

**Annual Workforce Analysis and Staffing Plan Report**  
**As of December 31, 2011**  
**Reporting Office: NNSA NA-10 HQ (including NA-15 inputs)**

**Section One: Current Mission(s) of the Organization and Potential Changes**

**NNSA Mission:** To strengthen United States security through the military application of nuclear energy.

**NNSA Vision:** To be an integrated nuclear security enterprise operating an efficient and agile nuclear weapons complex, recognized as preeminent in technical leadership and program management.

**Organizational Changes:** NNSA is in the final phase of re-organizing. This plan reflects known changes that resulted from the elimination of the ABQ Service Center and re-distribution of the functions and personnel, some of whom were part of the TQP Program. The plan has also incorporated continued long-term use of support service contractors for partial-FTE technical-skill needs with the understanding that it may be a long time until these positions are filled. NA-10 is assisting in the process of developing a Weapon Engineer/Scientist FAQS. When approved, NA12 will convert identified weapons personnel to the new Weapon FAQS(s).

**NA-15 Input:**

1. NA-15 has two operating Category II nuclear activities; Over the Road Transportation, and Aviation Operations for LLC transport. Nuclear activities begin and end at contractor loading facilities, so OST does not have any physical nuclear facilities. However, per 10CFR830 definition, OST transport trailers are considered nuclear facilities while in mission status.
2. Changes to the mission that may significantly affect technical staffing needs include: Within three months, the DSA and TSR for OST Aviation Operations will be approved.

**Section Two: NA-10 HQ and NA-15 STA SITE CHARACTERISTICS TABLE<sup>1</sup>**

[Format for Input-Data is: NA-10/NA-15 ]

**Number of Hazard Category 1, 2, or 3 Nuclear Facilities:**

**HC 1: 0/0 ; HC 2: 0/2 ; HC 3: 0/0**

**Number of Radiological Facilities<sup>2</sup>: 0/0**

**Number of High or Moderate Hazard Non-Nuclear Facilities: 0/0**

**Number of Low Hazard Non-Nuclear Facilities: 0/7 (not counting office/admin buildings)**

**Number of Documented Safety Analyses: 0/2**

**Number of Safety Systems<sup>3</sup>: 0/7**

**Number of Site Contractor FTEs: 500**

**Number of Federal FTEs: 223 / About 600**

1. Sites accountable to multiple Headquarter Program Offices should list FTE needs by each Cognizant Secretarial Office, e.g. Total 22 FTEs (EM-20, NE-2).
2. Radiological Facilities are defined in 10 CFR 830 as below Hazard Category 3 Facilities. Hazard Category 1, 2 or 3 Nuclear Facilities should not be double counted as Radiological Facilities.
3. Safety Systems must be credited in a Documented Safety Analysis.

NA-10 TECHNICAL CAPABILITY (FAQS)	For All Facilities		Comments
	Number of FTEs Needed	Number of TQP FTEs Onboard	
1. Senior Technical Safety Managers (STSM)*	NA-11 3 NA-12 5 NA-15 2.5 NA-16 6.5 NA-17 13	3 5 2.5* 6.5* 13	Total=30 FTEs. Two (of 31) STSMs have a second FAQs (ie:-1.0 FTE) (Sandoval*/15/NSS; & McKamy*/162/CS). (and are identified below)
Safety System Oversight Personnel (SSO)*	0	0	
Facility Representatives (FR)*	0	0	NA-10.2 now has the Site Liaison responsibilities for DP. – Navy Military detailees were performing a site liaison /operational awareness function for NA-17. No plan to fill, as no appropriate FAQ exists for our tasks.
Non-Assigned Functional Area Specialists	(16)	(16)	TQP-FAQS are under development for: "Weapon Engineer/ Scientist" When approved, ~16 NA-12 Weapons Program personnel will transfer from "TQP-Like" program to the new FAQs
Other Technical Capabilities:			
Aviation Safety Manager			
Aviation Safety Officer			
2. Chemical Processing	0.5	0	See Section 3(2) (NA-171) (need 0.5 FTE with CP capabilities)
3. Civil/Structural Engineering	1	0	See Section 3 (4) (NA-171)
Construction Mgmt			
4. Criticality Safety (CS-1173-2009)	NA-12 0 NA-15 0 NA-16 1 NA-17 0.5	0 0 1 0	(NA-162) / On-board person (McKamy*) is also an STSM, Director NA-162. Gladys Udentia is qualifying in TQP as both SSQA (0.5 FTE) & CS (0.5 FTE) FAQs // (NA-171)-Needed person for NA 171 is 0.5 FTE Criticality safety and 0.5 FTE Nuclear Safety Specialist (see NS below)
Deactivation and Decommissioning			
Electrical Systems			
5. Emergency Management	1	1	NA-172 (Tom Rotella)
6. Environmental Compliance	1	1	NA-173 responsibility
Environmental Restoration			
8. Facility (Utilities) Maintenance Mgmt	3	3	NA-165
9. Fire Protection Engineering	NA-12 0 NA-15 0 NA-17 0	0 0 0	Steele is a Qualified STSM acting as HQ FPE SME coordinator.

10. Industrial Hygiene	0.5	0.5	NA-171 (Khanna), the onboard person, is presently 1 FTE in Occupational Safety. Will rely on existing staff, and NA-SH, for technical support.
Instrumentation and Control			
11. Mechanical Systems	1	1	(NA-171) Tom Orr is qualifying.
12. NNSA Packaging Cert. Engineer	7	7	NA-174 responsibility
13. Nuclear Explosive Safety Study	NA-12 9 NA-15 0 NA-17 1	9 0 1	NA-121.1(Fong, Pecsok, Fingerlos, Stroud, Kirby, Thompson, D.Brunns, Chambers); NA-171 (Munoz),
14. Nuclear Safety Specialist (NS)*	NA-12 0 NA-15 3 (=2+0.5+0.5) NA-17 3 (=1+0.5+0.5)	0 3 1	NA-15 (Sandoval(.5),* Thompson, Douglas(.5),& Hart) / See section 3(4) (NA-171) (Have DeLaPaz ). Need 2 FTEs, one to replace Kapila, and 2 people (each with two half-time FAQs): first is 0.5 FTE NSS and second is 0.5 FTE NSS and 0.5 FTE Criticality Safety (see above)
15. Occupational Safety	NA-12 0 NA-15 0 NA-17 1.5	0 0 1.5	NA-171 (Khanna was qualified) She will also manage Industrial Hygiene with help of existing staff, NA-SH, and other federal & contractor technical support. NA-171 Non-nuclear explosive safety expert (Bo Kim) – now in Occupational Safety TQP because no “ES” FAQ exists. See section 3(10) (NA-171)
16. Quality Assurance	NA-12 0 NA-15 0.5 NA-16 5	0 0.5 0	See section 3(7) (NA-162). An STSM (Sam Johnson) is performing the QA function at NA-162 HQ. Need 5 FTEs
17. Radiation Protection	NA-12 0 NA-15 0 NA-17 1	0 0 0	See section 3(5) NA-171 Military officer (Craig Refosco) will backfill.
Safeguards and Security			
18. Safety Software Quality Assurance (SSQA-1172-2003)	.5	0.5	
19. Technical Program Manager	2	2	
20. Technical Training	1	1	(NA-171)
21. Transportation & Traffic Mgmt	1	1	NA-174 responsibility
22. Waste Management	1	1	NA-173 responsibility
23. Weapons QA (New FAQ)	NA-12 8 NA-15 0 NA-17 0	2 0 0	See Section 3(8) NA-121.3 Two (Tran, Pierson) are qualified to the new WQA FAQs. The real manpower/ FTE need is at least 8 Weapon QA personnel, but there are currently only 2 positions at HQ.
24. Federal Project Directors	1	1	NA-165 (Randy Boston)
Totals:	<b>84</b>	<b>68</b> <b>(Gap = 16 FTEs)</b>	* Related to FTE adjustments required when a person is assigned more than one FAQ in the TQP

**Section Three: Current shortages and plans for filling them**

**NA-17 Gap Need Plan**

- 1) C/SE (Sec.2#3)- Civil/Structural Engineer. Use a support service contractor until an FTE is available.
- 2) Chemical (Sec.2#2) Need 0.5 “equivalent” FTE Use a support service contractor until an FTE is available.
- 3) Criticality Safety (Sec.2#4) Need 0.5 FTEs - - Safety Analyst (Criticality Safety focus). Rely on other federal & contractor support until position filled. FTE will be 0.5 FTE Criticality Safety and 0.5 Nuclear Safety Specialist.
- 4) Nuclear Safety Specialist (NS) (Sec.2#14) (1+0.5+0.5=) 2 FTE Need one to replace Kapila (hiring of Kapila replacement and conversion of one part-time junior engineer to full time TQP are imminent), and 2 people (each with two half-time FAQs): first is 0.5 FTE NS and second is 0.5 FTE NS and 0.5 FTE Criticality Safety [(see Sec.3 #3) & (Sec.2#14) above]. Rely on existing staff and other federal & contractor support.
- 5) Radiation Protection (Sec.2#17) 1 FTE NA-171 Military officer (Craig Refosco) will backfill. Rely on existing staff and other federal & contractor support.
- 6) Occupational Safety & Other Technical Capabilities - Non-nuclear explosive safety expert (Sec.2#15) 1 FTE NA-171 Non-nuclear explosive safety expert (Bo Kim) – now in Occupational Safety TQP because no “ES” FAQ exists

**NA-162 Gap Need Plan**

- 7) QA (Sec.2#16) Need five FTEs - General Engineers. Rely on field and current HQ QA staff until position is filled and leveraging Site Office programs and federal staff. An STSM (Sam Johnson) is presently covering QA at HQ. QA Engineers are needed to lead HQ programs in SCI (1), Construction Quality (3), and Policy/Oversight (1).

**NA-121.3 Gap Need Plan**

- 8) Weapons QA (Sec.2#23). Need six FTEs - NA-121.3 – Replace losses when and if we can. Office will have to manage existing assets to cover other five required FTEs until filled. (Availability of future FTEs not in sight.)

**Section Four: Projected shortage/surplus over next five years: Generally,** this plan has incorporated the long-term use of other federal and/or support service contractors for partial-FTE technical-skill needs with the understanding that it may be a long time until these positions are filled, if ever.

- 1) QA (5 Required) & WQA (6 Required) – use other assets as you try to find slots and engineers.
- 2) Criticality Safety expert. (.5 Required) NA-171-Train & qualify a new hire to be 0.5 FTE Criticality Safety and 0.5 Nuclear Safety Specialist.
- 3) Seismic and Civil Structural Engineer. (0 Required) Use support service contractors for this focused expertise.
- 4) Site Liaison and Interface. (0 Required) Train staff personnel and/or provide rotating opportunity for Facility Representatives from the field.
- 5) Certified Health Physicist (CHP). This position is filled by an Air Force Officer and we will need to identify a replacement in advance of his rotation. If gapped, we must rely on other federal & contractor support or detail support in the interim.

**Section Five: General concerns or recommendations related to the Technical Staffing**

The budget for the 16 FTEs and technical training is insufficient and should be re-evaluated to match a growing need for technically proficient staff.

NA-10 TQP FTEs by FAQs and Office:

FAQS	NA-11	NA-12	NA-15	NA-16	NA-17	Tot. FTEs
1-STSM 31	3	5	2.5	6.5	13	30
13-NESS 10	0	9	0	0	1	10
12-PC 7	0	0	0	0	7	7
8-FUM 3	0	0	0	3	0	3
14-NS 5	0	0	3	0	1	4
All Other FAQSs	1	3	0.5	2.5	7	14
						68
	NA-11	NA-12	NA-15	NA-16	NA-17	
Total FTEs->	4	17	6	12	29	68

### NA-10 TQP Participants

Present Office: NA-	Supervisor	Candidate / TQP Participant	Functional Area	FAQS (Pri)	FaAQs (Sec)
162	Thompson, Michael	McKamy, Jerry	Criticality Safety	4-CS 1	1-STSM 20
162	McKamy, Jerry	Udenta, Gladys	Criticality Safety	4-CS 2	18-SSQA 1
172	Driscoll, T	Rotella, Thomas S.	Emergency Management	5-EM 1	
173	Scott, R	Black, Steve	Environmental Compliance	6-EC 1	
171	White, William	Orr, Thomas	Mechanical Systems	11-MS 1	
121.1	Baca, Ronald	Bruns, Daniel R.	Nuclear Explosive Safety Study	13-NESS 1	
121.1	Bruns, Daniel	Chambers, Angela	Nuclear Explosive Safety Study	13-NESS 2	
121.1	Bruns, Daniel	Fingerlos, Jim P.	Nuclear Explosive Safety Study	13-NESS 3	
121.1	Bruns, Daniel	Fong, Robert	Nuclear Explosive Safety Study	13-NESS 4	
121.1	Bruns, Daniel	Kirby, John	Nuclear Explosive Safety Study	13-NESS 5	
121.1	Bruns, Daniel	Pecsok, Bill H.	Nuclear Explosive Safety Study	13-NESS 6	
121.1	Bruns, Daniel	Rainer, Andrea	Nuclear Explosive Safety Study	13-NESS 7	

121.1	Bruns, Daniel	Thompson, Leroy	Nuclear Explosive Safety Study	13-NESS 8	
121.3	Tran, Anton	Stroud, Robert A.	Nuclear Explosive Safety Study	13-NESS 9	
171	White, William	Munoz, Steve	Nuclear Explosive Safety Study	13-NESS 10	
15	Peterson, Brad	Sandoval, Nick	Nuclear Safety Specialist	14-NS 1	1-STSM 7
152.21	Triebel, Dean	Douglas, Karen	Nuclear Safety Specialist	14-NS 2	16-QA 1
152.21	Triebel, Dean	Hart, Josef	Nuclear Safety Specialist	14-NS 3	
152.21	Triebel, Dean	Thompson, Stephen	Nuclear Safety Specialist	14-NS 4	
171	Cahalane, Pat	DeLaPaz, Andrew	Nuclear Safety Specialist	14-NS 5	
171	Cahalane, Pat	Khanna, Anika	Occupational Safety	15-OS 1	10 IH-.5
171	White, William	Kim, Bo H.	Occupational Safety	15-OS 2	
174	Al-Daouk, Ahmad	Baca, Joel A.	Package Certification Engineer	12-PC 1	
174	Al-Daouk, Ahmad	Barela, Maximo A.	Package Certification Engineer	12-PC 2	
174	Al-Daouk, Ahmad	Blake, David R.	Package Certification Engineer	12-PC 3	
174	Al-Daouk, Ahmad	Burianek, Kathleen	Package Certification Engineer	12-PC 4	
174	Al-Daouk, Ahmad	Nez, Daisy	Package Certification Engineer	12-PC 5	
174	Al-Daouk, Ahmad	Schwendenman, Kathryn D.	Package Certification Engineer	12-PC 6	
174	Al-Daouk, Ahmad	Sipes, Becky	Package Certification Engineer	12-PC 7	
165	Arcidiacono, Jessica	Boston, Randy	Project Management	24-PjM 1	
152.21	Triebel, Dean	Douglas, Karen	Quality Assurance	16-QA 1	14-NS 2
162	McKamy, Jerry	Udenta, Gladys	Safety Software Quality Assurance	18-SSQA 1	4-CS 2
11	Cook, Donald	Deeney, Christopher	STSM	1-STSM 1	
121	Baca, D. Ronald	Brunell, Donald C.	STSM	1-STSM 2	
12	Cook, Donald	Goodrum, Steve W.	STSM	1-STSM 3	

12	Goodrum, Steve	Greenaugh, Kevin	STSM	1-STSM 4	
12	Goodrum, Steve	Schmidt, Edward	STSM	1-STSM 5	
15	Harrell, Jeffrey	Peterson, Bradley A.	STSM	1-STSM 6	
15	Peterson, Brad	Sandoval, Nick	STSM	1-STSM 7	14-NS 1
16	Thompson, Michael	Herrera, Robert Dino	STSM	1-STSM 8	
16	Cook, Donald	Thompson, Michael	STSM	1-STSM 9	
17	McConnell, James	Liddle, Roger	STSM	1-STSM 10	
17	McConnell, James	MacDougall, Albert E.	STSM	1-STSM 11	
17	Cook, Donald	McConnell, James	STSM	1-STSM 12	
17	McConnell, James	Rhoads, Patrick	STSM	1-STSM 13	
17	McConnell, James	Zamorski, Michael J.	STSM	1-STSM 14	
113	Schneider, Ralph	LeChien, Keith	STSM	1-STSM 15	
115	Deeney, Chris	Hanrahan, Robert J.	STSM	1-STSM 16	
121	Goodrum, Steve	Baca, Ronald D.	STSM	1-STSM 17	
152.21	Richey, Richard	Triebel, Dean F.	STSM	1-STSM 18	
162	McKamy, Jerry	Johnson, Samuel	STSM	1-STSM 19	
162	Thompson, Michael	McKamy, Jerry	STSM	1-STSM 20	4-CS 1
162	McKamy, Jerry	Pierpoint, Sujita	STSM	1-STSM 21	
162	McKamy, Jerry	Pizzariello, Philip	STSM	1-STSM 22	
165	Arcidiacono, Jessica	Couchman-Griswold, Deborah	STSM	1-STSM 23	
171	White, William	Cahalane, Patrick	STSM	1-STSM 24	
171	Cahalane, Pat	Roberson, Jeffry	STSM	1-STSM 25	
171	Cahalane, Pat	Singh, Rabi	STSM	1-STSM 26	
171	White, William	Steele, Sharon	STSM	1-STSM 27	9-FP-0+

171	McConnell, James	White, William	STSM	1-STSM 28	
171	Cahalane, Pat	Winter, James	STSM	1-STSM 29	
172	Driscoll, T	McLaughlin, Jill	STSM	1-STSM 30	
174	McConnell, James	Al-Daouk, Ahmad M.	STSM	1-STSM 31	
10.2	Lewis, Roger	Keilholtz, Kirk	Technical Program Manager	19-TPM 1	
123.1	Levings, Julianne	Sharma, Harish C.	Technical Program Manager	19-TPM 2	
174	Al-Daouk, Ahmad	Hermann, Brian	Transportation and Traffic Management	21-TTM 1	
165	Arcidiacono, Jessica	Klem, Missy	Utilities Management	8-FUM 1	
165	Arcidiacono, Jessica	Logothetis, Nick	Utilities Management	8-FUM 2	
165	Arcidiacono, Jessica	Snow, Ben	Utilities Management	8-FUM 3	
173	Scott, R	Sweitzer, Michael	Waste Management	22-WM 1	
121.3	Tran, Anton	Pierson, Ricky L.	Weapons Quality Assurance	23-WQA 1	
121.3	Baca, Ronald	Tran, Anton H.	Weapons Quality Assurance	23-WQA 2	