


**SECRETARY OF LABOR**  
**WASHINGTON, D.C. 20210**

MAR 15 2021

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: AL STEWART   
Acting Secretary of Labor

SUBJECT: Protecting Employees, Enabling Reemployment (PEER) Goal 5 Targets

Each year, federal civilian employees sustain too many preventable work-related injuries and illnesses. As government leaders, we must do our part to prevent workplace hazards and improve programs to help ill or injured federal employees and their families.

On January 9, 2020, the Office of Management and Budget (OMB) announced the creation of the Protecting Employees, Enabling Reemployment (PEER) Initiative. The PEER Initiative serves as an opportunity for heads of federal departments and agencies to recommit to a safety and health-conscious federal workforce and a workforce that receives timely benefits under the Federal Employees' Compensation Act. The OMB memorandum delegated oversight of the PEER Initiative to the Secretary of Labor. On February 25, 2020, the Secretary of Labor issued a memorandum specifying the Agency targets for Fiscal Year (FY) 2020 – FY 2022, noting that targets for Goal 5 would be established after measuring each agency's baseline performance in FY 2020.

The targets to achieve in FY 2021 and 2022 for Goal 5 have now been established:

- **Goal 5** requires agencies to increase the rate of return-to-work outcomes during the initial 45-day post-injury period for traumatic injuries by one percent per year above their FY 2020 performance.

I encourage executive departments and agencies to coordinate with the Department's Occupational Safety and Health Administration and Office of Workers' Compensation Programs as you develop plans to achieve these individualized performance targets. Agencies should review the enclosed table for information about agency-specific performance targets. Agency targets and performance information will also be made available on the Division of Federal Employees' Longshore and Harbor Workers' Compensation website at: <https://www.dol.gov/agencies/owcp/dfelhwc>. I look forward to your partnership as we work together to achieve the shared goals.

Enclosure – PEER Targets (Goals 1-6): FY20-FY22

**PEER Targets (Goals 1-6)  
FY20 through FY22**

<b>Executive Branch</b>	<b>FY18 Baseline Performance</b>	<b>FY20 Targets</b>	<b>FY21 Targets</b>	<b>FY22 Targets</b>
<b>All Government</b>				
Total Case Rate <sup>1</sup>	1.93	1.85	4% below 2019	4% below 2020
Lost Time Case Rate <sup>1</sup>	1.04	1.00	1.00 or below	1.00 or below
CA-1/CA-2 Timeliness	94.70%	97.54%	98.00%	98.00%
CA-7 Timeliness	93.81%	96.62%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	67.76%	68.44%	69.12%
Return to Work Rate	90.06%	90.96%	91.87%	92.79%
<b>Departments</b>				
<b>Department of Agriculture</b>				
Total Case Rate	3.77	3.62	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	1.41	1.35	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	86.10%	88.68%	91.34%	94.08%
CA-7 Timeliness	93.12%	95.91%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	63.09%	63.72%	64.36%
Return to Work Rate	89.10%	89.99%	90.89%	91.80%
<b>Department of Air Force</b>				
Total Case Rate	1.12	1.11	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	1.03	1.02	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	98.55%	98.55%	98.55%	98.55%
CA-7 Timeliness	97.64%	98.00%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	93.56%	94.49%	95.44%
Return to Work Rate	89.50%	90.40%	91.30%	92.21%
<b>Department of Army</b>				
Total Case Rate	1.64	1.62	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	1.00	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	95.40%	98.00%	98.00%	98.00%
CA-7 Timeliness	84.75%	87.29%	89.91%	92.61%
Return to Work Rate During COP Period	Not Applicable	76.24%	77.00%	77.77%
Return to Work Rate	89.70%	90.60%	91.50%	92.42%
<b>Department of Commerce</b>				
Total Case Rate	0.62	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.4	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	99.48%	99.48%	99.48%	99.48%
CA-7 Timeliness	96.95%	98.00%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	63.17%	63.80%	64.44%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Defense (excluding components)</b>				
Total Case Rate	1.10	1.09	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.70	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	95.49%	98.00%	98.00%	98.00%
CA-7 Timeliness	90.01%	92.71%	95.49%	98.00%
Return to Work Rate During COP Period	Not Applicable	77.80%	78.58%	79.36%
Return to Work Rate	87.50%	88.38%	89.26%	90.15%

<sup>1</sup>Requires agencies to reduce case rates by 1% or 4% per year below the actual rate from two years prior, depending on whether the agency's rate is below or above the national average. If agencies maintain a total or lost time case rate of one or less per year, no further reductions are required.

**PEER Targets (Goals 1-6)  
FY20 through FY22**

<b>Department of Education</b>				
Total Case Rate	0.22	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.15	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	80.00%	87.00%	89.61%	92.30%
CA-7 Timeliness	0.00%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	100.00%	100.00%	100.00%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Energy</b>				
Total Case Rate	1.14	1.13	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.39	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	86.52%	89.12%	91.79%	94.54%
CA-7 Timeliness	85.42%	87.98%	90.62%	93.34%
Return to Work Rate During COP Period	Not Applicable	76.67%	77.43%	78.21%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Health and Human Services</b>				
Total Case Rate	0.65	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.46	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	81.49%	87.00%	89.61%	92.30%
CA-7 Timeliness	79.41%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	62.20%	62.82%	63.45%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Homeland Security</b>				
Total Case Rate	4.72	4.53	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	2.30	2.21	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	87.92%	90.56%	93.27%	96.07%
CA-7 Timeliness	77.56%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	67.73%	68.41%	69.10%
Return to Work Rate	88.49%	89.37%	90.27%	91.17%
<b>Department of Housing and Urban Development</b>				
Total Case Rate	0.69	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.43	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	100.00%	100.00%	100.00%	100.00%
CA-7 Timeliness	100.00%	100.00%	100.00%	100.00%
Return to Work Rate During COP Period	Not Applicable	100.00%	100.00%	100.00%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Interior</b>				
Total Case Rate	4.24	4.07	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	1.47	1.41	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	95.56%	98.00%	98.00%	98.00%
CA-7 Timeliness	72.00%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	73.19%	73.92%	74.66%
Return to Work Rate	84.12%	85.81%	86.67%	87.54%
<b>Department of Justice</b>				
Total Case Rate	3.10	2.98	1 or 4% below 2019	1 or 4% below 2020

**PEER Targets (Goals 1-6)  
FY20 through FY22**

Lost Time Case Rate	2.01	1.93	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	96.11%	98.00%	98.00%	98.00%
CA-7 Timeliness	90.02%	92.72%	95.50%	98.00%
Return to Work Rate During COP Period	Not Applicable	64.73%	65.38%	66.03%
Return to Work Rate	87.28%	88.15%	89.03%	89.92%
<b>Department of Labor</b>				
Total Case Rate	1.39		1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.52		1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	100.00%	100.00%	100.00%	100.00%
CA-7 Timeliness	99.44%	99.44%	99.44%	99.44%
Return to Work Rate During COP Period	Not Applicable	85.29%	86.14%	87.00%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Navy</b>				
Total Case Rate	1.51	1.49	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.97	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	98.68%	98.68%	98.68%	98.68%
CA-7 Timeliness	95.24%	98.00%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	75.08%	75.83%	76.59%
Return to Work Rate	92.56%	93.49%	94.42%	95.36%
<b>Department of State</b>				
Total Case Rate	0.22	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.16	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	65.33%	87.00%	89.61%	92.30%
CA-7 Timeliness	53.18%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	48.15%	48.63%	49.12%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Transportation</b>				
Total Case Rate	1.00	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.52	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	99.38%	99.38%	99.38%	99.38%
CA-7 Timeliness	82.70%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	71.20%	71.91%	72.63%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Department of Treasury</b>				
Total Case Rate	0.62	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.39	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	92.29%	95.06%	97.91%	98.00%
CA-7 Timeliness	74.12%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	72.46%	73.18%	73.91%
Return to Work Rate	87.74%	88.62%	89.50%	90.40%
<b>Department of Veterans Affairs</b>				
Total Case Rate	2.17	2.08	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	1.01	1.00	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	91.20%	93.94%	96.75%	98.00%
CA-7 Timeliness	95.41%	98.00%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	71.93%	72.65%	73.38%
Return to Work Rate	89.93%	90.83%	91.74%	92.65%

**PEER Targets (Goals 1-6)  
FY20 through FY22**

<b>Independent Agencies</b>	<b>FY 18 Baseline Performance</b>	<b>FY20 Targets</b>	<b>FY21 Targets</b>	<b>FY22 Targets</b>
<b>United States Postal Service</b>				
Total Case Rate	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Lost Time Case Rate	Not Applicable	Not Applicable	Not Applicable	Not Applicable
CA-1/CA-2 Timeliness	97.26%	98.00%	98.00%	98.00%
CA-7 Timeliness	96.03%	98.00%	98.00%	98.00%
Return to Work Rate During COP Period	Not Applicable	64.99%	65.64%	66.30%
Return to Work Rate	90.55%	91.46%	92.37%	93.29%
<b>Environmental Protection Agency</b>				
Total Case Rate	0.49	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.26	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	80.49%	87.00%	89.61%	92.30%
CA-7 Timeliness	86.67%	89.27%	91.95%	94.71%
Return to Work Rate During COP Period	Not Applicable	76.92%	77.69%	78.47%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>General Services Administration</b>				
Total Case Rate	0.28	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.19	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	70.00%	87.00%	89.61%	92.30%
CA-7 Timeliness	54.17%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	70.00%	70.70%	71.41%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>National Aeronautics and Space Administration</b>				
Total Case Rate	0.24	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.09	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	100.00%	100.00%	100.00%	100.00%
CA-7 Timeliness	No Data Available	87.00%	87.00%	87.00%
Return to Work Rate During COP Period	Not Applicable	100.00%	100.00%	100.00%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Social Security Administration</b>				
Total Case Rate	0.60	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.52	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	86.42%	89.01%	91.68%	94.43%
CA-7 Timeliness	68.64%	87.00%	89.61%	92.30%
Return to Work Rate During COP Period	Not Applicable	82.22%	83.04%	83.87%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal
<b>Tennessee Valley Authority</b>				
Total Case Rate	0.94	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
Lost Time Case Rate	0.21	1.00 or below	1 or 4% below 2019	1 or 4% below 2020
CA-1/CA-2 Timeliness	92.37%	95.14%	98.00%	98.00%
CA-7 Timeliness	90.91%	93.64%	96.45%	98.00%
Return to Work Rate During COP Period	Not Applicable	92.31%	93.23%	94.16%
Return to Work Rate	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal	Not Subject to Goal