

# NETL's Performance Management and Awards System



*Strategic Compensation  
Conference 2002*

*August 27, 2002*

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National Energy Technology Laboratory



[www.netl.doe.gov](http://www.netl.doe.gov)



# National Energy Technology Laboratory



- **One of DOE's 17 national labs**
- **Government owned / operated**
- **Sites in:**
  - Alaska
  - Oklahoma
  - Pennsylvania
  - West Virginia
- **More than 1,100 federal and support contractor employees**



# Our Mission

- Resolve the environmental, supply, and reliability constraints of producing and using fossil resources
- Support development and deployment of environmental technologies to remediate DOE's weapons complex



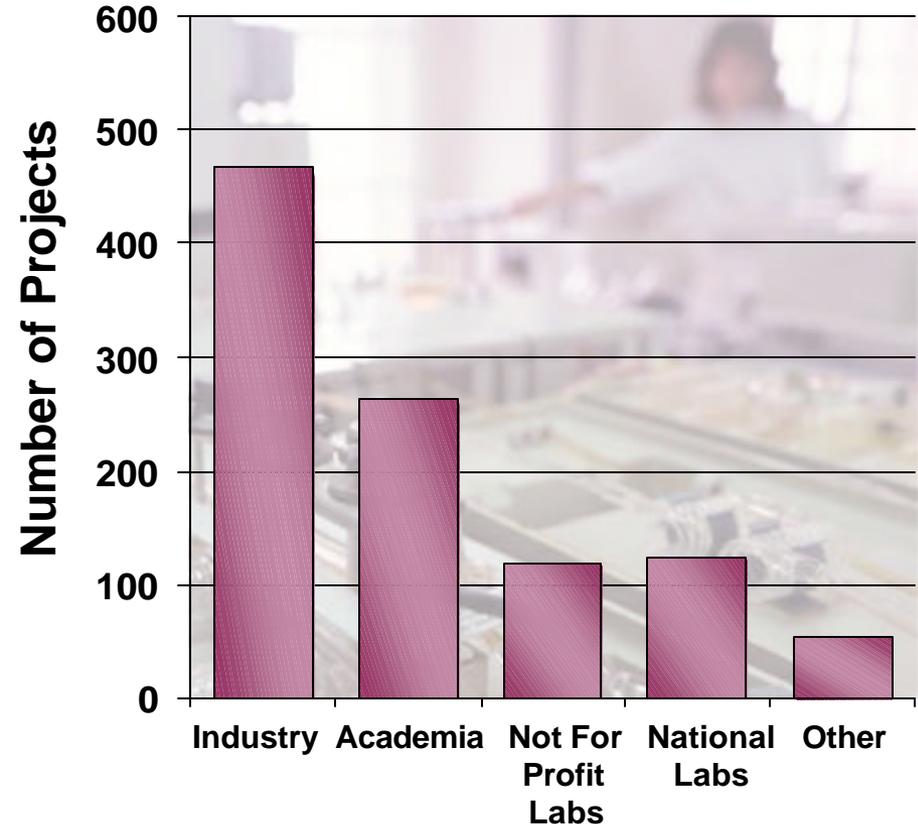
# What We Do

- Shape, fund, and manage extramural RD&D
- Conduct onsite research
- Support energy policy development

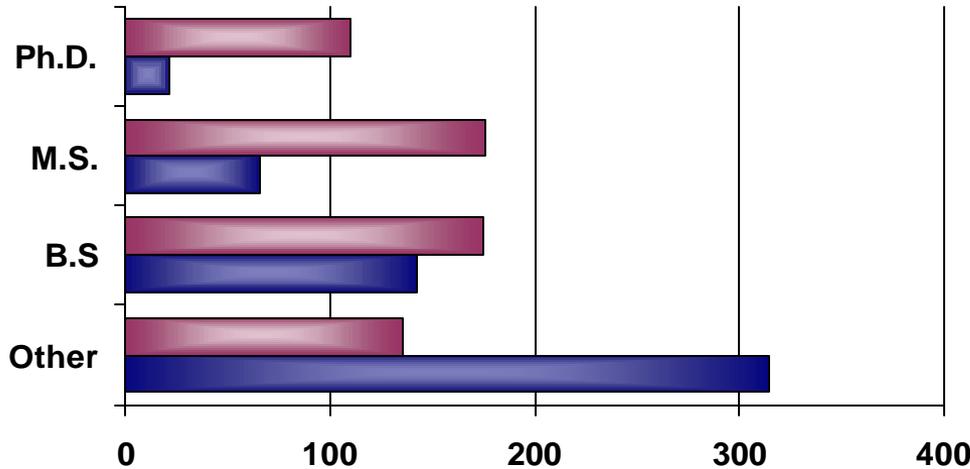


# Shape, Fund, and Manage Extramural RD&D

- 1,100 research activities in all 50 states and several foreign countries
- Total award value \$6.6 billion
- Private sector cost-sharing of \$2.2 billion
  - Leverages DOE funding
  - Ensures relevance
  - Accomplishes mission through commercialization

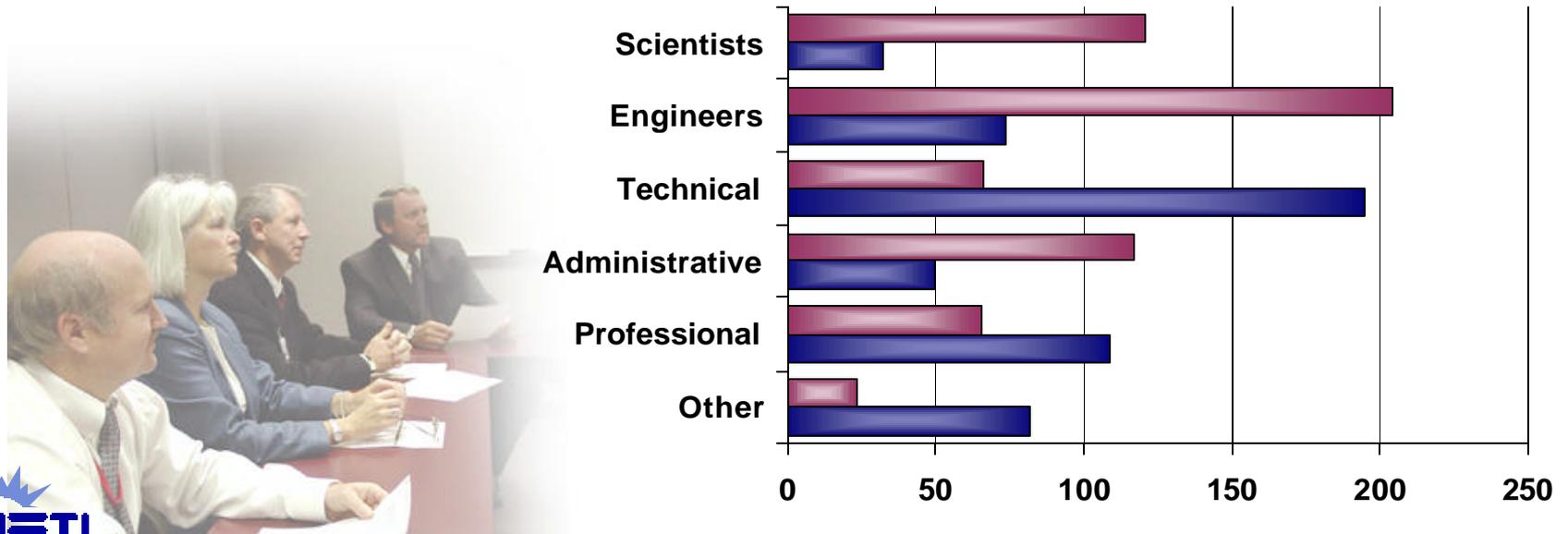


# A Well-Trained Workforce



*Workforce (12/31/01)*

■ 596 Federal Employees  
 ■ 542 Onsite Contractors



# New Challenges, New Opportunities

**MECC**

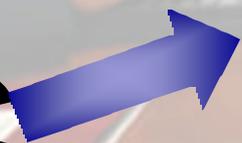


**FETC**

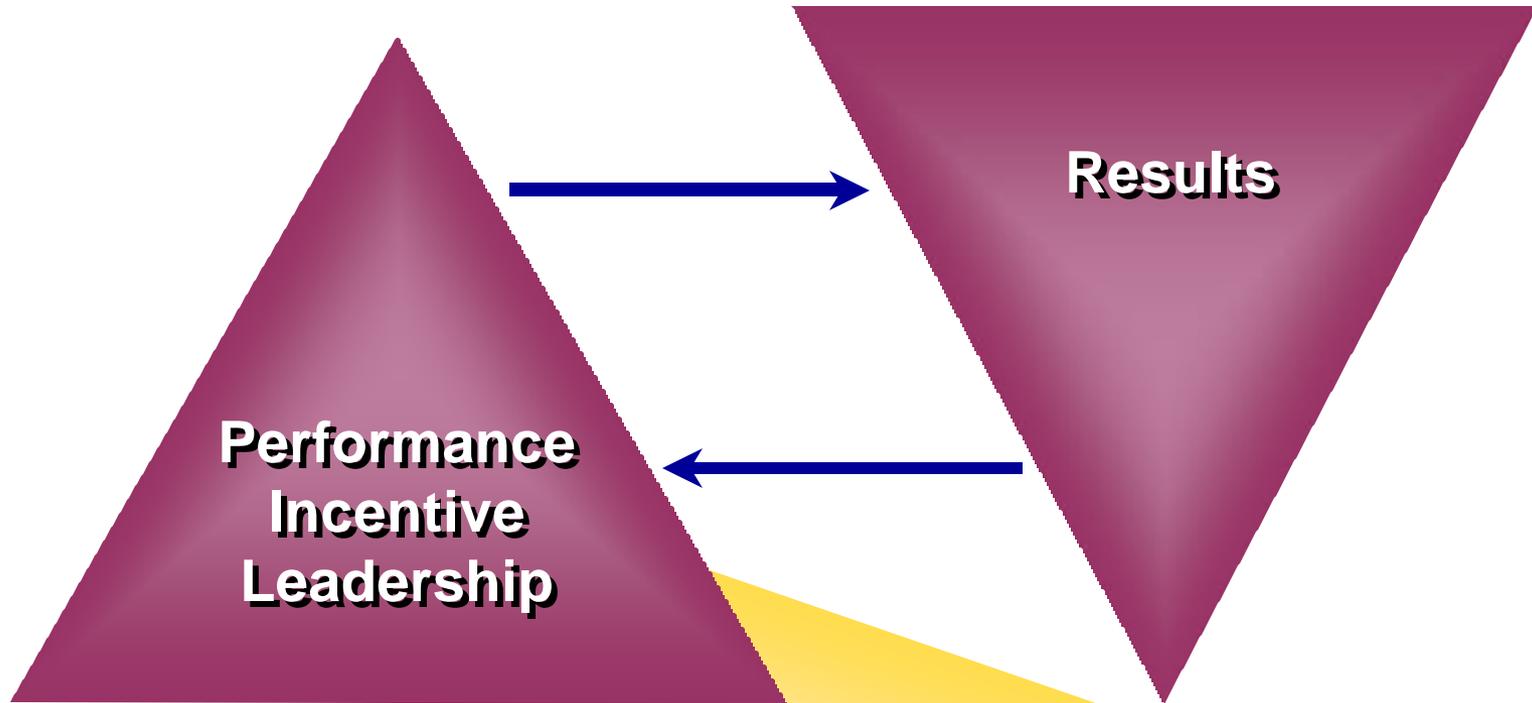


**NETL**

**PETC**



# Organizational Success



## NETL's PMAS

- Goal setting
- Performance measurement
- Rewarding results

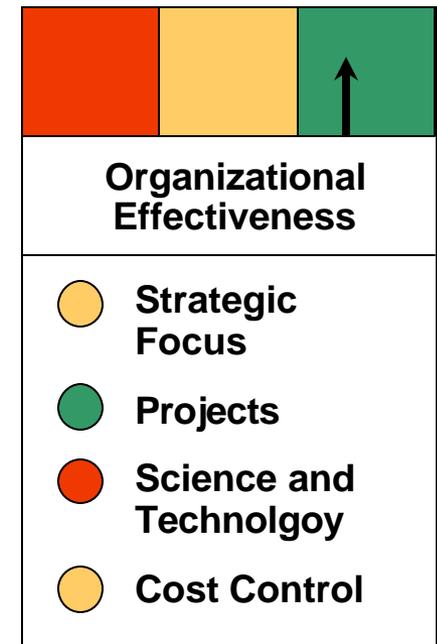
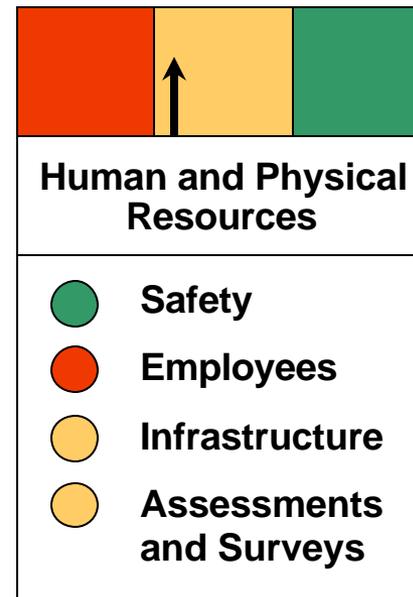
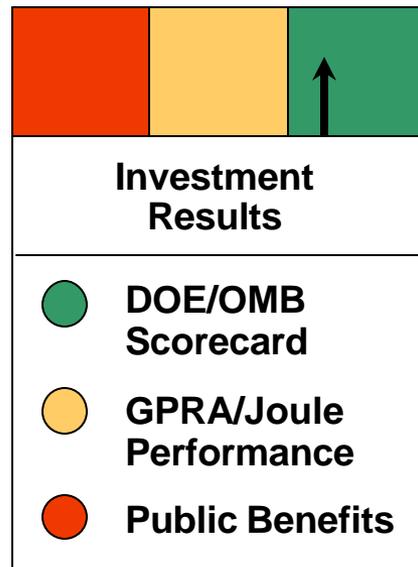
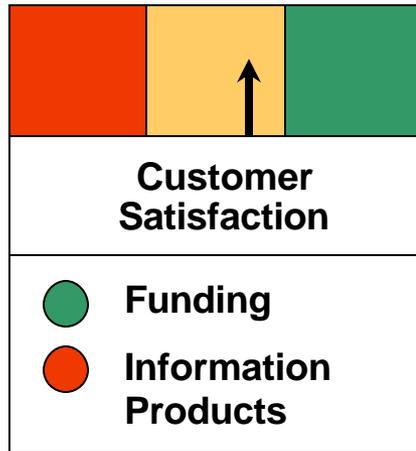


# An Integrated Planning Process



# Performance Measurement

## *“Dashboard” Improves Focus on Most Critical Performance Trends*



# Rewarding for Results

- **Organizational Performance Award**
- **Special Recognition Award**
- **Time Off Award**
- **Quality Step Increase**

