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UPTE-CWA Fact Sheet on Metrics for Assessing Contractor Performance in Managing DOE Labs

(Los Alamos National Lab, Lawrence Livermore National Lab, Lawrence Berkeley National Lab)

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Summary:

Through a competitive bidding process, the Department of Energy (DOE) has selected a new management contractor to run the Los Alamos National Laboratory (LANL). After 63 years under the management of the University of California (UC), LANL will now be run by an entirely new corporate entity. This new corporate management structure may or may not have adverse effects on the long-term national-security mission of LANL, including its ability to recruit and retain a high-quality workforce.

Actions Requested:

- (1) We urge Congress to conduct a thorough performance assessment of the long-term effects on its national-security mission of the new corporate management structure of LANL. Such an assessment should make use of metrics that can provide a quantitative measure of the new contractor's performance.
- (2) We urge Congress to immediately direct DOE to postpone contract bidding for Lawrence Livermore National Laboratory until after the completion of the performance assessment of the new LANL contractor.

Suggested Metrics:

UPTE proposes that the following metrics be used as a means of comparing the *state* of LANL and its workforce before and after the contract transition. These metrics *exclude* effects of the transition itself. We have selected metrics that we believe would be meaningful for both laboratories. They are both objective and quantitative, and would lend themselves to "before and after" comparisons (i.e., any side effects of the transition itself can be factored out of them).

I. The national-security mission of LANL

- Number of papers published in refereed journals, total and per scientist-year
- Number of external awards, total and per scientist-year
- Actual dollar cost to outside sponsors plus government entities for a meaningful unit of work, such as a person-day, in corresponding job categories
- Ratio of programmatic budget to overall budget (including overhead)
- Number of recordable safety incidents per full-time-equivalent (FTE-) year
- Number of security incidents per FTE-year

II. Recruitment and retention of a high-quality workforce

- Number of graduates from top-rated universities recruited (set of universities to be determined), and ratio of this to total recruitments
- Age and average number of service years at retirement
- Number of staff terminations per FTE-year (must apply a consistent definition of career-indefinite employee)
- Number of staff grievance actions per FTE-year
- Number of lawsuits brought against management per FTE-year