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 Fiscal Year (FY) 2013 Annual Workforce Analysis and Staffing Plan Report. It conforms to your guidance dated October 24, 2012.

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

High Priority

None

Medium Priority

None

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 2013.

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

Steven J. Lawrence
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Acting Manager

AMBCM:BLM-13023

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, 2012

Reporting Office: Nevada Site Office

Section 1: 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 (Equipment Storage 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 2: Site Characteristics Table [1]

Number of Hazard Category 1, 2, or 3 Nuclear Facilities:	**HC 1:** 0 **HC 2:** 3 **HC 3:** 2
Number of Radiological Facilities [2]:	107
Number of High or Moderate Hazard Non-Nuclear Facilities:	8
Number of Low Hazard Non-Nuclear Facilities:	17
Number of Documented Safety Analyses:	6
Number of Safety Systems[3]	53
Number of Site Contractor FTEs:	2450
Number of Federal FTEs:	**NNSA** 95 [4] **EM** 20

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.
4. Departures/retirements will reduce federal FTEs to 89 effective 1/31/13.

Section 3 – Technical Staffing Summary Table

Technical Capability	For All Facilities[1]		Comments
	Number of FTEs Needed[1]	Number of FTEs Onboard[1]	
Senior Technical Safety Manager	12	12	1 retirement reduces onboard to 11 effective 1/31/13
Senior Technical Safety & Security Manager	.5	.5	1 retirement reduces onboard to 0 effective 1/31/13
Safety System Oversight Personnel[3]	4	4	
Facility Representatives[4]	7	7	
Other Technical Capabilities:			
Aviation Safety Manager	.5	.5	
Aviation Safety Officer	.5	.5	
Chemical Processing	0	0	
Civil/Structural Engineering	.25	0	NSO enlists Albuquerque Complex support for this capability
Construction Management	.25	0	NSO enlists 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[3]	1	1	
Industrial Hygiene	1	1	
Instrumentation & Control[3]	1	1	
Mechanical Systems[3]	1	1	
NNSA Packaging Cert. Engineers	0	0	
Nuclear Explosive Safety	.5	.5	
Nuclear Safety Specialist	3	3	
Occupational Safety	2	2	
Quality Assurance	.5	.5	
Radiation Protection[3]	1	1	
Safeguards & Security	13.5	13.5	3 departures/retirements reduces onboard to 11 effective 1/31/13
Safety Software Quality Assurance	.3	.3	
Technical Program Manager	4	4	1 retirement reduces onboard to 3 effective 1/31/13
Technical Training	1	1	
Transportation & Traffic Mgt	1	1	
Waste Management	2	2	
Weapons Quality Assurance	.2	.2	
Total	**68.5**	**68.5**[4]	
Federal Project Directors[2]	3.5	3.5	

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. Federal Project Managers/Directors are not qualified via the Technical Qualification Program (other than completing the GTB, if FPM/Ds assigned to DOE Defense Nuclear Facilities) but in accordance with Project Management Career Development Program.
3. Position counted under SSO function.
4. Departures/retirements reduce onboard FTEs to 64 effective 1/31/13.

Section Four: Current Shortages and Plans for Filling Them

High Priority Positions

None

Medium Priority Positions

None

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 Five: Projected Shortage/Surplus Over Next Five Years

After FY 2013, 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 Six: 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. Effective 1/31/13, departures/retirements reduce onboard FTEs in the STSM, STSSM, Safeguards & Security, and Technical Program Manager areas.