

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE 1 OF 1
2. AMENDMENT/MODIFICATION NO. <b>M043</b>	3. EFFECTIVE DATE October 1, 2007	4. REQUISITION/PURCHASE REQ. NO. <b>NA27344</b>	5. PROJECT NO. (If applicable)
6. ISSUED BY CODE		7. ADMINISTERED BY (If other than Item 6)	
U.S. Department of Energy/NNSA SC M&O Contract Support Division P.O. Box 5400 Albuquerque, NM 87185-5400		U.S. Department of Energy/NNSA Livermore Site Office M/S L-293 7000 East Avenue Livermore, CA 94550	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, country, State, and ZIP Code)		9A. AMENDMENT OF SOLICITATION NO.	
Lawrence Livermore National Security, LLC Lawrence Livermore National Laboratory M/S L-294 7000 East Avenue Livermore, CA 94550			
		9B. DATED (SEE ITEM 11)	
		X 10A. MODIFICATION OF CONTRACT/ ORDER NO. DE-AC52-07NA27344	
		10B. DATED (SEE ITEM 13) May 8, 2007	
CODE	FACILITY CODE		
<b>11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS</b>			
The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 25, and returning ____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.			
12. ACCOUNTING AND APPROPRIATION DATA (If required) see attached			
<b>13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.</b>			
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN CONTRACT/ORDER NO. IN ITEM 10A.			
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103 (b).			
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:			
X D. OTHER (Specify type of modification and authority) <b>Modification Pursuant to Contract Clause H-13, PERFORMANCE BASED MANAGEMENT</b>			
E. IMPORTANT: Contractor __ is not, <u>XX</u> is required to sign this document and return <u>2</u> copies to the issuing office.			
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) <b>Incorporate the FY 2008 Performance Evaluation Plan, Revision 2.0, into Section J, Appendix F.</b>			
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.			
15A. NAME AND TITLE OF SIGNER (Type or print) Kathleen Vaselopoulos Director, Prime Contract Management		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Ronna Promani, Contracting Officer U.S. Department of Energy/NNSA	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED  10/8/08	16B. UNITED STATES OF AMERICA  By	16C. DATE SIGNED  10/8/08
(Signature of person authorized to sign)		(Signature of Contracting Officer)	



## **PREFACE**

This Performance Evaluation Plan (PEP) documents the process and standards of performance by which the Contractor's performance will be evaluated and rated under Contract No. DE-AC52-07NA27344 in fiscal year (FY) 2008. This PEP supports DOE's Strategic Plan goals (April 20, 2007) as well as NNSA's "Getting the Job Done" goals and transformation plans, which are outlined in the DOE/NA-0013, "Complex 2030 An Infrastructure Planning Scenario (October 23, 2006)."

The standards of performance set forth in the PEP consist of Strategic Performance Objectives and Performance Incentives, and are the primary components of the performance-based management system described in the Section H clause entitled "Performance-Based Management." Performance Incentives include Incentive Fee Targets, Multi-Site Performance Incentives and in FY 2009 Award Term Incentives as described in the Section H clauses entitled "Performance Incentives" and "Award Term," respectively.

## **STRATEGIC PERFORMANCE OBJECTIVES**

The Strategic Performance Objectives are used to evaluate the Contractor's performance of both Fixed Fee and Incentive Fee scope. They focus on strategic and mission-critical activities and appraise the Contractor's systems and outcomes in terms of:

- Are they producing appropriate national security, science and technology results?
- Are they producing these results efficiently, safely and securely?

For FY 2008, ten Strategic Performance Objectives are identified as summarized below and detailed in Attachment 1.

1. Conduct warhead certification and assessment actions using the Quantification of Margins and Uncertainties (QMU) methodology.
2. Develop with NNSA and implement long-term, balanced, integrated stewardship.
3. Develop with NNSA and implement near-term balanced weapon programs that are coordinated with the other NNSA M&O site contractors and DoD customers and that foster complex-wide solutions to meet the needs of the U.S. nuclear deterrent.
4. Implement an integrated science- and technology-based program aimed at preventing the proliferation or terrorist acquisition of weapons of mass destruction as well as detecting and responding to their deployment or use.
5. Enhance and nurture a strong science, engineering, and technology base in support of national security strategic objectives.
6. Optimize current and evolving mission performance by providing effective and efficient facilities and infrastructure.
7. Maintain safe and environmentally sound operations in an efficient and effective manner in support of mission objectives.

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8. Maintain secure operations in an efficient and effective manner in support of mission objectives.
9. Manage business operations in an effective and efficient manner while safeguarding public assets and supporting mission objectives.
10. Improve the management and performance of the Laboratory through execution of the Contractor Assurance System, Strategic Initiatives, and Parent Organizations' contributions.

The Strategic Performance Objectives are organized by Mission, Operations, and Institutional Management (IM) and contain performance measures as well as Fixed Fee, Base Incentive Fee, and Stretch Incentive Fee targets. The Mission Performance Objectives (1 – 6) are used to evaluate the performance and management of the Contractor's programmatic work. The Operations Performance Objectives (7 – 8) are used to evaluate the performance and management of the Contractor's critical operations and infrastructure activities supporting the mission Performance. The IM Performance Objectives (9 – 10) are used to evaluate the performance of the Contractor's critical business and institutional management activities supporting the mission.

### **PERFORMANCE EVALUATION CRITERIA**

The Contractor's performance under the Strategic Performance Objectives and Performance Incentives will be assessed using the criteria set forth in the tables below. Table 1 lists the adjectival rating criteria to be used for all Mission Performance Objectives and Table 2 lists the adjectival rating criteria to be used for all Operations and IM Performance Objectives. The evaluation of performance will also consider unanticipated barriers (e.g., budget changes, rule changes, circumstances outside the control of the contractor) and other circumstances that may occur during the performance period. Effective contractor efforts to overcome or mitigate the impact of such barriers or circumstances will be a factor in evaluating contractor performance. The evaluation of performance will also consider the Contractor's performance against all of the Level 1 and 2 milestones associated with each of the Strategic Performance Objectives, which is consistent with the adjectival rating criteria set forth in the tables below.

### **FIXED FEE RATING**

The Fixed Fee scope consists of Fixed Fee Performance Targets in the Mission, Operations, and IM categories. The Fixed Fee Targets are objective in nature and are rated on a pass/fail basis. Each category, e.g. Mission, Operations, IM, will receive a Summary Rating based on the percentage of Fixed Fee Targets completed. Within each category, the Contractor must achieve a rating of 70% or greater in order to be eligible to earn 100% of the associated Stretch Incentive Fee. A rating of 60% to 69% will reduce the Contractor's available Stretch Incentive Fee by 50% while a rating of less than 60% will result in the elimination of all Stretch Incentive Fee for

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that category. It is noted that this Fixed Fee Rating does not place the Contractor's Fixed Fee, Base Incentive Fee, or Multi-site Incentive Fee at risk.

**PERFORMANCE INCENTIVES AND RATINGS:**

**Base Incentive Fee:**

The Base Incentive Fee is earned based on the Contractor's Summary Level (Mission, Operations, IM) Adjectival Ratings which are subjective in nature. Within any category, the Contractor must achieve a Summary Level Adjectival Rating of good or better in order to be eligible for the associated Stretch Incentive Fee. Summary Level Adjectival Ratings are based on the Contractor's performance against the Performance Objectives, Measures and Base Incentive Fee Targets. The Adjectival Ratings are based on the criteria set forth in Tables 1 and 2. Performance will be assessed against the applicable evaluation criteria using a variety of different approaches including, but not limited to, peer review, external reviews, achievement of milestones relevant to targets, customer feedback, and program reviews.

**Stretch Incentive Fee:**

The Stretch Incentive Fee is subject to the minimum Fixed Fee and Base Incentive Fee Ratings described herein and is earned based on the percentage of Stretch Incentive Fee Targets completed within Mission, Operations, and IM. The Stretch Incentive Fee Targets are objective in nature and are rated on a pass/fail basis. The Contractor will not receive credit for completing Stretch Incentive Fee Targets that are associated with a Performance Objective or Measure that receives a Base Incentive Fee (Adjectival) Rating of unsatisfactory.

**Multi-Site Incentive Fee:**

Multi-Site Performance Incentives are intended to encourage cooperation, collaboration, and integration across the Nuclear Weapons Complex (NWC) in order to accomplish the NNSA "Getting the Job Done" goals. The Multi-Site Performance Incentives, as set forth in Attachment 2, are intended to supplement the Strategic Performance Objectives and measure the performance of the entire NWC in terms of achievement of a collective outcome. The Multi-Site Performance Incentives will not measure the Contractor's individual contribution toward the achievement of the stated objectives. Each of the Multi-Site Performance Incentives will be evaluated by NNSA Program and Site Office Officials on a pass/fail basis.

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**Award Term Incentive:**

Pursuant to Clause H-14 entitled “Award Term,” commencing in FY 2009, the Contract’s term will be extended if the Contractor both (1) obtains the required rating on the Fixed Fee and Performance Incentive Fee section’s objectives contained in the PEP, and (2) meets the Award Term Incentives set forth in the Award Term section of the PEP. The minimum Fixed Fee Rating, Performance Incentive Fee Rating and individual Award Term Incentives will be established in the PEP for FY 2009.

**PERFORMANCE RATING PROCESS**

Approximately six months into the performance period, NNSA and the Contractor will hold a Mid-Year Performance Assessment meeting to present the Contractor’s self-assessment and NNSA’s performance assessment. Approximately one week prior to the scheduled mid-year performance assessment meeting, the Contractor will submit its draft self-assessment for NNSA review. The mid-year assessment will consist of (1) Adjectival Ratings for each of the Strategic Performance Objectives and measures, (2) stoplight ratings for each of the performance targets, (3) stoplight ratings for each of the Multi-Site Incentives, and (4) a summary of performance issues and concerns, corrective actions taken, internal controls implemented, and major accomplishments. The presentation will be a bullet-type format with limited narrative. The Stop Light indicators are set forth as follows:

- Green: No significant issues, performance meeting expectations.
- Yellow: Issues/concerns that require discussion, executive management awareness or action not required to resolve.
- Red: Major or serious issues, executive management awareness or action required to resolve.
- White: Too early to evaluate or no data available.

The parties recognize that open and frequent communications during the rating period are critical in achieving the highest level of performance by the Contractor and that formal or informal performance assessment meetings may be established on a more frequent basis as agreed to by the parties.

In accordance with the Section H clause entitled “Performance-Based Management,” the Contractor shall prepare an annual self-assessment of its performance against each of the performance objectives and incentives contained in the PEP. The self-assessment will include (1) Adjectival ratings for each of the Strategic Performance Objectives and Measures, (2) summary level Adjectival Ratings for Mission, Operations, and IM, and (3) completion status of all Fixed Fee Targets, Stretch Incentive Fee Targets and Multi-site Incentives. The annual self-assessment shall be submitted within five working days after the end of the appraisal period. NNSA will consider the Contractor’s self-assessment in preparing the Performance Evaluation

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Report and when making its final fee recommendation to the NNSA Fee Determining Official (FDO).

**ALLOCATION OF INCENTIVE FEE**

The Maximum Available Fee related to the DOE/NNSA work effort for FY 2008 is \$45,542,169, 70% of which will be applied to Performance Incentive Fee as stipulated in Section B-2 of the Contract entitled "Contract Type and Value." Therefore, the Maximum Performance Incentive Fee for FY 2008 is \$31,879,518. Approximately 50% of the Maximum Performance Incentive Fee is allocated to the Base Incentive Fee, 40% to the Stretch Incentive Fee, and 10% to the Multi-site Incentive Fee. The Contractor's performance rating, as determined by DOE/NNSA in accordance with Clause H-13 of the Contract entitled "Performance Based Management," will entitle the Contractor to collect up to the following maximum Performance Incentive Fee by category:

**BASE INCENTIVE FEE**

Adjectival Rating	Mission		Operations		IM		Total Max. Fee %
	Max. Fee %	Max. Fee \$	Max. Fee %	Max. Fee \$	Max. Fee %	Max. Fee \$	
Outstanding	20%	\$6,375,904	25%	\$7,969,880	5%	\$1,593,976	50%
Good	10%	\$3,187,952	12%	\$3,825,542	3%	\$956,386	25%
Satisfactory	4%	\$1,275,181	4%	\$1,275,181	2%	\$637,590	10%
Unsatisfactory	0%	\$0	0%	\$0	0%	\$0	0%

**STRETCH INCENTIVE FEE**

	Mission	Operations	IM	Total
Maximum Fee %	15%	20%	5%	40%
Maximum Fee \$	\$4,781,928	\$6,375,904	\$1,593,976	\$12,751,807
Incentive fee calculated by multiplying the percentage of Incentive Fee Targets completed within Mission, Operations, and IM by the corresponding dollars amounts set forth above.				

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**MULTI-SITE INCENTIVE FEE**

Multi-site #	Title	Incentive Fee %	Incentive Fee \$
MS-1	W76	4.0%	\$127,518
MS-2	B61	2.0%	\$63,759
MS-3	W88	2.0%	\$63,759
MS-4	Transformation	15.0%	\$478,193
MS-5	Dismantlements	2.0%	\$63,759
MS-6	Deliver to DoD	15.0%	\$478,193
MS-7	SCMC	5.0%	\$159,397
MS-8	PPM	2.0%	\$63,759
MS-9	IRM	2.0%	\$63,759
MS-10	RMI	2.0%	\$63,759
MS-11	ASC	15.0%	\$478,193
MS-12	Pits	4.0%	\$127,518
MS-13	Warhead Performance	15.0%	\$478,193
MS-14	SNM	15.0%	\$478,193
Total Fee		100%	\$3,187,952



**TABLE 1**  
**ADJECTIVAL RATING CRITERIA FOR MISSION PERFORMANCE**

Performance Evaluation Category	Adjectival Description and Rating			
	Outstanding	Good	Satisfactory	Unsatisfactory
<i>Mission:</i> Overall Performance	Clear evidence of the highest level of performance in most areas that would be ranked as “best in class” or comparable to the highest performing peers.	Clear evidence of a high level of performance in most areas that is comparable to high performing peers.	Performance is comparable to average performing peer groups.	Performance in most areas is significantly below average performing peer groups.
<i>Mission:</i> Performance Against Milestones	Work exceeds negotiated customer expectations in many areas (for work under change control, many areas are completed ahead of schedule or under budget).	Work exceeds negotiated customer expectations in some areas (for work under change control, some areas are completed ahead of schedule or under budget).	Work meets negotiated customer expectations in most areas (for work under change control, most work done on schedule and within budget but some may have been completed with documented failures to keep to schedule or budget).	Work does not meet negotiated customer expectations in most areas (for work under change control, performance causes substantive delays toward completion, significant schedule lapses, or large budget overruns for important programmatic activities).
<i>Mission:</i> Need for Improvement	Performance in all areas is at least at a high level.	While there may be need for improvement in some elements, overall performance in the mission areas is at a high level.	There may be need for improvement in some elements – deficiencies do not substantively affect overall performance.	Deficiencies are serious, and may affect overall performance. Prompt corrective action is required in most areas with immediate senior management attention.
<i>Mission:</i> Sustainability	Work is performed in a manner that strengthens the institution, builds core competencies, and contributes to its longer-term vigor.	Work was done in a manner that benefits the institution’s scientific capability and contributes to the quality of science.	Work maintains but does not add to the institution’s capability. Management attention is needed to rise to the next level of performance.	Performance reflects poor quality of science and weakens the institution.
<i>Mission:</i> Evaluation/ Improvement Process <sup>1</sup>	A fact-based, systematic evaluation and improvement process is in place and implemented for most areas.	The beginning of a systematic approach to evaluation and improvement in most areas is evident.	Early stages of a transition from reacting to problems to a systematic evaluation process and a general improvement orientation are evident.	Little evidence of a systematic evaluation process or an improvement orientation; improvement is achieved through reacting to problems.

<sup>1</sup>The rating will consider the results achieved and the level of improvement achieved by the contractor. This will be accomplished by utilizing the methodology above

**TABLE 2**  
**ADJECTIVAL RATING CRITERIA FOR OPERATIONS AND INSTITUTIONAL**  
**MANAGEMENT PERFORMANCE**

Performance Evaluation Category	Adjectival Description and Rating			
	Outstanding	Good	Satisfactory	Unsatisfactory
<b>Operations and IM:</b> Overall Performance	Significantly exceeds the operational performance expectations including tasks and deliverables.	Exceeds the operational performance expectations including tasks and deliverables.	Meets the operational performance expectations including tasks and deliverables.	Significantly below the operational performance expectations including tasks and deliverables.
<b>Operations and IM:</b> Performance Against Milestones	Work exceeds negotiated customer expectations in many areas (for work under change control, many areas are completed ahead of schedule or under budget).	Work exceeds negotiated customer expectations in some areas (for work under change control, some areas are completed ahead of schedule or under budget).	Work meets the negotiated customer expectations in most areas (for work under change control, most work done on schedule and within budget but some may have been completed with documented failures to keep to schedule or budget).	Work does not meet negotiated customer expectations in most areas (for work under change control, performance causes substantive delays toward completion, significant schedule lapses, or large budget overruns for important programmatic or operations activities.)
<b>Operations and IM:</b> Need for Improvement	Performance in all operational areas is at least at a high level.	While there may be need for improvement in some elements, overall performance in operational elements is at a high level.	There may be need for improvement in some elements, -deficiencies do not substantively affect overall performance	Deficiencies are serious and may affect performance in other areas and overall mission results or result in serious safety, security, or business problems. Prompt corrective action is required in most areas with immediate senior management attention.
<b>Operations and IM:</b> Evaluation/Improvement Process <sup>1</sup>	A fact-based, systematic evaluation and improvement process is in place and implemented for most areas.	The beginning of a systematic approach to evaluation and improvement in many areas is evident.	Early stages of a transition from reacting to problems to a systematic evaluation process and a general improvement orientation are evident.	Little evidence of a systematic evaluation process or an improvement orientation; improvement is achieved through reacting to problems.

<sup>1</sup>The rating will consider the results achieved and the level of improvement achieved by the contractor. This will be accomplished by utilizing the methodology above.

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Revision 2.0  
Multi-Site Performance Incentives  
Attachment 2**

Item Score	Multi-Site Target	HQ NNSA Champion/ Owner	M&O Lead / POC	Contractor Success Criteria
1	<b>Down-select W76 Life Extension Program (LEP) Canned Sub-Assembly (CSA) material.</b>	W. Goodrum (Champion), D. Rose	Lead: Glenn Mara, LANL; LANL, LLNL, SNL, PX, KCP, SRS, Y-12	Down select CSA material by the end of JUN08.
2	<b>Deliver B61-7/11 LEP Quantities to DoD On Time per P&amp;PD.</b>	W. Goodrum (Champion), T. Driscoll	Lead: John Woolery PX; SRS, Y-12, KCP, LLNL, LANL, SNL	Deliver, between 01OCT07 and 30SEP08, all B61 LEP quantities to the DoD on time, per the approved Program Control Documents (PCDs),
3	<b>Approve W88 SS-21 HAR.</b>	W. Goodrum (Champion), D. Rose	Lead: John Woolery PX; LANL, SNL, LLNL	Submit the W88 SS-21 Hazard Analysis Report for final approval by 31AUG08.
4	<b>Complete Complex Transformation NEPA Process by AUG08.</b>	G. Allen (Champion), T. Wyka	Lead: Dennis Hayes SRS; LANL, LLNL, SNL, PX, Y-12, NTS	Complete site input and reviews to support the completion of the Final Complex Transformation Supplemental Programmatic Environmental Impact Statement (SPEIS) by 31AUG08.
5	<b>Match 2007 Dismantlements.</b>	W. Goodrum (Champion), W. Baca	Co-Leads: John Woolery PX and J. Christman Y-12; LANL, LLNL, SNL	Continue to dismantle weapons at the Pantex Plant and secondaries at the Y-12 Plant at the 2007 rates.
6	<b>Deliver Products for DoD On Time Per P&amp;PD.</b>	W. Goodrum (Champion), J. Gazda	Lead: John Woolery PX; LANL, LLNL, SNL, KCP, Y-12, SRS, NTS	Deliver all limited life components and alteration kits to the DoD on time per authorized program management documents, i.e., PCDs and LLC Volume III.

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Multi-Site Performance Incentives  
Attachment 2**

Item Score	Multi-Site Target	HQ NNSA Champion/ Owner	M&O Lead / POC	Contractor Success Criteria
7	<b>Implement a NNSA Supply Chain Management Center (SCMC).</b>	D. Boyd (Champion), D. Wade	Lead: Susie Ackley KCP; LANL, LLNL, SNL, KCP, Y-12, SRS, PX, NTS	<p>1) Each site shall support the SCMC commodity teams by providing team member(s) for at least three multi-site teams which will follow the strategic sourcing process similar to that identified at the DEC06, "Supply Chain Conference." Fee will be earned based on each team documenting the process actions and completing all process tasks of the SCMC commodity management process through completion of the step "Develop Sourcing Strategies." Documentation will include identification and utilization strategy for realizing the estimated savings for the commodity.</p> <p>2) Each site will contribute towards accomplishing \$80M of Procurement-spend through e-sourcing with sustained savings rates comparable to those achieved in FY2007.</p> <p>3) Sites shall continue to collaborate with the ICPT by participating on at least one ICPT commodity team that delivers a completed strategic sourcing agreement by the end of FY2008.</p>
8	<b>Implement Gas Sampling Activities using Powerless Pump Module.</b>	W. Goodrum (Champion), J.Oder	Lead: John Woolery PX; LANL, SNL, LLNL	Implementation of PPM with Frost Point Measurement capability on the B61 stockpile system by 30SEP08.
9	<b>Implement Elements From FY2007 developed Multi-Site Enterprise IT Plan.</b>	L. Wilbanks (Champion), R. Green, J. Uecke	Lead: Art Hale, SNL; LANL, LLNL, SNL, KCP, Y-12, PX, NTS, SRS	Achieve FY2008 Milestones in each of the following focus area: 1) Leadership and Governance Framework; 2) Interoperability and Information/Data Sharing Activities; 3) Strategic Acquisitions; and 4) Improved Cyber Security Practices and Infrastructure. Note: Details are in M&O CIO Multi-Site Management Plan, 07AUG07 and Appendix 1.
10	<b>Implement Requirements Modernization Initiative (RMI) Phase II Implementation.</b>	W. Goodrum (Champion), J. Gazda, S. Schwartz	Lead: Rodney Wilson (SITS); SNL, LANL, LLNL, SNL, KCP, Y-12, SRS, NTS, PX	Per RMI Project Execution Plan, Rev. 2, dated 13JUL07: 1) Document Integrated Phase Gate process supporting the product realization process by 30SEP08. 2) Document definition of technology and manufacturing readiness levels by 30SEP08.

**FY2008 Performance Evaluation Plan  
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Multi-Site Performance Incentives  
Attachment 2**

Item Score	Multi-Site Target	HQ NNSA Champion/ Owner	M&O Lead / POC	Contractor Success Criteria
11	<b>Implement Advanced Simulation and Computing (ASC) Tri-Lab Productivity on Demand (TriPoD) Initiative by 30SEP08.</b>	W. Goodrum (Champion), R. Meisner	Lead: Mike McCoy LLNL; LANL, SNL	By 31DEC07, implement the TriPoD configuration management structure, including establishment of TriPoD common operating system (TriPoD-OS) Executive and Steering Committees. By 31MAR08, demonstrate the TriPoD-OS stack on the initial hardware of the ASC-funded Tri-lab Linux Capacity Clusters (TLCCs). By 30SEP08, deploy and operate all ASC TLCC platforms that will be delivered before mid-August under the generally available (GA) release of TriPoD-OS. Furthermore, position TriPoD-OS for future deployment on all ASC Linux capacity platforms delivered in FY2009 and beyond.
12	<b>Build six New W88 Pits &amp; Install Equipment in FY2008 to increase pit capacity to 80 pits per year by the operational date of a CMRR-Nuclear facility.</b>	W. Goodrum (Champion), M. Mitchell, D. Rose	Lead: Carl Beard LANL; LLNL, PX	Manufacture six pits and quality accept 6 pits for LASO Quality Office acceptance and that meet identified W88 intended use requirements during FY2008. Install equipment per LANL Capacity Increase Plan for FY2008.
13	<b>Reduce Uncertainty in Warhead Performance.</b>	W. Goodrum (Champion), C. Deeney, N. Frazier	Lead: Charlie Verdon LLNL; LANL	Realign science priorities to reduce uncertainty in warhead certification by incorporating a new physics-based model in FY2008 weapon assessment simulations.
14	<b>Remove 11 metric tons of SNM From NNSA Sites by 30SEP08.</b>	W. Goodrum (Champion), N. Founds	Lead: Darrel Kohlhorst, Y-12; LANL, LLNL, SNL, PX, SRS, NTS	Remove 11 metric tons of SNM from NNSA sites between 01OCT07 and 30SEP08 to proper storage facilities for non-weapons use.

**FY2008 Performance Evaluation Plan  
Revision 2.0  
Multi-Site Performance Incentives  
Attachment 2**

<b>Glossary to FY2008 Multi-Site Targets and Success Criteria</b>		
	Acronym / Term	Definition
	ASC	Advanced Simulation and Computing
	CSA	Canned Sub-Assembly
	DoD	Department of Defense
	DOE	Department of Energy
	DRAAG	Design Review And Acceptance Group
	ERLLC	Engineered Resources, LLC (limited life component)
	FPU	First Production Unit
	FWDR	Final Weapons Development Report
	FY	Fiscal Year
	HAR	Hazard Analysis Report
	HQ	Headquarters
	ICPT	Integrated Commodity Procurement Team
	IRM	Information Resources Management
	KCP	Kansas City Plant
	LANL	Los Alamos National Laboratory
	LASO	Los Alamos Site Office
	LEP	Life Extension Program
	LLC	Limited Life Component
	LLNL	Lawrence Livermore National Laboratory
	M&O	Management & Operator
	MT	Metric Tons
	NEP	Nuclear Explosive Package
	NEPA	National Environmental Policy Act
	NNSA	National Nuclear Security Administration
	NTS	Nevada Test Site
	OS	Operating System
	P&PD	Production & Planning Directive
	PCD	Program Control Document
	PEIS	Programmatic Environmental Impact Statement
	PPM	Powerless Pump Module
	PX	Pantex Facility
	RMI	Requirements Modernization & Integration
	RRW	Reliable Replacement Warhead
	SCMC	Supply Chain Management Center
	SLBM	Submarine Launched Ballistic Missile
	SNL	Sandia National Laboratories
	SNM	Special Nuclear Material
	SO	Site Office
	SRS	Savannah River Site
	SS-21	Safety & Security for the 21 <sup>st</sup> Century
	TLCC	Tri-lab Linux Capacity Cluster
	TriPoD	Tri-lab Productivity on Demand
	WR	War Reserve
	Y-12	Y-12 National Security Complex

FY 2008 Performance Evaluation Plan  
 LLNL Performance Objectives Revision 2

10/10/2008

Performance Category	PEP Performance Objective	PEP Performance Measure	Fee Type	PEP Performance Target	Last Change	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA PIP Reference
Mission	1. Conduct warhead certification and assessment actions using the Quantification of Margins and Uncertainties (QMU) methodology.							
Mission		1.1 Coordinate with LANL and SNL to complete development of QMU methodology to apply quantitative measure of confidence in performance, safety, and reliability of the nuclear weapons stockpile.					2.1 Nuclear Deterrent	NA-113, 115
			Fixed	Complete initial energy balance models, develop working case models in Secondary Design codes.	12/18/07			NA-113, 115
			Fixed	Complete a preliminary model for the initial conditions for Boost, and assess adequacy of Pu EOS tables for this model.	12/18/07			NA-113, 115
			Base	Issue LLNL Implementation Plan to support the National Boost Initiative.	11/01/07			NA-113, 115
			Base	Identify and assess the key uncertainties in the current boost model and set priorities for uncertainty reduction.	11/01/07			NA-113, 115
			Base	Obtain validation data in support of a preliminary model for the initial conditions for boost (1.1.2) using appropriate experimental facilities.	11/01/07			NA-113, 115
			Base	Assess the adequacy of the relevant existing HEDP data for boost model development and validation	11/01/07			NA-113, 115
			Base	Work with LANL and SNL to enhance QMU technically, complete first phase by end of FY 2008.		x		NA-113, 115
			Stretch	Complete initial energy balance models and develop working case models in Secondary Design code, apply to one weapon system.	11/01/07			
			Stretch	Issue an HED experiments plan coordinated with LANL in support of the National Boost Initiative.	11/01/07			NA-113, 115

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			Stretch	1.1.10	Demonstrate development and application of an ensemble-of-models approach to determine/quantify uncertainties where little or no experimental data exists through application to TWO weapon systems in FY08 and documentation of the methodology in a classified publication.	04/10/08	x		NA-113, 115
Mission		1.2 Complete annual assessments of safety , reliability, and performance, adequacy of tools as required by law and support NNSA during coordination of the assessment process.						2.1 Nuclear Deterrent	
			Base	1.2.1	Develop the QMU methodology for a major warhead assessment where credibility of the approach is supported through a large number of sensitivity calculations.				
Mission	2. Develop and implement long-term, balanced, integrated stewardship consistent with NNSA Complex 2030 goals and transformation plans.								
Mission		2.1 Support needs of warhead assessment, certification, and simulation validation by executing coordinated program of targeted small and large scale experiments and mining of archival UGT data.						2.1 Nuclear Deterrent	
			Base	2.1.1	Develop and execute a program of hydrotests and DPE experiments that addresses assessment and certification needs integrated with LANL.	11/01/07			
			Stretch	2.1.2	Develop an innovative approach of targeted experiments and data mining to support LLNL assessment and certification activities in view of the future transfer of Cat I/II SNM work from Superblock (6.5.4).	11/01/07			



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Performance Category	PEP Performance Objective	PEP Performance Measure	Fee Type		PEP Performance Target	Last Change	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA PIP Reference
Mission		2.2 Develop and demonstrate Science Campaign models, experiments, and capabilities that support the ongoing needs of stockpile assessment and certification.						2.1 Nuclear Deterrent	
Mission		2.3 Develop and demonstrate ASC capabilities that support the ongoing needs of stockpile assessment and certification.						2.1 Nuclear Deterrent	
			Base		Deliver a physics-based subgrid model to support energy balance resolution				NA-114
			Base	2.3.1					
			Base		Demonstrate progress toward ALE/AMR hydrodynamic capability.				NA-114
			Base	2.3.2					
			Base		Evaluate opportunities for sharing of modules across ASC codes.				NA-114
			Base	2.3.3					
			Base		Contractor software quality assurance assessment of ASC codes.	11/01/07			NA-114
			Base	2.3.4					
			Base		Explore and assess opportunities to enhance the nuclear weapon simulation capability of performance code for future stockpile activities.				NA-114
			Base	2.3.5					
			Base		Assess adequacy of current models for the initial conditions for boost.				NA-114
			Base	2.3.6					
			Base		Improve physics models and nuclear data to address known deficiencies and facilitate the expansion of our nuclear forensic database to include emplacement scenarios.				NA-114
			Base	2.3.7					

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			Base 2.3.8	Enhance the capabilities and extend the advanced multiscale material strength model to another relevant material.				NA-114
			Fixed 2.3.9	Deploy initial suite of new global EOS data tables for QMU, V&V, and other applications.	12/18/07			NA-114, 115
			Base 2.3.10	Advanced EOS tables for NIF ICF capsule materials delivered for capsule design, QMU, and V&V.				NA-114, 115
			Base 2.3.11	Assess nuclear physics uncertainties for stockpile primaries and establish priorities for improvements.	11/01/07			NA-114
			Base 2.3.12	Use of the UQ methodology to provide UQ capability in off-normal situations.	03/05/08			NA-114
			Base 2.3.13	Validation of energy balance model.				NA-114
			Base 2.3.14	List the estimated ranges for high-priority adjustable parameters in an ASC code.	11/01/07			NA-114
			Base 2.3.15	PMP set expanded to 25 events.				NA-114
			Base 2.3.16	Deploy Moab resource management services on BG/L.				NA-114
			Base 2.3.17	Deploy identity/account management automation tools.				NA-114

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Mission		2.4 Continue to improve and apply tools and models for prediction of systems, subsystems, and/or component lifetimes.						2.1 Nuclear Deterrent	
			Base		Develop improved predictive capabilities for CSAs, cases, HE, detonators, and non-nuclear components and materials to support lifetime assessments and certification.	11/13/07			
				2.4.1					
Mission		2.5 Develop and implement a collaborative and complementary program of experiments at HED facilities that support assessment and certification needs.						2.1 Nuclear Deterrent	
Mission		2.6 Develop, implement, and lead an integrated national program (NIC campaign) with the goal of executing a credible ignition experimental campaign on NIF in 2010.						2.1 Nuclear Deterrent	
			Base		NIC Execution Plan milestones completed within 30 days of the approved plan.	10/31/07			NA-16
				2.6.1					
			Base		Cumulative Schedule Performance Index and Cost Performance Index are each at least 0.90 for FY2008.	10/31/07			NA-16
				2.6.2					
			Fixed		Required monthly reporting for the NIC is received on time at least 90% of the time.	12/17/07			NA-16
				2.6.3					
			Base		The total recordable case rate for NIC-related activities does not exceed 3.5 for FY2008.	10/31/07			NA-16
				2.6.4					
			Stretch		At least 10% of established NIC level 0, 1, 2 milestones are completed more than 30 days ahead of schedule.				NA-16
				2.6.5					
			Stretch		Cumulative Schedule Performance Index and Cost Performance Index for NIC are each at least 0.95 for FY 2008.	10/31/07			NA-16
				2.6.6					
			Stretch		The total recordable case rate for NIC-related activities does not exceed 2.5 for FY 2008.	10/31/07			NA-16
				2.6.7					

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			Stretch		NIF Configuration controlled Ignition Point Design specifications updated and verified by experiments and calculations involving all of the NIC participants.				
				2.6.8					
Mission		2.7 In cooperation with LANL and NNSA, continue development and implementation of an integrated program and governance model for plutonium capabilities of LANL and LLNL to support overall NNSA strategic requirements.						2.1 Nuclear Deterrent	
Mission	3. Develop and implement near-term balanced weapons programs to meet the needs of the US nuclear deterrent.								
Mission		3.1 Conduct stockpile surveillance, investigate significant findings and issues in technical assessment reports, establish closure plans for SFIs.						2.1 Nuclear Deterrent	
			Base		Apply latest improvements in scale simulation code and inputs to accelerate baseline schedule for closure of high priority SFIs, as applicable.	11/13/07			
				3.1.1					
			Fixed		Provide non-LEP engineering evaluations, releases, and other technical documentation on schedule and within budget.	12/18/07			
				3.1.2					
			Base		Integrate DPE, Boost Initiative, other plans into updated Primary Assessment Plan by the end of the 4th quarter FY 2008 (September) with LANL.	05/08/08			NA-118
				3.1.3					
			Base		Complete and document a technical plan for damage and strength experiments in support of the DPE program by the end of the 2nd quarter FY 2008.				NA-118
				3.1.4					
		3.2 Complete programmatic deliverables as specifically described in the Defense Program Milestone Reporting Tool.						2.1 Nuclear Deterrent	

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			Fixed	3.2.1	Complete Level 1 and 2 milestones.	12/18/07			
			Base	3.2.2	Continue to support LANL on the LEPs for the W76 and B61-7/11.				
			Stretch	3.2.3	By the end of FY 2008, issue plan with options to reduce hydrotest facility footprint. Plan should include the conditions for the reductions that are coordinated with complex-wide consolidation plans for hydro testing.	11/01/07	x		
Mission		3.3 Meet directive schedule requirements.						2.1 Nuclear Deterrent	
			Base	3.3.1	Provide a plan in FY 2008 with the option to consolidate hydro testing to two facilities (CFF, DARHT).		x		
Mission		3.4 Provide technical support to production complex operations, including IWAP or its successor, weapons point of contact programs, and weapons response analyses.						2.1 Nuclear Deterrent	
			Base	3.4.1	Continue to provide technical support to Pantex on stockpile program as well as other weapons dismantlement programs.	11/01/07			
Mission		3.5 Continue to implement and execute a weapons design and manufacturing QA program consistent with NNSA-approved plans and requirements (QC-1, Rev 10).						2.1 Nuclear Deterrent	
			Base	3.5.1	Fabricate demonstration pit using LLNL advanced foundry process.	11/01/07			NA-118
			Base	3.5.2	Complete all major milestones as described in the approved pit manufacturing Enhanced Collaboration workstreams.				NA-118

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			Base		Approved for deletion on 2/22/08.	02/22/08			NA-118
			Base	3.5.3	Approved for deletion on 2/22/08.	02/22/08	x		
			Base	3.5.4	Approved for deletion on 2/22/08.	02/22/08	x		
			Base	3.5.5	Apply EVMS to high priority SFI efforts by the end of FY 2008, as applicable.	11/01/07	x		
			Base	3.5.6	Identify process changes and software development needed to deliver surveillance information more quickly to engineers for evaluation by the end of FY 2008.		x		
			Base	3.5.7	Approved for deletion on 2/22/08.	02/22/08	x		
			Base	3.5.8	Develop a proposal to use portable diagnostic capabilities to support facility-free hydrotesting	11/01/07	x		
			Stretch	3.5.9	Complete assessment plan for one system in FY 2008.	11/01/07	x		
			Stretch	3.5.10	Approved for deletion on 7/28/08.	07/28/07	x		
			Stretch	3.5.11	Assess the current state of hazardous hydrotest debris containment and draft a plan to further develop the technology to meet future mission needs.	11/01/07			
			Stretch	3.5.12	Demonstrate facility-free experiments using Phoenix pulse power experiments.	11/01/07	x		
			Stretch	3.5.13	Develop integrated and optimized Pu and hydro test plans with LANL by the end of FY 2008.	11/01/07	x		

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			Stretch		Track progress in EVMS to resolve issues identified through QMU analysis by the end of FY 2008.		x		
Mission	4. Nonproliferation and Threat Reduction			3.5.14					
Mission		4.1 Provide technical capabilities to limit or prevent spread of materials, technology, and expertise related to weapons of mass destruction and secure inventories of surplus materials and infrastructure usable for nuclear weapons.			Combining policy, technology, and technical expertise to support U.S. government goals to counter global WMD proliferation and terrorist threats by advancing capabilities in dismantlement and transparency, and promoting and enforcing global nonproliferation norms using international engagement/cooperation and effective implementation of multilateral regimes and agreements.	12/17/07		2.2 Weapons of Mass Destruction	

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			Base	<p>Provide technical expertise via training or technical exchanges with Russia, the FSU, countries in the Middle East, North Africa, Asia and Southeast Asia in areas of export control, seismology, safeguards and forensics, as designated by NNSA programs.</p> <p>Target as measured through</p> <ul style="list-style-type: none"> <li>- Conducting workshops or technical exchange meetings with Russian counterparts based on approved project and contract scope</li> <li>- Training individuals in nuclear infrastructure best practices in North Africa.</li> <li>- Work with or train individuals in the development of safeguards technology in Europe, South America and Asia</li> <li>- Under the International Nuclear Export Control Program (INECP), complete evaluations for all assigned countries using the Vulnerability and Risk Analysis Matrix.</li> <li>- Providing technical seismological and radioactive forensic expertise in execution of projects with Israel and countries in the Middle East and Central Asia and work to secure and broaden regional participation in these regions.</li> </ul>	12/17/07			NA-24
				4.1.1				



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			Base	4.1.2	Provide export control/interdiction support by processing end-user reviews of Commerce dual-use export license applications in accordance with approved cycle times, provide technical analysis and studies for Interdiction Team and support NNSA participation in PSI implementation and NSG negotiations. Target as measured through - Maintaining qualification standards for GIRM analysis and, working with ORNL /PNNL, obtain global yellowcake samples, distribute for analyses, and archive results - Establishing nuclear nonproliferation coordination committee to share experience and lessons learned across the sites that the parent organizations manage by the end of FY 2008.	12/17/07			NA-24
			Base	4.1.3	Complete quick turn around and long-term technical, policy and intelligence studies as tasked by NNSA. Target measured through - Working with multi-laboratory team, issue final report summarizing the results of Phase 2 of the uranium detection study. - Timely execution and production of NPT-related policy papers. - Technical assistance in the negotiation of a Fissile Material Cut-Off Treaty. - Timely submission of Confidence Building Measures for the BWC.	12/17/07			NA-24

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			Base		In support of national obligations, provide technical support for the HEU transparency program with Russia and pass the required OPCW Laboratory proficiency test Target measured through - Providing technical experts to conduct monitoring, maintain the portable nondestructive assay equipment at 4 sites in Russia, maintain the transparency data management system, and analyze data. - Pass 1 required Organization for the Prohibition of Chemical Weapons (OPCW) proficiency test	12/17/07			NA-24
			Fixed	4.1.4	Complete performance on the FY08 Draft Additional Protocols Update Declaration or Declaration, pending Entry into Force (EIF), in accordance with approved schedules  Provide Safeguards Technology Applications deliverables in accordance with approved schedules.	12/17/07			NA-24
			Stretch	4.1.6	Approved for deletion on 8/1/08.	08/01/08			NA-24
			Stretch	4.1.7	Apply nuclear material detection technologies and methodologies to meet arms control treaty verification requirements by the end of FY 2008.		x		
			Stretch	4.1.8	Approved for deletion on 6/10/08.	06/10/08	x		

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			Stretch		Establish a Coordinated Operations Support Center for 24/7 WMD assistance (NIRT, RAP, ARG, NAP, JTOT, NARAC) by the end of FY 2008.		x		
				4.1.9					
Mission		4.2 Develop and support technologies and analytical capabilities to detect, identify, dismantle and monitor proliferation and terrorist-related WMD activities.						2.2 Weapons of Mass Destruction	
			Base		Support NNSA in the reduction of threats to national security by nuclear weapons proliferation and illicit materials trafficking, and assist in fulfilling U.S. treaty monitoring commitments by providing technology/tools for proliferation detection in the areas of: <ul style="list-style-type: none"> <li>• electro-optical remote sensing,</li> <li>• collection and analysis of U and/or Pu samples,</li> <li>• remote sensing persistent surveillance,</li> <li>• radiation sensing technology and detection of SNM movement,</li> <li>• WMD attribution/forensics, and</li> <li>• seismic monitoring.</li> </ul>	12/17/07			NA-22
				4.2.1					
			Base		Develop regulatory documents addressing MPC&A (measure shared with PNNL) by the end of FY 2008.				NA-25
				4.2.2					
			Stretch		Develop integrated S&T roadmap with LANL, PNNL, ORNL to improve material security tracking, signature detection and monitoring, and exploitation of source data by the end of FY 2008.		x		
				4.2.3					

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Mission		4.3 Support needs of intelligence community by providing analysis capabilities, science, and technology that improve the ability to detect and thwart proliferation and terrorism to include nuclear, biological, and chemical threats.						2.2 Weapons of Mass Destruction	
			Fixed		Develop and demonstrate next-generation tools for intelligence analysis of nations and terrorist threats by the end of FY 2008.	12/17/07	x		
				4.3.1					
Mission	5. Science, Technology, and Engineering Excellence								
Mission		5.1 Maintain laboratory science and engineering excellence needed to support national security missions and emerging needs.			Peer review and expert judgment, supplemented with quantitative S&T metrics, will be central to assessing the health and vigor of science, engineering, and technology at LLNL. To implement this process the S&T Assessment Office, reporting to the S&T PAD, will manage scientific assessments and provide evaluations of S&T and Program Committees of the Board of Governors will serve as an integral part of the peer review process, by helping to establish metrics for S&T assessments and participating in review committee meetings.	11/16/07		3.2 Foundations of Science	
			Base		Maintain or increase percentage of LLNL scientists and engineers that have become newly elected fellows of prestigious professional societies, laboratory researchers selected for noteworthy prizes and awards, and employees elected to leadership positions in professional societies.	11/01/07			
				5.1.1					

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			Fixed	5.1.2	Establish and effectively manage a process that conducts external peer reviews. Establish an S&T Assessment Office (STAO) reporting to S&T PAD to manage the overall scientific assessment and work with the Board of Governors S&T Committee to establish guidelines for the peer-review process.	12/17/07	x		
			Stretch	5.1.3	Enhance credibility in the external scientific and engineering community and lower the overall cost of external peer review by implementing improved processes (e.g., by including additional LANL and Battelle Laboratory staff on LLNL peer review committees and by shared committee members with LANL) by the end of FY 2008. Expected accomplishment: 25% savings for the peer review process.	11/16/07	x		
			Stretch	5.1.4	Develop S&T strategic plan for each organizational element in FY 2008. Roll-up into the Laboratory S&T portfolio strategy by 9/30/08.	11/16/07	x		
			Stretch	5.1.5	Begin application of EVMS to management of institutional investments. Apply EVMS to new Global Security, LDRD, and IT projects of \$5 million or greater. Train program and project managers in EVMS.	11/01/07	x		

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Mission		5.2 Develop and implement integrated and balanced strategy for investing LDRD, programmatic and institutional resources to ensure long-term vitality of the laboratory in support of national security missions and emerging needs.		Performance evaluation will be guided by vigorous peer review. These will draw heavily on peer review and expert judgment, supplemented with quantitative S&T metrics, to assess the quality and efficacy of the LLNS' internal investment strategy. Assessment will be based on successful management of internal S&T investments, including a clear articulation of scientific vision and strategic plans, adequacy in considering technical risks, efficiency and effectiveness of planning and execution, and demonstrated progress in responding to recommendations from peer review and customer guidance.	11/16/07		3.1 Scientific Breakthroughs	
			Fixed	5.2.1 During FY08, maintain or increase percentage of LLNS LDRD projects that have been further developed by WFO sponsors or industry partners, developed intellectual property (patents and records of invention), and received major external awards (e.g., R&D 100 Awards).	12/17/07			
			Base	5.2.2 Leverage LDRD to recruit and retain world-class workforce to focus on scientific areas of discovery and innovative solutions needed for mission breakthroughs.	11/16/07	x		
			Base	5.2.3 Establish management structure to rigorously evaluate the LDRD program annually. The new organization will track and report assessments of the LDRD program in the annual peer review process, beginning in FY 2008.	11/16/07	x		
			Base	5.2.4 Increase the use of external peer reviewers for LDRD project reviews, including the use of DRC committee members.	11/16/07	x		

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			Stretch	Establish joint research projects with LANL that pursue selected strategic objectives, will be defined by the end of FY 2008 for institutional or programmatic funding.	11/16/07	x		
Mission		5.3 Execute non-NNSA sponsored projects and programs that utilize the laboratory's unique expertise, capabilities, and facilities in a manner that enhances its ability to accomplish current and future national security missions, including those related to homeland defense and security.		5.2.5 LLNS will be guided by SC practices for performance evaluation. These draw heavily on peer review and expert judgment, supplemented with quantitative S&T metrics, to assess the quality of LLNS' internal investment strategy. assessment will be based on successful execution of a well-managed portfolio of non-NNSA R&D programs, which will enable LLNS to enhance and strengthen the S&T base, thereby positively impacting both DOE and other customer missions as measured by meeting goals and milestones, demonstrating progress in responding to recommendations from customers and peer review, and transmitting research results to the customer and the technical community.	11/16/07		3.1 Scientific Breakthroughs	

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			Fixed	5.3.1	Complete continuous activities necessary for successful growth of non-NNSA sponsored programs ( WFO & DOE non- NNSA). Target: As measured through - Improved quality of WFO proposal packages and reduced response time on WFO proposal questions - Established internal controls to ensure that LLNL is eligible to respond to Broad Agency Announcements and Financial Assistance Solicitations prior to initiating a proposal	12/17/07			
			Stretch	5.3.2	Grow energy programs from \$30M to \$90M in 7 years in four thrust areas: proliferation-resistant nuclear power, sustainable carbon-free fossil energy, renewable energy sources, hydrogen production and delivery for transportation industry; increase by \$3M in FY 2008 (supports 5.3.6).	12/17/07	x		
			Stretch	5.3.3	Grow non-NNSA funded science programs to \$120M, by the end of FY 2012; increase by \$10M in FY 2008 (supports 5.3.6).	12/17/07	x		



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			Stretch	5.3.4	Update with LANL S&T roadmap for national/global security by the end of FY 2008 and update in FY 2009 as needed.		x		
			Stretch	5.3.5	Create a joint LLNL-PNNL subsurface science institute, through drafting of a charter and complementary program plans, to address permanent disposition of the CO2 and in situ development of unconventional resources by 9/30/08.	11/01/07	x		
			Stretch	5.3.6	Increase non-NNSA work (includes WFO, DOE non-NNSA- SC, IN, NE etc.) by \$450M in seven years, by \$30M in FY 2008 (includes 5.3.2, 5.3.3).	12/17/07	x		
			Stretch	5.3.7	Develop a WFO business development approach focused on needs of sponsors and based on Battelle/UC experience; used to guide S&T roadmap by the end of FY 2008.	11/16/07	x		
Mission		5.4 Foster active participation in the broad scientific and technical community, leveraging unique laboratory expertise and capabilities; develop strategic collaborations with other national laboratories, industry, and academia.			Peer review will provide a basis for assessing LLNS' participation in the broad scientific and technical community. The assessment will be measured by LLNS producing high quality peer reviewed publications that influence the field of research, developing tools and techniques that gain widespread use in the scientific community, having staff members visible in leadership position within the scientific community, participating in conferences, workshops, and technical meetings, participating in high-profile collaborations with researchers in other organizations, and actively pursuing CRADAs and licensing agreements with industry.	11/16/07		3.1 Scientific Breakthroughs	

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			Base	Participate in Battelle's monthly Commercialization Council, submit technology maturation requests to the Battelle Technology Maturation Fund and notify Battelle Ventures of new venture opportunities.	11/01/07	x		
			5.4.1					
			Base	Establish Industrial Advisory Board (IAB) including CTOs of the team, Battelle Ventures, and invited investors and entrepreneurs. By the end of FY08, Board to identify at least one technologies to mature and bring to market.	11/01/07	x		
			5.4.2					
			Stretch	Double industry-funded programs to \$20M in the next 5 years, by \$2M for IPAC in FY 2008.		x		
			5.4.3					
			Stretch	Double licenses to 40 within 5 years, increase total licenses by three in FY 2008.	11/01/07	x		
			5.4.4					
			Stretch	Initiate at least three new LLNL team strategic partnerships by 9/30/09, establish at least one new strategic partnership by 9/30/08.	11/16/07	x		
			5.4.5					
Mission		5.5 Develop and support technologies and analytical capabilities to protect against and respond to terrorist threats against the US.					2.2 Weapons of Mass Destruction	
			Base	Provide quality science, engineering, and technology. NNSA will evaluate the quality of science through such things as DRC Review comments, other external peer review comments, sponsor satisfaction level, and number of awards received.	12/17/07			
			5.5.1					

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Performance Category	PEP Performance Objective	PEP Performance Measure	Fee Type		PEP Performance Target	Last Change	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA PIP Reference
			Stretch	5.5.2	Develop marketing plan with team of Chemical Biological Radiological Nuclear Explosives (CBRNE) experts from parent organizations to ensure focus in areas supporting NNSA and alignment with core competencies by the end of FY 2008.		x		
			Stretch	5.5.3	Prepare gap analysis of DHS requirements and budgets with LLNL capabilities and S&T roadmap to ensure long-term sustainability of programs by the end of FY 2008.		x		
			Stretch	5.5.4	Develop and propose equity investment model for DHS work, in cooperation with other national laboratories such as SNL-CA, LANL, ORNL, PNNL; coordinate plan with S&T roadmap by the end of FY 2008.	11/01/07	x		
Mission	6. Optimize current and evolving mission performance by providing effective and efficient facilities and infrastructure.								
		6.1 Operate mission essential and user facilities as national capabilities, including National Ignition Facility, Device Assembly Facility, Superblock, Site 300, and High Performance ASC Computers.						5.3 Infrastructure	
			Base	6.1.1	LLNS will provide personnel to support the individual NTS facility transition teams in executing their transition activities and provide the Integrated Project Team with personnel in a timely manner as specified in the Project Execution Plan to support the execution of the transition project plan.	02/05/08			

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Performance Category	PEP Performance Objective	PEP Performance Measure	Fee Type		PEP Performance Target	Last Change	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA PIP Reference
			Base	6.1.2	LLNS will modify all existing Real Estate/Operating Permits (REOP) for DAF, JASPER and HE Facilities into secondary REOPs consistent with continued programmatic and operational activities following the transition of the facility in accordance with the Project Execution Plan baseline schedule.	02/05/08			
			Base	6.1.3	LLNS will continue to operate assigned NTS facilities in a safe, efficient, and compliant manner until the respective facility is transferred to NSTec.	02/05/08			
		6.2 Reduce the site footprint (non-process contaminated facilities) consistent with NNSA approved Complex 2030 infrastructure plans, which may include the transition of DP programmatic work from Site 300.						5.3 Infrastructure	
			Base	6.2.1	Reduce the site footprint consistent with the FY 2008 TYSP and FIRP Disposition funding.				
		6.3 Execute construction projects as identified and agreed between NNSA and the Laboratories within scope, schedule, and budget.						5.3 Infrastructure	
			Base	6.3.1	NIF Project Level 0, 1, and 2 milestones are completed within 30 days of the approved plan.	10/31/07			NA-16
			Base	6.3.2	Total Recordable Case rate for NIF does not exceed of 3.5 for FY 2008.	10/31/07			NA-16
			Base	6.3.3	Support development and implementation of complex-wide software tools, databases, and reporting requirements.				
			Fixed	6.3.4	Required monthly project reporting is received on time at least 90% of the time.	12/17/07			NA-16

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			Base 6.3.5	Provide optics and related items in support of Omega EP completion.				
			Base 6.3.6	Manage line item and non-line item projects consistent with best project management practices, including detailed planning, accurate estimates, risk analysis, and effective scope, schedule, and budget performance.	11/01/07			
			Stretch 6.3.7	For the NIF project, at least 10% of level 0, 1, and 2 milestones are achieved more than 30 days ahead of the approved plan.	11/19/07			NA-16
			Stretch 6.3.8	The Total Recordable Case rate for NIF does not exceed 2.0 for FY 2008.	10/31/07			NA-16
			Stretch 6.3.9	Cumulative Schedule Performance Index and Cost Performance Index for the NIF project (TPC funded activities) are each at least 0.98 for FY 2008.				NA-16
			Stretch 6.3.10	Cumulative Schedule Performance Index and Cost Performance Index for the NIF project (A&I funded activities) are each at least 0.95 for FY 2008.				NA-16
		6.4 Improve and sustain the physical infrastructure needed to support Laboratory operations.					5.3 Infrastructure	
			Base 6.4.1	Execute the Facilities and Infrastructure Recapitalization Program per the FIRP Program Execution Plan.				NA-17/52
			Base 6.4.2	Manage facilities in a manner consistent with NNSA's deferred maintenance goals and other objectives as stated in the approved Ten-Year Comprehensive Site Plan.				NA-17/52
			Base 6.4.3	Sustain planned availability of mission essential facilities.				

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			Base	6.4.4	Conduct maintenance activities in accordance with the NNSA-approved Maintenance Implementation Plan (MIP).				
			Base	6.4.5	Maintain 2%+ maintenance funding relative to Real Property Value for FY 2008.				
		6.5 Remove CAT I/II SNM and transfer programmatic work from LLNL by the end of 2013.						5.3 Infrastructure	
			Fixed	6.5.1	Submit to NNSA by 9/30/08 a transition plan for the removal of CAT I/II SNM from LLNL beginning not later than FY09 and completing by the end of FY2012. Plan shall include key milestones, potential barriers, critical decision points, and funding requirements.	12/17/07			
			Base	6.5.2	Per the NNSA approved transition plan, begin preparations (packing, staging, etc) to initiate shipment of CAT I/II SNM from LLNL in FY09.				
			Base	6.5.3	Submit to NNSA a transition plan by 9/30/08 for the transfer of programmatic work involving CAT I/II SNM. Plan shall include key milestones, potential barriers, critical decision points, costs of transferring the work, and if applicable, an estimate of the incremental costs associated with performing work at other sites (e.g., LANL/NTS/PX).	11/01/07			
			Stretch	6.5.4	Remove 100 kg of SNM from LLNL to an appropriate disposition site(s) by 9/30/08.	11/01/07			

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		6.6 Demonstrate progress towards achieving the energy efficiency and water conservation goals and objectives contained in Executive Order 13423, Strengthening Federal Environmental, Energy, and Transportation Management, the requirements of the Energy Policy Act of 2005 (EPACT 2005), and the goals of DOE's Transformational Energy Action Management (TEAM) initiative.			10/31/07		5.3 Infrastructure	
			Base	6.6.1 Energy use per square foot (DOE's Energy Management System 4) is on target to meet the EO 13423 energy reduction goal of 3% annually by the end of FY 2008.				
			Base	6.6.2 Fully support DOE/NNSA's Energy Savings Performance Contract effort and maintain the current schedule to implement energy conservation measures at LLNL. Support shall include the following: full and open access to the DOE/NNSA contracted Energy Service Company (ESCO) to facilitate on-site assessments of opportunities to improve energy efficiency, water reduction, and renewable energy; advisory assistance in reviewing ESCO recommendations; monitoring of ESCO activities to ensure site safety and security requirements are adhered to; information requested by ESCO personnel to assist in developing viable recommendations; and assistance to LSO in monitoring the execution of ESPC projects.	10/31/07			
			Stretch	6.6.3 Submit one facility for US Green Building Council review and certification under the Leadership in Energy and Environmental Design (LEED) Existing Building rating system by the end of FY 2008.				

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			Stretch		Exceed the annual energy use intensity reduction goals of 3% and meet the annual water reduction goals of 2% referenced in EO13423 by the end of FY 2008.				
Operations	7. Maintain safe and environmentally sound operations in an efficient and effective manner in support of mission objectives.			6.6.4				4.1 Environmental Cleanup	
		7.1 Maintain effective Environment, Safety, Health, and Quality institutional programs and achieve operational excellence in site operations (including nuclear operations, vital safety system engineering, conduct of operations, emergency management, and RAP).							
			Base		Identify and document physical, chemical, radiative energy, nuclear, and biological hazards and implements corresponding controls to protect the public and workers from exposures and prevent injury and illness.	11/28/07			
			Base		Complete Improvement Plans for conduct of operations and nuclear operations training by end of FY 2008.	11/28/07	x		
			Base		Demonstrate operational excellence and consistency in nuclear facilities through successful implementation of DSAs, work control processes, and formality of operations.	11/28/07			NA-15
				7.1.1					
				7.1.2					
				7.1.3					



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			Base	7.1.4	Develop and implement ESH&QA metrics and goals by February 1, 2008. Analyze performance metrics and goals (e.g. injury rates, emergency management, nuclear operations, nuclear facilities metrics program, waste minimization, and resolution of ESH&QA deficiencies) to identify and implement improvement opportunities. Submit metrics and goals to LSO, and provide quarterly reports to LSO.	12/10/07			
			Fixed	7.1.5	Conduct "Safety Leadership Workshops" to develop strong consistent leadership for all supervisors. All supervisors (as defined by Strategic Human Capital as of 10/31/07) to be trained by end of FY08. Establish "Zero Accident Teams" for all programs and operations by end of FY08.	12/17/07			
			Fixed	7.1.6	Maintain a program for timely identification and reporting of non-compliances in conformance with regulatory requirements and laws for ESH&Q and nuclear safety to assure NNSA/LSO, local, state and federal regulators are informed of events requiring their review or response to such issues. This program shall minimize enforcement actions taken by regulatory agencies (including DOE Office of Enforcement) for any late reporting of events.	12/17/07			
			Fixed	7.1.7	Excute milestones within approved ISMS Project Plan dated 6/17/08 that are due by 9/30/08.	07/28/08			
			Stretch	7.1.8	Establish common WebEOC Status Boards (unclassified) that convey situational awareness/common operating picture to HQ by 6/30/08.	11/28/07			

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			Stretch		Complete Phase II certification of LLNS ISMS for LLNL in FY08.	11/28/07	x		
				7.1.9					
			Stretch		Initiate LSO-approved action plan by 3/30/08 for the following emergency preparedness and response multi-year initiatives: (1) Adopt California's Standardized Emergency Management System and integrate, where applicable, with the National Incident Management System; and (2) Accelerate replacement of antiquated paging systems with a single, code-compliant paging system that achieves a 25% increase over last year's building and/or population totals that have been upgraded with and/or addressed by, respectively, the new paging system.	11/28/07			
				7.1.10					
			Stretch		Submit the following plans for LSO approval by the dates in parenthesis.  1. Provide Implementation Plan for DOE STD 1098-1999, DOE Standard for Radiological Control. (2/1/08) 2. Program Plan for Non-Nuclear Facility Safety Basis, which will include the programmatic and process improvements and implementation schedule. (6/2/08) 3. Program Plan for Construction Safety, which will describe an institutional program to monitor, document, evaluate, and improve performance in construction safety. (2/1/08)  Initiate approved Plans within 60 days of submittal.	11/28/07			NA-43
				7.1.11					

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			Stretch	7.1.12 For the Fire Protection Program, repair/correct legacy facility (code) deficiencies. Decrease backlog deficiencies or existing equivalencies/exemptions by more than 10% of the "total cost" to repair/correct the deficiencies.	11/28/07			
			Stretch	7.1.13 Submit bio-governance Improvement Plan by June 1, 2008 for LSO approval. The Plan will include, but will not be limited to, structure and operations process of the Institutional Biosafety Committee and transfer of select agents.  Initiate approved Improvement Plan within 60 days of submittal.	11/28/07			
			Stretch	7.1.14 Submit accurate Transportation Shipping Requests (TSR) to the Office of Secure Transportation (OST) no less than 60 days prior to the Material Availability Date, with updates before the 30 and 7 day submittal requirements, as indicated on OST TSR Form 1540.5 Ninety percent of TSRs will meet these requirements. Note: Does not apply to shipments supporting deinventory activities.	11/28/07			
			Stretch	7.1.15 Perform two institutional activities in the Occupational Safety Program by the end of FY08. These activities are: (1) Develop and implement institutional performance requirements for all Industrial Safety Professionals on site, and (2) Conduct LLNL functional management self-assessments in at least two functional areas to include electrical safety.	11/28/07			

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			Stretch	7.1.16	Improve safety performance in TRC and DAC rates by 20% as compared to the averages (same metrics) for the years FY07, FY06 and FY05; develop and submit an improvement plan to increase near-miss reporting, trending and analysis by April 1, 2008, then implement processes and procedures by September 30, 2008.	12/10/07			
			Base	7.1.17	By March 31, 2008, LLNL will develop a plan and schedule for completing and fully documenting the industrial hygiene (IH) baseline surveys for all high, moderate, and low health hazard work areas. By the end of FY08, LLNL will complete and fully document IH baseline surveys for all high health hazard work areas; and the scheduled moderate and low health hazard work areas.	03/24/08			

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			Stretch	7.1.18	By 03/01/2008, establish a worker-involved institutional committee that is chartered to improve the Occupational Health Program. By 07/15/2008, develop a comprehensive 5-yr Strategic Plan for Occupational Health. (Reference: DOE O 440.1a, 10CFR850, 10CFR851.20(a)(4), 20(b)(5), 25(c), and App. A, sections 6.(c) and 8.(d,e,&h).)	03/12/08			
			Stretch	7.1.19	Fully implement the Software Quality Assurance Program in all Nuclear and Radiological Facilities by 9/30/08.	11/28/07			
			Stretch	7.1.20	Submit DSA/TSR which incorporate DOE Standard 1186 and Standard 3009 Change Notice 3 for all Hazard Category 2 and 3 facilities by 9/30/08.	11/28/07			
		7.2 Provide program management, technical support, and compliance for environmental restoration and waste management activities.							
			Base	7.2.1	LLNS shall provide LSO at least four working days of lead time for all formal submittals of environmental documents (e.g. CERCLA documents, RCRA permit modifications, Annual Site Environmental Reports, etc.) requiring LSO approval. Major environmental documents shall be provided in draft form to NNSA for coordination to ensure adequacy.	11/14/07			

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			Base	7.2.2	Provide technical support to the Livermore Site Office to meet Federal requirements in the following areas with no impact on programmatic work: NEPA, the National Historic Preservation Act (NHPA), the Endangered Species Act (ESA), associated programmatic agreement requirements and milestones, biological opinions, and agency negotiations.	11/14/07			
			Base	7.2.3	Treat and dispose of low level waste equal to volume of waste generated during the previous fiscal year.	10/31/07			
			Base	7.2.4	Approved for deletion on 04/17/08.	04/17/08			
			Fixed	7.2.5	Complete all CERCLA Federal Facility Agreement milestones for FY 2008 on time.	11/14/07			
			Base	7.2.6	Complete all Federal Facilities Compliance Act Site Treatment Plan milestones for FY 2008 in accordance with the approved schedule.	11/14/07			
			Base	7.2.7	By 9/01/08, demonstrate full implementation of the ISO 14001 Environmental Management System within the laboratory support operations and line programs with no major nonconformities identified in the planned FY08 LSO ISO 14001 EMS Audit (August/September 2008).	11/28/07			

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			Stretch	By 9/30/08, demonstrate progress on modified and more aggressive site EMS goals in support of DOE/NNSA goals related to Executive Order 13423 Strengthening Federal Environment, Energy, and Transportation Management and the DOE Transformational Energy Action Management (TEAM) initiative.	11/21/07			
			Stretch	By 9/30/08, dispose approximately 8 m3 of GTCC mixed waste to NTS or a commercial TSDF subject to available funding and timely response from commercial treatment vendors.	11/08/07			
			Stretch	Approved for deletion on 4/17/08.	04/17/08			
			Stretch	By 9/30/08, identify and execute cost savings in the Waste Management Program toward disposal of radioactive waste. These cost savings are based on the approved FY08 workplans.	10/31/07			
			Stretch	By 4/1/08, declare full implementation with ISO 14001 within the laboratory support operations and line programs and notify LSO.	11/21/07			
Operations	8. Maintain secure operations in an efficient and effective manner in support of mission objectives.						2. Nuclear Security	
		8.1 Site Security planning activities effectively integrates requirements, resources, and capabilities across all topical areas.					2. Nuclear Security	
			Fixed	Requirements traceability is incorporated across all security planning documentation – Annual Operating Plan (AOP), FS-20 budget submission, and Site Safeguards and Security Plan (SSSP).	12/17/07			NA-70

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		8.2 Site Security planning activities fully support DOE and NNSA planning, and oversight requirements						2. Nuclear Security	
			Fixed	8.2.1	The LLNL FY09 AOP is developed, approved by LSO and submitted to Defense Nuclear Security (DNS) on schedule.	12/17/07			NA-70
			Fixed	8.2.2	The LLNS FY09 FS-20 budget submission is performance based, clearly links resources to requirements and is submitted by 4/1/08.	12/17/07			NA-70
			Stretch	8.2.3	Identify, prioritize and develop a funding and execution plan for security infrastructure life cycle upgrades by 6/30/08 using the FY09 Ten Year Site Plan.	05/05/08			
		8.3 Meet LLNL FY08 Annual Operating Plan (AOP) performance target milestones in the following security functional areas: Protective Forces, Security Systems, Information Security, Personnel Security, Material Control and Accountability, and Program Management. and 2005 Design Basis Threat implementation.				11/13/07		2. Nuclear Security	
			Base	8.3.1	Performance Targets for security functional areas are completed on-schedule in accordance with the FY08 LLNL AOP				NA-70
			Stretch	8.3.2	Provide Sandia /CA perimeter access control and security alarm response if approved by DOE/NNSA by the end of FY 2008.				
			Stretch	8.3.3	Implement a new unclassified non-public network where no unclassified sensitive information resides to support foreign national access and minimize inadvertent access to sensitive information by the end of FY 2008.		x		



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		8.4 Meet effectiveness and efficiency expectations for the following security functional areas during security contractor Self Assessment, LSO Surveys, and NNSA Defense Nuclear Security (DNS) inspections: Protective Forces, Security Systems, Information Security, Personnel Security, Material Control and Accountability, Program Management, and 2005 Design Basis Threat implementation.						2. Nuclear Security	
			Fixed		Satisfactory or Effective security survey ratings assigned by LSO, and DNS.	12/17/07			NA-70
			Base	8.4.1	Assist in the development and implementation of the NNSA weapons complex transformation program (previously "Complex 2030").				
			Stretch	8.4.2	LLNS will study security incident data to determine primary causal factors. Primary causal factors data will be provided to LLNL management to help develop and implement actions intended to mitigate and/or reduce security incidents.	05/05/08			
			Stretch	8.4.3	Conduct a "Make-Buy" analysis on the possibility of outsourcing Pro Force and, if the Make-Buy analysis indicates, draft a Request for Proposal (RFP) for Protective Force operations (including training facilities) by 9/30/08 for LSO review and approval.	05/28/08			
		8.5 Detect, deter, and mitigate foreign intelligence collection and espionage and international terrorist threats.						2. Nuclear Security	
			Fixed	8.4.4	Conduct Counterintelligence Awareness education classes for 500 (enterprise wide) NNSA/DOE personnel.	11/28/07			
				8.5.1					

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			Base		At least 60% of all NNSA/DOE counterintelligence personnel will attend a DOE/NNSA counterintelligence or equivalent professional training course.				
			Base	8.5.2	The percentage of CI Investigations into reports of suspicious contacts and activities that are consistent with guidelines (the OCI Procedural Guidelines Document, federal statutes and Executive Orders); and provided to customers (HQ OCI, DOE/NNSA senior leadership, lab management, FBI and US Intelligence Community) to take preventive actions; and the percentage of time dissemination of information to the FBI is pursuant to Section 811 (c) of the Intelligence Authorization Act of 1995. Target is 90% for consistency with guidelines, 90% timely dissemination to customers, and 100% timely on 811 referrals.				
			Stretch	8.5.4	Produce 75 Intelligence Information Reports in FY 2008.				
Institutional Management	9. Manage business operations in an effective and efficient manner while safeguarding public assets and supporting mission objectives.							5. Management Excellence	
		9.1 Demonstrate effective internal business controls and continuous improvement to maintain acceptable Financial Management and approved Procurement, Personal Property Management, and Legal Management systems.						5. Management Excellence	

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			Base	9.1.1	Obtain at least an overall satisfactory financial management performance rating based on NNSA OFFM metrics in the following areas: self assessments, follow-up on financial audits, internal controls, financial reporting, financial accounting practices and procedures, direct and indirect cost distribution systems, financial systems initiatives, budget formulation, execution, reporting.				
			Fixed	9.1.2	Establish LLNL mentor-protégé program in accordance with the approved mentor protégé plan by the end of FY 2008.		x		
			Fixed	9.1.3	Fully execute LSO-approved legal management plan by the end of FY 2008.				
			Fixed	9.1.4	Simplify rate structure for FY 2008 to analyze true cost of business/equity to all clients and ensure appropriate use of service centers.		x		
			Base	9.1.5	CFO will develop a process to track the LLNL direct-to-indirect work cost ratio and lead LLNL efforts to establish related targets and measure progress toward achieving them.	11/13/07			
			Fixed	9.1.6	Obtain approval of LLNS procurement system not later than October 2007.				
			Fixed	9.1.7	Maintain procurement system approval throughout FY 2008 utilizing the NNSA-approved objectives matrix.				
			Fixed	9.1.8	Obtain approval of LLNS property system not later than October 2007.				
			Fixed	9.1.9	Maintain property system approval throughout FY 2008 utilizing the NNSA-approved objectives matrix.				

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			Base	9.1.10	Consolidate all work processes and personnel related to supply chain into one organization by December 31, 2007.		x		
			Stretch	9.1.11	Award noncompetitive subcontracts to DOE designated protégés by March 31, 2008.		x		
			Stretch	9.1.12	Establish a Subcontractor Technical Representative (STR) Program to reduce risks and increase oversight on large procurements by March 31, 2008.		x		
			Stretch	9.1.13	Provide at least two outside professional training courses in FY 2008 to improve procurement workforce skills and quality of procurements as measured by the objectives matrix and NNSA reviews.	11/08/07	x		
			Stretch	9.1.14	Continue project accounting implementation; complete FY 2008 project level milestones on time and within budget per approved baseline schedule (FY08 Financial Management Systems Plan dated July 20, 2007).		x		
			Stretch	9.1.15	Reduce supply chain management costs by 15% by the end of FY 2010 and by 5% in FY 2008.		x		
			Stretch	9.1.16	By March 31, 2008, initiate upgrade of business and financial systems (BSIP) that automates reporting, eliminates duplication and supports EVMS; complete FY 2008 project level milestones on schedule.	07/01/08	x		

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		9.2 Demonstrate an effective and efficient audit organization; including an integrated monitoring program which a) documents and tracks all corrective actions and b) addresses all internal and external business system review findings and recommendations.						5. Management Excellence	
			Base	9.2.1	Execute audit activities, in accordance with the FY2008 Internal Audit Plan and approved modifications to that Plan. Accomplishment of activities can be flexible each quarter, but all final draft reports are to be completed and communicated to the laboratory by the end of the fiscal year.				
			Base	9.2.2	Utilize the Audit Tracker System (ATS) to monitor and track business review findings and corrective actions on a continual basis until confirmation of full resolution.				
			Stretch	9.2.3	Provide notification to the LLNS senior management team of negotiated corrective actions which have not been resolved. 100% of compliance issues resolved within six months of issuance and 75% of system issues within twelve months of issuance.				
			Stretch	9.2.4	Demonstrate successful integration of ES&H audit and review functions and activities within the current LLNL Audit and Oversight organization by 9/30/08.				
			Stretch	9.2.5	Demonstrate examples of activities where the results show quality improvement(s), innovation(s), and successful teaming by 9/30/08.				

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		9.3 Establish a centralized Strategic Human Capital Management (SHCM) department that provides leadership and infrastructure to ensure availability, development, and maintenance of workforce excellence.						5. Management Excellence	
			Base	9.3.1	Continue implementation of plan to manage the Defense Program's full-time-equivalent reductions as specified in the "Defense Programs FY 2007 to FY 2011 Program and Resource Guidance," dated March 4, 2005; reduce DP headcount by 2% in FY 2008.	11/13/07			
			Base	9.3.2	Define employee skill and knowledge bases for all employees with critical skill positions by 12/31/07.	11/16/07	x		
			Base	9.3.3	Approved for deletion on 4/16/08	04/16/08			
			Stretch	9.3.4	By 7/31/08, develop action plans to close gaps in skill and knowledge bases in FY 2008, expand to include essential skills in FY 2009.		x		
			Stretch	9.3.5	Achieve an additional 2% to 3% DP workforce reduction through internal efficiency gains above the expected 2% reduction in FY 2008 and continue it through FY 2009.	10/31/07	x		
			Stretch	9.3.6	By 12/31/07, SHCM AD with PADs, ADs, PDs will coordinate recruiting needs and efforts. S&T roadmap will support defining future workforce requirements, which may not be mature until FY 2009.	11/13/07	x		
			Stretch	9.3.7	By 5/31/08, define future critical and essential skill requirements for a 5-year period based on laboratory-wide plan.	11/13/07	x		

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Performance Category	PEP Performance Objective	PEP Performance Measure	Fee Type		PEP Performance Target	Last Change	Contractor Multi-Year Strategy	DOE Strategic Plan Reference	NNSA PIP Reference
			Stretch	9.3.8	Design and begin implementation by the end of FY2008, a LLNL compensation program that 1) identifies roles, responsibilities and pay ranges for all LLNL jobs including managers and individual contributors; 2) makes pay-linked distinctions internally between LLNL jobs, including distinctions within management jobs and within individual contributor jobs; 3) sets pay for LLNL jobs based on surveys of similar jobs in the relevant market by occupation; 4) establishes the objective and mechanisms for paying each LLNL job consistent with pay in the market on average for that job's responsibility level and occupation; 5) incorporates variable (non-base) pay as an integral compensation component to enhance incentives for LLNL employee performance and promote cost control; and 6) links the pay of individual LLNL employees with their job performance.				
			Stretch	9.3.9	By 9/30/08, SHCM Director coordinates multisite effort to complete each site's critical and essential skills needs. Work with pre-selected Universities to develop curricula and training programs tailored to NNSA needs.		x		
			Stretch	9.3.10	FMA of succession planning processes will include a review and recommended improvements to Recruitment and Retention program during the 4th quarter of FY 2008.	07/08/08	x		
		9.4 Maintain a media relations program and partnerships with the local community and geographic region.						5. Management Excellence	

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			Fixed		Develop and implement new media relations and community outreach strategies to enhance the image of the Laboratory, NNSA and DOE.	01/25/08			
Institutional Management	10. Improve the management and performance of the Laboratory through execution of the Contractor Assurance System, Strategic Initiatives, and Parent Organizations' contributions.			9.4.1				5. Management Excellence	
		10.1 Implement a Contractor Assurance System (CAS) that ensures that objectives are being accomplished, programs and operations are managed in an effective and efficient manner, and Laboratory management and performance is continuously improved.							
			Base		Implement the CAS by the end of the fiscal year for NNSA system approval.				
				10.1.1					
			Stretch		Demonstrate improvements in performance management, issues identification, and correction plan implementation, from the independent assessment and internal management assessment plan by the end of FY 2008.	11/08/07			
				10.1.2					
			Stretch		Set the requirements for the issues tracking improvement project by 3/1/08. Include the requirements for standing up the new institution-wide tracking system for all CAPs, and the mapping of existing CAPs into the system.	11/08/07			
				10.1.3					
		10.2 Develop, evaluate, and implement strategic initiatives to increase the effectiveness and efficiency of Laboratory and the NWC.						5. Management Excellence	



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			Stretch	10.2.1	By December 31, 2007, restructure organization, realign workforce, and establish process improvements and cost reduction targets for each directorate reporting to PAD for Operations and Business.		x		
			Stretch	10.2.2	By June 30, 2008, partner with LANS on business system development and assess consolidating payroll, accounts payable, and travel expense processing to reduce costs. Provide the results and path forward for executing by the end of the FY 2008.		x		
			Stretch	10.2.3	Apply Lean Six Sigma methodology in FY 2008 to continuously improve systems. Submit business cases for records management, facilities asset management, safety and environmental systems, nuclear operations, and device life-cycle standards or equivalent prioritized projects by March 31, 2008. Initiate improvement projects per LLNS' prioritized improvement projects list.	11/08/07	x		
			Stretch	10.2.4	Reduce Laboratory support costs by 20% (\$150M annually) by the end of FY 2010; target reduction of \$50M for FY 2008.		x		
			Stretch	10.2.5	Save \$3M per year from consolidated management approach with LANS by FY 2009; target savings of \$1M in FY 2008.		x		
			Stretch	10.2.6	Consolidate, upgrade, and modernize IRM systems in FY 2008 to improve security, performance, and agility while reducing costs by \$40M in three years (part of reduction of support costs by 20%), by \$10M in FY 2008.		x		

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		10.3 Support from Board of Governors and Parent Organizations to improve the performance of the Laboratory.						5. Management Excellence	
			Fixed	10.3.1	By 10/31/07, provide to LSO a prioritized plan with milestones to address the issues identified in the due-diligence walk down report prepared by the LLNS Transition Team.				
			Base	10.3.2	Ensure that the laboratory functions as a well-integrated, seamless business unit, with roles and responsibilities assigned to the LLNS team as a whole and management being held accountable for performance.				
			Stretch	10.3.3	Parent organization experts to conduct 26 assessments (8 mission, 18 business and operations) covering all primary functional and programmatic areas. In addition, perform up to six contingency assessments as needed by the end of FY 2008.		x		
			Stretch	10.3.4	Use parent best practices in FY2008 (i.e. EVMS, Six Sigma/PBL, and other best practices, systems and tools set forth in this PEP) to show improvements in laboratory performance during FY08.		x		











