

memorandum

DATE: **January 17, 2012**

REPLY TO

ATTN OF: Y12-40:Sundie

SUBJECT: **STAFFING PLAN FOR THE NATIONAL NUCLEAR SECURITY ADMINISTRATION Y-12
SITE OFFICE**

TO: Karen Boardman, Chairperson, Federal Technical Capability Panel, National Nuclear Security Administration, HS-70, ALB

Reference: Memorandum from Chairperson, Federal Technical Capability Panel to Agents, *Annual Workforce Analysis and Staffing Plan Report for Calendar Year (CY) 2011*, dated October 13, 2011

We have completed our analysis of staffing needs per the guidance in the referenced memorandum. Our revised staffing plan for the Y-12 Site Office is attached.

Should you have any questions, please contact Mark A. Sundie at (865) 241-6441.



Daniel K. Hoag
Acting Manager
Y-12 Site Office

Attachment:
As Stated

cc w/attachment:

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Annual Workforce Analysis and Staffing Plan Report
As of December 31, 2011
Reporting Office: Y-12 Site Office

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

- A. The YSO mission is to support National Security in the manufacture and rework of nuclear weapon components, dismantle nuclear weapon components returned from the military, serve as the nation's warehouse for enriched uranium, provide special production support to other programs, support Nuclear Nonproliferation (NN) initiatives, and support other Federal agencies through the Work for Others Program. To accomplish these missions, the following (non-exclusive) activities are conducted:
- Ensure effective contract oversight;
 - Oversee the safe and secure operations of nuclear missions and activities;
 - Effectively re-manufacture, accept, survey, and assess all uranium, lithium, and secondary components in the nuclear stockpile while protecting personnel and the environment;
 - Store, process, and disposition uranium, lithium, and secondary components associated with the nuclear stockpile;
 - Manage the processing and storage of highly enriched uranium and lithium for Defense Programs;
 - Dismantle nuclear weapons subassemblies;
 - Modernize and transform the Y-12 National Security Complex (Y-12) by consolidating operations and modernizing facilities and infrastructure;
 - Conduct NN activities;
 - Maintain technical capability for nuclear weapons development and production;
 - Oversee line item and General Plant Projects/General Plant Equipment construction projects; and
 - Manage facilities which support assigned programs.

One of YSO's primary roles is maintaining effective oversight of all contracts and contracting operations managed at Y-12. This includes oversight of a large Management and Operating (M&O) contract, large Safeguards and Security (S&S) contract, and several other Prime Contracts supporting the various missions at Y-12. The total budget authority for these contracts is approximately \$1 Billion (B) or more annually, depending on the construction activity for each given year.

- B. The YSO is currently working on new or changing missions as follows:

There are a number of special initiatives and potential changes in requirements that could impact YSO staffing levels in the future. Major areas include the following:

- In April 2010, the Nuclear Posture Review called for a reduction in the future stockpile complemented by the modernization of an aging nuclear infrastructure. Due to the magnitude and complexity of the modernization efforts at Y-12, additional oversight is necessary to ensure requirements are met. Plans are to consolidate the manufacturing operations into a smaller facility "footprint" to allow more efficient and integrated operations. The focal point of the modernization effort is the consolidation of all enriched uranium in the Highly Enriched Uranium Materials Facility (HEUMF) (storage) and the Uranium Processing Facility (UPF) (manufacturing). A new Perimeter Intrusion Detection and Assessment System (PIDAS) will enclose the two facilities which will reduce the site's Protected Area by approximately 90%. Reductions in the process contaminated Y-12 footprint would be funded by the Integrated Facility Disposition Program (IFDP). Any acceleration in the pace of the IFDP could result in the need for additional YSO technical resources.
- During the period of 2012 through 2021, an increase in production requirements is expected under the current plan of record. The W76-1 LEP production rate is planned to increase beginning in 2012. Once the peak is reached, production will continue on the operational units until the program completes in 2018 with the inactive units continuing for several years. Additionally, the potential exists for activities such as Developmental Engineering and Production Engineering to be underway on Option 3B for the B61-12 LEP leading to a FPU date of 2019 (this assumes NNSA determines the CSA is to be remanufactured). Concurrently, Y-12 is expected to be involved in the Phase 6X process in the resource-intensive studies and engineering of the Adaptable/Common Ballistic Missile Warhead (W78/W88), the W78-1 LEP, the W80-1 LEP, and/or the Long Range Standoff missile system. During this same time period, surveillance is expected to have increased (over nominal FY 2010 levels) while the pace of dismantlements will continue at the same accelerated rate required over the last several years. Preproduction and other facility transition challenges will also be in place as the operations in existing facilities are transitioned to UPF.
- The amount of work to be performed on line item projects is expected to increase significantly over the next several years. Total annual line item expenditure will increase from approximately \$200 Million (M) to a peak of approximately \$500M in 2017. UPF represents the bulk of the work at the site starting in 2012. The percentage of UPF work will continue to increase each year until it essentially represents 100% of the work at the site within approximately 5 years. Additional Federal resources will be needed for YSO line item oversight as described in this plan. Staffing will consist

of a combination of full time Federal support, traditional Federal Integrated Project Team (IPT) matrix support, support contractor personnel, and the Albuquerque Complex to meet the total staffing demands for the UPF project.

- The current M&O contract with B&W has been extended through September 30, 2012, with two, three-month extension options. The Request for Proposal calls for the merger of the Pantex Plant and the Y-12 National Security Complex, with an Option for Savannah River Tritium Operations, under a single contract. In addition, the construction of the UPF at Y-12 is also included as a separate CLIN in the draft RFP. Traditionally, the transition to a new contractor and management team is disruptive. Based on the previous contract competition in 2000, a significant Federal presence is required for a period of approximately two years until the new M&O team is completely up-to-speed on requirements to safely and securely meet mission requirements.
- The YSO and Pantex site offices are expected to merge in FY 2012 to support the consolidation of the Pantex Plant and the Y-12 National Security Complex contracts. Cost accountants will be required to support the validation of contractor savings claimed under the Cost Reduction Proposal in the new M&O contract. At this time, there are too many unknowns to determine other staffing impacts. This staffing analysis will be updated as appropriate to define the combined site office at a later date.
- NNSA issued NAP-21 in 2011 that details the requirements for Governance Transformation. This effort consists of governance aligned prime contracts, implementation and adoption of graded requirements, mission focused performance evaluation plans, and initiatives to strengthen contractor assurance systems and streamline Federal oversight and assessments. Governance Transformation objectives are to align Federal and contractor organizations and activities to accomplish NNSA missions in a responsive, effective, and cost efficient manner. YSO has fully implemented requirements for the Line Oversight and Contractor Assurance System (LOCAS) and has completed the affirmation process.
- Over the last several years, YSO has made significant changes in our processes, procedures, staffing, and in our organization to mitigate attrition and account for changes in requirements. YSO has streamlined the monthly performance evaluation and assessment process by more heavily relying on contractor performance indicators, metrics, and contractor self assessments. YSO has instituted cross training/qualification for multiple positions in order to align the work load with available staff and to provide backup capability. Cross training/qualification has been implemented for Nuclear Safety Specialists and Safety System Oversight, Facility Representatives, and other subject matter experts. YSO has reorganized to lower the supervisor to employee ratio, established Team Leaders to promote rapid response and efficiency in accomplishing YSO roles and responsibilities, and transferred personnel between offices to staff changes in demand (i.e., UPF IPT).
- Y-12 continues to aggressively pursue process and productivity improvements that result in cost savings and cost avoidances. YSO oversight of these activities includes validation of contractor claims and review of selected projects and initiatives. This area is expected to receive increased emphasis over the next several years as new contracts and acquisition strategies are put in place.
- Y-12 provides support to virtually all of the NNSA NN programs. As the NNSA representative in Oak Ridge, YSO is involved with oversight, coordination, and providing contractor direction and performance evaluation. Among the Nonproliferation programs supported are the HEU Transparency Implementation Program and other programs in Nonproliferation & International Security, Global Threat Reduction, International Material Protection and Cooperation, International and Domestic Fissile Materials Disposition Programs, Research Reactor Fuel Supply, Second Line of Defense, Treaty compliance, and Russian Strategic Rocket Forces activities. Y-12's level of participation in NN and Other National and Global Security Work activities is expected to increase in the coming years and will help to establish a more balanced funding profile at the site.
- Y-12 is working to improve Quality Assurance (QA) across all Y-12 activities and implement Nuclear Quality Assurance-1 (NQA-1) as its consensus standard. Significant issues and impacts have resulted from inadequate QA implementation on major construction projects and normal operations. Development of an integrated QA system and application of IQM tools to strengthen quality execution will ensure Y-12 applications meet the expectations and requirements of Department of Energy (DOE) Order 414.1C, 10 Code of Federal Regulations (CFR) 830, and NQA-1-2008. Additional YSO oversight and involvement will be needed as the site works through this process.
- Based on the lack of available funding and priorities set by the Construction Working Group, antiquated facilities will be required to operate longer than expected. The UPF project is being re-planned based on available funding and will not be fully operational before 2024. Initial funding to replace non-EU capabilities and support facilities will not occur until the early 2020s. Several risk reviews have been conducted to identify actions required to maintain existing facilities until replacement facilities are available. Funding and maintenance challenges for these issues require constant YSO surveillance.
- YSO added one individual from the NNSA Future Leaders (FL) Program in 2010 and two individuals in 2011. These positions are not counted in the FTE baseline level. These positions are funded separately for the first 2-year period while they complete a prescribed training program. In June of 2012, one position will be counted against the YSO baseline and two positions will be counted against the FY2013 baseline in April 2013. Two of the three Future Leader Candidates participate in the Technical Qualification Program; one in Safety Basis/Safety System Oversight; one in Quality Assurance/Criticality Safety; the third will be in a Budget Analyst position. YSO plans to recruit additional FLPs as needed in specific subject matter areas to ensure continuity in the oversight function.

Section Two: Technical Staffing

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

HC 1 0 HC 2 10 HC 3 0

Number of Radiological Facilities: 61

Number of Chemically Hazardous Facilities: 19

Number of Documented Safety Analyses: 13

Number of Safety Systems: 105

Number of Site Contractor FTEs: ~8000

Number of Federal Office FTEs: 81 (See Note 1)

Note 1: This is YSO's current staffing ceiling and includes technical and administrative federal personnel.

Section Two: Technical Staffing (continued)

Table 1: YSO Staff Positions

TECHNICAL FUNCTIONAL AREA	For All Facilities ¹		COMMENTS
	No. of FTEs Needed ¹	No. of FTEs Onboard ¹	
Senior Technical Safety Managers	7	5	Site Manager Position vacant due to retirement. Senior Project Director position vacant due to promotion; backfill in progress
Safety System Oversight (SSO)	6	6	Quals in progress for 1 SSO Engineer; 1 FPE Qualified as an SSO Engineer and 1 FLP qualifying as an SSO Engineer.
Facility Representatives	9	8	Plans are to recruit internally
Nuclear Safety Specialist (NSS)	6	6	Performed by Authorization Basis Engineers; 1 AB/SSO Engineer position to be filled by FLP in 2012. Surge capacity will be provided by a support service contractor when required.
Other Technical Capabilities:			
Aviation Manager	0	0	Order exemption granted for this function.
Aviation Safety Officer	0	0	Order exemption granted for this function.
Chemical Processing	0	0	Function covered by SSO Engineer (see Note 2)
Civil/Structural Engineering	0	0	Functions covered by Project Managers; support from Service Center as needed.
Construction Mgmt	0	0	Function covered by Project Managers
Criticality Safety	2	1	Vacancy to be covered by a support service contractor.
Electrical Systems	0	0	Function covered by SSO Engineer (see Note 2)
Decontamination & Decommissioning	0	0	
Emergency Management	0	0	Function covered by FPE (see Note 2)
Environmental Compliance	2	1	1 position to be filled by FLP in 2014; supported by two ORO SMEs on a part time basis.
Facility Maintenance Mgmt	2	2	
Fire Protection Engineering	2	2	
Industrial Hygiene	1	1	
Instrumentation and Control	0	0	Function covered by SSO Engineer (see Note 2)
Mechanical Systems	0	0	Function covered by SSO Engineer (see Note 2)
Occupational Safety	1	1	
Operations Engineer	0	0	Covered by Technical Training and Facility Maintenance Engineers (See Note 2)
Lead Operations Engineer	0	0	Lead Operations Engineer STSM qualified, counted in STSM positions
Lead Quality Assurance Engineer	1	1	Qualifications in progress
Weapons QA Specialist	0	0	Function covered by Weapons QA Engineer position
Weapons QA Engineer	2	2	
Quality Assurance	2	1	1 FLP on board; will be added to the baseline in FY13.
Radiation Protection	1	1	
Safeguards and Security	8	8	Quals in progress for 1 individual.
NMC&A Specialist	1	1	
Cyber Security/Information Technology Specialist	2	2	
Safety Software Quality Assurance	0	0	Function covered by Weapons QA Engineer (See Note 2)
Technical Program Manager	7	7	Cost Engineer qualifications in progress.
Technical Training	2	1	1 FTE covered by support service contractor
Transportation & Traffic Mgmt	0	0	Function covered by SSO Engineer
Waste Management	0	0	Function covered by Environmental Compliance position (See Note 2)
Federal Project Director (Non-UPF)	3	3	

Section Two: Technical Staffing (continued)

Table 1: YSO Staff Positions

UPF Project Team			
Federal Project Director	5	5	Quals in progress for 1 individual
Technical Program Manager	1	1	
Project Quality Assurance	1	1	
Project Facility Representative	1	1	
Project Engineering & Design	1	0	Not in baseline FTE target; needed in FY12
Nuclear Safety Engineer	1	0	Not in baseline FTE target; needed in FY12
Criticality Safety Engineer	1	0	Not in baseline FTE target; needed in FY12
Construction Quality Assurance	1	0	Not in baseline FTE target; needed in FY13
System Testing Engineer	1	0	Not in baseline FTE target; needed in FY14
Total Technical Positions	80	68	

Note 1: Facilities, systems, personnel and authorities listed should be those in the organization's immediate line authority. The YSO list includes Federal Staff, Future Leaders, and Support Contractors.

Note 2: Many of the current YSO staff members are covering multiple functional areas. Fortunately, this is due to the high level of technical expertise and experience of the individuals in these areas. This capability will not necessarily be available in future years, resulting in a need for additional staffing.

Section Two: Technical Staffing (continued)

The basis for the YSO Technical staffing summary staffing levels was determined utilizing the methodology guidance provided to the FTCP Agents. The YSO analysis was subdivided into the following groups.

1. Facility Representatives - The process for determination of the appropriate amount of FR oversight is an analytical method given the facility hazard level, operational activity and complexity, and programmatic importance.
2. Safety System Oversight Engineers - The process for determination of Safety System Oversight (SSO) staffing levels is based on and adapted from the process used to determine Facility Representative staffing levels. For YSO, these positions cover Chemical Processes, Instrumentation, Metallurgical, Mechanical Systems, and Fire Protection.
3. Technical Qualification Program - The process for determination of Technical Qualification Program (TQP) staffing levels is based on and adapted from the process used to determine Facility Representative and Safety System Oversight (SSO) staffing levels. The TQP staff consists of federal personnel qualified to a Functional Area Qualification (FAQ) Standard that is needed over and above the facility representatives, the SSO staff, the safety management program oversight staff, and the senior technical safety managers to ensure operational safety and mission accomplishment. The YSO TQP was further subdivided into the following groups.
 - a. Senior Technical Safety Managers
 - b. Operations Management – Operations, Facility Maintenance, Technical Training
 - c. Safeguards & Security – Physical, Cyber, Information, Industrial, and NMC&A
 - d. Technical Program Managers
 - e. Technical Subject Matter Experts – Authorization Basis, Industrial Hygiene, Environmental, Fire Protection, Radiological Protection, Emergency Management, Weapons Quality Assurance, Software Quality Assurance, Facility Quality Assurance
4. Senior Project Directors/Project Directors are part of the TQP and the staffing levels determined based on the amount of oversight work to be performed on line item projects planned at the Y-12 Site.
5. Senior Technical Safety Manager (STSM) – The process for determination of STSM positions was made based on YSO's organizational structure. YSO Senior Management unilaterally determined that all senior technical/safety positions would qualify as an STSM. Consequently, the 6 designated STSM positions in YSO are the Manager, Deputy Manager, Assistant Manager for Operations Management; Project Directorate Manager, Assistant Manager for Engineering, Safety, and Environment and the Lead Operations Engineer.
6. In the process of performing these staffing analyses, consideration was made to situations where the SSOs, FRs, and SMEs provide assistance to each other to meet oversight responsibilities without increasing the number of FTEs.

Section Three: Current shortages and plans for filling them

The following are the anticipated shortages for YSO in the critical technical capabilities/positions and are prioritized in hiring order. These positions are contingent upon retaining current staff.

1. Senior Project Directorate – Position vacant by promotion; recruitment is in progress.
2. YSO Manager – Recruitment pending decision on consolidated site office path forward.
3. Facility Representative – Position vacant by promotion; internal recruitment is in progress.

Section Four: Projected shortage/surplus over next five years

The following are projected shortages in the technical capabilities/positions to be filled in fiscal years 2010 through 2014. This position is contingent upon retaining current staff. The shortages are relative now and will increase as the UPF project continues to progress through design, construction, and operation:

1. Nuclear Safety Specialist/SSO – (Not in the baseline FTE target) – To backfill for AB Engineer transfer to the UPF project and provide adequate staffing for the AB workload. Using existing FLP with Nuclear Safety Team Lead to perform function while Future Leader is in training; FLP to graduate from program in 2012.
2. UPF Core Team Support – A total of six Technical FTEs are needed (NOT in baseline FTE target) to serve full time on the UPF Core Team starting in 2012. Options for filling these positions are being evaluated. Proposed oversight roles and the needed year are listed below:
 - a. 2012 – Project Engineering & Design – The vacant slot is being completed as a collateral duty by the Deputy Federal Project Director. Over 30% of the design (over \$150M of work) remains to be completed on the UPF project, and a full-time position is required to adequately oversee the finalization of the design and safety basis development.
 - b. 2012 – Nuclear Safety Engineer – The Preliminary Documented Safety Analysis will be submitted in FY 2012 for YSO review requiring the development of a Preliminary Safety Verification Report to document approval. Full-time

Section Four: Projected shortage/surplus over next five years (continued)

support is required to adequately oversee the approval and implementation of design activities for the safety systems on UPF.

- c. 2012 – Criticality Safety Engineer – Full-time support is required to adequately oversee the approval and implementation of criticality safety process studies into design deliverables on UPF.
 - d. 2013 – Quality Assurance Procurement - Procurement activities began FY 2011, and will continue to ramp up on the UPF project. Following the equipment procurement activities, construction activities will commence and be significant throughout the project life-cycle.
 - e. 2013 – Construction Quality Assurance – Construction quality will be a very important functional area that will define the success during the execution phase of the project. Full time oversight will be required starting in FY 2013.
 - f. 2014 – System Testing Engineer – A system test engineer will be required during the development of system test procedures to coordinate Safety System Oversight support of all the safety systems associated with the UPF project.
3. Quality Assurance (Facility) Engineer – Needed to support oversight of NQA-1 implementation and QA for non-UPF projects. FLP recruited in 2011 (on board) will be added to the baseline in 2013. Will also qualify as Criticality Safety Engineer to provide additional oversight and in preparation of future retirement.
 4. Business Analyst - Needed to replace potential for retirement and long lead for training for this position. FLP recruited in 2011 (on board) will be added to the baseline in 2013.
 5. Program Manager - Needed to replace potential for retirement and long lead for training for this position. FLP recruited in 2013 will be added to the baseline in 2015.
 6. Environmental Compliance - Needed to replace potential for retirement and long lead for training for this position. FLP recruited in 2013 will be added to the baseline in 2015.

Potential YSO Vacancies due to retirements over next 5 years

The following table shows the YSO technical positions occupied by individuals who meet retirement eligibility and will represent a potential staffing shortage.

Position/Function	Retirement Eligibility						
	Now	2012	2013	2014	2015	2016	2017
Nuclear Safety Specialist	1						1
Technical Program Manager	2		3		1		1
Facility Representative	2		1	1	1	1	1
Senior Technical Safety Manager		1				2	
Classification Specialist	1						
Federal Project Director	1						1
Safety System Oversight		1					1
Security Specialists		1				1	1
NMC&A Specialists	1						
Weapons QA Engineer	1						
Criticality Safety Engineer			1				
Technical Training Manager				1			
Environmental Compliance							1
Sub Totals	9	3	5	2	2	4	7
Overall Total							32

YSO PROJECTED NEEDS AND RECRUITMENT PLANS

Positions	FY2011		FY2012		FY2013		FY2014		FY2015		Comments
	Needed	On Board									
Senior Project Directorate	1	0									Recruitment in progress
YSO Manager	1	0									Recruitment pending
Facility Representative			1	0							Internal recruitment in progress
Nuclear Safety Specialist			1	0							Fill with FY10 FLP (on board)
Project Engineering & Design			1	0							Needed to support the UPF Project
Nuclear Safety Engineer			1	0							Needed to support the UPF Project
Criticality Safety Engineer			1	0							Needed to support the UPF Project
Construction Quality Assurance					1	0					Needed to support the UPF Project
System Testing Engineer							1	0			Needed to support the UPF Project
Quality Assurance (Facility)					1	0					Fill with FY11 FLP (on board)
Program Manager									1	0	Fill with FY13 FLP
Environmental Compliance									1	0	Fill with FY13 FLP

The following table summarizes YSO staffing activities for **Future Leader Positions**.

Positions	FY2012	FY2013	FY2014	FY2015	FY2016
Authorization Basis Engineer	Recruit in FY10				
Quality Assurance		Recruit in FY11			
Program Manager				Recruit in FY13	
Environmental Compliance Engineer				Recruit in FY13	

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

1. UPF is a major project to build a modern, high-hazard nuclear project. This project which has an estimated project cost of between \$4.2B and \$6.5B requires additional resources for design review and project oversight. This staffing demand cannot be met with existing resources.
2. Over the next several years, decreases in mission drivers (i.e., ARRA, non-UPF projects, GSP implementation, FIRP, etc.) will be more than offset by increases in other areas (i.e., W76 ramp up, B61, UPF, CBFI, NN/CW, IFDP, IT/Cyber/Wireless, Protected Area Reduction initiative). Constant monitoring of supply and demand will be required.
3. YSO Federal positions, technical support contractor services, travel, and training are funded by Program Direction dollars that have been in short supply in recent years. Funding shortages have most impacted travel and training that have a direct bearing on mission accomplishment and sustained technical capabilities. Cuts in Program Direction funding may prevent the filling of critical positions. In addition, pay freeze and budget forecast concerns are a risk for non-retirement eligible staff to consider taking private sector positions. Technical support contractor services in FY12 will ultimately be determined by the funding available. YSO's requirements are 2.0 FTEs broken down is as follows: 1-Technical Training and 1-Criticality Safety.
4. YSO is challenged by short notice retirements due to a larger percentage of our workforce already eligible for retirement or will be eligible in the next 5 years. YSO has improved its succession planning and cross training of employees to help mitigate this attrition but there is considerable risk especially for Facility Representatives and Program Managers.
5. YSO has identified the need to hire two FLPs in 2013 to help mitigate future retirements. If the FLPs are not deployed when needed, recruits may not be trained and proficient in time to replace expected attrition. The YSO staffing ceiling (81 positions) continues to be a problem for effective skill preservation management. Absorbing Future Leaders into 1-deep positions that require a high level of competence immediately further complicates succession planning.

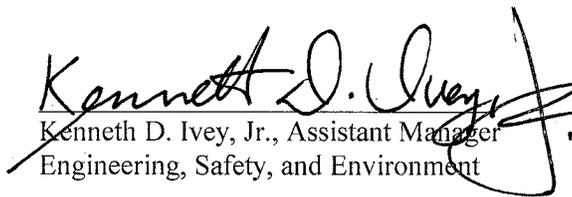
6. Three on board FLPs graduating in 2012 and 2013 will add to the baseline. We anticipate being able to absorb our Future Leaders accessions within our authorized headcount, but if FTE attrition turns out substantially different than projected, it could result in staffing overages or a skills mismatch.
7. Many of the existing YSO technical staff members are covering multiple functional areas; the ability to handle this workload is due to the high level of technical expertise and experience of the individuals themselves. In future years, this level of competency may not be sustainable for the long term, which could result in the need for additional FTE resources in several functional areas.
8. The WSI-OR (protective force) contract that is linked with the Oak Ridge Office will terminate in June. This contract will be replaced with a contract for protective force operations at Y-12, Oak Ridge Office, and Pantex. This acquisition strategy will have a significant impact on YSO Safeguards and Security staff. The single protective force specialist will be sequestered to participate on the source evaluation board and the YSO AMSS will perform as a senior advisor or Ex Officio. Oversight duties will be reassigned to existing staff using a risk based approach.

6.0 Concurrence and Approval

Concurrence:



Jeffrey K. Cravens, Assistant Manager
Operations Management
FTCP Agent



Kenneth D. Ivey, Jr., Assistant Manager
Engineering, Safety, and Environment



Thomas E. Vereb, Assistant Manager
Programs & Business Management

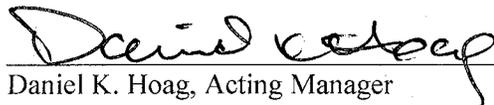


Donat R. St. Pierre, Assistant Manager
Safeguards & Security



Harry E. Peters, Senior Project Director
Project Directorate

Approval:



Daniel K. Hoag, Acting Manager
Y-12 Site Office
FTCP Agent