

# Annual Workforce Analysis and Staffing Plan Report (as of 12/31/14)

Reporting Office: NA-26

## SECTION ONE: SITE OR HQs MISSION(S), OUTLOOK, AND CHARACTERISTICS

1. Provide several bullets that frame the types and magnitude of technical capabilities currently needed for safe operations in your sites or Program hazardous facilities or activities (non-nuclear and nuclear facilities including radiological facilities).
  - Purely administrative, technical oversight of contractor performance.
2. Describe any potential or probable changes to the mission that may significantly affect technical staffing needs.
  - We recently underwent a significant reorganization, losing almost all of our technical staff to NA-APM. That is the cause of the significant needs change reported here as compared to previous reports.

### Site Characteristics (Sites ONLY)

Number and Hazard Category (HC) (per DOE Standard 1027) of NUCLEAR Facilities:

HC1 0      HC2 0      HC3 0      Less than HC3 0

Number of Documented Safety Analyses: 0

Total Number of Safety Systems credited in Documented Safety Analyses: 0

Number of High or Moderate Hazard NON-NUCLEAR Facilities: 0

Number of Low Hazard NON-NUCLEAR Facilities: 2

Number of Site Contractor FTEs (by Program Office): 0

Number of Federal Office FTEs (by Program Office): 11 (NA-26 at SRS; only four require TQP)

Sites accountable to multiple Headquarters Program Offices list FTEs by each Office, e.g. Total 22 FTEs (EM - 20, NE - 2).

## SECTION TWO: TECHNICAL STAFFING

Complete the Technical Staffing Summary Table as follows for each of the technical capabilities for Defense Nuclear Facilities:

**Technical Staffing Summary Table (see Notes below)**

| 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 Managers                  | 1                                  | 1                                   | McAlhany, Sachiko                                  |
| Safety System Oversight Personnel                 |                                    |                                     |  |
| Facility Representatives                          |                                    |                                     |  |
| Other Technical Capabilities:                     |                                    |                                     |  |
| Aviation Safety Manager                           |                                    |                                     |  |
| Aviation Safety Officer                           |                                    |                                     |  |
| Chemical Processing                               |                                    |                                     |  |
| Civil/Structural Engineering                      |                                    |                                     |  |
| Confinement Ventilation and Process Gas Treatment |                                    |                                     |  |
| Construction Management                           |                                    |                                     |  |
| Criticality Safety                                |                                    |                                     |  |
| Deactivation & Decommissioning                    |                                    |                                     |  |
| Electrical Systems/Safety Oversight               | 1                                  | 1                                   | Parr, Clifford                                     |
| Emergency Management                              | 0.5                                | 0                                   | Currently filling through MOA with DOE-SR and SRFO |
| Environmental Compliance                          | 0.5                                | 0                                   | Currently filling through MOA with DOE-SR and SRFO |
| Environmental Restoration                         |                                    |                                     |  |
| Facility Maintenance Mgt                          |                                    |                                     |  |
| Fire Protection Engineering                       |                                    |                                     |  |
| Industrial Hygiene                                |                                    |                                     |  |
| Instrumentation & Control                         |                                    |                                     |  |
| Mechanical Systems                                |                                    |                                     |  |
| NNSA Packaging Cert. Engineer                     |                                    |                                     |  |
| Nuclear Explosive Safety Study                    |                                    |                                     |  |
| Nuclear Safety Specialist                         | 0.5                                | 0                                   | Currently filling through MOA with DOE-SR and SRFO |
| Occupational Safety                               |                                    |                                     |  |
| Quality Assurance                                 | 1                                  | 1                                   | Van Ober, Tran (duty station at HQ)                |
| Radiation Protection                              |                                    |                                     |  |
| Safeguards & Security                             |                                    |                                     |  |
| Safety Software QA                                |                                    |                                     |  |
| Technical Program Manager                         | 2                                  | 2                                   | Blackmon, Allison; Kay, Virginia                   |
| Technical Training                                |                                    |                                     |  |
| Transportation & Traffic Mgt                      |                                    |                                     |  |
| Waste Management                                  |                                    |                                     |  |
| Weapons QA  |                                    |                                     |  |
| Federal Project Directors <sup>2</sup>            |                                    |                                     |  |

Notes:

1. These columns identify the number of FTEs needed to perform the Federal Safety Assurance function for your site or office Defense Nuclear Facilities based on potential facility and operational hazards.
2. Federal Project Managers/Directors are not qualified via the Technical Qualification Program, but are qualified in accordance with the Project Management Career Development Program

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

High priority positions to be filled near term using accelerated recruitment/replacement (e.g. relief from hiring freeze):

- None.

Medium priority positions to be filled using normal recruitment/replacement process:

- None.

Other positions to be covered by alternate means (e.g., matrix, support service contractors, other sites, programs or service centers):

- Future needs in support of NA-APM constructions projects, including industrial hygiene, radiation protection, safety software quality assurance, and waste management may be acquired through matrix support from the DOE-SR Operations Office or the NNSA Savannah River Site Office if a qualified candidate is not available through other means.
- Short-term specialized technical expertise may be obtained from the US Army Corps of Engineers or through the use of technical support service contractors.

**Section Four: Projected shortage/surplus over next five years**

To support the Plutonium Disposition Program as it moves forward, NA-26 continues to project changing needs and will maintain a sufficient number of qualified technical personnel on-staff via continued recruit, fill and reassignment of positions in accordance with HQ guidance and direction.

Recruitment and projections will consider changes to the NA-26 mission, project schedules, and any gaps left due to changes in currently planned matrix support from other organizations (for example, our ability to obtain matrix support from the DOE-SR Operations Office may be significantly reduced over the next 5+ years as they face their own staffing challenges and increased workload).

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

N/A