

FY 2002-2004 PERFORMANCE BASED INCENTIVE

SECTION 1 GENERAL INFORMATION

Performance Incentive Number: PBI-16 (National Security)
Program Based Summary Number: N/A
Performance Incentive Short Title: National Security Programs
Revision Number & Date: May 23, 2002
Maximum Available Incentive Fee: \$3800K
Performance Incentive Type: Base Stretch Superstretch
Duration: Annual Multi-year
Fee Payment Type: Completion Progress Provisional
DOE Technical Monitor: Don MacDonald
BBWI Technical Monitor: Laurin Dodd
(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 FY02. Identify associated PBS # for each performance measures as appropriate.

Measure 1: Accomplish 90% of the goals in the revised INEEL National Security Business Plan. In addition, integrate all national security activities into a single INEEL National Security Strategic Plan by March 31, 2002.

Expectation 1.1: Successful completion of 90% of the goals in the revised Business Plan is required to earn fee on this measure. The Business Plan will outline specific goals for assuring that INEEL capabilities are brought to bear on the national challenges related to Homeland Security. If the Business Plan requires revision during the life of this PBI, revisions to the plan must be approved by DOE-ID and finalized before the start of any given federal fiscal year. In addition, the INEEL will have a single, integrated national security strategic plan for the INEEL. All national security related programs and activities shall be incorporated into this strategic plan. This expectation requires the acceptance of the plan by DOE-ID by the specified milestone date.

(Clarification: Integration of SMC capability into this strategic plan requires the cooperation of the Army client.)

Expectation 1.2: Successfully complete the DoD Critical Infrastructure Protection project in FY03.

Expectation 1.3: Establish a national critical infrastructure protection test range at the INEEL. The test range will be established in accordance with the needs of participating clients to the maximum extent feasible.

Measure 2: Implement the recommendations from the INEEL National Security Division's External Review Board.

Expectation 2.1: The laboratory will make significant progress towards leveraging its environmental and engineering competencies to address environmental security needs for National Security clients. This will include broadening its active support to DOE in the development of nonproliferation technology objectives; demonstration of in situ technology for destruction of conventional munitions; supporting the Army in characterization and disposal of stockpile and non-stockpile munitions; and INEEL is expected to explore and pursue innovative approaches to broaden its support in meeting the country's needs in this area.

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SECTION 4 FEES 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.)

Measure 1:

Expectation 1.1: Fees will be paid quarterly based on the proportion of business goals achieved during the quarter. (\$800K FY02, \$400K FY03, \$400K FY04).

Expectation 1.2: Scope for the DOD Critical Infrastructure Protection project was defined in March of 2002. Fee will be paid upon completion of DoD Critical Infrastructure Protection project scope as defined. (\$200K)

Expectation 1.3: Full fee will be paid under one of the following two conditions: (FY-2004 \$800K)

- Official designation as a 'national test range' is awarded by, DOE.
- Defacto designation is apparent by two new projects, in addition to DoD Critical Infrastructure Protection project (and of same relative importance of the DoD Critical Infrastructure Protection project) being initiated at INEEL.

Measure 2: Fee will be earned based on responsiveness to specific recommendations for the National Security Division Review Board. For FY02:

- Broadening support to DOE in the development of nonproliferation technology objectives (\$150K)
- Demonstration of in situ technology for destruction of conventional munitions (\$100K)
- Supporting the Army in characterization and disposal of stockpile and non-stockpile munitions (\$150K)
- Measures for FY03 and FY04 will be negotiated within one month following the receipt of the External Review Board report for the preceding fiscal year.
- (\$400K/FY02-04)

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.)

Cost and milestone targets set by the customer program, through customer controlled program or project planning documentation, must be met in performance of measure 1.

The INEEL is responsible for maintaining an appropriate work control system (e.g. Detailed Work Plans or similar system) to allow for traceability of project baselines for purposes of demonstrating completion of defined work scopes.

DEFINE COMPLETION: (Specify performance elements and describe indicators of success [quality/progress]. Include baseline documentation/data against which completion documentation should be compared.) (Stretch goals must be documented by Baseline Change Proposals including documented and verified baselines which are approved by the CO.)

Completion requirements will be determined per the customer approved project or program baseline.

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.)

The work scope to be accomplished is funded by a number of clients and customers. The INEEL is responsible for maintaining appropriate project control documentation for each project so as to allow for determination of completion of technical work scope, milestones and costs per customer expectations. DOE-ID will conduct an annual validation audit to document performance against customer requirements. In the case of goals or activities which do not yet have a program sponsor, DOE-ID will establish schedules and cost requirements with the laboratory.

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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.)*

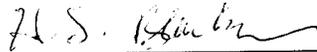
None

**SECTION 6
SIGNATURES**



W. N. Sato
Contracting Officer Representative
Assistant Manager
Technology Programs & Operations

5/28/02
Date



H. S. Blackman for P. K. Kearns
Vice President and Deputy Laboratory Director
Research and Development

5-23-02
Date