

# Aiming for success: Western's Bonus Goal Program 2000

This month we kicked off the Bonus Goal Program for 2000. Western's Bonus Program is a key indicator of how effectively we are doing our jobs. Overall, we have done well. We have contained costs despite the volatilities of industry restructuring. We are known as leaders in reliability. And we have some of the most stringent safety standards in the industry.

Yet, we can always improve. The 2000 Bonus Program's objectives are to continue the trend of success, while improving upon weak areas.

The program will continue to be based on program direction activities, allowing each of us an opportunity to contribute to program success. Again, we will focus on three main goals: cost containment, reliability and safety.

But there will also be some changes—changes arrived at by AFGE and IBEW representatives and other employees and approved by senior managers.

Bonus Program 2000 is now linked more directly to Western's Strategic Plan. For example, our People Goal states, "We recruit, develop and retain a safety-focused, highly productive, customer-oriented and diverse work force." Part of the measurement of how well we achieve this goal will be the Bonus Program's safety goal.

In other words, Bonus Program goals will be a direct measure of the progress we make in realizing key elements of this plan, and in achieving Western's mission and vision.

We will continue to have three elements to

our safety goal: recordable injury accidents, accident severity (as measured by the number of lost and restricted workdays) and recordable motor-vehicle accidents.

We have made great strides in reducing the number of lost and restricted workdays. However, we continue to have difficulty in achieving the goals for recordable accidents and, especially, recordable motor-vehicle accidents.

This sends two strong messages. First, we should congratulate ourselves on reducing the accident severity rate. Second, we must concentrate on limiting the number of accidents.

Bonus Program 2000 began Aug. 1 and ends July 31, 2000. As in the past, we will report our progress toward these goals every month in the *Closed Circuit* and on Western's Intranet.

Please join me in helping us reach all three Bonus Program goals for 2000. Your continued hard work and attention to cost, reliability and safety will keep Western strong as we leave one millenium and enter a new one.

## 1999 Bonus Goal payouts set

**The Bonus Goal Program cash award for 1999 is \$817 for full-time, full-year Federal employees. Less than full-year, part-time and retired employees will receive prorated amounts. Employees who resigned, transferred to other agencies or were terminated will not receive a payout. Payouts will be included in Federal employees' Sept. 23 paychecks.**

## 2000 Bonus Goals

		100% Payout Level	Payout* if 2000 Goals are met
<b>Safety</b>	Recordable Injuries	16 or fewer	\$116.66
	Lost or Restricted Work Days	225 or fewer	\$116.66
	Recordable Motor Vehicle Accidents	8 or fewer	\$116.66
<b>Cost Containment</b>	Program Costs	\$134.1 million	\$350.00
<b>Reliability</b>	Accountable Outages	34 or fewer	\$350.00

# What do Western's Bonus Goals measure?

## Recordable injuries

According to OSHA, recordable injuries occur while employees are in a job-related activity, if:

- ◆ the injuries are severe enough to require medical treatment.
- ◆ the employee loses consciousness.
- ◆ the employee's work or motion is restricted.
- ◆ the employee is transferred to another job.

To be considered "recordable," injuries must occur during your official tour of duty.

## Lost and restricted work days

If you are injured at work and a medical doctor determines you are temporarily unable to report to work, your lost days would be reported under Lost and Restricted Work Days. You could also be included in this category if, for instance, you hurt your back on the job and a physician gives you directions to temporarily not lift heavy objects you are nor-

mally required to lift.

## Recordable motor vehicle accidents

According to DOE, motor-vehicle accidents must result in a damage of at least \$1,000 for them to be recordable.

Accidents involving all rental cars, government-owned or -leased vehicles and private vehicles claiming reimbursement are counted.

## Cost Containment

Our cost-containment goal will continue to focus on reducing program direction costs. These costs

include salaries, benefits, travel, support services contracts, space rent, utilities, telecommunications, administrative supplies and materials and all indirect or overhead costs.

## Reliability

Our reliability goal is based on accountable outages throughout the system. As system reliability improves, it is increasingly difficult to reduce the number of outages. This year's goal will be to reduce the number of accountable outages by 30 percent of the three-year rolling average, or no more than 34 accountable outages during the year.

## 1999 Bonus Goal Results

	1999 Goals	Payout* if 1999 Goals are met	Current Goal Status	Achieved
Recordable Injuries	16 or less	\$116.66	23	No
Lost or Restricted Work Days	225 or less	\$116.66	175	Yes
Recordable Motor Vehicle Accidents	8 or less	\$116.66	12	No
Cost Containment	\$131.1 million	\$350.00	\$123.5 million	Yes
Reliability	46 or less	\$350.00	38	Yes

\*If all goals were met, payout would be \$1,200.00.