BERKELEY LABORATORY FACILITIES

"OUR SCIENCE IS SERVICE"

MISSION: DELIVER EXCEPTIONAL SERVICES AND FACILITIES TO SUPPORT WORLD-CLASS SCIENCE

CUSTOMER	SAFETY	PEOPLE	EFFICIENCY	SUSTAINABILITY
EXPERIENCE *Partner with customers to provide quality services, delivering on the Labs mission*	**P2P SAFETY** *Deliver a physically and professionally safe and high-performing organization*	**RESPECT** *Promote an environment where everyone is empowered to improve*	**VALUE ADD** *Consistently design and deliver services to maximize value and reduce waste*	**ZERO WASTE** *Support the Lab's long-term growth and protect our environment*

DIVISIONAL GOALS & OBJECTIVES

CUSTOMER

1. Support scoping and project work
2. Increase system reliability
3. Improve Facility Condition
4. Implement Contractor Assurance system
5. Achieve DOE PEMP Goals

SAFETY

1. Improve safe behaviors
2. Strengthen Line Management Ownership of Safety
3. Organizational Learning
4. Improve Readiness for catastrophic events

PEOPLE

1. Improve Morale and Engagement
2. Recruit, hire & retain talent
3. Strengthen knowledge and skills
4. Improve Leadership effectiveness
5. Develop new leaders

EFFICIENCY

1. Improve work order response time
2. Streamline processes
3. Deliver more value for the customer

SUSTAINABILITY

1. Support Lab sustainability efforts
2. Minimize facility lifecycle costs
3. Reduce energy and water usage

KEY ACTIONS AND MEASURES

CUSTOMER

1.1 Establish outage procedure and staff outage manager (O)

1.2 Establish FAC small projects group and process for work acceptance (O)
- Integrated sched incl vendors

1.3 Strengthen support of projects
- Streamline Lockout /Tagout process (O)
- Strengthen commissioning process (O)

1.4 Expand engineering design capabilities (E)

1.5 Establish SLA/work control processes between PIMD and FAC

2.1 Establish Plant Engineers/ System Owners (E)
- Provide field support for ops & maintenance (E)

2.2 Expand Predictive Maintenance
- Eval & identify targeted OSI PI system for implementation (E)
- Implement use of ultrasound pens (M)
- Develop user rqmts for vibration monitoring (M)

2.3 Optimize Preventive Maintenance
- Continue PM optimization efforts (O)
- Implement electronic logbooks (M)

3.1 Establish criteria and implement tools for facility excellence walkdowns (O)

3.2 Reduce corrective and deferred maintenance backlog (O,M)

4.1 Refine Key Performance Indicators (All)

4.2 Optimize use of issues management system (B)

4.3 Effectively utilize assessments to manage risks, system health, and inform capital planning (B)

5.1 Establish Infrastructure Vision Document and Project Portfolio List (CP)

5.2 Complete resiliency planning for power outages (E)

SAFETY

1.1 Perform/monitor Safety Inspections (O,M)

1.2 Ensure training plans are relevant and training is 100% complete (All)

1.3 Develop & implement safety improvement plan (All)

2.1 Increase supervisory engagement and field presence
- Develop/conduct pre-job brief training (O)
- Implement management work observation program (All)

2.2 Train Mgrs/Supvs to coach safety (All)
- Facilities Leadership Observation & Coaching training Human Performance Improvement training
- NFPA 70E training

2.3 Maximize learning from events and injuries
- Integrate LL into work planning (O)
- Conduct root cause analyses on incidents (All)

3.1 Deliver Causal Analysis Training (2 classes complete, 1 remaining) (B)

3.2 Formalize/implement Lessons Learned program (B)

4.1 Complete power outage planning & Emergency Response procedures (See Customer Action 5.2)

4.2 Complete earthquake planning & Emergency Response procedures

PEOPLE

1.1 Increase training & development (All)
- Code training for FAMs/Eng
- NIMS training for FAMs (O)
- CMMS training – Bldg Mgrs

1.2 Solicit and be responsive to feedback (Idea boards and post-job feedback) (All)

2.1 Increase diversity and inclusiveness (HR)
- Attend recruitment workshops/ conferences
- Advertise to targeted agencies

2.2 Implement Performance Incentives (HR)
- Consistent SPOT award criteria

2.3 Evaluate competitiveness with market salaries (HR)

3.1 Establish cross-training programs (All)

3.2 Implement mentor program (HR)

4.1 Provide Leadership training (including functional programs & soft skills) (HR)

5.1 Develop succession plans for key positions and critical skills (All)

5.2 Maintain Developmental plans for individuals in succession plans (All)

EFFICIENCY

1.3 Refine skill-of-the-craft program to enable faster turnaround for low-risk work (O)

1.2 Establish supply chain capability with 2-3 day turnaround on parts (O)

2.1 Integrate engineering into work flow, POD/POW (O,E)

3.1 Streamline work request processes to offer "one-stop shopping" or "full service" (O)

3.2 Formalize processes for work acceptance (including Estimating) (CP)

3.3 Evaluate/establish multiple MTAs for vendor work (O,M,B)

3.4 Improve interfaces between PIMD and Facilities to ensure proper transition to operations (dwg/doc retrieval, warranties, etc) (O,E)

3.5 Assess/improve implementation of QEW program to enable efficient operations and maintenance (M)

3.6 Assess zone management concept to provide better customer service (O,E)

SUSTAINABILITY

1.1 Refine building controls strategy & approach (M,E)

1.2 Implement procurement processes enforcing standard equipment/parts (Smart equipment) that meet sustainability criteria (E,B)

1.3 Integrate sustainability stds into work planning (O)

1.4 Implement trash segregation program (M)

2.1 Design efficient / resilient facilities (E)

2.2 Partner with EHS to achieve 100% compliance on all regulated equipment. (E,O)

3.1 Update design specifications (E)

3.2 Repair and recommission building control systems (M,E)

3.3 Monitor energy and water usage / install metering capabilities (E,M)