Department of Energy
National Nuclear Security Administration
Nevada Site Office
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NATIONAL NUCLEAR SECURITY ADMINISTRATION NEVADA SITE OFFICE (NNSA/NSO) ANNUAL WORKFORCE ANALYSIS AND STAFFING PLAN REPORT

Please find enclosed the NNSA/NSO FY 2012 Annual Workforce Analysis and Staffing Plan Report. It conforms to your guidance dated October 13, 2011.

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

High Priority

None

Medium Priority

One Occupational Safety position to be filled by March 30, 2012

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 2012.

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

Stephen A. Mellington
Manager

AMBCM:BLM-12017
AOM 01 02

Enclosure:
As stated

cc w/encl. via e-mail:
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NNSA/NSO Read File

Annual Workforce Analysis and Staffing Plan Report
As of December 31, 2011
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), HC2
- Area 5 Radioactive Waste Management Complex, NNSS, HC2
- Device Assembly Facility (includes National Criticality Experiments Research Center (NCERC), NNSS, HC2
- Joint Actinide Shock Physics Experimental Research Facility, NNSS, HC3
- U1a Complex, General Subcritical Experiments, NNSS, HC3

1.1 Nuclear Activities

- Criticality experiments NNSS
- Damaged nuclear weapons disposition
- Dynamic plutonium experiments NNSS, including assembly
- Low level waste disposal
- Low level waste storage
- Material accountability measurements NNSS
- Mixed low-level waste disposal
- Mixed low-level waste storage
- Nuclear explosive operations
- On-site transportation of nuclear materials
- Radiographic activities
- Radiological test objects assembly
- Transuranic waste storage, characterization, and repackaging

2.0 Radiological Facilities and Hazardous Non-Nuclear Facilities

- Accelerator, Area 6, NNSS
- 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)
- Nonproliferation Test and Evaluation Complex, Area 5, NNSS
- Nonproliferation 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
- U12u Tunnel, Area 12, 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
- Radiation detector technology testing and evaluation
- Radiographic activities
- 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
- Addition of Radiological Waste Treatment

Section Two: Technical Staffing

Site Characteristics Table

		FY 12		FY 13		FY 14		FY 15		FY 16	
Number of HC1 Nuclear Facilities		0		0		0		0		0	
Number of HC2 Nuclear Facilities		3		3		3		3		3	
Number of HC3 Nuclear Facilities		2		2		2		2		2	
Number of Radiological Facilities[2]		107		107		107		107		107	
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		6		6		6		6		6	
Number of Safety Systems[3]		53		53		53		53		53	
Number of Site Contractor FTEs		3,530		3,530		3,530		3,530		3,530	
Number of Federal Office FTEs (NNSA)[1]	Number of Federal Office FTEs (NNSA + EM)[1]	96	119	88	111	88	111	88	111	88	111

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 2012

	For All Facilities[1]		
Technical Capability	Number of FTEs Needed[1]	Number of FTEs Onboard[1]	Comments
Senior Technical Safety Manager	12	12	
Safety System Oversight Personnel[2]	4	4	
Facility Representatives[3]	8.4	7	NSO will not be increasing FTE for this area[6]
Other Technical Capabilities:	--	--	
Aviation Safety Manager	.5	.5	
Aviation Safety Officer	.5	.5	
Chemical Processing	0	0	
Civil/Structural Engineering	.25	0	NSO enlists NNSA Albuquerque Complex support for this capability.
Construction Management	.25	0	NSO enlists NNSA Albuquerque Complex support for this capability.
Criticality Safety	1	1	
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	1.5	
Fire Protection Engineering[5]	1	1	
Industrial Hygiene	1	1	
Instrumentation & Control[5]	1	1	
Mechanical Systems[5]	1	1	
Nuclear Explosive Safety	.5	.5	
Nuclear Safety Specialist	3	3	
Occupational Safety	2	1	NSO plans to fill this position by the end of the 2nd qtr, FY2012
Quality Assurance	.5	.5	
Radiation Protection[5]	1	1	
Safeguards & Security	13	13	
Safety Software Quality Assurance	.3	.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[4]	3.5	3.5	
Totals	**68.4**	**66**	

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.
6. Higher Facility Representative FTE need driven by calculations required by DOE-STD-1063. NSO will manage the shortfall through providing coverage of standby facilities on an as needed basis, effectively lowering the actual Facility Representative coverage need.

Section Three: Current Shortages and Plans for Filling Them

High Priority Positions

None

Medium Priority Positions

NSO plans to fill one Occupational Safety position by the end of the 2nd qtr, FY2012

Other Positions

.25 FTE of Civil/Structural Engineering support, to be provided by the NNSA/Albuquerque Complex
.25 FTE of Construction Management support, to be provided by the NNSA/Albuquerque Complex

Section Four: Projected Shortage/Surplus Over Next Five Years

After FY 2012, the projected growth in work from counterterrorism activities and the subcritical experiments program 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.