

## EM Status Report

EM Program Goals	Status at end of FY 2009	Ultimate Objective
<b>GOAL 1: Safety Performance</b>		
i. Maintain 90% on-time completion of corrective actions identified in the DOE Corrective Action Tracking System (CATS)	100% on-time completion of corrective actions in the DOE CATS	Completion of all corrective actions on time
ii. Maintain an average Total Recordable Case (TRC) rate less than 1.5	TRC rate = 1.0	Zero accidents/incidents
iii. Maintain Days Away from work, Restricted work or job Transfer (DART) less than 0.7	DART rate = 0.4	Zero accidents/incidents
<b>GOAL 2: Project Management</b>		
i. Maintain less than 15% of projects coded as red by the Office of Engineering and Construction Management (OECM) in order to meet the DOE Corrective Action Plan metrics	EM averaged 10% of projects coded red for the fiscal year	Deliver 100% of projects on time and within cost
ii. Standup the Office of Deputy Assistant Secretary for Project Management by the end of the 1st Quarter FY 2010	On track	Office of Deputy Assistant Secretary for Project Management stood up
iii. Restructure the EM portfolio to optimize management of capital versus operating projects by the end of the 2nd Quarter FY 2010	38% of Project Baseline Summaries restructured	100% of Project Baseline Summaries restructured
iv. Achieve certification of 88% of Federal Project Directors (FPDs) by the end of the 4th Quarter FY 2010	65% of FPDs certified (projected)	Achieve and maintain certification of 90% of the FPDs
v. Achieve certification of 83% of 1102 contracting series workforce by the end of the 4th Quarter FY 2010	80% of 1102 contracting series workforce certified	Achieve and maintain certification of 85% of the 1102 contracting series workforce
vi. Achieve certification of 90% of contractor earned value management systems (EVMS) by the end of the 2nd Quarter FY 2010	70% of contractors have certified EVMS (projected)	Achieve and maintain certification of 95% of contractor EVMS
vii. Achieve prime contract small business goal of 4.8% in FY 2010	5% of contracts awarded to prime small business (projected)	Meet Departmental goal
viii. Achieve 70% of forecasted key acquisition milestones per contract procurement in FY 2010	70% of acquisition milestones met (projected)	Achieve 100% of acquisition milestones and reduce overall procurement time frame
<b>GOAL 3: Excellence in Management and Leadership</b>		
i. Ensure 85% of staff have Individual Development Plans (IDPs) in place that address both technical and leadership skill improvements	IDPs in place for 84% of HQ and 87% Field personnel	90% of personnel have IDPs that address both technical and leadership skill improvements
ii. Ensure 85% of Program Executives engage in continuous learning through participation in two formal leadership enhancement activities annually	75% of HQ and Field Program Executives have completed required formal leadership courses	90% of Program Executives participate at a minimum in two formal leadership enhancement activities annually

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iii.	Ensure 90% of Program Executives conduct 360 degree assessments and participate in at least one activity to address improvement needs annually	85% of HQ and Field Program Executives completed 360 degree assessments and participated in at least one activity to address improvement needs	90% of Program Executives conduct 360 degree assessments and participate in at least one activity to address improvement needs annually
iv.	Establish a 3-year succession plan for leadership and critical staffing positions by the end of the 2nd Quarter FY 2010	On track	Maintain 3-year succession plans for leadership and critical staffing positions
v.	Develop a Diversity curriculum for EM Leaders that will be integrated throughout the three tiers of the EM Leadership Excellence Program (LEP) - Senior Executive Service, Emerging Leaders, and Potential Leaders by the end of the 4th Quarter FY 2010	Completed Diversity Survey of Leadership	Diversity curriculum developed and implemented
<b>GOAL 4: Headquarters and Field Operations</b>			
i.	Implement EM reorganization by the end of the 1st Quarter FY 2010	Reorganization package submitted to union for review	Implement EM reorganization by the end of the 1st Quarter FY 2010
ii.	Complete staffing for key positions within the new organization by the end of the 3rd Quarter FY 2010	Staffing packages to reflect reorganization are in process	All staffing actions are completed and implemented
iii.	Conduct a feedback survey of EM HQ and Field sites to assess responsiveness to needs in delivering quality products and services by the end of the 4th Quarter FY 2010	Incorporated into 2010 schedule of activities	Assessment completed
<b>GOAL 5: Strategic Options</b>			
i.	Complete studies for surplus nuclear material storage and disposition options by end of 2nd Quarter FY 2010	Study underway	Disposition decision on spent fuel
ii.	Select technology approaches for more efficient disposition of tank wastes to achieve lower EM life cycle costs by the end of the 4th Quarter FY 2010	Feasibility study of alternative approaches for tank waste systems complex-wide will be complete by 9/30/09.	Develop an optimal disposition approach for tank waste disposition by the end of the 4th Quarter FY 2010
iii.	Establish options for additional investment to address high-risk excess facilities (not currently in the EM portfolio) by the end of the 4th Quarter FY 2010	Initial options developed and funded under the Recovery Act	Develop a schedule for excess facility transfer
iv.	Establish a program for reutilization of assets by the end of the 4th Quarter FY 2010	EM HQ staff have been introducing the concept of the Energy Park initiative to the communities surrounding DOE sites and to DOE program offices	Transform EM resources (land, infrastructure, technologies, highly-skilled workforce) into beneficial reuse [such as Energy Parks]