

DEPARTMENT OF ENERGY
PROCUREMENT & ASSISTANCE MANAGEMENT

FY 2008

BALANCED SCORECARD

PERFORMANCE MANAGEMENT PROGRAM

✓ National Core Performance Measures

✓ Supporting Corporate Management Initiatives

Balanced Scorecard Methodology

- *The BSC is a structured approach to performance measurement and performance management that links the organization's strategic thinking to the activities necessary to achieve desired results*
- *The BSC is a vehicle for communicating an organization's strategic direction and for measuring achievements towards these predetermined objectives*
- *The BSC clearly establishes linkage between strategic objectives, the measures for determining progress, the stretch targets established, and the focused initiatives needed to move the organization forward to meet those organizational goals*

Balanced Scorecard Methodology

- *The BSC utilizes Department-wide measures plus individually tailored local measures to achieve the Procurement Executive's strategic goals*
- *Results of BSC measurements provide decisionmakers with critical information on: (1) the efficiency with which resources are transformed into goods and services; and (2) the effectiveness of organizational activities and operations in terms of their specific contributions to strategic objectives*
- *The BSC is a key part of the Procurement Executive's performance plan, and is a critical element in MA-60's SES performance assessments*
- *In FY 2008, MA-60 continues to assign accountability to individual staff by flowing down the BSC to individuals and teams.*

DOE Procurement System

MISSION

To provide acquisition and assistance services to support accomplishment of the Department's programmatic goals and objectives.

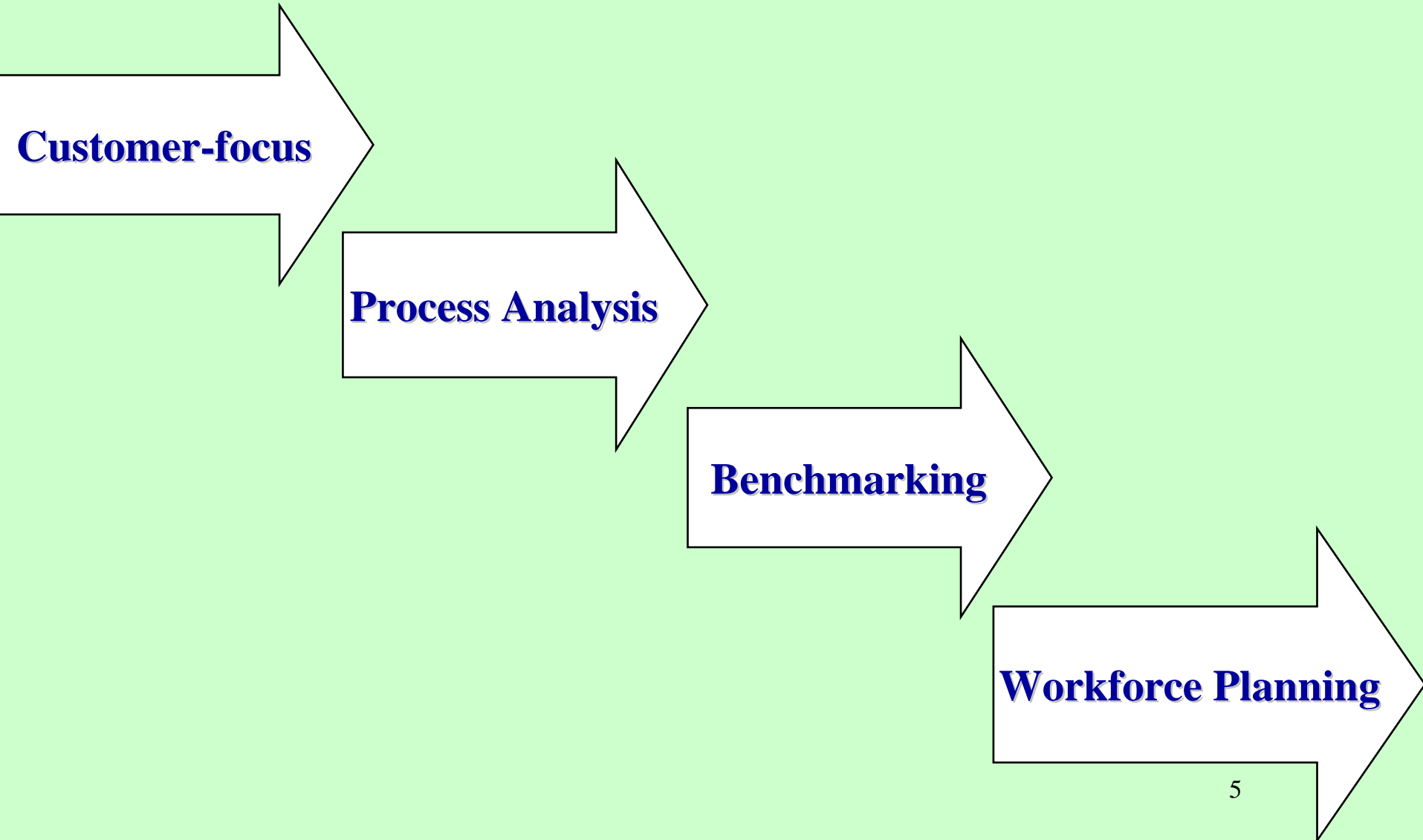
VISION

To deliver on a timely basis the best value product or service to our customers while maintaining the public's trust and fulfilling public policy objectives.

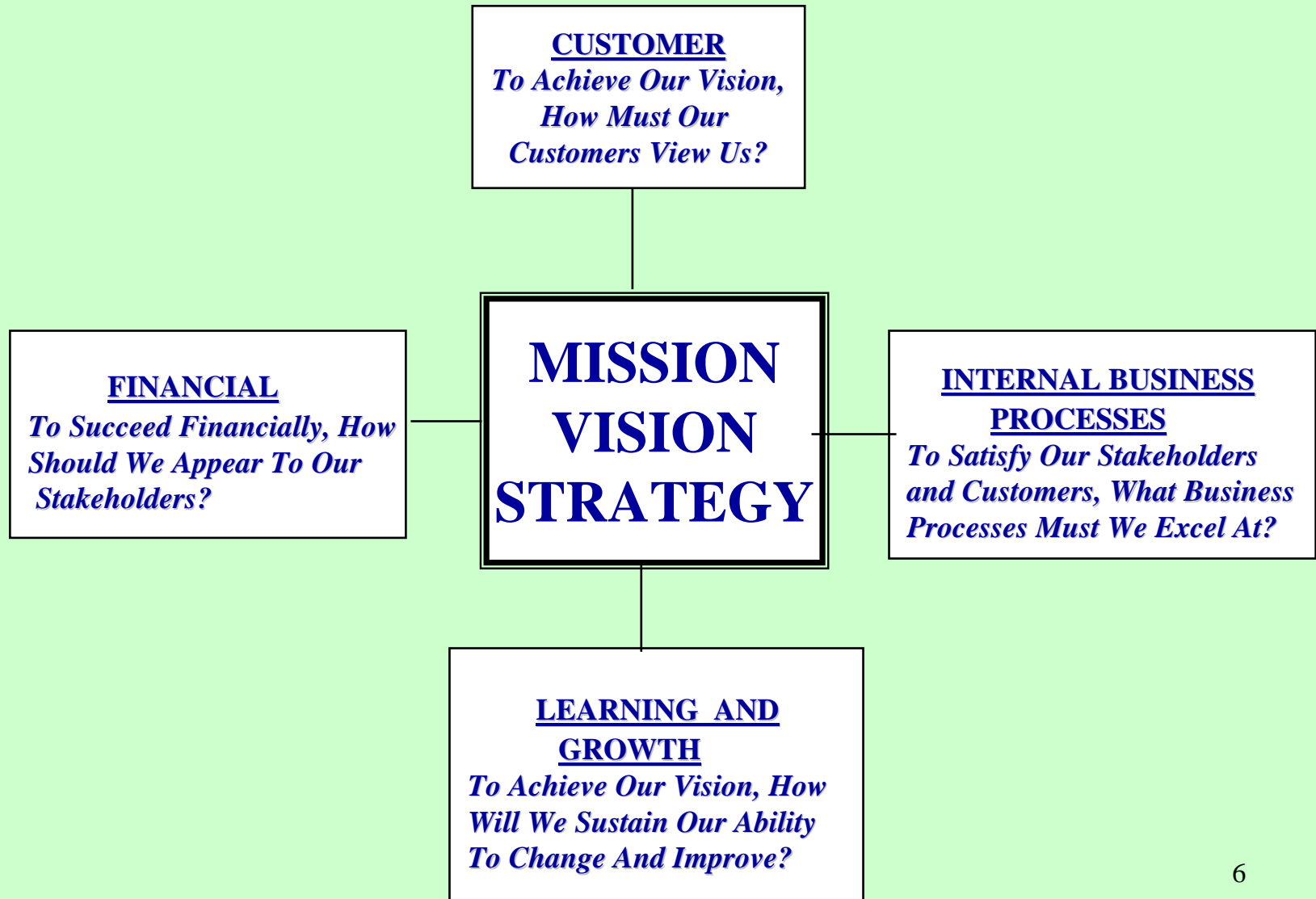
STRATEGY

To develop and maintain an organizational culture, management systems, and line processes in the acquisition system that ensure a focus on results while emphasizing integrity, fairness, competition, openness, and efficiency.

Strategic Approach



Balanced Scorecard Strategic Perspectives



Balanced Scorecard

PERSPECTIVES AND OBJECTIVES



Balanced Scorecard

Performance Measures, Performance Targets, & Management Initiatives

Contents

	<u>Page</u>
Customer Perspective	10
Internal Business Perspective	17
Learning & Growth Perspective	69
Financial Perspective	82

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

CUSTOMER PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Customer Satisfaction Data Source: Customer Survey	Timeliness: Extent of customer satisfaction with timeliness of procurement processing, planning activities, and on-going communications.	88%	<ul style="list-style-type: none"> Issue FY08 fiscal year review plan and issue FY09 fiscal year plan call letter ⑥ 	MA-621 RCone	4 th Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

CUSTOMER PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Customer Satisfaction Data Source: Customer Survey	Quality: Extent of customer satisfaction with the quality of goods and services delivered.	92%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

CUSTOMER PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Effective Service/ Partnership Data Source: Customer Survey	Extent of customer satisfaction with the responsiveness, cooperation, and level of communication with the procurement office.	92%	• Develop sample/model solicitation for support services ⑥	MA-621 BSchreiber	2 nd Qtr
			• Develop and issue a model rating plan ⑥	MA-621 TBD	2 nd Qtr
			• Develop model source selection documents ⑥	MA-621 RCone	2 nd Qtr

① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08	⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP)
--	---

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

CUSTOMER PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Effective Service/ Partnership Data Source: Customer Survey	Extent of customer satisfaction with the responsiveness, cooperation, and level of communication with the procurement office. (Contd)	92%	• Develop model best value language ⑥	MA-621 WReed	Qtr
			• Develop model language for past performance and experience for solicitation sections L and M ⑥	MA-621 ESimonoff	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

CUSTOMER PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Effective Service/ Partnership Data Source: Written Customer Surveys; Focus Groups; Interviews, etc.	External customer satisfaction: Extent to which external customers are satisfied with specific personal property products and services.	80% (or equivalent index value) customer satisfaction rating	<ul style="list-style-type: none"> Develop and implement an annual MA-632 customer survey ⑥ 	MA-632 BLeykamm	3 rd Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

CUSTOMER PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Effective Service/ Partnership Data Source: Written Customer Surveys; Focus Groups; Interviews, etc.	Internal customer satisfaction: Extent to which internal customers are satisfied with specific personal property products and services.	80% (or equivalent index value) customer satisfaction rating			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

CUSTOMER PERSPECTIVE

Contractor Human Resource Management

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Value Added Service/Partnership Data Source: Customer Surveys; Focus Groups; Random Samples	External customer satisfaction: Extent that external customers are satisfied with specific CHRM services and deliverables; i.e., policy implementation, contribution to acquisition strategy, advance understanding development/negotiation; contract administration activities; and communication	80% customer satisfaction rating	<ul style="list-style-type: none"> Alert/brief CFO and DOE/NNSA program offices to projected changes in contractor pension contributions resulting from the Pension Protection Act of 2006 ⑥ 	MA-631 RMyers	4 th Qtr

- | | |
|--|---|
| ① Presidential Management Agenda
② OMB High Risk Commitments
③ Director, MA-60, SES Performance Plan
④ MA Performance Measures for FY08 | ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)
⑥ DOE Strategic Plan
⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager’s Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight.	88% No sustained protests	• Revise the Procurement Policy Advisory Group (PPAG) charter and functions, and sponsor 8 meetings hosted by HQ and various field sites (including one face to face meeting) ⑥	MA-61 KSmith	4 th Qtr
			• Conduct a minimum of 6 cross-Department Financial Assistance Advisory Council (FAAC) meetings (including one face to face meeting) ⑥	MA-61 JKniskern	4 th Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager’s Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Stand-up new “Site Acquisition Career Managers Council (SACMC)” to include monthly conference calls and an annual in-person meeting, including HQ program representation ⑥	MA-61 CYee	4 th Qtr
			• Assess assigned DEAR Parts 901-952 and draft rulemaking identifying necessary changes ⑥	MA-61 BBinney/ RLangston/ KSmith/ SZvolensky/ MRighi/ HOxberger	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Manage interagency audit services agreements and Working Capital Fund requirements to ensure all resource and funding commitments are met ⑥	MA-61 HOxberger	4 th Qtr
			• Issue Acquisition Letter promulgating FY08 procurement statutory provisions in Energy & Water, National Defense Authorization or other Acts	MA-61 BBinney	2 nd Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager’s Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Revise Acquisition Guide Chapter 16 on Contract Types (follow-up to FY07 BSC “5 Best Practices” recommendations) ⑥	MA-61 SZvolensky	2 nd Qtr
			• Issue guidance on the appropriate use of DEAR 970 contract clauses in non-M&O contracts ⑥	MA-61 MRighi	1 st Qtr

① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08	⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP)
--	---

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Provide STRIPES program support in procurement policy implementation and training ⑥	MA-61 SCover	4 th Qtr
			• Provide STRIPES program support in financial assistance implementation and training ⑥	MA-61 JKnskern	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	<ul style="list-style-type: none"> Issue Acquisition Letter describing the proper use and role of audit services in proposal evaluation and contract management ⑤ 	MA-61 HOxberger	3 rd Qtr
			<ul style="list-style-type: none"> Revise Department-wide policy and guidance pertaining to the HQ Business Clearance process ⑤ 	MA-61 MRighi/ MFischetti	2 nd Qtr
			<ul style="list-style-type: none"> Develop module to the SEB Training Program and related Guide for Small Business Size Standards and Application of Affiliation Rules ⑤ 	MA-61 SZvolensky	3 rd Qtr
			<ul style="list-style-type: none"> Provide business/acquisition planning support and HQ clearance for the following major acquisitions: - PNNL Competition - SR Site M&O Competition - SR LW Competition ⑤ 	MA-621 DLeotta BSchreiber BSchreiber	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	<ul style="list-style-type: none"> • Provide business/acquisition planning support and HQ clearance for the following major acquisitions (Contd): <ul style="list-style-type: none"> - Hanford Mission Support Competition WReed - Hanford Tank Farm Operations Competition WReed - Hanford Central Plateau Competition WReed - RSEL A-76 Competitive Sourcing BPoston - Yucca Mountain Acquisition Strategy RCone - HQ Security Services Competition ESimonoff ⑥	MA-621	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	<ul style="list-style-type: none"> • Provide business/acquisition planning support and HQ clearance for the following major acquisitions (Contd): <ul style="list-style-type: none"> - GNEP Acquisition Strategy - SWPF Request for Equitable Adjustment - Brookhaven National Lab Solicitation - PPPL Competition - ESPC Competition - WTP Contract Restructuring - OR ETPP Clean-up Contract - Portsmouth D&D Acquisition Plan - Brookhaven National Sync Light Source - DUF6 Operations Solicitation 	MA-621 BPoston BSchreiber BPoston BPoston BSchreiber WReed DLeotta BSchreiber BPoston BSchreiber	4 th Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	<ul style="list-style-type: none"> • Provide business/acquisition planning support and HQ clearance for the following major acquisitions (Contd): <ul style="list-style-type: none"> - USEC Cold Shutdown - Savannah River Protective Forces Competition - Portsmouth Remediation Services Modification - Paducah Remediation Services Modification - Portsmouth Site Services - Portsmouth D&D Engineering & Technology Support - Portsmouth Site Remediation Contract - NREL M&O Solicitation - Golden R&D Fuel Cell for Auto and Station 	MA-621 BSchreiber ESimonoff BSchreiber BSchreiber BSchreiber BSchreiber BPoston BPoston	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	<ul style="list-style-type: none"> • Provide business/acquisition planning support and HQ clearance for the following major acquisitions (Contd): <ul style="list-style-type: none"> - Idaho Cleanup Project Modification - NETL Plug-in Hybrid Vehicle Program - Integrated Facility Disposition Project - OR Global Threat Reduction Monitoring - OR TRU Waste Processing Facility - IDIQ A&E Services Design - Fab TOKAMAK - SLAC M&O Competition 	MA-621 BPoston RCone DLeotta DLeotta DLeotta DLeotta DLeotta	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	<ul style="list-style-type: none"> • Provide business/acquisition planning support and HQ clearance for the following major acquisitions (Contd): <ul style="list-style-type: none"> - RW Transportation Technology Support Services - River Corridor Modification - SPRO Construction Management Services 	MA-621 DLeotta WReed ESimonoff	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	<ul style="list-style-type: none"> Develop and issue procedures for processing agency protests ⑥ Update DOE Acquisition Guide, Chapter 15 (Source Selection Guide) ⑥ 	MA-621 DLeotta MA-621 WReed	1 st Qtr 3 rd Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Support certification reviews of at least 2 contractor Earned Value Management Systems ⑥	MA-622 JTower/ SShin	4 th Qtr
			• Implement standard Interagency Agreement language for laboratory actions with the Department of Homeland Security ⑥	MA-622 SGeary	3 rd Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Incorporate DOE N 350.2 into DOE Order 350.2	MA-622 SGeary	4 th Qtr
			• Implement guidance for implementing and evaluating reorganizations ⑥	MA-622 SShin	4 th Qtr
			• Update PERT Peer Review guidance to incorporate NNSA discrete concerns ⑥	MA-622 LJones	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager’s Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Review and approve Contract Management Plans for a minimum of 3 major acquisitions ⑥	MA-622 TBD	4 th Qtr
			• Prepare and submit Congressionally mandated report to Congress on use of M&O contractor employees at HQ	MA-622 SGeary	2 nd Qtr
			• Prepare and submit Congressionally mandated report to Congress on use of support service contractor employees at HQ	MA-622 SGeary	2 nd Qtr

- ① Presidential Management Agenda
- ② OMB High Risk Commitments
- ③ Director, MA-60, SES Performance Plan
- ④ MA Performance Measures for FY08

- ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)
- ⑥ DOE Strategic Plan
- ⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager’s Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Issue Defense Priorities and Allocations Rulemaking ⑥	MA-622 LJones	2 nd Qtr
			• Manage up to nine (9) FY08 PERT Peer Reviews	MA-622 LJones	4 th Qtr
			• Analyze previous PERT Peer Reviews, identify issues, and amend guidance appropriately ⑥	MA-622 LJones	3 rd Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager’s Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Update BSC Compliance Review Checklist	MA-622 SLogan	4 th Qtr
			• Analyze recent major source selections and publish retrospectives in a lessons-learned database ⑥	MA-622 SShin	2 nd Qtr
			• Complete STRIPES financial assistance configuration ⑥	MA-623 EColligan	3 rd Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager’s Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Complete STRIPES certification and accreditation ⑥	MA-623 PCoombs	2 nd Qtr
			• SmartPay2 Transition ⑥	MA-623 TBD	4 th Qtr
			• Manage STRIPES Project within +/- 10% of cost and schedule ⑥	MA-623 DBaptist	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager’s Self-Assessment Survey; Local Protest Data; Compliance Review Results	Extent to which internal quality control systems are effective, particularly with respect to compliance with laws and regulations, vendor selection and performance, contract administration, and subcontractor oversight. (Contd)	88% No sustained protests	• Conduct MA-64 FY08 BSC self-assessment review ⑤	MA-64 CAshline	3 rd Qtr
			• Roll out STRIPES implementation to MA-64 personnel ⑤	MA-64 MRaizen	4 th Qtr
			• Support DOE’s strategic sourcing program ⑤	MA-60/ MA-64 JBashista/ ABoylan	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Number of cross agency teams that MA-60 staff participate in within the areas of procurement, financial assistance, e-Government, contractor employee benefits, and property management.	30 or more teams	• Manage Department policy positions to the interagency FAR Acquisition Strategy Team ⑥	MA-61 BBinney	4 th Qtr
			• Manage Department policy positions to the interagency FAR Finance Team ⑥	MA-61 HOxberger	4 th Qtr
			• Manage Department policy positions to the interagency FAR Law Team ⑥	MA-61 KSmith	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Acquisition Excellence Data Source: Manager's Self-Assessment Survey; Local Protest Data; Compliance Review Results	Number of cross agency teams that MA-60 staff participate in within the areas of procurement, financial assistance, e-Government, contractor employee benefits, and property management. (Contd)	30 or more teams	• Manage Department policy positions to the interagency FAR Implementation Team ⑥	MA-61 SCover	4 th Qtr
			• Manage Department policy positions to the interagency FAR Small Business Team ⑥	MA-61 SZvolensky	4 th Qtr
			• Approve and issue FAR rulemakings as the Department representative to the interagency Civilian Agency Acquisition Council (CAAC) ⑥	MA-61 RLangston	4 th Qtr

- ① Presidential Management Agenda
- ② OMB High Risk Commitments
- ③ Director, MA-60, SES Performance Plan
- ④ MA Performance Measures for FY08

- ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)
- ⑥ DOE Strategic Plan
- ⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
<p>Most Effective Use of Contracting Approaches to Maximize Efficiency and Cost Effectiveness</p> <p><u>Use of Electronic Commerce:</u> Data Source: Electronic Small Purchase Systems; FPDS-NG; IIPS; DOE/C-Web; Local Tracking Systems</p>	<p>Use of Electronic Commerce:</p> <p>1. Percent of purchase and delivery orders issued through electronic commerce as a percentage of total simplified acquisition actions.</p>	64%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
<p>Most Effective Use of Contracting Approaches to Maximize Efficiency and Cost Effectiveness</p> <p><u>Use of Electronic Commerce:</u> Data Source: Electronic Small Purchase Systems; FPDS-NG; IIPS; DOE/C-Web; Local Tracking Systems</p>	<p>Use of Electronic Commerce:</p> <p>2. Percent of all synopses (for which widespread notice is required) and associated solicitations posted on FEDBIZOPPS for actions over \$25K. This measure will be tracked at HQ. ①</p>	100%			

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
<p>Most Effective Use of Contracting Approaches to Maximize Efficiency and Cost Effectiveness</p> <p><u>Use of Electronic Commerce:</u> Data Source: Electronic Small Purchase Systems; FPDS-NG; IIPS; DOE/C-Web; Local Tracking Systems</p>	<p>Use of Electronic Commerce:</p> <p>3. Percent of all new competitive acquisition transactions over \$100K conducted through electronic commerce.</p>	60%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
<p>Most Effective Use of Contracting Approaches to Maximize Efficiency and Cost Effectiveness</p> <p><u>Performance Based Service Contracts:</u> Data Source: FPDS-NG</p>	<p>Use of Performance Based Service Contracts (PBSCs):</p> <p>1. PBSCs awarded as a percentage of total eligible new service contract awards (applicable to actions over \$25K).</p>	60%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
<p>Most Effective Use of Contracting Approaches to Maximize Efficiency and Cost Effectiveness</p> <p><u>Performance Based Service Contracts:</u> Data Source: FPDS-NG</p>	<p>Use of Performance Based Service Contracts (PBSCs):</p> <p>2. Percent of total eligible service contract dollars obligated for PBSCs (applicable to all actions over \$25K). This measure will be tracked at HQ. ⑦</p>	80%			

<p>① Presidential Management Agenda</p> <p>② OMB High Risk Commitments</p> <p>③ Director, MA-60, SES Performance Plan</p> <p>④ MA Performance Measures for FY08</p>	<p>⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)</p> <p>⑥ DOE Strategic Plan</p> <p>⑦ DOE 5-Year PBA Management Plan (OFPP)</p>
---	--

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
<p>Most Effective Use of Contracting Approaches to Maximize Efficiency and Cost Effectiveness</p> <p><u>Competition:</u> Data Source: FPDS-NG</p>	<p>Use of Competition:</p> <p>1. Percent of total dollars obligated on competitive acquisition actions over \$25,000.</p> <p>(Competition measures will be tracked at HQ.)</p>	76%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Most Effective Use of Contracting Approaches to Maximize Efficiency and Cost Effectiveness <u>Competition:</u> Data Source: FPDS-NG	Use of Competition: 2. Percent of acquisition actions competed for actions over \$25,000. (Competition measures will be tracked at HQ.)	68%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Streamlined Processes Data Source: FPDS-NG; PATS; Local Tracking Systems	Procurement Administrative Lead Time (PALT) for Acquisition: 1. Percent of new competitive service awards over \$100K awarded within 120 days (except major site and facility management contracts): Determine the number of days from receipt of offer (or solicitation closing date, if applicable) to date of award for each new award. Calculate the percent of actions that are awarded within 120 days.	85%	• Identify Department-wide PALT milestone activities for reporting in STRIPES ⑥	MA-622 SLogan	3 rd Qtr

- ① Presidential Management Agenda
- ② OMB High Risk Commitments
- ③ Director, MA-60, SES Performance Plan
- ④ MA Performance Measures for FY08

- ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)
- ⑥ DOE Strategic Plan
- ⑦ DOE 5-Year PBA Management Plan (OFPP)

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Streamlined Processes Data Source: FPDS-NG; PATS; Local Tracking Systems	PALT for Acquisition: 2. Percent of orders for services placed under the Federal Supply Schedules that exceed the micro-purchase threshold and which require a Statement of Work and a Request for Quotation that are awarded within 50 days from the date of receipt of quotations. Determine the number of days from receipt of quotation (or solicitation closing date, if applicable) to date of award for each new award. Calculate the percent of actions that are awarded within 50 days.	85%			

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Streamlined Processes Data Source: FPDS-NG; PATS; Local Tracking Systems	PALT for Acquisition: 3. Average cycle time for reviews of acquisition plans, solicitations, and other business review items.	10 working days or less			

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Streamlined Processes Data Source: FPDS-NG; PATS; Local Tracking Systems	PALT for Financial Assistance: 1. Percent of new competitive awards that are awarded within 245 days: Determine the number of days from receipt of application (or solicitation closing date, if applicable) to date of award for each new award resulting from a competitive solicitation. Calculate the percent of actions that are awarded within 245 days.	80%	<ul style="list-style-type: none"> Post 100% of competitive, discretionary financial assistance packages to Grants.gov ⑥ 	MA-623 EColligan	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Streamlined Processes Data Source: FPDS-NG; PATS; Local Tracking Systems	PALT for Financial Assistance: 2. Average number of days to process a new competitive award: Determine the number of days from receipt of application (or solicitation closing date, if applicable) to date of award for each new award resulting from a competitive solicitation. Add up the number of days and divide by the number of award actions.	160			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Reduction in Overage Instruments Data Source: FPDS-NG; Local Tracking Systems	Percent reduction in overage acquisition and financial assistance instruments.	10% of each year's beginning total			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
On-Time Delivery Data Source: Past Performance Data Base; Local Deliverable Tracking Systems	Percentage of contracts where contractual delivery date meets actual delivery/acceptance date. [NOTE: Applies only to procurement actions (not financial assistance) over \$1M.]	95%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Supplier Satisfaction Data Source: Vendor Survey	Extent of supplier (i.e., contractor/vendor) satisfaction with the responsiveness, cooperation, and level of communication with the procurement office.	95%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Socioeconomics Data Source: FPDS-NG; ESRS; OSDBU; Local Tracking Systems	Percent achievement of assigned socioeconomic goals. (This measure will be tracked at HQ.)	100% achievement			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Establish and Maintain an Effective Program for the Acquisition, Utilization, Control and Disposition of Direct Operations Personal Property Data Source: Internal Control Processes; Implementation Plan; Review Documentation and Findings	Extent that internal control processes have been developed and implemented.	Completion of scheduled annual internal control reviews	• Implement the SmartPay2 transition plan for fleet ⑥	MA-632 HMattiello	4 th Qtr
			• Close out and report on PCAT findings ⑥	MA-632 JHanley	3 rd Qtr
			• Conduct up to four (4) property management compliance reviews at sites TBD ⑥	MA-632 JHanley/ MA-632 Team	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Establish and Maintain an Effective Program for the Acquisition, Utilization, Control and Disposition of Direct Operations Personal Property Data Source: Internal Control Processes; Implementation Plan; Review Documentation and Findings	Extent that internal control processes have been developed and implemented. (Contd)	Completion of scheduled annual internal control reviews	• Form an interdisciplinary sensitive property/cyber security council to continually evaluate the effectiveness of internal controls ⑥	MA-632 JHanley	2 nd Qtr
			• Coordinate PCAT initiative recommended revisions to DOE O 580.1 through RevCom ⑥	MA-632 GAbadie	3 rd Qtr
			• Initiate rulemaking to revise 41 CFR 109 (DOEPMR) ⑥	MA-632 JHanley	4 th Qtr

① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08	⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP)
--	---

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Establish and Maintain an Effective Program for the Acquisition, Utilization, Control and Disposition of Direct Operations Personal Property Data Source: Internal Control Processes; Implementation Plan; Review Documentation and Findings	Extent that internal control processes have been developed and implemented. (Contd)	Completion of scheduled annual internal control reviews	<ul style="list-style-type: none"> Initiate rulemaking to revise DEAR property clauses ⑥ 	MA-632 JHanley	4 th Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Establish and Maintain an Effective Program for the Acquisition, Utilization, Control and Disposition of Direct Operations Personal Property Data Source: Personal Property Database; Physical Inventory Results; Support Documentation	Percent of property subject to physical inventory located during inventory.	Specified in core element targets	<ul style="list-style-type: none"> Research, identify options, and make recommendation for the creation of a Department-wide standardized inventory catalog ⑥ 	MA-632 JHanley	3 rd Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Establish and Maintain an Effective Program for the Acquisition, Utilization, Control and Disposition of Direct Operations Personal Property Data Source: Direct Operations Personal Property Management Databases; Physical Inventory Documentation	Percent accuracy of property assignments (i.e., items confirmed by the accountable individuals or organizations as being properly assigned).	98% or more of all items are properly assigned to the responsible individuals or organizations	• Develop a reporting protocol for lost, damaged and destroyed accountability property ⑥	MA-632 BLeykamm	4 th Qtr
			• Develop reporting protocol to monitor DOE EP Act and EO 13423 implementation ⑥	MA-632 HMattiello	2 nd Qtr

- | | |
|--|---|
| ① Presidential Management Agenda
② OMB High Risk Commitments
③ Director, MA-60, SES Performance Plan
④ MA Performance Measures for FY08 | ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)
⑥ DOE Strategic Plan
⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Establish and Maintain an Effective Program for the Acquisition, Utilization, Control and Disposition of Direct Operations Personal Property Data Source: Equipment Utilization/Issue Records	Percent of equipment items meeting Federal or local utilization/issue standards or objectives.	94% (or better) of equipment items meet Federal or local utilization/issue standards			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Establish and Maintain an Effective Program for the Acquisition, Utilization, Control and Disposition of Direct Operations Personal Property Data Source: Excess and Surplus Property Disposal Records	Percent of increase in the volume of items reported excess and disposed of within 180 days as compared with previous cycle.	8% increase			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
<p>Establish and Implement an Effective Program for the Oversight of Direct Operations Personal Property Management Operations</p> <p>Data Source: Performance Objectives, Measures, and Targets; Self Assessment Plans; Operational Awareness Activities</p>	Percent of self-assessment plans that have been updated, approved, and implemented.	100%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Establish and Implement an Effective Program for the Oversight of Direct Operations Personal Property Management Operations Data Source: Operational Awareness Activities	Extent to which operational awareness activities (surveillance, validation, and verification) are conducted.	Operational awareness plan is met			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
<p>Establish and Implement an Effective Program for the Oversight of Prime Contractor Personal Property Management Operations</p> <p>Data Source: Performance Objectives, Measures, and Targets; Self-Assessment Plans; Operational Awareness Activities</p>	Percent of self-assessment plans that have been updated, approved, and implemented.	100%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Establish and Implement an Effective Program for the Oversight of Prime Contractor Personal Property Management Operations Data Source: Operational Awareness Activities	Extent to which operational awareness activities (surveillance, validation and verification) are conducted.	Operational awareness plan is met			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Use of Information Technology to Improve Asset Management Performance Data Source: Personal Property Database; Surplus Property Sales Records; Support Documentation	Percent change in current year “on line” sales when compared with prior year “on line” sales.	Increase the number of items sold “on line” by 10% per year for 2 years			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Ensure That Personal Property Acquired Via Purchase Card Is Recorded in the Property and Financial Management Systems Data Source: Personal Property Database, Receiving Reports, Credit Card Vouchers, Sales Receipts and Support Documentation	Percent of personal property acquired via purchase card that is recorded in property and financial databases within 72 hours of receipt.	98%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Ensure That Subcontractor-Held Personal Property Is Recorded In the Contractor's Property Management System Data Source: Subcontractor's Personal Property Databases; Physical Inventory; Receiving Documents	Percent of personal property identified in the subcontractor's property inventory upon review of invoices and/or scheduled inventories during reporting period.	98%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

INTERNAL BUSINESS PERSPECTIVE

Contractor Human Resource Management

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Value Added and Effective Contractor HRM Business Processes Data Source: Advance Understandings on Human Resource Costs; WFIS Compensation and Benefits Module; Contract File Documentation; Correspondence; Communication Records	CHR staff business processes contribute to effective and efficient DOE policy implementation, acquisition strategy, advance understanding development/negotiation, contract administration and communication.	Ref source document	• Develop tools/standardize the process to improve corporate and contracting activity oversight of contractor total benefit cost comparison methodology ⑥	MA-631 ELeyba	2 nd Qtr
			• Compete and award (Aon follow-on) actuarial, pension, welfare benefit, compensation and workers' compensation technical support services contract	MA-631 RMyers/ RJohnson/ ELeyba	3 rd Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Access to Strategic Information Data Source: Manager's Self-Assessment Survey (Data Collection)	The extent to which reliable procurement management information systems are in place.	Strategic information system that is 100% accurate, timely and efficient.	• Continue MA-63's Records Management improvement process ⑥	MA-60.1 DTilly	4 th Qtr
			• Initiate Records Management process for the Office of Contract Management (MA-62) ⑥	MA-60.1 DTilly	4 th Qtr
			• Issue Quarterly Business Clearance Newsletter	MA-621 ESimonoff	4 th Qtr
			• FPDS-NG Data Quality ⑥	MA-623 MGrissom	4 th Qtr

- | | |
|--|---|
| ① Presidential Management Agenda
② OMB High Risk Commitments
③ Director, MA-60, SES Performance Plan
④ MA Performance Measures for FY08 | ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)
⑥ DOE Strategic Plan
⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Employee Satisfaction Data Source: Employee Survey	Superior Executive Leadership: Employee's perception of the organization's professionalism, culture, values and empowerment.	85%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Employee Satisfaction Data Source: Employee Survey	Quality Work Environment: Employee's degree of satisfaction with the tools available to perform the job, with mechanisms in place to ensure effective communications to accomplish job requirements, and with current benefits and job security.	86%	• Implement employee development within MA-64 ⑥	MA-64 RLeotta (Lead)/ MA-64 Div Dirs	3 rd Qtr

- | | |
|--|---|
| ① Presidential Management Agenda
② OMB High Risk Commitments
③ Director, MA-60, SES Performance Plan
④ MA Performance Measures for FY08 | ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)
⑥ DOE Strategic Plan
⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Organization Structured for Continuous Improvement Data Source: Manager's Self-Assessment Survey (Mission Goals)	Assessment of the level of continuous improvement including existence of an effective quality culture, extent of benchmarking and other improvement initiatives and strategic planning actions.	87%	• Analyze and publish DOE Federal BSC results ⑥	MA-622 SLogan	2 nd Qtr
			• Analyze and publish DOE Contractor BSC results ⑥	MA-622 SLogan	3 rd Qtr
			• Revise Federal and Contractor BSC core measures	MA-622 SLogan	4 th Qtr
			• Conduct quarterly integrated acquisition environment knowledge management sessions ⑥	MA-623 MGrissom	4 th Qtr
			• Develop and roll out strategic vision and goals for MA-64 ⑥	MA-64 PFerraro	2 nd Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Organization Structured for Continuous Improvement Data Source: Manager's Self-Assessment Survey (Mission Goals)	Percent of scheduled MA-60 Balanced Scorecard Management Initiatives completed	80%			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Quality Workforce Data Source: Career Development Data Systems	Percent of all acquisition personnel meeting the qualification standards of the Acquisition Career Development (ACD) program. Individuals receiving a written waiver from HQ are excepted. ④	90%	• Issue MA-60 internal guidance to MA-60 managers and supervisors on “Best Practices for Recruiting, Interviewing and Hiring” ⑥	MA-60.1 YPajot/ JSnodderly	1 st Qtr
			• Develop an orientation packet for new, MA-60 employees ⑥	MA-60.1 MA-60.1 Staff	1 st Qtr

① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08	⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP)
--	---

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Quality Workforce Data Source: Career Development Data Systems	Percent of certified acquisition personnel meeting the ACD Continuous Learning requirement.	90%	<ul style="list-style-type: none"> Reinstitute the “brown bag” continuous learning training sessions to assist MA-60 employees in meeting mandatory recertification training requirements mandated by OPM ⑥ 	MA-60.1 JSnodderly	1 st Qtr
			<ul style="list-style-type: none"> Conduct continuous learning training sessions to include: <ul style="list-style-type: none"> – The Role and Use of Audit Support in Proposal Evaluation and Contract Administration HOxberger 1st Qtr – Green Purchasing Update – joint presentation with HS and EE RLangston 1st Qtr – Cost Realism, Contract Changes and Requests for Equitable Adjustment in Proposal Evaluation MRighi 3rd Qtr ⑥		

- | | |
|---|--|
| ① Presidential Management Agenda | ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) |
| ② OMB High Risk Commitments | ⑥ DOE Strategic Plan |
| ③ Director, MA-60, SES Performance Plan | ⑦ DOE 5-Year PBA Management Plan (OFPP) |
| ④ MA Performance Measures for FY08 | |

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Quality Workforce Data Source: Career Development Data Systems	Percent of certified acquisition personnel meeting the ACD Continuous Learning requirement. (Contd)	90%	• Conduct continuous learning training sessions to include (Contd):	MA-61	
			– Financial Assistance Updates (follow-on to FY07 training assessment)	JKniskern	3 rd Qtr
			– The DOE Suspension and Debarment Process	CYee	3 rd Qtr
			• Conduct source selection training as needed ⑥	MA-621 MA-621 Staff	4 th Qtr
			• Conduct quarterly lessons learned workshops	MA-621 ESimonoff	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Quality Workforce Data Source: Career Development Data Systems	Percent of certified acquisition personnel meeting the ACD Continuous Learning requirement. (Contd)	90%	• Conduct continuous learning seminar on Data and Where to Find It” ⑥	MA-623 PCoombs	3 rd Qtr
			• Conduct quarterly contract specialist seminars ⑥	MA-64 BMcCloskey	4 th Qtr

① Presidential Management Agenda

② OMB High Risk Commitments

③ Director, MA-60, SES Performance Plan

④ MA Performance Measures for FY08

⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)

⑥ DOE Strategic Plan

⑦ DOE 5-Year PBA Management Plan (OFPP)

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Quality Workforce Data Source: Career Development Data Systems	Percent of all financial assistance personnel meeting the qualification standards of the Financial Assistance Career Development program.	90%	<ul style="list-style-type: none"> Issue new Financial Assistance Guide topics incorporating identified training for contracting and HQ staff (followon from the FY07 financial assistance training assessment ⑥) 	MA-61 JKniskern	2 nd Qtr
	Percent of MA-60 employees with performance objectives linked to the MA Strategic Plan	100%			
	Percent of MA-60 employees in development assignments	1.5%			
	Percent of MA-60 employees having an achievable IDP	100%			

- | | |
|--|---|
| ① Presidential Management Agenda
② OMB High Risk Commitments
③ Director, MA-60, SES Performance Plan
④ MA Performance Measures for FY08 | ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1)
⑥ DOE Strategic Plan
⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Employee Alignment to BSC Objectives Data Source: Training Schedules; Individual Development Plan; Performance Standards	Percent of direct operations professional property management employees having performance expectations and training requirements responding to BSC objectives.	93% of funded training supporting BSC objectives is completed; 93% of property management employees are aligned with BSC objectives			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

LEARNING AND GROWTH PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Employees Are Adequately Trained to Successfully Support the Accomplishment of the Department's Missions Data Source: Individual Development Plans; Performance Standards; Training Schedules	Percent of personal property management professional employees that have completed the core courses listed in DOE Order 361.1A, Acquisition Career Development Program, Chapter II, Personal Property Management Career Development Program Module, dated April 2004.	100% of professional staff trained within 5 years	<ul style="list-style-type: none"> Conduct a comprehensive property management workforce study to: (1) assess recruitment, training, and succession planning; (2) assess staffing levels and organizational configuration across the complex; and (3) report findings and recommendations ⑥ 	MA-632 GAbadie	4 th Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

FINANCIAL PERSPECTIVE

Procurement

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Optimum Cost Efficiency of Purchasing Operations Data Source: FPDS-NG; Local Budget Tracking Systems	Cost to Spend Ratio: Procurement organization's operating costs (labor plus overhead) divided by procurement obligations. (NOTE: The costs and obligations associated with M&O actions are excepted.)	.009			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

FINANCIAL PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Optimum Cost Efficiency of Personal Property Management Operations Data Source: Cost Accounting; Performance Databases	Establish and maintain cost and performance data for targeted processes (e.g., physical inventory, warehousing, and disposition).	Baseline and trend annually	• Deploy the Property Dashboard Department-wide ⑥	MA-632 BLeykamm	4 th Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

FINANCIAL PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Optimum Cost Efficiency of Personal Property Management Operations Data Source: Cost Accounting; Performance Databases	Determine the efficiency (cost vs. performance) of targeted processes.	Demonstrate an improving trend in efficiency for targeted processes			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

FINANCIAL PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Fleet is Comprised of Vehicles Needed to Meet the Site's Mission and Still Achieve Maximum Economy and Efficiency Data Source: Vehicle Inventory; Internal Vehicle Utilization Records, Trip Records and Fleet Systems	By each non-law enforcement sport utility vehicle (SUV), compare the number of trips made that required driving on other than normal road conditions with the total number of trips the SUV made.	90% of each SUV's trips require driving on other than normal road conditions			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

FINANCIAL PERSPECTIVE

Property

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
DOE Meets the Reduction of Petroleum Consumption Requirement of EO 13423 Data Source: Federal Automotive Statistical Tool (FAST) System; Internal Fuel Use Records; Vehicle Utilization Records and Strategy for Acquisition Alternative Fuel Vehicles	The percent of reduced petroleum consumption within entire motor vehicle fleet as compared with FY 1999 petroleum consumption levels.	As compared to FY05 petroleum consumption levels, for FY08, demonstrate a significant improving trend in reducing the net petroleum consumption 2% annually through FY15			

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

FINANCIAL PERSPECTIVE

Contractor Human Resource Management

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Cost Effective Contractor Human Resource Management Programs Data Source: WFIS Data; Value Studies; Benchmark Studies; Salary Increase Fund Data; Compensation Surveys	Contractor total compensation package (pay and benefits) produces a reasonably priced workforce to meet mission objectives.	Ref source document	• Standardize contractor total benefit value measurement process ⑥	MA-631 ELeyba	3 rd Qtr
			• Develop a standardized process for contractor PPA pension contribution projection data calls ⑥	MA-631 CWhitaker	1 st Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

FINANCIAL PERSPECTIVE

Contractor Human Resource Management

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Cost Effective Contractor Human Resource Management Programs Data Source: WFIS Data; Value Studies; Benchmark Studies; Salary Increase Fund Data; Compensation Surveys	Contractor total compensation package (pay and benefits) produces a reasonably priced workforce to meet mission objectives. (Contd)	Ref source document	• Develop policy/guidance <ul style="list-style-type: none"> – Retiree medical eligibility – Contractor requirement to measure both cost and value of total benefits 	MA-631 RJohnson	1 st Qtr
			<ul style="list-style-type: none"> – DOE 350.1 page change to conform to Pension Protection Act funding requirements ⑥	RMyers CWhitaker	2 nd Qtr 1 st Qtr
			• Publish a NOPR to require DOE contractors to have a written pension investment policy, provide the investment policy to the CO, and self assess pension plan investment performance ⑥	MA-631 CWhitaker	3 rd Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|

BALANCED SCORECARD

PERFORMANCE MEASURES, PERFORMANCE TARGETS AND MANAGEMENT INITIATIVES

FINANCIAL PERSPECTIVE

Contractor Human Resource Management

OBJECTIVE	MEASURE	OPERATIONAL TARGET	MANAGEMENT INITIATIVES		
			Project	Action Officer	Due Date
Cost Effective Contractor Human Resource Management Programs Data Source: WFIS Data; Value Studies; Benchmark Studies; Salary Increase Fund Data; Compensation Surveys	Contractor total compensation package (pay and benefits) produces a reasonably priced workforce to meet mission objectives. (Contd)	Ref source document	<ul style="list-style-type: none"> Analyze risk exposure resulting from contractor 2 tier benefit programs and IRC non-discrimination testing issues ⑥ 	MA-631 SWeakley/ RMyers	4 th Qtr

- | | |
|--|---|
| <ul style="list-style-type: none"> ① Presidential Management Agenda ② OMB High Risk Commitments ③ Director, MA-60, SES Performance Plan ④ MA Performance Measures for FY08 | <ul style="list-style-type: none"> ⑤ Identified by Mgmt as a Critical Mgmt Improvement Initiative (DOE N 125.1) ⑥ DOE Strategic Plan ⑦ DOE 5-Year PBA Management Plan (OFPP) |
|--|---|