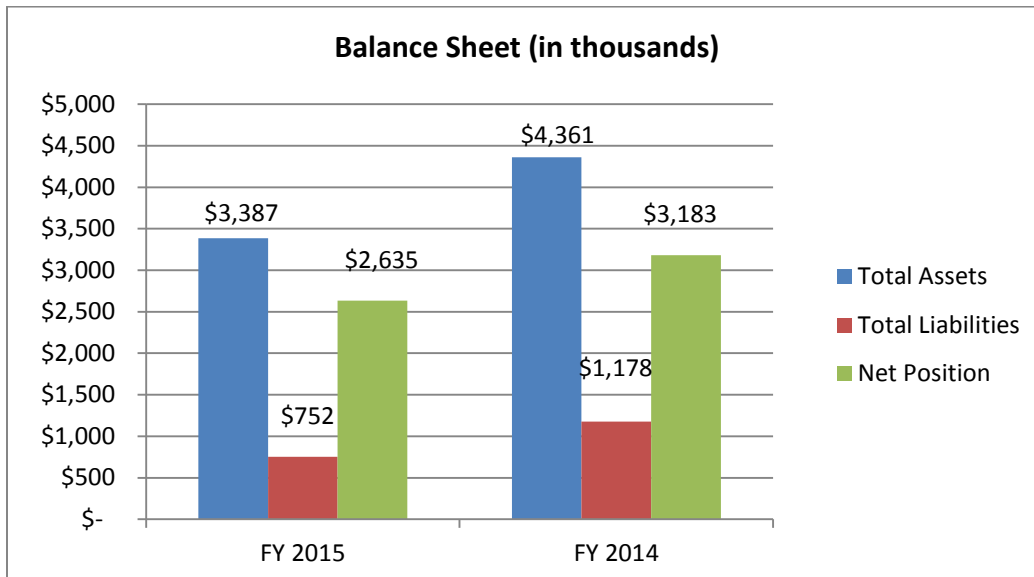
- maintaining the agency’s standard general ledger;
- using a system (Pegasys) that is compliant with federal government standards;
- generating required financial reports for the Commission; and
- requiring appropriate documentation of financial transactions prior to payment.

With the Commission’s limited budget and accounting staff, the services provided by GSA are essential to the financial stewardship of our resources.

The Commission’s FY 2015 financial statements were prepared in accordance with Office of Management and Budget (OMB) Circular A-136. The Commission prepares four financial statements: Balance Sheet, Statement of Net Costs, Statement of Changes in Net Position, and Statement of Budgetary Resources.

Balance Sheet

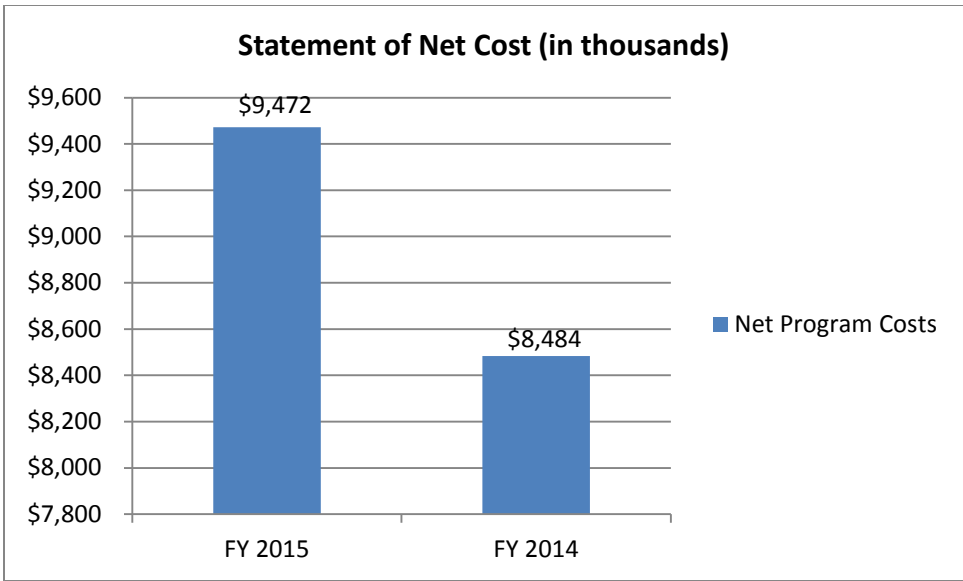
The balance sheet presents amounts of future economic benefits owned or managed by the reporting entity (assets), amounts owed by the entity (liabilities), and amounts which comprise the difference (net position).



The Commission’s total assets decreased from \$4,361,190.77 in FY 2014 to \$3,387,430.26 in FY 2015. The Commission’s assets consist mainly of Fund Balance with Treasury (FBWT) with minimal amounts in General Property, Plant, and Equipment. Total liabilities decreased from \$1,178,297 in FY 2014 to \$752,444 in FY 2015. Net Position decreased from \$3,182,893 in FY 2014 to \$2,634,985 in FY 2015.

Statement of Net Costs

The Statement of Net Cost presents the annual cost of operating the Commission’s programs.



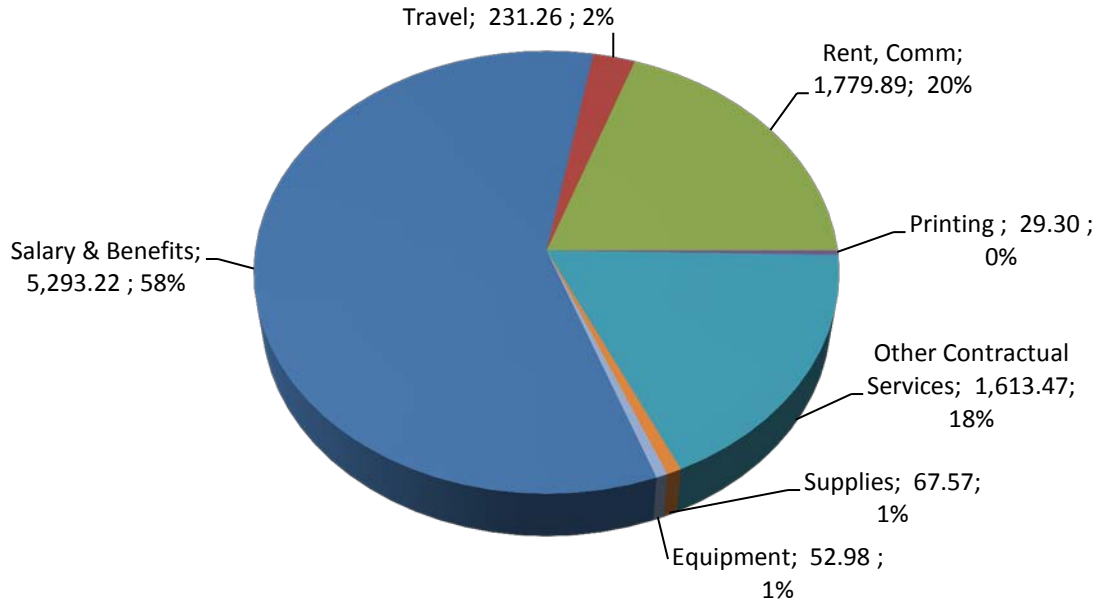
The Commission’s net cost of operation increased from \$8,484,428 in FY 2014 to \$9,472,591.67 in FY 2015.

Statement of Budgetary Resources

The Statement of Budgetary Resources provides information on the sources of budgetary resources and their status at the end of the period. The Commission received \$9,200,000 in new budgetary authority in FY 2015. The Total Budgetary Resources and Status of Budget Resources increased \$10,664,862 in FY 2014 to \$11,611,165 in FY 2015.

Resources by Major Object Class

FY 2015 Obligations by Object Class (in thousands)



During FY 2015, the Commission obligated \$9,067,677 of its FY 2015 appropriation of \$9,200,000 for an obligation rate of 98.6 percent. Salary and Benefits, Other Contractual Services, and Rent and Communications consume 96 percent of the Commission's obligations. The remaining 4 percent consists of travel, printing, supplies, and equipment.

Section IV: FY 2015 Annual Performance Plan, Targets, and Results

Strategic Goal A: The Commission will function as an effective civil rights watchdog and conduct studies and issue publications on important issues of civil rights.			
Performance Measures	Performance Goals	FY 2015 Performance Target	FY 2015 Actual Performance
The Commission will hold at least three briefings and/or hearings each year.	3 briefings or hearings	3 briefings or hearings	Exceeded 5 briefings

Strategic Goal B: The Commission will regularly provide new, objective information and analysis on civil rights issues.			
Performance Measures	Performance Goals	FY 2015 Performance Target	FY 2015 Actual Performance
During its regular project planning process, the Commission will select one investigative project involving original fact-finding and/or statistical data reviews, either as a stand-alone project or in conjunction with a briefing or enforcement report.	1 investigative project	1 investigative project	Exceeded
Upon approval of an investigative project by the Commission, SACs may be solicited to aid the Commission in state and local fact gathering.	Obtain assistance from at least 3 SACs during an investigative project	3 SACs assisting in an investigation	Substantially Met
The Commission will train and/or cross-train designated employees on field interview techniques and statistical analysis.	Train at least 2 employees in field interview techniques and statistical analysis	2 Trained employees	Met
The Commission will amend its Human Capital Plan to prioritize developing employee capacities in the areas of statistical analysis and complaint interviews.	Update Human Capital Plan to emphasize statistical analysis and complaint interviews	Implement Human Capital Plan	Met
By 2015, the Commission will conduct a review of existing information quality standards, administrative instructions, and other quality control and quality assurance guidelines to ensure its reporting maximizes objectivity.	Complete review	Complete Review	Not Met

Strategic Goal C: The Commission will cooperate, where appropriate, with other federal agencies to apprise individuals of civil rights laws and policies and to raise public awareness of civil rights.			
Performance Measures	Performance Goals	FY 2015 Performance Target	FY 2015 Actual Performance
Yearly updates to the clearinghouse web page.	Update clearinghouse web page at least once a year.	Update Clearinghouse Webpage	Not Met
Review annually (FY) and update, as needed, the Uncle Sam publication, in both English and Spanish.	Review Uncle Sam yearly and update as necessary.	Review and Update Uncle Sam	Met
By FY 2016, issue quarterly data reports that list and rank clearinghouse information hits tabulated by agency (DOJ, EEOC, DOE and DOL).	Issue quarterly data report by agency	Issue 4 Reports	Not Met
List the name, URL and contact information for each Federal Civil Rights division that we refer complaints to on the USCCR website.	Update contact information once a year	Update contact information once a year	Not Met
Contact the Federal civil rights divisions that we refer complaints to, semi-annually, to confirm accuracy of civil rights complaint contact information.	Update Federal civil rights divisions contact information twice a year.	Update contact information	Met
By 2015 update the phone lines to allow callers to use a push button system to obtain complaint referral information (ex: push 1 for Employment; Push 2 for Housing, etc.)	Update phone lines for complaint referral	Update phone lines for complaint referral	Not Met

Strategic Goal D: Improve the Commission's profile and effectiveness in communicating with the general public			
Performance Measures	Performance Goals	FY 2015 Performance Target	FY 2015 Actual Performance
Create and update press list on a regular basis.	Update press list	Update press list	Met
Issue press releases (English & Spanish) and update website prior to every hearing and briefing.	Issue press releases for all hearings and briefings	3 press releases	Met
Participate in speaking engagements and public symposia	Participate in 3 speaking engagements or public symposia	3 public speaking engagements or symposia	Met
Reformat website to increase Google hits.	Reformat webpage	N/A	N/A
By FY 2016, Commission briefings and hearings will be streamed live online and made available on the website for future viewings.	Stream 2 briefings and hearings online and maintain video on the agency's website	2 Online briefing and/or hearing	Met
By FY 2015, issue monthly reports on downloads and written requests for USCCR publications (top ten for each category).	12 Monthly Reports	Monthly Reports	Not Met

Strategic Goal D: Improve the Commission's profile and effectiveness in communicating with the general public			
By FY 2016, the agency shall implement accessible elements on the website, including alt tags, long descriptions, and captions, as needed.	Website is Accessible to Persons with Disabilities	25 percent of Website is accessible	Met - New Items are Accessible
By FY 2016, all documents on the website shall be made available in HTML or a text-based format.	All documents on the agency website are available in HTML or text formats	25 percent of documents are in HTML or text based	Met - New Items are Accessible
Maintain log (library and complaint line) to identify which language, other than English, is most often used by callers/writers when they contact the Commission.	Log all library and complaint line calls to determine language of requester	Complaint log identifies language of request	Met
By FY 2015, update the USCCR website to include direct links to federal agencies civil rights complaint page.	Website contains links to federal agencies civil rights complaint page	Update Links to Federal Agencies' civil rights complaint page	Not Met

Strategic Goal E: Continue to strengthen the Commission's financial and operational controls and advance the Commission's mission through management excellence, efficiency, and accountability.			
Performance Measures	Performance Goals	FY 2015 Performance Target	FY 2015 Actual Performance
Compliance with OMB Circular A-11	Budget is aligned with the Agency Strategic Plan	Budget is aligned with the Agency Strategic Plan	Met
Compliance with OMB Circular A-11	Budget is compliant with OMB Circular A-11	Budget is compliant with OMB Circular A-11	Met
Receive a "clean" or unqualified financial statement audit.	Unqualified Opinion on financial statement	Unqualified Opinion	Not Met
Submit a Performance and Accountability Report that adheres to all relevant guidance.	Performance and Accountability Report adheres to all relevant guidance.	Performance and Accountability Report (PAR) adheres to all relevant guidance.	Met
Implementation of commission's and the Office of Personnel Management (OPM) Human capital Plan program, strategies and initiatives.	The Commission's Human Capital Plan is updated and implemented	Implement Human Capital Plan	Met
Results of the Employee Satisfaction surveys compared to previous surveys.	Employee Satisfaction survey scores increase each year.	Increase response rate by 10%	Met

(Cont'd)

Strategic Goal E: Continue to strengthen the Commission's financial and operational controls and advance the Commission's mission through management excellence, efficiency, and accountability.			
Annual training sessions, i.e., formal training, issuance of memoranda and/or internal instructions.	Perform acquisition training as required.	Conduct acquisition training	Met
Annual FISMA audit	FISMA Audit	FISMA Audit	Met
Comply with OMB Cloud Computing Initiatives.	Agency is in compliance with Cloud Computer Initiatives	Compliant with Cloud Computer Initiatives	Met

Strategic Goal F: Increase the participation of our State Advisory Committees (SACs) in the Commission's work.			
Performance Measures	Performance Goals	FY 2015 Performance Target	FY 2015 Actual Performance
Subject to budget constraints, by FY 2015, SACs will be encouraged to participate in at least two briefings/ hearings/fact-finding and/or public forums annually.	SACs will participate in 2 hearings, briefings, fact-finding, and/or public forums	SACs participation in 2 hearings, briefings, fact-finding, and/or public forums	Met
Issue monthly updates via listserv (from DC office to Regions).	Staff director or RPCU issues monthly updates to Regional Offices	Monthly Reports	Not Met
By FY 2015, Regional offices will have the capability to offer webinars.	Regionals office have the capacity to offer webinars	All regional office can conduct webinars	Met
Extend SAC appointee terms to 4 years.	SAC appointee terms are 4 years	SAC appointee terms are 4 years	Met
Eliminate SAC backlog by FY 2015	SAC backlog eliminated	N/A	N/A
Re-Charter SACs set to expire after 10/1/2015 within 60 days	80 percent of SACs are chartered within 60 days	70 percent	Met