



FY 2011

**Contractor Performance Evaluation and
Measurement Plan**

for

***Management and Operations of the
SLAC National Accelerator Laboratory***

Performance Goals, Objectives, and Notable Outcomes

The following sections describe the Performance Goals, their supporting Objectives, and associated Notable Outcomes for FY 2011.

GOAL 1.0 Provide for Efficient and Effective Mission Accomplishment

The science and technology programs at the Laboratory produce high-quality, original, and creative results that advance science and technology; demonstrate sustained scientific progress and impact; receive appropriate external recognition of accomplishments; and contribute to overall research and development goals of the Department and its customers.

The weight of this Goal is TBD%

Objectives

- 1.1 Provide Science and Technology Results with Meaningful Impact on the Field**
- 1.2 Provide Quality Leadership in Science and Technology that Advances Community Goals and DOE Mission Goals.**

Notable Outcomes

None

GOAL 2.0 Provide for Efficient and Effective Design, Fabrication, Construction and Operations of Research Facilities

The Laboratory provides effective and efficient strategic planning; fabrication, construction and/or operations of Laboratory research facilities; and are responsive to the user community.

The weight of this Goal is TBD%

Objectives

- 2.1 Provide Effective Facility Design(s) as Required to Support Laboratory Programs (i.e., activities leading up to CD-2)**
- 2.2 Provide for the Effective and Efficient Construction of Facilities and/or Fabrication of Components (execution phase, post CD-2 to CD-4)**
- 2.3 Provide Efficient and Effective Operation of Facilities**
- 2.4 Utilization of Facility(ies) to Provide Impactful S&T Results and Benefits to External User Communities**

Notable Outcomes

- BES: Develop the Conceptual Design Report (CDR) for the LCLS-II. (Objective 2.1)

GOAL 3.0 Provide Effective and Efficient Science and Technology Program Management

The Laboratory provides effective program vision and leadership; strategic planning and development of initiatives; recruits and retains a quality scientific workforce; and provides outstanding research processes, which improve research productivity.

The weight of this Goal is TBD%

Objectives

3.1 Provide Effective and Efficient Strategic Planning and Stewardship of Scientific Capabilities and Program Vision

3.2 Provide Effective and Efficient Science and Technology Project/Program/Facilities Management

3.3 Provide Efficient and Effective Communications and Responsiveness to Headquarters Needs

Notable Outcomes

- BES: Implement strong, coordinated programs within SLAC's new division structure. (Objective 3.2)
- BES: Develop a strategic vision to fully utilize LCLS and to expand the Laboratory's photon science program. (Objective 3.2)
- HEP: Develop and execute a plan to align the size and scope of the HEP research program with the planned resource constraints for FY 2011 and 2012. (Objective 3.2)

GOAL 4.0 Provide Sound and Competent Leadership and Stewardship of the Laboratory

This Goal evaluates the Contractor's Leadership capabilities in leading the direction of the overall Laboratory, the responsiveness of the Contractor to issues and opportunities for continuous improvement, and corporate office involvement/commitment to the overall success of the Laboratory.

Objectives:

4.1 Leadership and Stewardship of the Laboratory

4.2 Management and Operation of the Laboratory

4.3 Contractor Value-added

Notable Outcomes

- Demonstrate the use of the full suite of resources at their disposal (including the expertise of laboratory scientists and engineers) to develop innovative, crosscutting strategies for meeting the Executive Order 13514 Goals. (Objectives 4.2, 4.3)
- Fill critical management positions in mission and mission-support areas. (Objective 4.2)
- Implement a Contractor Assurance System (CAS) in accordance with Clause H.42 of the prime contract. (Objective 4.2)

GOAL 5.0 Sustain Excellence and Enhance Effectiveness of Integrated Safety, Health, and Environmental Protection

The weight of this Goal is 20%

This Goal evaluates the Contractor's overall success in deploying, implementing, and improving integrated ES&H systems that efficiently and effectively support the mission(s) of the Laboratory.

Objectives:

5.1 Provide an Efficient and Effective Health and Safety Program

5.2 Provide Efficient and Effective Environmental Management System

Notable Outcomes

- Commence disposition of excess materials using protocols formerly covered by the moratorium. (Objective 5.2)

GOAL 6.0 Deliver Efficient, Effective, and Responsive Business Systems and Resources that Enable the Successful Achievement of the Laboratory Mission(s)

The weight of this Goal is 40%

This Goal evaluates the Contractor's overall success in deploying, implementing, and improving integrated business systems that efficiently and effectively support the mission(s) of the Laboratory.

Objectives:

- 6.1 Provide an Efficient, Effective, and Responsive Financial Management System(s)**
- 6.2 Provide an Efficient, Effective, and Responsive Acquisition Management System**
- 6.3 Provide an Efficient, Effective, and Responsive Property Management System**
- 6.4 Provide an Efficient, Effective, and Responsive Human Resources Management System and Diversity Program**
- 6.5 Provide Efficient, Effective, and Responsive Management Systems for Internal Audit and Oversight; Quality; Information Management; Assurance System and Other Administrative Support Services as Appropriate**
- 6.6 Demonstrate Effective Transfer of Technology and Commercialization of Intellectual Assets**

Notable Outcomes

- Improve financial management systems consistent with current business practices and an associated Plan of Action and Milestones (POAM). (Objective 6.1)
- Demonstrate efficient and effective execution of all American Recovery and Reinvestment Act (ARRA) activities at the laboratory. (Objective 6.2)

GOAL 7.0 Sustain Excellence in Operating, Maintaining, and Renewing the Facility and Infrastructure Portfolio to Meet Laboratory Needs

The weight of this Goal is 30%

This Goal evaluates the overall effectiveness and performance of the Contractor in planning for, delivering, and operations of Laboratory facilities and equipment needed to ensure required capabilities are present to meet today's and tomorrow's mission(s) and complex challenges.

Objectives:

- 7.1 Manage Facilities and Infrastructure in an Efficient and Effective Manner that Optimizes Usage, Minimizes Life Cycle Costs, and Ensures Site Capability to Meet Mission Needs**
- 7.2 Provide Planning for and Acquire the Facilities and Infrastructure Required to Support the Continuation and Growth of Laboratory Missions and Programs**

Notable Outcomes

- Create and utilize a reliable, robust and consistent project management methodology, ensuring a sufficient number of quality project managers are available. (Objective 7.1)
- Achieve CD-O for at least one facility of the Signature Buildings Project. (Objective 7.2)

GOAL 8.0 Sustain and Enhance the Effectiveness of Integrated Safeguards and Security Management (ISSM) and Emergency Management Systems

The weight of this Goal is 10%

This Goal evaluates the Contractor's overall success in safeguarding and securing Laboratory assets that supports the mission(s) of the Laboratory in an efficient and effective manner and provides an effective emergency management program.

Objectives:

- 8.1 Provide an Efficient and Effective Emergency Management System**
- 8.2 Provide an Efficient and Effective System for Cyber-Security**
- 8.3 Provide an Efficient and Effective System for the Physical Security and Protection of Special Nuclear Materials and Property**
- 8.4 Provide an Efficient and Effective System for the Protection of Sensitive Information**

Notable Outcomes

- Implement the planned State-of-the-Art Security Upgrade. (Objective 8.3)