## **USER'S GUIDE**

**WHAT WE DO** – A summary of agency activities, facilities and resources.

**FOCUS ON EQUITY** – Articulates how each agency works to promote fair delivery and quality of services among and across groups of people and places, supporting the goals of equity, equality and opportunity for all New York City residents.

**OUR SERVICES AND GOALS** – The agency's major areas of responsibility for delivering services to New Yorkers and the steps it takes to provide those services.

**HOW WE PERFORMED** – Highlights describing how the agency has performed in delivering its services for the first four months of the fiscal year.

**PERFORMANCE INDICATORS** – Measures of agency performance, organized by goal, including three full years of data and the first four months of the prior and current fiscal years.

**CRITICAL INDICATOR ICON** – A star (★) designates indicators that are considered critical to agency performance. These are the indicators that appear on the Citywide Performance Reporting website.

**TARGET** – Desired levels of performance for the current fiscal year and the next fiscal year. (An asterisk means no target was set by the agency and an up or down arrow shows the desired direction of the indicator without specifying a numeric target.)

**AGENCY-WIDE MANAGEMENT** – Indicators that apply to broad aspects of management within an agency rather than a single goal.

**AGENCY CUSTOMER SERVICE** – Statistics on how well an agency provides services to its customers via phone, e-mail, letters, and walk-in centers. For 12 agencies that handle 311 Customer Service Center service requests, a table shows performance for five key service request types.

**AGENCY RESOURCES** – Overview of the financial and workforce resources used by an agency over the past three fiscal years and the planned resources available to the agency in the current and upcoming fiscal years.

**NOTEWORTHY CHANGES, ADDITIONS OR DELETIONS** – Describes changes to an agency's data.

**ADDITIONAL RESOURCES** – Provides the full Internet addresses of links to additional agency information and statistics, including the agency's website.