



Department of Energy  
National Nuclear Security Administration  
Service Center  
P. O. Box 5400  
Albuquerque, NM 87185



JUN 08 2010

MEMORANDUM FOR: Distribution

FROM:

Karen L. Boardman, Chairperson, Federal Technical Capability Panel

SUBJECT:

Quarterly Report on Federal Technical Capability - 10-NA SC-006

This Quarterly Report on the Federal Technical Capability Program (FTCP) contains information on the status of qualifications in the Technical Qualification Program (TQP) and technical skill gaps as of March 31, 2010.

Attachment 1 provides the Status of Qualifications in the TQP. The U.S. Department of Energy (DOE) goal is to exceed 80% "fully qualified or on schedule for qualification" for all personnel in the TQP. Currently, this overall DOE TQP qualification rate is 90%. Three offices are below the 80% goal, but are actively working to correct their staffing shortfalls. In addition, 67 % of all required personnel are fully qualified. Headquarters and site office managers are encouraged to maintain emphasis on the timely qualifications of their technical personnel. A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. The number of personnel overdue in their qualifications is 24.

Attachment 2, 3, 4 and 5 provide specific status of qualifications for Facility Representatives (FR), Senior Technical Safety Managers (STSM), Nuclear Safety Specialists (NS), and Safety System Oversight (SSO) personnel, respectively. General status of qualification in these areas is:

|      |   |   |
|------|---|---|
| FR   | - | 91% fully qualified or on schedule for qualification; 79% fully qualified |
| STSM | - | 93% fully qualified or on schedule for qualification; 67% fully qualified |
| NS   | - | 89% fully qualified or on schedule for qualification; 70% fully qualified |
| SSO  | - | 95% fully qualified or on schedule for qualification; 69% fully qualified |

Attachment 6 shows the status of overall TQP qualifications. Attachments 7 and 8 provide trend data for overall TQP qualification and staffing shortfalls. More detailed Facility Representatives qualification data is published quarterly by the Facility Representative Program Manager.

If you have any questions or comments, please contact me, or your staff may contact Robert McMorland at (202) 586-0057.

Attachments

cc w/attachments:

FTCP Agents  
E. White, NNSA SC  
R. McMorland, HS-1.1

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Manager, Portsmouth/Paducah Project Office (PPPO)  
Manager, Richland Operations Office (RL)  
Manager, Sandia Site Office (SSO)  
Manager, Savannah River Operations Office (SR)  
Manager, Savannah River Site Office (SRSO)  
Manager, Y-12 Site Office (YSO)

| Status of Qualifications in the Technical Qualification Program (TQP)   |             |                                   |  |   |   |  |   |   |   |  |
|---|-------------|-----------------------------------|--|---|---|--|---|---|---|--|
| March 31, 2010  |             |                                   |  |   |   |  |   |   |   |  |
| Update Frequency: Quarterly   |             |                                   |  |   |   |  |   |   |   |  |
| OVERALL TQP QUALIFICATIONS  |             |                                   |  |   |   |  |   |   |   |  |
| Office  |             | Number of Capabilities Needed (C) | Number of Capabilities Staffed by Onboard, Fully Qualified Personnel (D) | Number of Capabilities for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E) | Number of Capabilities for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F) | Staffing Shortfall, i.e. Number of Capabilities for Which Personnel are Not Onboard =C-(D+E) | Percentage of Capabilities for Which Staff are Onboard =(D+E)/C | Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C | Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =(D+E)-F/C | Comments   |
| <b>National Nuclear Security Administration (NNSA)</b>  |             |                                   |  |   |   |  |   |   |   |  |
| Los Alamos Site Office  | LASO        | 114                               | 69   | 25  | 2   | 20   | 82%   | 61%   | 81%   | Recruiting to fill authorized positions. 7 FTEs are over target.   |
| Livermore Site Office   | LSO         | 60                                | 39   | 17  | 0   | 4  | 93%   | 65%   | 93%   | Added 12 staff members to Safeguards and Security Standard. Vacancy announcement in process for Deputy Manager. 1 Facility Rep. vacancy is on HOLD. 1 Facility Rep. and 1 Industrial Hygiene position will be filled through Future Leader Program staff currently on board.   |
| Nevada Site Office  | NSO         | 77                                | 61   | 10  | 0   | 6  | 92%   | 79%   | 92%   | Plan to fill by end of FY10 Q3 - 1 Facility Rep. Plan to fill by end of FY10 Q4 - 1 QA position. Plan to fill by end of FY11 Q1 - 1 Environmental Remediation, 1 Environmental Compliance, and 1 Waste Management positions.   |
| Pantex Site Office  | PXSO        | 57                                | 36   | 21  | 0   | 0  | 100%  | 63%   | 100%  |  |
| Savannah River Site Office  | SRSO        | 19                                | 17   | 2   | 0   | 0  | 100%  | 89%   | 100%  |  |
| Sandia Site Office  | SSO         | 53                                | 30   | 15  | 0   | 8  | 85%   | 57%   | 85%   | See Note 1.  |
| Y-12 Site Office  | YSO         | 88                                | 65   | 18  | 0   | 5  | 94%   | 74%   | 94%   | Vacancies due to retirements; working to backfill. Initial qualifications in progress.   |
| NNSA Headquarters   | NA-HQ       | 161                               | 67   | 50  | 6   | 44   | 73%   | 42%   | 69%   | See Note 2.  |
| NNSA Service Center   | NA-SC       | 55                                | 36   | 13  | 0   | 6  | 89%   | 65%   | 89%   | Hiring in FY10: 1 STSM (Packaging Certification Division Manager), 1 Packaging Certification Engineer, 1 Nuclear Safety Specialist, 1 Electrical Systems & Safety Oversight, 1 Technical Program Manager, & 1 Occupational Safety & Health.  |
| <b>NNSA Totals</b>  |             | <b>684</b>                        | <b>420</b>   | <b>171</b>  | <b>8</b>  | <b>93</b>  | <b>86%</b>  | <b>61%</b>  | <b>85%</b>  |  |
| <b>Environmental Management (EM)</b>  |             |                                   |  |   |   |  |   |   |   |  |
| Carlsbad Field Office   | CBFO        | 16                                | 11   | 5   | 0   | 0  | 100%  | 69%   | 100%  |  |
| CBC and OSS&SP Field Personnel  | CBC & OSSSP | 36                                | 26   | 10  | 0   | 0  | 100%  | 72%   | 100%  | EMCBC, EM Cadre, & filed personnel at ANL, BNL, Denver, FCP GJO/MOAB, OAK, MCP, SPRU, & WVDP   |
| Office of River Protection  | ORP         | 104                               | 69   | 33  | 0   | 2  | 98%   | 66%   | 98%   | Expect to fill 2 positions in may 2010.  |
| Portsmouth/Paducah Project Office   | PPPO        | 23                                | 17   | 6   | 0   | 0  | 100%  | 74%   | 100%  | PPPO has established obtaining Federal Project Director qualifications as a priority over TQP certification. This affects 4 of 7 individuals in the TQP.   |
| Richland Operations Office  | RL          | 80                                | 61   | 19  | 2   | 0  | 100%  | 76%   | 98%   | 1 FR retired; replacement from Yucca Mountain due April 25, 2010.  |
| Savannah River Ops. Office  | SR          | 231                               | 157  | 48  | 2   | 26   | 89%   | 68%   | 88%   | Current staffing actions will reduce shortfall by 2 FTEs. FY10 budget cuts and HQ reduced ceiling significantly impact ability to eliminate shortfall at present. Delinquent personnel are monitored to ensure timely completion.  |
| EM Headquarters   | EM-HQ       | 82                                | 33   | 48  | 5   | 1  | 99%   | 40%   | 93%   | EM evaluating assignments  |
| <b>EM Totals</b>  |             | <b>572</b>                        | <b>374</b>   | <b>169</b>  | <b>9</b>  | <b>29</b>  | <b>95%</b>  | <b>65%</b>  | <b>93%</b>  |  |
| <b>Others</b>   |             |                                   |  |   |   |  |   |   |   |  |
| Chief of Nuclear Safety   | CNS         | 9                                 | 5  | 4   | 2   | 0  | 100%  | 56%   | 78%   | Of the staff of 9 total, 6 are required to qualify STSM and 1 detailee is required to qualify as Nuclear Safety Specialist. The 2 remaining persons are identified as QA Subject Matter Experts ( and not required to be STSM). In addition, all but the CNS and the NSS staff are required to qualify HQ SSO.   |
| Health, Safety and Security   | HSS         | 113                               | 85   | 25  | 0   | 3  | 97%   | 75%   | 97%   | HS-40 plans to recruit for 1 NSS position. HS-50 plans to fill the FR position that was vacated due to retirement. HS-10 plans to fill 1 Emergency Management position.  |
| Idaho Operations Office   | NE-ID       | 145                               | 135  | 9   | 2   | 1  | 99%   | 93%   | 98%   | Office Manager selection in progress.  |
| Oak Ridge Office  | OR          | 179                               | 123  | 35  | 0   | 21   | 88%   | 69%   | 88%   | Anticipate filling the following positions in FY 2010: 3 Safety Basis Lead Reviewers, 1 Criticality Safety Engineer, 1 Quality Assurance Engineer, 3 Project Engineers, 3 General Engineer/Physical Scientists, 1 Industrial Hygienist, 2 ES&H Team Leaders, 1 Health Physicist, 2 Safety Specialists, 1 Nuclear Safety Specialist, 1 Nuclear Engineer, 1 Personnel Security Specialist and 1 Emergency Management Specialist. |
| Office of Science - HQ  | SC-HQ       | 2                                 | 1  | 1   | 1   | 0  | 100%  | 50%   | 50%   |  |
| Chicago - (SC)  | SC-CH       | 38                                | 25   | 13  | 2   | 0  | 100%  | 66%   | 95%   |  |
| Pacific Northwest Site Office (SC)  | PNSO        | 6                                 | 6  | 0   | 0   | 0  | 100%  | 100%  | 100%  | 1 NSS and 3 additional SSO support provided by the SC Integrated Support Center.   |
| <b>Others Totals</b>  |             | <b>492</b>                        | <b>380</b>   | <b>87</b>   | <b>7</b>  | <b>25</b>  | <b>95%</b>  | <b>77%</b>  | <b>93%</b>  |  |
| <b>DOE Total</b>  |             | <b>1748</b>                       | <b>1174</b>  | <b>427</b>  | <b>24</b>   | <b>147</b>   | <b>92%</b>  | <b>67%</b>  | <b>90%</b>  |  |
| <b>DOE Goals</b>  |             | <b>-</b>                          | <b>-</b>   | <b>-</b>  |   |  |   | <b>-</b>  | <b>80%</b>  |  |
| <b>Notes:</b>   |             |                                   |  |   |   |  |   |   |   |  |
| 1. Aviation Safety, Civil Structural Engineering, and Electrical Systems capabilities, as well as additional Environmental Compliance, Criticality Safety, Nuclear Safety, and Emergency Management capabilities, provided through NNSA/SC matrix support. Sandia Site Office (SSO) is transitioning to Governance during 2010 per the NNSA initiative. A comprehensive workforce staffing analysis will be performed to assist in the transition. Subsequent quarterly reports will reflect changes to SSO staffing. |             |                                   |  |   |   |  |   |   |   |  |
| 2. NNSA HQ established the Technical Training and Competency Program to better implement TQP at NNSA Headquarters. This includes a more thorough analysis of participants and competency shortfalls to align more completely to the most recent annual workforce analysis. As a result additional staffing shortfalls have been reported in this quarterly report. Actions for addressing the staffing shortfalls were provided in the NNSA HQ Workforce Analysis and Staffing Plan Report for CY 2009.               |             |                                   |  |   |   |  |   |   |   |  |

**Status of Qualifications in the Facility Representative (FR) Program**

March 31, 2010

Update Frequency: Quarterly

**OVERALL FACILITY REPRESENTATIVE (FR) PERSONNEL QUALIFICATIONS**

| Office   |             | Number of FR Capabilities Needed (C) | Number of FRs Staffed by Onboard, Fully Qualified Personnel (D) | Number of FRs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E) | Number of FRs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F) | Staffing Shortfall, i.e. Number of FRs for Which Personnel are Not Onboard =C-(D+E) | Percentage of Capabilities for Which Staff are Onboard =(D+E)/C | Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C | Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C | Comments   |
|--|-------------|--------------------------------------|---|--|--|---|---|---|---|--|
| <b>National Nuclear Security Administration (NNSA)</b> |             |                                      |   |  |  |   |   |   |   |  |
| Los Alamos Site Office                                 | LASO        | 14                                   | 9   | 3  | 0  | 2   | 86%   | 64%   | 86%   | Recruiting to fill vacancies.  |
| Livermore Site Office                                  | LSO         | 6                                    | 4   | 0  | 0  | 2   | 67%   | 67%   | 67%   | 1 Facility Rep. vacancy is on HOLD. 1 Facility Rep. position will be filled through Future Leader Program staff currently on board.          |
| Nevada Site Office                                     | NSO         | 7                                    | 6   | 0  | 0  | 1   | 86%   | 86%   | 86%   | Facility Rep position selection process underway.  |
| Pantex Site Office                                     | PXSO        | 9                                    | 9   | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| Savannah River Site Office                             | SRSO        | 3                                    | 3   | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| Sandia Site Office                                     | SSO         | 7                                    | 7   | 0  | 0  | 0   | 100%  | 100%  | 100%  | Required capabilities reduced based on recent staffing analysis. Additional Facility Rep. is in training for succession planning.            |
| Y-12 Site Office                                       | YSO         | 12                                   | 11  | 1  | 0  | 0   | 100%  | 92%   | 100%  |  |
| NNSA Headquarters                                      | NA-HQ       | 7                                    | 1   | 1  | 0  | 5   | 29%   | 14%   | 29%   |  |
| <b>NNSA Totals</b>                                     |             | <b>65</b>                            | <b>50</b>   | <b>5</b>   | <b>0</b>   | <b>10</b>   | <b>85%</b>  | <b>77%</b>  | <b>85%</b>  |  |
| <b>Environmental Management (EM)</b>                   |             |                                      |   |  |  |   |   |   |   |  |
| Carlsbad Field Office                                  | CBFO        | 3                                    | 1   | 2  | 0  | 0   | 100%  | 33%   | 100%  |  |
| CBC and OSS&SP Field Personnel                         | CBC & OSSSP | 7                                    | 6   | 1  | 0  | 0   | 100%  | 86%   | 100%  | Includes qualified FRs at BNL (2), MAOB, SLAC, SPRU, & WVDP. 1 Cadre FR is in initial qualification at WVDP.                                 |
| Office of River Protection                             | ORP         | 15                                   | 14  | 1  | 0  | 0   | 100%  | 93%   | 100%  |  |
| Portsmouth/Paducah Project Office                      | PPPO        | 6                                    | 5   | 1  | 0  | 0   | 100%  | 83%   | 100%  |  |
| Richland Operations Office                             | RL          | 20                                   | 18  | 2  | 0  | 0   | 100%  | 90%   | 100%  | 1 FR retired; replacement from Yucca Mountain due April 25, 2010.  |
| Savannah River Ops. Office                             | SR          | 36                                   | 20  | 11   | 1  | 5   | 86%   | 56%   | 83%   | Ability to fill shortfall impacted by FY10 budget cut. Personnel engaged in qualification are on track to complete within the allotted time. |
| <b>EM Totals</b>                                       |             | <b>87</b>                            | <b>64</b>   | <b>18</b>  | <b>1</b>   | <b>5</b>  | <b>94%</b>  | <b>74%</b>  | <b>93%</b>  |  |
| <b>Others</b>  |             |                                      |   |  |  |   |   |   |   |  |
| Health, Safety and Security                            | HSS         | 1                                    | 0   | 0  | 0  | 1   | 0%  | 0%  | 0%  | Planning underway to replace retired FR in HS-50.  |
| Idaho Operations Office                                | NE-ID       | 21                                   | 21  | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| Oak Ridge Office                                       | OR          | 22                                   | 20  | 2  | 0  | 0   | 100%  | 91%   | 100%  |  |
| Chicago - (SC)   | SC-CH       | 1                                    | 0   | 1  | 1  | 0   | 100%  | 0%  | 0%  |  |
| Pacific Northwest Site Office (SC)                     | PNSO        | 3                                    | 3   | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| <b>Others Totals</b>                                   |             | <b>48</b>                            | <b>44</b>   | <b>3</b>   | <b>1</b>   | <b>1</b>  | <b>98%</b>  | <b>92%</b>  | <b>96%</b>  |  |
| <b>DOE Total</b>                                       |             | <b>200</b>                           | <b>158</b>  | <b>26</b>  | <b>2</b>   | <b>16</b>   | <b>92%</b>  | <b>79%</b>  | <b>91%</b>  |  |
| <b>Notes:</b>  |             |                                      |   |  |  |   |   |   |   |  |

**Status of Qualifications in the Senior Technical Safety Manager (STSM) Program**

March 31, 2010

Update Frequency: Quarterly

**OVERALL SENIOR TECHNICAL SAFETY MANAGER (STSM) PERSONNEL QUALIFICATIONS**

| Office   |             | Number of STSM Capabilities Needed (C) | Number of STSMs Staffed by Onboard, Fully Qualified Personnel (D) | Number of STSMs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E) | Number of STSMs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F) | Staffing Shortfall, i.e. Number of STSMs for Which Personnel are Not Onboard =C-(D+E) | Percentage of Capabilities for Which Staff are Onboard =(D+E)/C | Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C | Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C | Comments  |
|--|-------------|--|---|--|--|---|---|---|---|---|
| <b>National Nuclear Security Administration (NNSA)</b> |             |  |   |  |  |   |   |   |   |   |
| Los Alamos Site Office                                 | LASO        | 9                                      | 7   | 1  | 0  | 1   | 89%   | 78%   | 89%   | Deputy Technical Manager vacant. Awaiting HQ approval to recruit.   |
| Livermore Site Office                                  | LSO         | 8                                      | 6   | 1  | 0  | 1   | 88%   | 75%   | 88%   | Vacancy announcement in process for Deputy Manager.   |
| Nevada Site Office                                     | NSO         | 12                                     | 7   | 4  | 0  | 1   | 92%   | 58%   | 92%   | Position vacancy announcement posted.   |
| Pantex Site Office                                     | PXSO        | 6                                      | 5   | 1  | 0  | 0   | 100%  | 83%   | 100%  |   |
| Savannah River Site Office                             | SRSO        | 3                                      | 3   | 0  | 0  | 0   | 100%  | 100%  | 100%  | 2 additional fully qualified STSMs in the organization.   |
| Sandia Site Office                                     | SSO         | 4                                      | 4   | 0  | 0  | 0   | 100%  | 100%  | 100%  |   |
| Y-12 Site Office                                       | YSO         | 5                                      | 5   | 0  | 0  | 0   | 100%  | 100%  | 100%  |   |
| NNSA Headquarters                                      | NA-HQ       | 51                                     | 34  | 11   | 3  | 6   | 88%   | 67%   | 82%   |   |
| NNSA Service Center                                    | NA-SC       | 14                                     | 11  | 2  | 0  | 1   | 93%   | 79%   | 93%   | Hiring 1 Packaging Certification Division Manager in FY10.  |
| <b>NNSA Totals</b>                                     |             | <b>112</b>                             | <b>82</b>   | <b>20</b>  | <b>3</b>   | <b>10</b>   | <b>91%</b>  | <b>73%</b>  | <b>88%</b>  |   |
| <b>Environmental Management (EM)</b>                   |             |  |   |  |  |   |   |   |   |   |
| Carlsbad Field Office                                  | CBFO        | 5                                      | 4   | 1  | 0  | 0   | 100%  | 80%   | 100%  |   |
| CBC and OSS&SP Field Personnel                         | CBC & OSSSP | 15                                     | 8   | 7  | 0  | 0   | 100%  | 53%   | 100%  | All STSMs in qualification and requalification have completed the STSM course. All personnel on schedule for completion within allotted time.         |
| Office of River Protection                             | ORP         | 8                                      | 5   | 3  | 0  | 0   | 100%  | 63%   | 100%  |   |
| Portsmouth/Paducah Project Office                      | PPPO        | 6                                      | 4   | 2  | 0  | 0   | 100%  | 67%   | 100%  | Senior Technical Advisor positions will be STSM qualified when filled. The Portsmouth Site Lead will need to qualify as STSM.                         |
| Richland Operations Office                             | RL          | 6                                      | 6   | 0  | 0  | 0   | 100%  | 100%  | 100%  |   |
| Savannah River Ops. Office                             | SR          | 31                                     | 23  | 6  | 0  | 2   | 94%   | 74%   | 94%   | Ability to fill shortfall impacted by FY10 budget cut. Personnel engaged in qualification are on track to complete within the allotted time.          |
| EM Headquarters  | EM-HQ       | 32                                     | 9   | 23   | 4  | 0   | 100%  | 28%   | 88%   |   |
| <b>EM Totals</b>                                       |             | <b>103</b>                             | <b>59</b>   | <b>42</b>  | <b>4</b>   | <b>2</b>  | <b>98%</b>  | <b>57%</b>  | <b>94%</b>  |   |
| <b>Others</b>  |             |  |   |  |  |   |   |   |   |   |
| Chief of Nuclear Safety                                | CNS         | 6                                      | 5   | 1  | 0  | 0   | 100%  | 83%   | 100%  | Of the staff of 9 total, 6 are required to qualify STSM.  |
| Health, Safety and Security                            | HSS         | 20                                     | 14  | 6  | 0  | 0   | 100%  | 70%   | 100%  | 1 Manager will soon complete oral board. 2 Managers are scheduled to take the STSM course. 3 Managers are in the early process of STSM qualification. |
| Idaho Operations Office                                | NE-ID       | 8                                      | 7   | 0  | 0  | 1   | 88%   | 88%   | 88%   | Office Manager selection in progress.   |
| Oak Ridge Office                                       | OR          | 26                                     | 18  | 8  | 0  | 0   | 100%  | 69%   | 100%  |   |
| Office of Science - HQ                                 | SC-HQ       | 2                                      | 1   | 1  | 1  | 0   | 100%  | 50%   | 50%   |   |
| Chicago - (SC)   | SC-CH       | 3                                      | 1   | 2  | 0  | 0   | 100%  | 33%   | 100%  |   |
| Pacific Northwest Site Office (SC)                     | PNSO        | 2                                      | 2   | 0  | 0  | 0   | 100%  | 100%  | 100%  |   |
| <b>Others Totals</b>                                   |             | <b>67</b>                              | <b>48</b>   | <b>18</b>  | <b>1</b>   | <b>1</b>  | <b>99%</b>  | <b>72%</b>  | <b>97%</b>  |   |
| <b>DOE Total</b>                                       |             | <b>282</b>                             | <b>189</b>  | <b>80</b>  | <b>8</b>   | <b>13</b>   | <b>95%</b>  | <b>67%</b>  | <b>93%</b>  |   |
| <b>Notes:</b>  |             |  |   |  |  |   |   |   |   |   |

**Status of Qualifications in the Nuclear Safety Specialist (NS) Program**

March 31, 2010

Update Frequency: Quarterly

**OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATIONS**

| Office   |             | Number of NS Capabilities Needed (C) | Number of NSs Staffed by Onboard, Fully Qualified Personnel (D) | Number of NSs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E) | Number of NSs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F) | Staffing Shortfall, i.e. Number of NSs for Which Personnel are Not Onboard =C-(D+E) | Percentage of Capabilities for Which Staff are Onboard =(D+E)/C | Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C | Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C | Comments   |
|--|-------------|--------------------------------------|---|--|--|---|---|---|---|--|
| <b>National Nuclear Security Administration (NNSA)</b> |             |                                      |   |  |  |   |   |   |   |  |
| Los Alamos Site Office                                 | LASO        | 10                                   | 9   | 0  | 0  | 1   | 90%   | 90%   | 90%   | Future Leader assigned who graduates in May 2010.  |
| Livermore Site Office                                  | LSO         | 3                                    | 3   | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| Nevada Site Office                                     | NSO         | 3                                    | 3   | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| Pantex Site Office                                     | PXSO        | 6                                    | 4   | 2  | 0  | 0   | 100%  | 67%   | 100%  |  |
| Savannah River Site Office                             | SRSO        | 1                                    | 1   | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| Sandia Site Office                                     | SSO         | 3                                    | 1   | 1  | 0  | 1   | 67%   | 33%   | 67%   | Receive matrix support from NNSA SC and contractor support to fill the vacancy.  |
| Y-12 Site Office                                       | YSO         | 7                                    | 4   | 3  | 0  | 0   | 100%  | 57%   | 100%  | 3 additional NS capabilities needed to support SSO qualifications.   |
| NNSA Headquarters                                      | NA-HQ       | 12                                   | 4   | 6  | 2  | 2   | 83%   | 33%   | 67%   |  |
| NNSA Service Center                                    | NA-SC       | 10                                   | 7   | 2  | 0  | 1   | 90%   | 70%   | 90%   | Hiring 1 NSS in FY10.  |
| <b>NNSA Totals</b>                                     |             | <b>55</b>                            | <b>36</b>   | <b>14</b>  | <b>2</b>   | <b>5</b>  | <b>91%</b>  | <b>65%</b>  | <b>87%</b>  |  |
| <b>Environmental Management (EM)</b>                   |             |                                      |   |  |  |   |   |   |   |  |
| Carlsbad Field Office                                  | CBFO        | 2                                    | 2   | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| CBC and OSS&SP Field Personnel                         | CBC & OSSSP | 0                                    | 0   | 0  | 0  | 0   | N/A   | N/A   | N/A   | See Note 1.  |
| Office of River Protection                             | ORP         | 7                                    | 3   | 4  | 0  | 0   | 100%  | 43%   | 100%  |  |
| Portsmouth/Paducah Project Office                      | PPPO        | 1                                    | 1   | 0  | 0  | 0   | 100%  | 100%  | 100%  | SSO serving as Nuclear Safety Lead with support from subcontractors.   |
| Richland Operations Office                             | RL          | 4                                    | 4   | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| Savannah River Ops. Office                             | SR          | 28                                   | 18  | 7  | 1  | 3   | 89%   | 64%   | 86%   | Ability to fill shortfall impacted by FY10 budget cut. Personnel engaged in qualification are on track to complete within the allotted time. |
| EM Headquarters  | EM-HQ       | 4                                    | 3   | 1  | 1  | 0   | 100%  | 75%   | 75%   |  |
| <b>EM Totals</b>                                       |             | <b>46</b>                            | <b>31</b>   | <b>12</b>  | <b>2</b>   | <b>3</b>  | <b>93%</b>  | <b>67%</b>  | <b>89%</b>  |  |
| <b>Others</b>  |             |                                      |   |  |  |   |   |   |   |  |
| Chief of Nuclear Safety                                | CNS         | 1                                    | 0   | 1  | 0  | 0   |   |   |   | 1 detailee is required to qualify NSS commencing in FY10 Q1.   |
| Health, Safety and Security                            | HSS         | 13                                   | 8   | 4  | 0  | 1   | 92%   | 62%   | 92%   | HS-40 working to fill vacancy. HS-20, HS-40, & HS-60 each have at least one person engaged in qualification.                                 |
| Idaho Operations Office                                | NE-ID       | 16                                   | 16  | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| Oak Ridge Office                                       | OR          | 9                                    | 6   | 1  | 0  | 2   | 78%   | 67%   | 78%   | In FY10 anticipate filling an ES&H Team Lead that will perform this function as well as be an NSS.   |
| Chicago - (SC)   | SC-CH       | 1                                    | 1   | 0  | 0  | 0   | 100%  | 100%  | 100%  |  |
| Pacific Northwest Site Office (SC)                     | PNSO        | 0                                    | 0   | 0  | 0  | 0   | NA  | NA  | NA  | NSS support provided by SC Integrated Support Center.  |
| <b>Others Totals</b>                                   |             | <b>39</b>                            | <b>31</b>   | <b>5</b>   | <b>0</b>   | <b>3</b>  | <b>92%</b>  | <b>79%</b>  | <b>92%</b>  |  |
| <b>DOE Total</b>                                       |             | <b>140</b>                           | <b>98</b>   | <b>31</b>  | <b>4</b>   | <b>11</b>   | <b>92%</b>  | <b>70%</b>  | <b>89%</b>  |  |

Notes: 1. Applies only to WVDP. Two employees are secondarily qualified, but have no time to dedicate to it currently. Short-term needs are being filled with expertise from HQ and or EMCBC, supplemented by support services contractor. If need increase, consideration of hiring a FTE may be warranted.

**Status of Qualifications in the Safety System Oversight (SSO) Program**

March 31, 2010

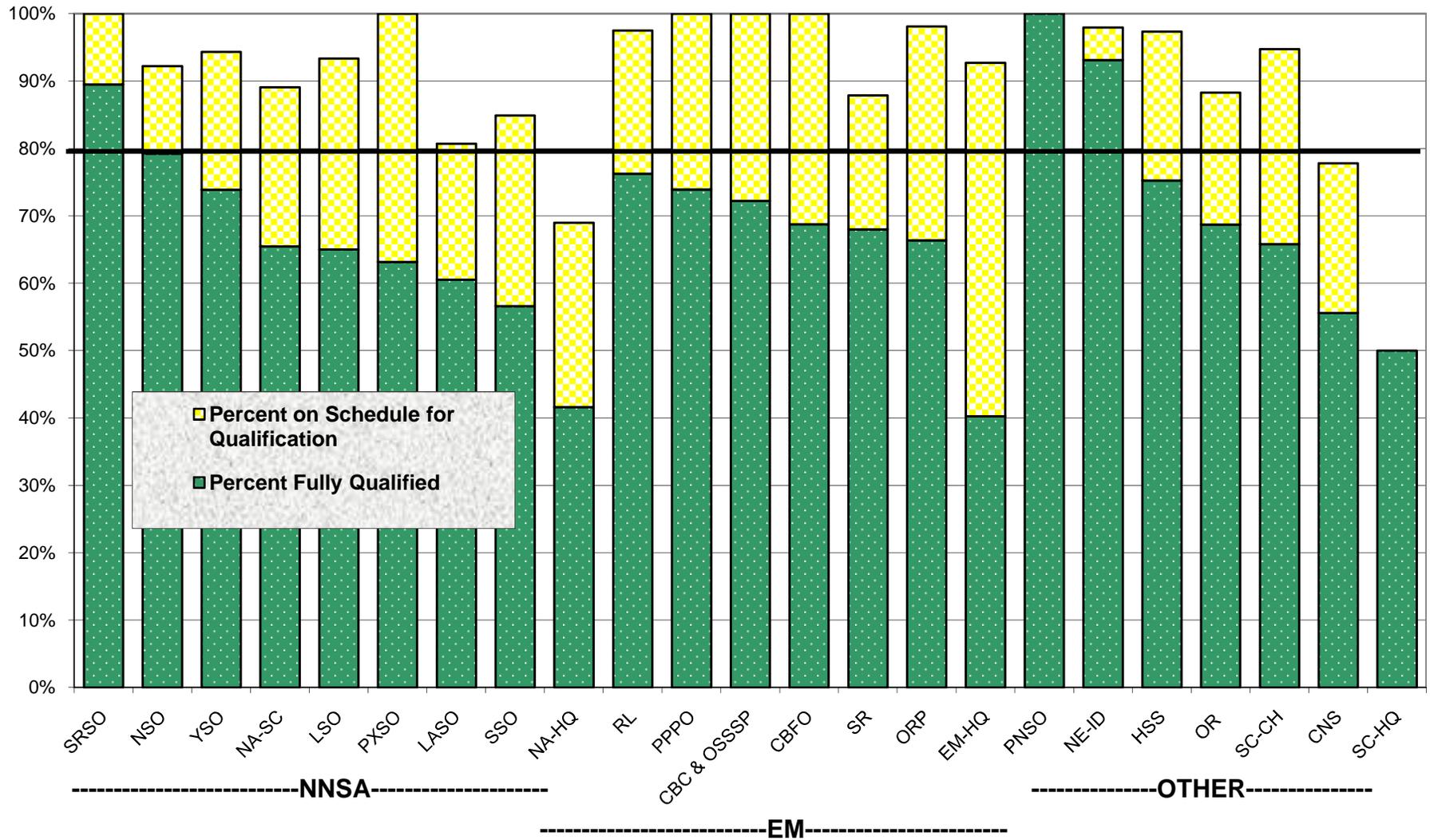
Update Frequency: Quarterly

**OVERALL SAFETY SYSTEM OVERSIGHT (SSO) PERSONNEL QUALIFICATIONS**

| Office   |       | Number of SSO Capabilities Needed (C) | Number of SSOs Staffed by Onboard, Fully Qualified Personnel (D) | Number of SSOs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E) | Number of SSOs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F) | Staffing Shortfall, i.e. Number of STSMs for Which Personnel are Not Onboard =C-(D+E) | Percentage of Capabilities for Which Staff are Onboard =(D+E)/C | Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C | Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =(D+E)-F/C | Comments   |
|--|-------|---------------------------------------|--|---|---|---|---|---|---|--|
| <b>National Nuclear Security Administration (NNSA)</b> |       |                                       |  |   |   |   |   |   |   |  |
| Los Alamos Site Office                                 | LASO  | 6                                     | 0  | 2   | 0   | 4   | 33%   | 0%  | 33%   | 2 FTEs being recruited. 2 FTEs are over target.  |
| Livermore Site Office                                  | LSO   | 3                                     | 3  | 0   | 0   | 0   | 100%  | 100%  | 100%  |  |
| Nevada Site Office                                     | NNSO  | 3                                     | 3  | 0   | 0   | 0   | 100%  | 100%  | 100%  |  |
| Pantex Site Office                                     | PXSO  | 5                                     | 3  | 2   | 0   | 1   | 100%  | 60%   | 100%  |  |
| Savannah River Site Office                             | SRSO  | 1                                     | 1  | 0   | 0   | 0   | 100%  | 100%  | 100%  |  |
| Sandia Site Office                                     | SSO   | 3                                     | 3  | 0   | 0   | 0   | 100%  | 100%  | 100%  | Added 1 SSO due to office tasks realignment.   |
| Y-12 Site Office                                       | YSO   | 6                                     | 2  | 4   | 0   | 0   | 100%  | 33%   | 100%  | Qualifications in progress.  |
| <b>NNSA Totals</b>                                     |       | <b>27</b>                             | <b>15</b>  | <b>8</b>  | <b>0</b>  | <b>4</b>  | <b>85%</b>  | <b>56%</b>  | <b>85%</b>  |  |
| <b>Environmental Management (EM)</b>                   |       |                                       |  |   |   |   |   |   |   |  |
| Carlsbad Field Office                                  | CBFO  | 6                                     | 4  | 2   | 0   | 0   | 100%  | 67%   | 100%  |  |
| Office of River Protection                             | ORP   | 7                                     | 6  | 1   | 0   | 0   | 100%  | 86%   | 100%  |  |
| Portsmouth/Paducah Project Office                      | PPPO  | 2                                     | 1  | 1   | 0   | 0   | 100%  | 50%   | 100%  | SSO hired at Portsmouth Site. SSO is in initial qualification.   |
| Richland Operations Office                             | RL    | 6                                     | 6  | 0   | 0   | 0   | 100%  | 100%  | 100%  |  |
| Savannah River Ops. Office                             | SR    | 22                                    | 12   | 9   | 0   | 1   | 95%   | 55%   | 95%   | Ability to fill shortfall impacted by FY10 budget cut. Personnel engaged in qualification are on track to complete within the allotted time. |
| <b>EM Totals</b>                                       |       | <b>43</b>                             | <b>29</b>  | <b>13</b>   | <b>0</b>  | <b>1</b>  | <b>98%</b>  | <b>67%</b>  | <b>98%</b>  |  |
| <b>Others</b>  |       |                                       |  |   |   |   |   |   |   |  |
| Chief of Nuclear Safety                                | CNS   | 7                                     | 5  | 2   | 0   | 0   | 100%  | 71%   | 100%  | All but the CNS and the NSS detailee are required to qualify HQ SSO.   |
| Idaho Operations Office                                | NE-ID | 13                                    | 12   | 1   | 0   | 0   | 100%  | 92%   | 100%  |  |
| Oak Ridge Office                                       | OR    | 4                                     | 4  | 0   | 0   | 0   | 100%  | 100%  | 100%  |  |
| Chicago - (SC)   | SC-CH | 2                                     | 1  | 1   | 0   | 0   | 100%  | 50%   | 100%  |  |
| Pacific Northwest Site Office (SC)                     | PNSO  | 1                                     | 1  | 0   | 0   | 0   | NA  | NA  | NA  | Additional SSO support provided by the SC Integrated Support Center for 3 systems.   |
| <b>Others Totals</b>                                   |       | <b>27</b>                             | <b>23</b>  | <b>4</b>  | <b>0</b>  | <b>0</b>  | <b>100%</b>   | <b>85%</b>  | <b>100%</b>   |  |
| <b>DOE Total</b>                                       |       | <b>97</b>                             | <b>67</b>  | <b>25</b>   | <b>0</b>  | <b>5</b>  | <b>95%</b>  | <b>69%</b>  | <b>95%</b>  |  |
| <b>Notes:</b>  |       |                                       |  |   |   |   |   |   |   |  |

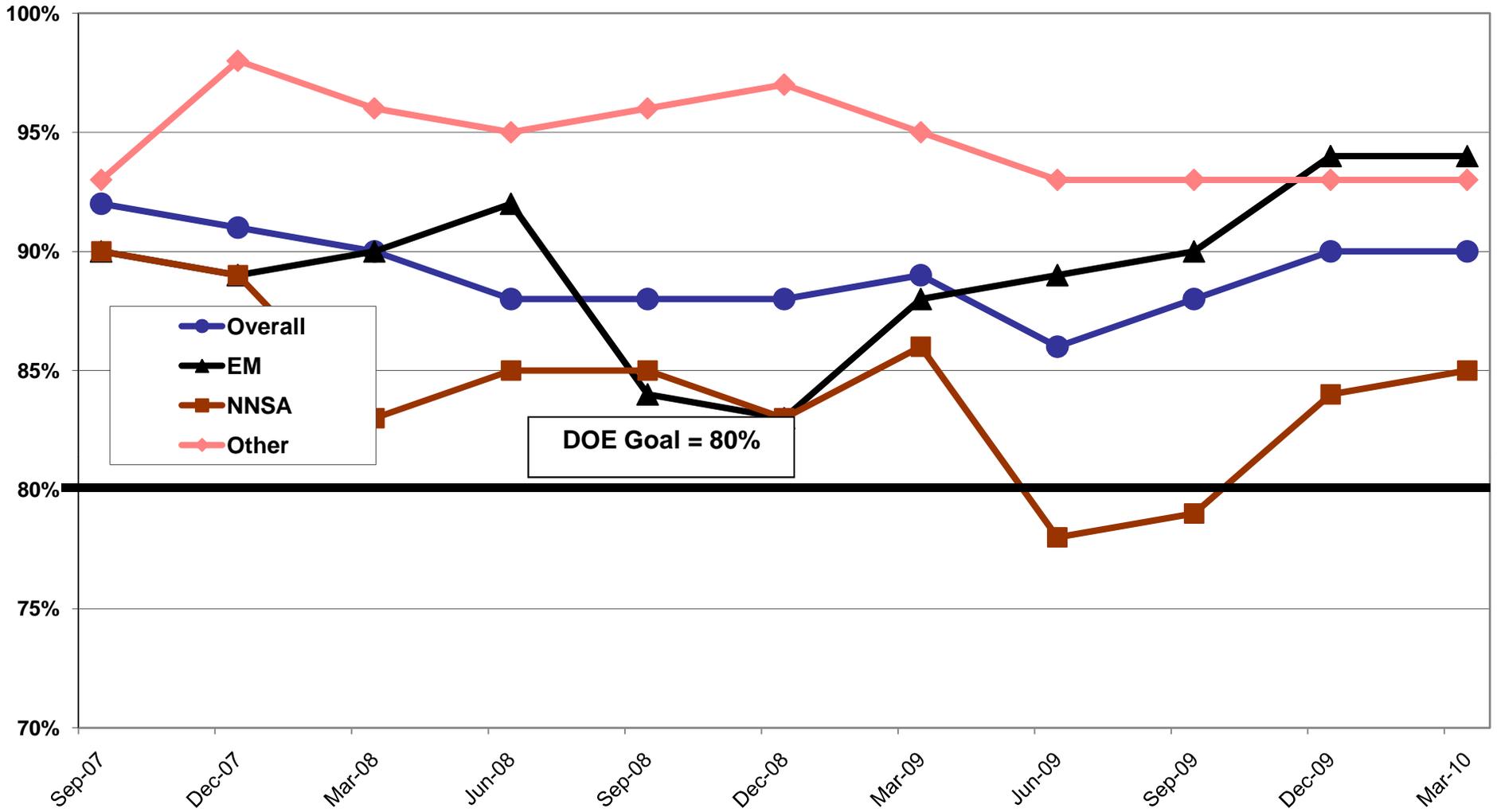
## TQP - Qualified & on Schedule for Qualification by Office - March 2010

(Does Not Include 24 Persons Who Are Overdue to Complete Qualification/Requalification)



# Overall TQP Qualification Trend

Percentage of Capabilities for Which Personnel are Qualified or On Schedule to Qualify



### Staffing Shortfall (Capabilities for Which Personnel Are Not Onboard)

