

WAD NUMBER: 99-1.T

PERFORMANCE AREA: Technical Support and Management - Human Resources

FISCAL YEAR: 1999

| CRITERIA | PERFORMANCE MEASURES | FY 1999 OUTPUT | |
|--|--|------------------|------------------|
| | | MINIMUM | TARGET |
| 1. An effective Human Resources program to include efficiencies in staffing, compensation, benefits, and employee relations. | a. Percent of allowable costs based on Internal Audit findings. | a. 98 percent | a. 99 percent |
| | b. Percent of actual salaries/wages to rate range midpoint. | b. ≤ 115 percent | b. ≤ 110 percent |
| | c. Percent planned staff reductions. | c. 90 percent | c. 100 percent |
| | d. Percent Fringe Benefit rate. | d. 48 percent | d. 47.5 percent |
| | e. Percent of Affirmative Action Program goals achieved from the available targeted positions with under-representation. | e. 90 percent | e. 100 percent |
| | f. Actual versus Planned overtime. | f. < 110 percent | f. < 90 percent |

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| 2. Ensure all personnel are sufficiently trained. | a. Percent of Level I evaluations conducted for in-house and on-site vendor-provided training classes. | a. 90 percent | a. 98 percent |
| | b. Percent of biweekly Web updates with notice to employees to provide timely communications to all SPR employees concerning training opportunities, class availability, training policies and procedures, new initiatives, etc. | b. 50 percent | b. 80 percent |
| | c. Number of mandatory training courses delivered through electronic technology, i.e., Computer-Based Training, Intranet, and distance learning. | c. 2 | c. 5 |
| | d. Number of Level III evaluations conducted. | d. 2 | d. 4 |
| | e. Drawdown Readiness Assurance Program – Design and develop evaluation criteria for the 20 Key Drawdown positions of the SPR in accordance with program milestones for Eagle I, the first Drawdown exercise evaluating all 17 blocks of Drawdown. | e. Within 30 days of scheduled exercise | e. Over 30 days prior to scheduled exercise |

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| | | MINIMUM | TARGET |
| 3. Develop and implement Performance-Based Training (PBT) programs. | a. Number of Phase I site operations and maintain PBT qualification books completely reviewed and revised. | a. 3 of 13 | a. 5 of 13 |
| 4. Plan and manage a successful public affairs program consistent with SPR mission objectives. | a. Percent participation in drawdown readiness and emergency management training exercises and reviews. | a. 90 percent | a. 100 percent |
| | b. Percent of completed community outreach activities, using the annual plan as the baseline. | b. 90 percent | b. 100 percent |