



**Department of Energy**  
National Nuclear Security Administration  
Nevada Site Office  
P.O. Box 98518  
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JAN 19 2011

Karen L. Boardman, Chairperson, Federal Technical Capability Panel, NNSA/SC,  
Albuquerque, NM

NATIONAL NUCLEAR SECURITY ADMINISTRATION NEVADA SITE OFFICE  
(NNSA/NSO) ANNUAL WORKFORCE ANALYSIS AND STAFFING PLAN REPORT

Please find enclosed the NNSA/NSO FY 2011 Annual Workforce Analysis and Staffing Plan Report. It conforms to your guidance dated October 28, 2010.

In summary, the current shortages at NNSA/NSO are:

High Priority

One Criticality Safety position to be filled by April 30, 2011

Medium Priority

One Aviation Safety Manager position to be filled by June 30, 2011

One Facility Maintenance Management (Nuclear) position to be filled by June 30, 2011

Other Positions

0.25 Civil/Structural Engineering FTE

0.25 Construction Management FTE

The enclosed plan outlines our strategy to meet these requirements in FY 2011.

If you have any questions regarding this plan, please contact Barry L. Mellor at (702) 295-1456.

*Stephen A. Mellington*  
Stephen A. Mellington  
Manager

AMBCM:BLM-11027

AOM 01 02

Enclosure:  
As stated

Karen L. Boardman

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JAN 19 2011

cc w/encl. via e-mail:

D. A. Chaney, ESHD, NNSA/SC, Albuquerque, NM

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NNSA/NSO Read File

# Annual Workforce Analysis and Staffing Plan Report

As of December 31, 2010

Reporting Office: Nevada Site Office

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

### 1.0 Nuclear Facilities

- Area 3 Radioactive Waste Management Site, Nevada National Security Site (NNSS), Hazard Category (HC) 2
- Area 5 Radioactive Waste Management Complex, NNSS, HC2
- Device Assembly Facility, Area 6, NNSS, HC2
- Joint Actinide Shock Physics Experimental Research Facility, Area 27, NNSS, HC3

### 1.1 Nuclear Activities

- Criticality experiments NNSS
- Damaged nuclear weapons disposition
- Dense plasma focus research
- Dynamic plutonium experiments NNSS, including assembly
- Low level waste disposal
- Low level waste storage
- Material accountability measurements NNSS
- Nuclear explosive operations
- On-site transportation of nuclear materials
- Radiation detector technology testing and evaluation
- Radiographic activities
- Radiological test objects assembly
- Subcritical experiments NNSS (Categorization ranges from Radiological Facility to HC2)
- Test readiness activities
- Transuranic waste storage, characterization, and repackaging
- Mixed low-level waste disposal
- Mixed low-level waste storage

### 2.0 Radiological Facilities and Hazardous Non-Nuclear Facilities

- Airstrips and helipads, NNSS
- Baker Site, Area 27, NNSS
- Big Explosives Experimental Facility, Area 4, NNSS
- Building 6-806, Explosives Storage, Area 6, NNSS
- Bunker Service Building, Area 3, NNSS (Shutdown Status, Pending Disposal)
- Control Point 11, Explosives Storage Area, Area 6, NNSS
- Control Point 60, Area 6, NNSS
- Control Point 95, Area 6, NNSS
- Core Library, Area 12, NNSS
- Core Storage Building 116 (CTOS), Area 23, NNSS
- Cryogenic Lab, Building 25-3232 (at Test Cell C) Area 25, NNSS (Shutdown Status, Pending Transfer)
- Dense Plasma Focus Facility (DPFF), Area 11, NNSS
- Detonator Bunker, Area 6, NNSS
- Environmental Restoration Corrective Action Sites, on and off the NNSS
- Firing Range, NNSS
- Hazardous Waste Storage Unit, Area 5, NNSS
- Materials Testing Lab, Area 23, NNSS
- Motor Drive Building 25-3230 (at Test Cell C), Area 25, NNSS (Shutdown Status, Pending D&D)
- Non-proliferation Test and Evaluation Complex, Area 5, NNSS
- Non-proliferation Test and Evaluation Complex (Port Gaston), Area 26, NNSS
- Occupational Medicine building, Area 23, NNSS
- Physical Standards Lab, Area 23, NNSS
- Post Shot Shop, Building 3-3C-02, Area 3, NNSS (Shutdown Status, Pending Disposal)
- Pump Shop, Building 25-3231 (at Test Cell C), Area 25, NNSS (Shutdown Status, Pending Disposal)
- Radiological/Nuclear Countermeasures Test and Evaluation Complex, Area 6, NNSS
- RAMATROL building, Area 23, NNSS
- Remote Sensing Laboratory, Nellis AFB, NV
- Remote Sensing Laboratory, Andrews Operations, Andrews AFB, MD
- Shop and Multibuilding, Building 11-103, Area 11, NNSS (Unused Bldg at DPFF, located in TaDD/LATF compound)
- Source Physics Experiment, Area 15, NNSS
- Special Technologies Laboratory, Santa Barbara, CA
- U1a Tunnel complex, NNSS
- Test Readiness storage, Areas 1 and 6, NNSS
- Tweezer Facility, Building 11-3, Explosives Storage Area, Area 11, NNSS
- Warehouse 160, Area 23, NNSS

- Weapons Test Programs building, North Las Vegas, NV
- 2.1 Hazardous Non-Nuclear Activities
- Aviation operations
  - Hazardous Material Transportation
  - Laser operations
  - Nonproliferation testing and evaluation
  - Work for Others projects (for U.S. Department of Homeland Security, U.S. Department of Defense, etc.)
- 3.0 Potential Changes
- Increase in Special Nuclear Material long-term storage
  - Increase in subcritical experiments program to include scaled experiments
  - Addition of Radiological Waste Treatment

**Section Two: Technical Staffing**

**Site Characteristics Table**

	FY 11		FY 12		FY 13		FY 14		FY 15	
Number of HC1 Nuclear Facilities	0		0		0		0		0	
Number of HC2 Nuclear Facilities	5		5		5		5		5	
Number of HC3 Nuclear Facilities	2		2		2		2		2	
Number of Radiological Facilities <sup>2</sup>	106		106		106		106		106	
Number of High or Moderate Non-Nuclear Facilities	8		8		8		8		7	
Number of Low Hazard Non-Nuclear Facilities	17		17		17		17		17	
Number of Documented Safety Analyses	7		7		7		7		7	
Number of Safety Systems <sup>3</sup>	35		35		35		35		35	
Number of Site Contractor FTEs	3,718		3,718		3,718		3,718		3,718	
Number of Federal Office FTEs (NNSA) <sup>1</sup>	99	124	92	116	92	116	92	116	92	116
Number of Federal Office FTEs (NNSA + EM) <sup>1</sup>										

- Notes:
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.

**Section Two – Technical Staffing Summary Table  
FY 2011**

Technical Capability	For All Facilities <sup>1</sup>		Comments
	Number of FTEs Needed <sup>1</sup>	Number of FTEs Onboard <sup>1</sup>	
Senior Technical Safety Manager	12	12	
Safety System Oversight Personnel <sup>2</sup>	4	4	
Facility Representatives <sup>3</sup>	7	7	
Other Technical Capabilities:	--	--	
Aviation Safety Manager	.5	0	NSO plans to fill one Aviation Safety Manager by 6/30/11.
Aviation Safety Officer	0.5	0.5	
Chemical Processing	0	0	
Civil/Structural Engineering	.25	0	NSO enlists NNSA Service Center (SC) support for this capability.
Construction Management	.25	0	NSO enlists NNSA Service Center (SC) support for this capability.
Criticality Safety	1	0	NSO plans to fill one Criticality Safety position by 4/30/11.
Deactivation & Decommissioning	0	0	
Electrical Systems	.5	.5	
Emergency Management	1.5	1.5	
Environmental Compliance	2	2	
Environmental Restoration	4	4	
Facility Maintenance Management	1.5	.5	NSO plans to fill one FMM position by 6/30/11.
Fire Protection Engineering <sup>5</sup>	1	1	
Industrial Hygiene	1	1	
Instrumentation & Control <sup>5</sup>	1	1	
Mechanical Systems <sup>5</sup>	1	1	
Nuclear Explosive Safety	.5	.5	
Nuclear Safety Specialist	3	3	
Occupational Safety	2	2	
Quality Assurance	.5	.5	
Radiation Protection <sup>5</sup>	1	1	
Safeguards & Security	12	12	
Safety Software Quality Assurance	0.3	0.3	
Technical Program Manager	4	4	
Technical Training	1	1	
Transportation & Traffic Mgt	1	1	
Waste Management	2	2	
Weapons Quality Assurance	.2	.2	
Federal Project Directors <sup>4</sup>	3.5	3.5	
<b>Totals</b>	<b>66</b>	<b>63.5</b>	

Notes:

1. These columns identify the number of FTEs needed to perform the Federal Safety Assurance function for your site or office based on potential facility and operational hazards.
2. SSO staffing analysis worksheets may be used in this process. They are posted at: <http://www.hss.energy.gov/deprep/ftcp/>.
3. Facility Representative staffing analysis worksheets are posted at: <http://www.hss.energy.gov/deprep/ftcp/>.
4. Federal Project Managers/Directors are not qualified via the Technical Qualification Program but in accordance with DOE O 360.1A, using the Project Management Career Development Program.
5. Position counted under SSO function.

### **Section Three: Current Shortages and Plans for Filling Them**

#### **High Priority Positions**

One Criticality Safety position to be filled by April 30, 2011

#### **Medium Priority Positions**

One Facility Maintenance Management (Nuclear) position to be filled by June 30, 2011

One Aviation Safety Manager position to be filled by June 30, 2011

#### **Other Positions**

.25 FTE of Civil/Structural Engineering support, to be provided by the NNSA/SC

.25 FTE of Construction Management support, to be provided by the NNSA/SC

### **Section Four: Projected Shortage/Surplus Over Next Five Years**

After FY 2011, the projected growth in work from counterterrorism, non-proliferation activities and the subcritical experiments program, including scaled experiments may increase staffing needs. Currently, we are not able to project additional shortages/surpluses.

### **Section Five: General Concerns or Recommendations Related to the Technical Staffing**

NNSA/NSO continues to have concerns related to staffing levels. Specifically, the current FTE allocation only allows NNSA/NSO to be one deep in many of our critical positions.