



**FY 2010**

**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 2010.

### **GOAL 1.0 Provide for Efficient and Effective Mission Accomplishment**

The weight of this Goal is TBD.

**The Contractor produces high-quality, original, and creative results that advance science and technology; demonstrates sustained scientific progress and impact; receives appropriate external recognition of accomplishments; and contributes to overall research and development goals of the Department and its customers.**

- 1.1 Science and Technology Results Provide Meaningful Impact on the Field**
- 1.2 Provide Quality Leadership in Science and Technology**
- 1.3 Provide and Sustain Outputs That Advance Program Objectives & Goals**
- 1.4 Provide for Effective Delivery of Products**

#### **Office of Science Notable Outcomes**

None

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

The weight of this Goal is TBD.

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

- 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 to Grow and Support Lab's Research Base and External User Community**

#### **Office of Science Notable Outcomes**

BES: Provide management leadership in planning for future light source (Objective 2.1)

FES: Complete the conceptual designs of the Matter in Extreme Conditions (MEC) project and achieve approval of Critical Decision 1 in FY2010, thus enabling timely start of construction for the device and start of experimentation by FY-13. (Objective 2.1)

BES: Provide management leadership and oversight to ensure the successful operation of LCLS as a scientific user facility with high scientific impact. (Objective 2.3)

**GOAL 3.0 Provide Effective and Efficient Science and Technology Program Management**

The weight of this Goal is TBD.

The Contractor 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.

**3.1 Provide Effective and Efficient Stewardship of Scientific Capabilities and Program Vision**

**3.2 Provide Effective and Efficient Science and Technology Project/Program Planning and Management**

**3.3 Provide Efficient and Effective Communications and Responsiveness to Customer Needs**

**Office of Science Notable Outcomes**

HEP: The laboratory will make progress defining the scope of their non-accelerator-based research efforts to align with the scientific missions of the HEP program, and the scientific priorities in this area of research, as elucidated by HEPAP. (Objective 3.1, 3.2)

BES: Effective management of SIMES and PULSE to meet BES standards for scientific focus and integration. (Objective 3.2)

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

The weight of this Goal is 25%.

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.

**4.1 Leadership and Stewardship of the Laboratory (Provide a Distinctive Vision for the Laboratory and an Effective Plan for Accomplishment of the Vision to Include Strong Partnerships Required to Carry Out those Plans)**

**4.2 Management and Operation of the Laboratory (Provide for Responsive and Accountable Leadership throughout the Organization)**

**4.3 Contractor Value-added (Provide Efficient and Effective Corporate Office Support as Appropriate)**

**Notable Outcomes**

4.1.1 Laboratory leadership will develop a strategic plan for the future scientific and technical activities of the Laboratory, which aligns with Office of Science and Department goals, and a detailed strategy for executing the plan during the next 2-5 years.

4.1.2 Laboratory leadership will provide a strategy for its Work for Others (WFO) program; the WFO program should align with and support Office of Science, Department, and Laboratory goals.

4.2.1 Laboratory leadership will make significant progress in defining and implementing its contractor assurance system. It is expected that a collaborative and uniform approach to this issue among all contractors will be evident.

4.2.2 Laboratory leadership will demonstrate significant progress toward resolution of long-standing operational issues.

4.3.1 The contractor will fill all key leadership positions at the Laboratory in a timely manner.

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

**The weight of this Goal is 25%.**

**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.**

**5.1 Provide a Work Environment that Protects Workers and the Environment.**

**5.2 Provide Efficient and Effective Implementation of Integrated Safety, Health and Environment Management**

**5.3 Provide Efficient and Effective Waste Management, Minimization, and Pollution Prevention**

**Notable Outcomes**

- 5.1.1 Develop wellness as a program to help decrease worker injury and illness. SLAC will increase worker awareness and participation in a plan with milestones in FY10 which will include measuring baseline participation and developing metrics to measure overall employee wellness.
- 5.1.2 Implement an effective *return-to-work* program as evidenced by reduced Days Away From Work rate by 15% as compared to the previous three year average.
- 5.2.1 Continue to improve the Incident Investigation Program effectively investigating incidents, developing corrective actions that prevent recurrence, and communicating lessons learned as part of the SLAC Operating Experience/Lessons Learned (OPEX/LL) Program.
- 5.2.2 Implement an effective fire protection program.
- 5.3.1 Demonstrate progress in the implementation of sustainable environmental practices that support DOE environmental stewardship goals in pollution and waste prevention and recycling, reduction or elimination of acquisition and use of toxic or hazardous chemicals, post-consumer material recycling, and life-cycle environmental management of electronic assets.

**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 25%

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.

- 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; and Other Administrative Support Services as Appropriate**

**Notable Outcomes**

- 6.1.1 Create a financial management organization and architecture to support the accounting, financial reporting and business needs of a multi-program Laboratory; including a strong, fully-functioning Office of the Chief Financial Officer and a centrally managed business management staff, deployed throughout the SLAC community.
- 6.1.2 Develop and begin implementing a plan, with schedule, milestones and deliverables, to update/replace the SLAC business information systems.
- 6.2.1 Implement and facilitate a Procurement department value chain to ensure support of SLAC community needs and the continuous improvement of Procurement policies, processes and training. SLAC will attain full available procurement authority from SSO.
- 6.3.1 Implement an effective program to increase the number of accounted equipment during the physical inventory to trend 98/5% or better.
- 6.4.1 Design and implement an integrated human asset management process for SLAC, including talent identification, retention, recruitment, increased awareness for diversity, improved hiring and screening process, and internal development (e.g., succession planning at the senior management level).
- 6.5.1 Implement an effective internal audit program in accordance with the approved FY10 audit plan by Stanford University Internal Audit.
- 6.5.2 Develop a plan to evaluate and improve Records Management program by COB Q2.

**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 15%.

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.

**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**

- 7.1.1 Develop and implement a formal project management delivery process aligned with Operations wide Project Management Office. The process will have a special focus on programs under 10 million dollars and will include an effective process to incorporate Integrated Resource Loaded Schedules for all projects and operations managed by facilities.
- 7.1.2 Develop the skills, expertise and establish maintenance programs necessary to support LCLS operations and ensure reliability of associated equipment and infrastructure.
- 7.1.3 Deliver Cooling Tower 101 Replacement NLT December 31, 2009.
- 7.2.1 Develop an integrated process for infrastructure planning and facilities renewal to support the Mission Readiness of the Laboratory business lines which will include a planning process that allows for this cradle to grave stewardship, including site planning and space management.
- 7.2.2 Develop the proposals for SLI II (Signature Building) and SLI III (Photon Sciences Building).
- 7.2.3 Develop an executable plan that allows SLAC to adequately support and fund multi-year programs and projects as necessary, in order to meet long term milestones.

**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.

**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 Protection of Property**

**8.4 Provide an Efficient and Effective System for the Protection of Classified and Sensitive Information**

**Notable Outcomes**

8.1.1 Develop an effective and verifiable Emergency Management Program.

8.2.1 Develop and migrate towards an information security program flexible to the requirements of a multi-program environment and balanced between enabling science and protecting the Laboratory's information resources.

8.3.1 Demonstrate continual progress in the stewardship of radioactive materials.

8.4.1 Enhance Human Resources Information Systems to incorporate management access to relevant and necessary employee data, employee self service for basic data upkeep, and a robust web based candidate tracking portal while ensuring that all sensitive information is protected in an efficient and effective manner.