

U.S. Department Of Energy

National Nuclear Security Administration
Nevada Site Office
Award Fee Plan
(Performance Evaluation Plan)

Security Protective Force and Systems Contractor
Contract Number:
Performance Period:
October 1, 2011 through September 30, 2012



Award Fee Plan
FY 2012 Performance Goals, Measures, Criteria and Metrics

**CONCURRENCE
SIGNATURE PAGE**

This Award Fee Plan as prepared in accordance with FAR 16.401 under Contract No. TBD has been coordinated and approved.

Concur:

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Date

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Date

Approved:

Stephen A. Mellington, NNSA/NSO
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Date

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Contract No. TBD
October 1, 2011 through September 30, 2012

I. INTRODUCTION

- A. Pursuant to the terms and conditions of the contract, this Award Fee Plan sets forth the criteria upon which the Contractor's performance of work under the contract will be evaluated and upon which the award fee determination shall be based.
- B. The Award Fee Plan is composed of objective and subjective performance metrics. These performance metrics are unilaterally established by the government.
- C. The following matters, among others, are covered in the contract:
 - 1. The award-fee evaluation period runs from October 1, 2011 through September 30, 2012.
 - 2. As this contract does not provide for a base fee amount, all potential award fee is at risk. The contractor will earn the lesser of 30% of the available fee pool or 3% of the award fee allocation base (\$ TBD [firm-fixed amount for each award fee period based on the total estimated annual fully burdened prime and subcontractor labor dollars, excluding fee, established for base and option periods at the time of award]) for the rating period upon receipt of a satisfactory aggregate rating for the Performance Measures identified in Paragraph II. B below. Additional award fee shall be earned contingent upon exceeding the satisfactory aggregate threshold.
 - 3. The total award fee earned and payable under this plan will be determined at the conclusion of the evaluation period by the Fee Determination Official within 60 days after the completion of the evaluation period.
 - 4. Assessment of performance against the Award Fee Plan will be reported in an Award Fee Board Report.
- D. The objective of the award fee provisions of the contract is to afford the Contractor an opportunity to earn increased fee commensurate with the achievement of optimum contract performance. Optimum performance is not necessarily equated with the highest level of performance achievable in all incentivized areas. Rather, it represents the most favorable degree of performance obtainable in light of the Contractor's most effective utilization of available resources. It is the expectation of the NNSA/NSO for the Contractor to perform at the highest levels of excellence; however, the standard anticipated rating level of a competent contractor equates to a satisfactory performance level. In addition to providing special management emphasis to the goals and criteria identified in this Plan, the Contractor is responsible for striving to attain the highest

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standards of excellence in executing its responsibilities under the contract as measured against performance standards consistent with Department of Energy (DOE) and NNSA directives, industry standards, and/or NNSA/NSO approved guidance documentation for ensuring the Security Protective Force and Systems services employed are commensurate with the safeguards and security policies in support of NNSA/NSO's mission. The Contractor is expected to have a strong self-assessment program to measure progress against a standard of excellence. The Contractor will receive favorable ratings for identifying problems to NNSA/NSO, and developing and implementing corrective actions. Conversely, the Contractor will receive less favorable ratings for failing to identify, report, and correct problem areas in a timely manner.

- E. The Fee Determination Official is the Manager of the NNSA Nevada Site Office with payment approval by the NNSA Administrator (NA-1) or the Principal Deputy Administrator (NA-2) in the Administrator's absence.
- F. Fee determinations are unilateral decisions made solely at the discretion of NNSA. The fee determination is binding on both parties.
- G. Method for Determining Earned Fee Reported in Award Fee Board Report:
 - 1. Fee is earned commensurate with performance as measured by the aggregate percentage of success in achieving the Performance Goals, as determined by applying the award-fee Criteria and Metrics below. For each Goal, the performance rating and score will be derived by using a two-step process.

STEP 1: The Federal Award Fee Board will assign an adjectival rating to each Award Fee Performance Goal and based on that rating, a numeric rating will also be assigned. The ratings will be consistent with the following adjectival rating scale per FAR Part 16.401(e)(3) (iv):

EXCELLENT (Award-Fee Pool Available to be Earned: 91%-100% which corresponds to a point score range of 91 - 100): Contractor has exceeded almost all of the significant award-fee criteria and has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award fee plan for the award fee evaluation period.

VERY GOOD (Award-Fee Pool Available to be Earned: 76%-90% which corresponds to a point score range of 76 - 90): Contractor has exceeded many of the significant award-fee criteria and has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award fee plan for the award fee evaluation period.

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GOOD (Award-Fee Pool Available to be Earned: 51%-75% which corresponds to a point score range of 51 - 75): Contractor has exceeded some of the significant award-fee criteria and has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award fee plan for the award fee evaluation period.

SATISFACTORY (Award-Fee Pool Available to be Earned: the lesser of 30% of the award fee pool or 3% of the award fee allocation base which corresponds to a point score range of 30 – 50): Contractor has met overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award fee plan for the award fee evaluation period.

UNSATISFACTORY (Award-Fee Pool Available to be Earned: 0% which corresponds to a point score range of less than 30): Contractor has failed to meet overall cost, schedule and technical performance requirements of the contract in the aggregate as defined and measured against the criteria in the award fee plan for the award fee evaluation period.

STEP 2: The numeric ratings assigned to each Measure will be multiplied by the Measure weight to arrive at each Measure's weighted score. Those scores will be summed to yield a total performance score measured against the Award Fee Plan performance standards. The total performance score will also be the percent of recommended award fee earned, except for a rating of unsatisfactory, which will result in no award fee earned and a rating of satisfactory which results in earning the lesser of 30% of the award fee pool or 3% of the available award fee allocation base for the rating period.

2. Fee Determination Official Award Fee Determination:
 - a. Percentage weights shown in this document are quantifying devices. Their sole purpose is to provide guidance to the Fee Determination Official in arriving at a general indication of the amount of award fee that could be earned.
 - b. In the process of determining award fee, the Fee Determination Official has the discretion to make adjustments to the recommended award fee in accordance with the award-fee evaluation criteria provided that any upward adjustments are within the total available award fee. If the Fee Determination Official elects to use this discretion and the fee determination varies either upward or downward from the Site Office's recommendation, the rationale for the change will be documented in the letter to the Contractor that transmits the final Award Fee Board Report.

H. Definitions:

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1. **Performance Goal:** Numbered safeguards and security goal.
2. **Performance Measures:** Broad statement of desired results of Contractor activity.
3. **Performance Criteria:** Detailed statements of desired results of Contractor activity.
4. **Performance Metric:** A quantitative or qualitative method for characterizing performance.
5. **Significant:** This term indicates a major event or sustained level of performance which, due to its importance, has a substantial impact on the Contractor’s ability to carry out its mission.
6. **Notable:** This terms indicates an event or sustained level of performance which is of lesser importance that a “significant” event but nonetheless deserves recognition.

I. Change Control

1. Changes will be made in accordance with contract clause DOE-H-1015.
2. There are certain instances when changes to program mission, milestones and or requirements may be beyond the control/influence of either NNSA/NSO or the Contractor. The Contractor will not be held responsible for delays in completion of expected performance that is beyond their control or influence. When delays are within the Contractor’s control or influence, assessment of the Contractor’s performance will be in accordance with the performance measures and fee detailed in the Award Fee Plan.

II. PERFORMANCE MEASURES

- A. The following Performance Goals and Measures are the areas of the Contractor's performance to be evaluated during the evaluation period covered by this Plan. The Contractor is expected to fully perform all requirements of the contract.
- B. The FY 2012 Performance Goals and Measures have been given the following weights and values:

PERFORMANCE MEASURES	WT (%)	VALUE
Goal 1 General Management	20	
Goal 2 Protective Force	60	
Goal 3 Physical Security Systems	10	
Goal 4 Integrated Safety Management System	5	
Goal 5 Emergency Management	<u>5</u>	
Total	100	

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III. Performance Goals, Measures, Criteria and Metrics

Specific performance criteria and metrics have been established for each Goal and Measure listed above and by which Contractor performance may be objectively and subjectively measured. See the following Table.

Award Fee Plan Performance Goals, Measures, Criteria and Metrics

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S&S Goal	Performance Measure	Criteria	Metric
1	General Management – Execute the site mission in support of NNSA Defense Nuclear Security objectives.		
	1.1	Demonstrate integrated leadership and management, overall effectiveness, innovative solutions to issues and challenges, and responsiveness to customer expectations in executing assigned work in accordance with cost and schedule commitments, while balancing safety, security, fiduciary commitments, and essential requirements commensurate with risk.	<p>Meets Metric – Customers, stakeholders and/or Federal oversight recognize that products, activities, projects, programs and services performed under this contract are effective, efficient, high quality, timely, accurate, comprehensive, conserve resources and meet applicable Federal, State and local laws, statutes and regulations.</p> <p>Exceeds Metric – In addition to above, customers, stakeholders and/or Federal oversight recognize that products, activities, projects, programs and services performed under this contract are recognized as “best-in-class,” achieve national or Departmental recognition, contribute significantly to achieving Departmental goals, result in superior contribution to resolving a sensitive or critical issue, and/or result in the adoption of a new principle or procedure at the site, DOE or NNSA level.</p>
	1.2	Ensure full integration of functions, roles, and responsibilities when more than one security contractor is involved in fulfilling requirements of the safeguards and security program.	<p>Meets Metric – Provide single, integrated, consolidated deliverable, product and/or result in response to program, project and mission requirements that is timely, accurate and comprehensive.</p> <p>Exceeds Metric – In addition to above, deliverables, products and results are recognized by Federal oversight as superior in quality, requiring extraordinary effort, demonstrating significant conservation of resources, and/or substantially increasing effectiveness, efficiency or productivity.</p>

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S&S Goal	Performance Measure	Criteria	Metric
	1.3	Plan, resource and operate an effective and efficient safeguards and security program that integrates requirements, resources and capabilities across all applicable topical areas.	<p>Meets Metric – Develop, compile and provide on time monthly Cost, Scope and Schedule documentation that is accurate and complete and demonstrates compliance with NNSA Program Execution Guidance, Cost Accounting Standards and best business practices.</p> <p>Exceeds Metric – In addition to above, the Cost, Scope and Schedule data is recognized by Federal oversight as superior in quality, completely defensible during audits, assessments and/or inspections, and/or serves as a benchmark for site, DOE or NNSA.</p>
	1.4	Fully support the NNSA Program, Planning, Budget and Evaluation process.	<p>Meets Metric – Develop, compile and submit on time a single, integrated and consolidated product or deliverable that is accurate and completed and in compliance with the NNSA Program Execution Guidance, including but not limited to the Annual Operating Plan, Award Fee Plan, the Future Years Nuclear Security Program budget submission and other requested products.</p> <p>Exceeds Metric – In addition to above, the deliverables and products are recognized by Federal oversight as superior in quality, completely defensible during budget reviews, audits, assessments and/or inspections, and/or serves as a benchmark for site, DOE or NNSA.</p>

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S&S Goal	Performance Measure	Criteria	Metric
2	Protective Force - Operate an effective and efficient safeguards and security program		
	2.1	Deploy Protective Force to effectively meet protection strategies identified in site security plans.	<p>Meets Metric – Track, analyze, assess and report Protective Force strength levels against mission requirements on a periodic basis. Provide explanations for variances and alternative courses of action when resource constraints exist.</p> <p>Exceeds Metric – In addition to above, provide data and analyses to Federal oversight that demonstrate a proactive approach to changing missions and requirements, result in increased effectiveness or efficiency of current resources and/or result in the adoption of new principles or procedures that are adopted by the site, DOE or NNSA.</p>
	2.2	Manage Protective Force scheduling for base mission support in accordance with DOE and NNSA directives to maximize efficiency and cost savings.	<p>Metric will track average scheduled work per week, per Security Police Officer, for base mission using available officers, excluding above base mission requirements.</p> <p>Outstanding – 10% - 0% work greater than 56 hours per week Good – 11% - 39% work greater than 56 hours per week Satisfactory – 40% work greater than 56 hours per week</p>
	2.3	Implement Tactical Response Force requirements in accordance with DOE and NNSA directives to sustain effective and efficient performance.	Meets Metric - Identify, document, and maintain Tactical Response Force proficiency requirements through identified key elements, including training, outfitting, supervising, and planning on an approved schedule and within budget.
	2.4	Implement and maintain a Protective Force Self-Assessment Program in accordance with DOE and NNSA directives to sustain effective and efficient performance.	Meets Metric – Self-Assessment Program is conducted in accordance with Federal directives.

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S&S Goal	Performance Measure	Criteria	Metric
	2.5	Ensure each Protective Force member will qualify with all assigned weapons in accordance with 10 CFR 1046, Subpart B, <i>Protective Force Personnel</i> , App. B and DOE Manual 470.4-3A.	Metric will indicate that Protective Force personnel maintained a qualification pass rate on assigned weapons as defined below on first attempt for both random and scheduled testing; Outstanding – 95% - 100% initial qualification pass rate. Good – 90% - 94% initial qualification pass rate. Satisfactory – 80% - 89% initial qualification pass rate.
	2.6	Ensure each Protective Force member will quality on their annual physical fitness qualification test in accordance with 10 CFR 1046, Subpart B, <i>Protective Force Personnel</i> and DOE Manual 470.4-3A.	Metric will indicate that Protective Force maintained a qualification pass rate on their annual physical fitness test as defined below on first attempt for both random and scheduled testing; Outstanding – 95% - 100% initial qualification pass rate. Good – 90% - 94% initial qualification pass rate. Satisfactory – 90% - 89% initial qualification pass rate.
	2.7	Develop and execute an Annual Training Plan that incorporates Tactical Response Force requirements where 100% of available SPOs will complete the required training identified in the approved plan. (10 CFR 1046, Subpart B, <i>Protective Force Personnel</i> , App. B and DOE M 470.4-3A).	Metric will indicate that SPOs completed required training as identified in the approved annual training plan. SPOs will maintain a qualification pass rate on their annual training plan as defined below on first attempt: Outstanding – 95% - 100% initial qualification pass rate. Good – 90% - 94% initial qualification pass rate. Satisfactory – 90% - 89% initial qualification pass rate.
	2.8	Conduct annual validation Force-on-Force exercise of Category I SNM facility(s) in support of protection strategy identified in Site Safeguards and Security Plan.	Meets Metric – Provide, analyze and provide feedback on Force-on-Force exercise data against Protective Force standards to validate Graded Security Protection Policy and develop lessons learned, corrective actions and trending data for incorporation into Security Incident Response Planning, Vulnerability Assessment modeling, and Site Safeguards and Security Plan revisions.

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S&S Goal	Performance Measure	Criteria	Metric
3	Physical Security Systems – Maintain and sustain security systems through modernization or operational/process improvements.		
	3.1	Demonstrate leadership and management, overall effectiveness, innovative solutions to issues and challenges, and responsiveness to customer expectations in executing the Device Assembly Facility Argus security system deployment from design through construction, and activation.	<p>Meets Metric – Customers, stakeholders and/or Federal oversight recognize that products, services, and activities performed under this project are effective, efficient, high quality, timely, accurate, comprehensive, conserve resources and meet applicable Federal, State and local laws, statutes and regulations.</p> <p>Exceeds Metric – In addition to above, customers, stakeholders and/or Federal oversight recognize that products, services, and activities, performed under this project are recognized as “best-in-class,” achieve national or Departmental recognition, contribute significantly to achieving Departmental goals, and/or result in superior contribution to resolving a sensitive or critical issue.</p>
	3.2	Deploy the Argus security system at the Device Assembly Facility exercising sound project management principles.	<p>Meets Metric – Develop and adhere to a detailed project schedule that meets Cost, Scope and Schedule parameters and provide periodic reports to Federal oversight.</p> <p>Exceeds Metric – In addition to above, deliverables, products and results are recognized by Federal oversight as superior in quality, demonstrating significant conservation of resources, and/or substantially increasing effectiveness, efficiency and/or productivity associated with the deployment of the Argus security system at the Device Assembly Facility.</p>

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S&S Goal	Performance Measure	Criteria	Metric
	3.3	Conduct Limited Scope Performance Tests, Alarm Response and Assessment Performance Tests, and Integrated Performance Tests in accordance with approved performance testing schedule.	<p>Metric will indicate frequency and results of Limited Scope Performance Tests, Alarm Response and Assessment Performance Tests, and Integrated Performance Tests conducted as scheduled. Include an explanation and impact statement for tests scheduled but not conducted.</p> <p>Outstanding – 95% - 100% required tests conducted Good – 80% - 94% required tests conducted Satisfactory – 70% - 79% required tests conducted</p>
	3.4	Conduct performance testing data collection activities as requested in support of Vulnerability Assessments and site security planning in accordance with approved performance testing schedule.	<p>Metric will indicate data collection activities conducted as scheduled and will be in accordance with the approved NSO Performance Assurance Program Plan. Include an explanation and impact statement for tests scheduled but not conducted and tests conducted but not meeting criteria of Plan.</p> <p>Outstanding – 95% - 100% required tests conducted and meeting criteria of Plan Good – 80% - 94% required tests conducted and meeting criteria of Plan Satisfactory – 70% - 79% required tests conducted and meeting criteria of Plan</p>

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S&S Goal	Performance Measure	Criteria	Metric
	3.5	Ensure Interior and Perimeter Intrusion Detection and Assessment Systems (Nuclear) meet operational and efficiency needs.	<p>1. Schedule and conduct preventative maintenance, operational testing, and effectiveness testing.</p> <p>Outstanding – 95% or more conducted as scheduled Good – 90% - 94% conducted as scheduled Satisfactory – 80% - 89% conducted as scheduled</p> <p>2. Respond to on call corrective maintenance issues.</p> <p>Outstanding – 95% or more responses within three hours or less with none exceeding four hours. Good – 90% - 94% of responses within three hours or less with none exceeding five hours. Satisfactory – 80% - 89% of responses within three hours or less with none exceeding six hours.</p> <p>3. Maintain False Alarm Rates within established criteria.</p> <p>Outstanding – Less than 85% of established False Alarm Rates Good – 86% - 90% of established False Alarm Rates Satisfactory – 91% - 95% of established False Alarm Rates</p>
	3.6	Conduct annual Physical Security Systems Limited Scope Performance Tests in accordance with approved performance testing schedule.	<p>Metric will indicate Physical Security Systems Performance Tests conducted as scheduled. Include an explanation and impact statement for tests scheduled but not conducted.</p> <p>Outstanding – 95% or more conducted as scheduled Good – 80% - 94% conducted as scheduled Satisfactory – 70% - 79% conducted as scheduled</p>

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S&S Goal	Performance Measure	Criteria	Metric
	3.7	Conduct performance tests on essential elements as identified in site security plans coordination with Vulnerability Assessment team and in accordance with the approved performance testing.	<p>Metric will indicate data collection activities conducted as scheduled and will be in accordance with the approved NSO Performance Assurance Program Plan. Include an explanation and impact statement for tests scheduled but not conducted and tests conducted but not meeting criteria of Plan.</p> <p>Outstanding – 95% or more conducted as scheduled conducted and meeting criteria of Plan Good – 80% - 94% conducted as scheduled conducted and meeting criteria of Plan Satisfactory – 70% - 79% conducted as scheduled conducted and meeting criteria of Plan</p>
	3.8	Ensure Interior and Perimeter Intrusion Detection and Assessment Systems (Non-Nuclear) meet operational and efficiency needs.	<p>1. Schedule and conduct preventative maintenance, operational testing, and effectiveness testing.</p> <p>Outstanding – 90% or more conducted as scheduled Good – 80% - 89% conducted as scheduled Satisfactory – 70% - 79% conducted as scheduled</p> <p>2. Respond to on call corrective maintenance issues as required.</p> <p>Outstanding – 90% or more of responses within three hours or less with none exceeding four hours Good – 80% - 89% of responses within three hours or less with none exceeding five hours Satisfactory – 70% - 79% of responses within three hours or less with none exceeding six hours</p> <p>3. Maintain False Alarm Rates within established criteria.</p> <p>Outstanding – Less than 80% of established False Alarm Rates Good – 80% - 89% of established False Alarm Rates Satisfactory – 90% - 95% of established False Alarm Rates</p>

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	3.9	Ensure installations of security alarm systems meet effectiveness and efficiency expectations.	<p>Prioritize and install security alarm systems to meet mission and program requirements.</p> <p>Outstanding – 95% - 100% of scheduled installations are completed within scheduled timeline Good – 90% - 94% of scheduled installations are completed within scheduled timeline Satisfactory – 70% - 89% of scheduled installations are completed within scheduled timeline</p>
	3.10	Ensure detection of Special Nuclear Material (SNM) and High Explosives meets effectiveness and efficiency expectations.	<p>Contractor must “Meet” all 4 metrics for this criterion in order to “Meet” the metric.</p> <ol style="list-style-type: none"> 1. Meets Metric – No unauthorized removal of SNM from the Device Assembly Facility. 2. Meets Metric – No unauthorized high explosives introduced in the Device Assembly Facility. 3. Meets Metric - Maintain 80% pass rate on hand held SNM detector during Limited Scope Performance Tests. <p>Exceeds Metric – 90% or higher pass rate during tests</p> <ol style="list-style-type: none"> 4. Meets Metric - Maintain 75% pass rate on explosive detector during Limited Scope Performance Tests <p>Exceeds Metric – 90% or higher pass rate</p>
	3.11	Leverage existing (including intersite) safety analyses in the deployment of emerging and existing security technologies.	Meets Metric - Develop new Risk Analysis Reports or modify existing Risk Analysis Reports as applicable prior to installation of new technology solutions.

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S&S Goal	Performance Measure	Criteria	Metric
	3.12	Identify, analyze and prioritize existing infrastructure and develop replacement and/or up-grades life-cycle plans for physical security systems.	Meets Metric – Develop Life-Cycle plans that identify protective force and physical systems equipment that require replacement; items will be included in the Future Years Nuclear Security Program budget submission.
	3.13	Maintain, update and submit site data for the NNSA Physical Security Systems Technology Management Plan.	Meets Metric – Identify emerging and existing security technologies that require resourcing, replacement or upgrades and submit data on time to NNSA in support of the Physical Security Systems Technology Management Plan, the Future Years Nuclear Security Program and other applicable data calls. Products will incorporate and be fully vetted through Vulnerability Assessments as required.
	3.14	Identify, evaluate, test, deploy and integrate current or emerging security technologies to improve efficiency and effectiveness of the security posture, improve Protective Force survivability and/or enhance Protective Force operations.	<p>Meets Metric: Maintain the Technology Deployment Integration Center; work with laboratories, vendors and other Government agencies to identify and test new technologies; provide evaluation reports, potential courses of action and/or demonstrations of selected technologies for Federal oversight and evaluation.</p> <p>Exceeds Metric: In addition to above, deployed technologies demonstrate an increase in overall effectiveness of a system; significant cost savings; significant conservation of resources; and/or substantially increase efficiency or productivity. Results are recognized by Federal oversight as superior in quality; achieve national or Departmental recognition; contribute significantly to achieving Departmental goals, result in superior contribution to resolving a sensitive or critical issue, and/or result in the adoption of a new principle or procedure at the site, DOE or NNSA level.</p>

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4	Integrated Safety Management System – Protect employees, the public and the environment through effective guiding principles and core functions.		
	4.1	Maintain viable Worker Safety and Health Program that results in no Pending Notices of Violations or enforcement actions resulting in administrative fines under 10 CFR 851.	<p>Meets Metric – No Pending Notices of Violations or enforcement actions resulting in administrative fines under 10 CFR 851.</p> <p>Meets Metric – Develop, maintain and report data for Total Recordable Case (TRC) rate and DART rate (days away from work, restricted workdays, or job transfers) rate in accordance with DOE Manual 231.1-1A.</p> <p>Meets Metric – Track and report personnel injuries with identified causes (i.e., training, fitness qualification, weapons qualification, etc.) in order to identify trends; minimize preventable injuries; analyze conditions and improve worker health and safety.</p>
	4.2	<p>Track incidents and repair costs associated with damage to motor vehicles. Establish Motor Vehicle Incident Rate and Motor Vehicle Loss Rate based on the following formulas:</p> <p>Motor Vehicle Incident Rate – Number of events, multiplied by one million, divided by total miles driven.</p> <p>Motor Vehicle Loss Rate – Cost of repair, times one thousand, divided by total miles driven.</p>	<p>1. Maintain baseline metric for Motor Vehicle Incident Rate of 4.0 accidents per million miles driven.</p> <p>Outstanding – 10% or greater reduction from baseline Good – 5% - 9% reduction from baseline Satisfactory – Meets baseline metric</p> <p>2. Maintain baseline metric for Motor Vehicle Incident Rate of “at fault” traffic accidents not to exceed 4.0 per million miles driven.</p> <p>Outstanding – 10% or greater reduction from baseline Good – 5% - 9% reduction from baseline Satisfactory – Meets baseline metric</p> <p>3. Maintain baseline metric for Motor Vehicle Loss Rate of \$10.00 per thousand miles driven.</p> <p>Outstanding – 10% or greater reduction from baseline Good – 5% - 9% reduction from baseline Satisfactory – Meets baseline metric</p>

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	4.3	Comply with provisions of historical, cultural and environmental preservation laws, statutes and regulations.	Meets Metric – No violations of historical, cultural or environmental preservation laws, statutes and regulations.

S&S Goal	Performance Measure	Criteria	Metric
5	Emergency Management Program – Maintain and sustain the ability to respond to emergency situations.		
	5.1	Conduct and/or participate in facility and site-wide Emergency Management Program assessments.	Meets Metric – Provide results of Emergency Management Program assessments that document satisfactory performance.
	5.2	Ensure appropriate personnel are trained and certified to perform assigned duties in the Emergency Operations Center, Emergency Management Center and Tactical Operations Center during drills, exercises and bona vide emergencies.	Meets Metric – Provide documentation that reveals that all personnel assigned to the Emergency Operations Center, Emergency Management Center and Tactical Operations Center are trained and certified as identified by the site-wide requirements in the Consolidate Emergency Management Plan.
	5.3	Ensure that duty officers responsible as Incident Commanders are trained and certified to perform that function.	Meets Metric – Provide documentation that reveals that all duty officers have completed requisite training and new hire/promoted duty officers complete requisite training within six months of promotion date.
	5.4	Participate in and/or conduct Emergency Management preparedness drills and exercises that demonstrate effectiveness of the security forces as directed.	Meets Metric - Document participation in Emergency Management drills and exercises.

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ACRONYMS:

CFR – Code of Federal Regulations

DART – Days away from work, restricted workdays, or job transfers rate

DOE – Department of Energy

NNSA – National Nuclear Security Administration

TRC – Total Recordable Case rate

SNM – Special Nuclear Material