

FY2004 COMPREHENSIVE PERFORMANCE BASED INCENTIVE

SECTION 1 - GENERAL INFORMATION

Performance Incentive Number:	PBI – 17
Performance Incentive Short Title:	Comprehensive Performance
Revision Number & Date:	Rev 4, June 16, 2004,
Maximum Available Incentive Fee:	\$3000K (Annual Fee)
Performance Incentive Type:	<input checked="" type="checkbox"/> Base <input type="checkbox"/> Stretch <input type="checkbox"/> Superstretch
Duration:	<input checked="" type="checkbox"/> Annual <input type="checkbox"/> Multi-year
Fee Payment Type:	<input checked="" type="checkbox"/> Award <input type="checkbox"/> Progress <input type="checkbox"/> Provisional
DOE Technical Monitor:	Paul Keele
BBWI Technical Monitor:	Richard Watkins, Paul Kearns, Paul Rosenkoetter

(check appropriate box)

SECTION 2 - PERFORMANCE OUTCOMES

Check Appropriate Box:

- Outcome #1 Deliver science-based, engineered solutions.
- Outcome #2 Complete environmental cleanup responsibly.
- Outcome #3 Provide leadership and support to optimize investments.
- Outcome #4 Enhance scientific and technical talent, facilities, and equipment.

SECTION 3 - PERFORMANCE MEASURES AND EXPECTATION (S)

List associated performance measures and performance expectations for FY04.

Performance Measure 1 – Scientific Excellence

Laboratory Strategic Direction and Advancement

Ensure that the Laboratory management team provides integrated leadership in strategic decision-making and execution for the long-term future of the INL. This leadership requires aligned planning and actions around the INL vision (e.g., integrated strategic/key plans, timely investments [people, facilities, equipment] that reflect strategic priorities, robust plan execution and evaluation, effective communication of strategic direction and progress to internal and external stakeholders, and strong customer and stakeholder relationships).

Examples of performance indicators include:

- Demonstrate significant progress toward the achievement of contractor-controlled milestones for the INEEL Strategic/Institutional Plan, NE Vision Document and Ten-Year Comprehensive Site Plan
- Maintain, align, and expend strategic investments around priorities for the long-term future of the INL. Investments should result in acquisition of strategic hires; and demonstrated progress toward strategic facility and equipment enhancements and increased strategic scientific and technical capabilities
- Develop and implement approaches for improved customer and stakeholder dialogue
- Demonstrate progress toward achievement of (and corrective actions (as appropriate) associated with) implementation of contractor-controlled milestones for multi-program strategic/key plans and investment decisions.

Scientific Advancements

Make advancements in producing original, creative scientific output that advances fundamental science and opens important new areas of inquiry; success in achieving sustained progress and impact on the field; and recognition from the scientific community. Demonstrate contributions made to the scientific and engineering knowledge base underpinning the technology program, and recognition from the technical community. Effectively communicate technical results in order to maximize the value of research and to gain appropriate recognition for DOE and the Laboratory. Demonstrate effectiveness in developing, managing, and transferring to industry intellectual property and technical know-how associated with research discoveries.

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Examples of performance indicators include:

- Demonstrated improvement in selected scientific excellence index (SEI) indicators such as publications, student and postdoctoral participation, new projects, and leadership.
- Achieve improved scientific computing progress in supporting the scientific and engineering missions of the INEEL above FY2003 performance levels. Attain overall improvements in the reliability, performance and user base of INEEL advanced computing systems in accomplishing mission related research and development. Full performance for this measure includes progress in defining the advanced scientific computing capabilities and infrastructure needed to support INEEL missions and progress toward developing robust modeling and simulation projects.
- Identify and protect laboratory intellectual property and optimize invention disclosures and patenting activities.
 - Exploit INEEL developed technologies to ensure that research results are being utilized outside the laboratory through deployments, licensing, and technology assistance.
 - Support programmatic efforts to establish collaborative research partnerships with industry and other agencies, domestic and international, to leverage resources, gain expertise, and better accomplish INEEL Institutional Plan objectives through CRADAS, WFO, and other research agreements.

Performance Measure 2 – Laboratory Excellence

Operational Excellence

The contractor is responsible for effectively managing risk. Management attention should be directed toward optimizing the Integrated Safety Management System with emphasis on prevention of the recurrence of problems. The following indicators represent activities that are viewed as providing significant value to the government.

- Develop a contract requirements management process designed to identify an appropriately tailored set of standards, practices and controls (e.g., Work Smart Standards).
- Maintain VPP Star status as measured by the results of the HQ re-certification evaluation.
- Support implementation of DNFSB recommendations.
- Develop and make progress on the implementation of a Contractor Assurance System (e.g., NNSA CAS).
- Continue to enhance and improve ESH&QA performance, giving particular attention to potential workforce distractions resulting from organizational restructuring and contract transition.
- Implement the milestones identified for FY-04 in the Design Basis Threat Implementation Plan as approved by NE-1.

Leadership Excellence

Ensure excellence in obtaining success for INEEL missions. Fiscal Year 2004 represents a transition year in contract structures. Transition periods create unique challenges and opportunities for leadership relative to ensuring successful execution of current year deliverables, while implementing decisions which are in the best interest of the INEEL long-term and, at the same time, taking actions which will facilitate an efficient and effective passage from our current contract structure to a new model and approach. Outstanding leadership will be required to successfully balance and align resources, strategies, and operations to achieve these objectives during the upcoming year.

Examples of Performance indicators include:

- Identification and completion of actions that can be accomplished to facilitate the smooth transition of employees to the new two-contract structure.
- Identification and documentation of existing assets and liabilities (such as property and subcontracts) that

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must be separated and transferred consistent with the new two-contract structure.

- If necessary, execution of workforce restructuring actions that will responsively facilitate an orderly transition of employees.
- Responsively complete data calls associated with information requests related to the contract re-compete decision.
- Develop, provide, and execute actions to improve university relationships/collaborations.
- Provide BBWI's perspective of the actions necessary (and recommendations) for smoothly and efficiently integrating ANL-W into the INEEL.
- Provide a recommendation for the use of GPCE funds that emphasizes and recognizes the laboratory as the top priority for use of these funds.
- Take reasonable and prudent actions to minimize the loss of key management and employees during this final contract year.
- Complete FY05 Detailed Work Plans and Indirect Baselines to a standard comparable to prior-year submittals. (Applicability to EM DWP will be determined at a later date.)
- Develop and submit for review a formal transition plan including implications of integrating ANL-W and the formal separation of ICP and laboratory work scope.

SECTION 4 - FEE SCHEDULE

Identify fee payment schedule for the PBI and the type of payments to be made (e.g., provisional, progress, final) and the basis of the payment (e.g., per canister completed, per assembly, earned value, etc.)

The contractor may earn 100% of fee based on accomplishment of these Performance Measures. Accomplishment will be determined by management evaluation of the listed indicators and other related performance considerations. Monthly (or as mutually agreed) communications and reporting will be the primary method to status performance.

SECTION 5 - PERFORMANCE REQUIREMENTS

PREVIOUS YEAR'S GATEWAY: *(Describe previous year's gateway (if applicable) that must be completed before fee can be paid under this performance measure. The requirements listed below are the gateway only requirements for this Performance Measure.)* None

GENERAL REQUIREMENTS: *(Describe other performance required beyond those stated in measure or expectation such as cost constraints or requirements contained in the approved project plan.)* None

DEFINE COMPLETION: *(Specify performance elements and describe indicators of success [quality/progress]. Include baseline documentation/data against which completion documentation should be compared.)*

See section 3 for performance and measures and expectations. Performance evaluation of the PBI will be determined on a quarterly basis and final fee determination by the Fee Determining Official on an annual basis.

COMPLETE DOCUMENTS LIST: *(List document(s) that should be submitted, data that should be available, actions to be taken by evaluator to determine actual performance to the requirements stated above.)* None

ASSUMPTIONS/TECHNICAL BOUNDARY CONDITIONS AND REMEDY STATED: *(List foreseeable impacts to performance, which are not covered under the Contract. If the assumption or condition proves false the remedy shall be in effect. If remedy is not possible the next step is renegotiation.)* None