

memorandum

DATE: **January 30, 2008**

REPLY TO

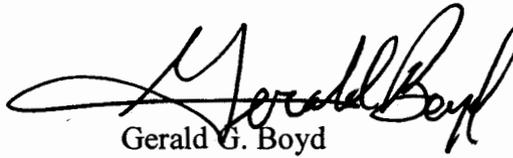
ATTN OF: SE-30: Kelly

SUBJECT: **ANNUAL WORKFORCE ANALYSIS AND STAFFING PLAN REPORT**

TO: Karen L. Boardman, Chairman, Federal Technical Capability Panel

In accordance with the Federal Technical Capability Program Corrective Action Plan, I am pleased to provide you with the Oak Ridge Office Annual Workforce Analysis and Staffing Plan Report for CY 2007. The analysis follows the Federal Technical Capability Program Panel guidance.

Should you have questions regarding this Report, please feel free to contact me at (865) 576-4444 or Larry Kelly at (865) 576-0891.



Gerald G. Boyd
Manager

Attachment

cc w/attachment:

Robert Brown, M-2

Steve McCracken, EM-90

Pauline Douglas, OS-20

Larry Clark, NS-50

Larry Kelly, SE-30

Johnny Moore, SC-10

Dan Wilken, AD-40

Patricia Howse-Smith, AD-42

Jim Vosburg, AD-443

**U.S. Department of Energy
Oak Ridge Office**



**2007 Annual Workforce Analysis
and
Staffing Plan Report
for
Federal Technical Personnel**

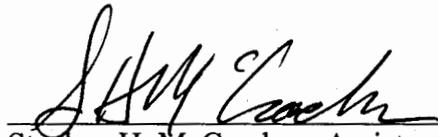
January 2008

CONCURRENCE AND APPROVAL

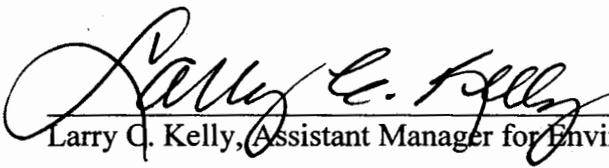
CONCURRENCE:


Patricia Howse-Smith, Director, Human Resources Division

1-29-08
Date


Stephen H. McCracken, Assistant Manager for Environmental Management

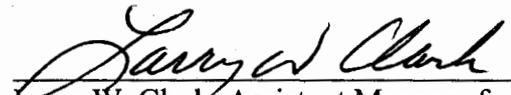
1/29/08
Date


Larry C. Kelly, Assistant Manager for Environment, Safety, and Health

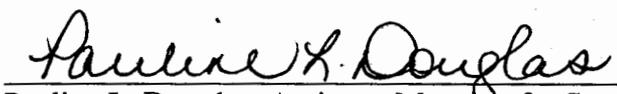
1-29-08
Date


Johnny O. Moore, Assistant Manager for Science

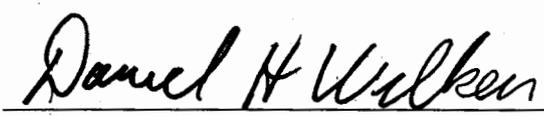
1/29/08
Date


Larry W. Clark, Assistant Manager for Nuclear Fuel Supply

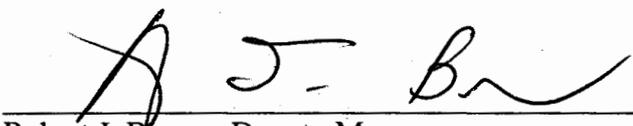
1/29/08
Date


Pauline L. Douglas, Assistant Manager for Security and Emergency Management

1/29/08
Date

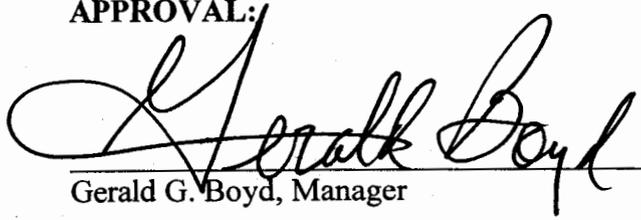

Daniel H. Wilken, Assistant Manager for Administration

1/29/08
Date


Robert J. Brown, Deputy Manager

1/29/08
Date

APPROVAL:


Gerald G. Boyd, Manager

1/29/08
Date

Table of Contents

Section 1: Current Mission(s) of the Organization and Potential Changes	1
Section 2: Technical Staffing	4
Section 3: Current Shortages and Plans for Filling Them	6
Section 4: Projected Shortage/Surplus Over Next Five Years	9
Section 5: General Comments or Recommendations Related to the Technical Staffing	10

Annual Workforce Analysis and Staffing Plan Report
As of December 31, 2007
Reporting Office: Oak Ridge Office

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

Based in Oak Ridge, Tennessee, the Department of Energy's (DOE) Oak Ridge Office (ORO) dates back to World War II when the organization played a major role in the production of enriched uranium for the Manhattan Project. Since then, ORO has expanded far beyond that first mission, and today is responsible for major DOE programs in Science, Environmental Management, Nuclear Fuel Supply, and National Security. In addition, as part of the Office of Science (SC) Integrated Support Center (ISC), ORO provides support to science laboratories and facilities operated by DOE throughout the United States.

The majority of ORO programs are performed at facilities located on the 33,725-acre Oak Ridge Reservation located in Anderson and Roane Counties in East Tennessee. The Oak Ridge facilities include the Oak Ridge National Laboratory (ORNL), environmental clean-up sites located at the National Nuclear Security Administration (NNSA) Y-12 National Security Complex, and the East Tennessee Technology Park (ETTP). Also, Oak Ridge is the home for the American Museum of Science and Energy and the Oak Ridge Institute for Science and Education (ORISE). Approximately 12,000 contractor and 400 Federal employees work at the Oak Ridge facilities. In addition, ORO as part of the ISC provides routine technical support to Berkeley Site Office, Pacific Northwest Site Office, Stanford Site Office, Thomas Jefferson Site Office, and, as requested, to other SC sites and organizations.

Specific

The **Office of the Assistant Manager for Environmental Management (AMEM)** is responsible for operation and remediation of the following types of facilities with compliant Documented Safety Analysis (DSA) management and proper maintenance of related safety systems. Projects include:

- TRU Waste Processing Center (TWPC) Project
- Melton Valley Closure Project
- East Tennessee Technology Park Closure Project
- Balance of Reservation Program
- David Witherspoon Sites
- U233 Downblending & Disposition Project

Potential changes include:

- Planning has begun for two additional closure projects which could begin in one to two years dependent upon approvals and appropriations (Demolition of 182 facilities at ORNL & Disposition 1.9 Million ft² of contaminated and non-contaminated facilities at NNSA Y-12);
- Legacy Waste Project is nearing its conclusion. An anticipated decrease in activity is expected due to the proximity to completion.

The **Office of the Assistant Manager for Science (AMS)** implements the Department's Science and Energy missions through management of contracts for the operation of the Oak Ridge National Laboratory (ORNL), the Oak Ridge Institute for Science and Education (ORISE), the U.S. Department of Commerce Atmospheric Turbulence and Diffusion Division (ATDD) (as it pertains to DOE work), and other research and development (R&D) contracts assigned by DOE Headquarters (HQ) to Oak Ridge Office (ORO). Activities center around four major functions: contract management, program implementation, Federal stewardship, and AMS management. Program implementation responsibilities include all programs and projects conducted under the ORNL and ORISE contracts, regardless of funding source. In the management of ORNL and ORISE contracts, AMS ensures that contractor-executed functions are carried out in a manner that protects Government and contractor personnel and the general public against all environmental, safety, and health (ES&H) hazards arising from the performance of the contract work. AMS performs the full range of project management activities that directly relate to AMS, in accordance with Federal and DOE laws, procedures, and Directives. AMS manages ORO's scientific and technical information programs. AMS ensures that the principles of Integrated Safety Management (ISM) are fully integrated into all work activities. Also, AMS implements the requirements for safe operations of nuclear facilities, including safety basis process requirements and flow down of approved safety basis documents.

The **Office of the Assistant Manager for Nuclear Fuel Supply's (AMNFS)** current mission is to implement the Department of Energy's (DOE) NE-60 programmatic missions including :

- The monitoring of the operation of the Centrifuge Technology Center (CTC), Centrifuge Testing in K-1600, Lead Cascade Demonstration, Commercial Plant Development, and Paducah Gaseous Diffusion Plant (PGDP) operability and viability.
- AMNFS serves as the primary interface for the Cooperative Research and Development Agreement (CRADA) with the USEC Inc. for centrifuge development work.
- The organization is responsible for administering the Lease Agreement/Regulatory Oversight Program with USEC, providing leadership and technical support for the development and deployment of advanced uranium enrichment technology, and supporting the DOE Headquarters (HQ) Office of Nuclear Energy (NE) in the lease/transfer of facilities for the gas centrifuge commercial plant.
- AMNFS provides program/project management and technical assistance in the areas of lease administration, shipping, and transportation. Technical assistance also includes development of land and facility transfers to reduce program costs for surveillance, maintenance, utilities, and landlord-type administrative expenses.
- AMNFS executes these objectives through the Regulatory Management Team, the Nuclear Fuels Management Team, and the Reindustrialization and Technical Assistance Team.

The **Office of the Assistant Manager for Security and Emergency Management's (AMSEM)** mission is to provide advice and counsel to the ORO Manager, Deputy Manager, and line managers regarding all aspects of safeguards and security program planning and management, and emergency management operations. The mission involves the protection of people, information, special nuclear material (SNM), and other critical assets, as well as violence in the workplace, intelligence, and related matters of special sensitivity. The organization administers the safeguards and security programs for ORO including industrial security, physical security, information security, materials control and accountability, personnel security, classification, export controls, and administration of the Protective Force contract. AMSEM administers all aspects of the personal identity verification and credentialing

program under Homeland Security Presidential Directive-12 (HSPD-12) except for those aspects that relate to cyber. AMSEM also has the ORO emergency management program for which AMSEM orchestrates and implements ORO's plans for responding to emergencies, including development of appropriate communications systems, periodically performing exercises and drills, implementing the Lead Federal Manager concept, delineating roles and responsibilities during activation of the ORO Emergency Operations Center, and managing the Region 2 Radiological Assistance Program. The principles of ISM and Integrated Safeguards and Security Management (ISSM) are incorporated in the AMSEM mission and activities.

A major change in mission for FY 08 is the transfer of cyber security from AMSEM to Assistant Manager for Administration (AMA). This change will also involve the transfer of functional cyber security responsibilities during site security surveys; resolution, tracking, and validation of cyber findings; and implementation of cyber security aspects of HSPD-12. All cyber security analytical, technical, and administrative functions are transferring to AMA.

The Office of the Assistant Manager for Environment, Safety, and Health (AMESH) is responsible for developing effective and efficient environmental protection, safety, health, and quality assurance programs and guidance applicable to all ORO programs and contractors. In addition, AMESH, as part of ORO's role with the SC Integrated Support Center, provides ES&H support to other SC sites. AMESH is a matrix technical support provider to, and partners with, ORO and other SC organizations for the development, implementation, and continuous improvement of safety processes, along with conducting oversight, assessments, and reviews. In addition, AMESH serves as the independent assessor on behalf of the ORO and other SC Managers to provide feedback on the effectiveness of Federal and contractor ES&H activities. In its roles as technical support provider, partner, and independent assessor, AMESH works to ensure that ISM principles are being effectively implemented by ORO and SC organizations and contractors.

The Office of the Assistant Manager for Administration (AMA) supports the ORO technical and nontechnical organizations in areas such as human resources, training and development, contractor oversight, directives management, information services, and procurement and contracting.

Section Two: Technical Staffing

Site Characteristics:

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

- HC 1: AMEM – 0, AMNFS – 0, AMS⁴ – 1
- HC 2: AMEM – 33, AMNFS – 0, AMS⁴ – 3
- HC 3: AMEM – 5, AMNFS – 0, AMS⁴ – 3

Number of Radiological Facilities¹: AMEM – 186, AMNFS – 4, AMS⁴ – 102

Number of High or Moderate Hazard Non-Nuclear Facilities: AMEM – 3, AMNFS – 0, AMS⁴ – 0

Number of Low Hazard Non-Nuclear Facilities: AMEM – 15, AMNFS – 0, AMS⁴ – 0

Number of Documented Safety Analyses: AMEM – 13, AMNFS – 1, AMS⁴ – 7

Number of Safety Systems²: AMEM – 30, AMNFS – 1, AMS⁴ – 50

Number of Site Contractor FTEs: ~12,000

Number of Federal Office FTEs: ORO – 390

Security Facilities³: 36

- 4 Facilities with Security Importance Rating A
- 26 Facilities with Security Importance Rating B
- 6 Facilities with Security Importance Rating C

Notes:

1. 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.
2. Safety Systems must be credited in a Documented Safety Analysis.
3. An "A" Facility is engaged in administrative activities essential to the overall DOE nuclear weapons program; is authorized to possess Top Secret matter; or possesses Category I quantities of Special Nuclear Material (SNM). A "B" Facility is engaged in activities other than those categorized as "A;" authorized to possess Secret Restricted Data or weapons data; designated a Field Intelligence Element; and, or authorized to possess Category II quantities of SNM. A "C" facility may possess Categories III or IV quantities of SNM or other nuclear material; and is authorized to possess matter other than the type categorized for "A" or "B."
4. AMS does not have any defense nuclear facilities.

Technical Staffing Summary Table ¹			
Technical Capability	For All Facilities ¹		Comments
	Number of FTEs Needed ¹	Number of FTEs Onboard ¹	
Senior Technical Safety Managers	15.5	14.5	
Safety System Oversight Personnel ²	2.64	1.54	
Facility Representatives ³	23.96	21	
Other Technical Capabilities:			
Aviation Safety Manager			
Aviation Safety Officer			
Chemical Processing			
Civil/Structural Engineering	2	1	
Construction Mgmt	5	5	
Criticality Safety	1	0.25	
Deactivation and Decommissioning	7	7	
Electrical Systems	0.75	0.75	
Emergency Management	5.5	5	
Environmental Compliance	3.6	3.6	
Environmental Restoration	6.5	6.5	
Facility Maintenance Mgmt	1.5	1	
Fire Protection Engineering	0.5	0.5	
Industrial Hygiene	2.8	2.8	
Instrumentation and Control	0	0	
Mechanical Systems	2	2	
Nuclear Explosive Safety			
Nuclear Safety Specialist	7.5	2.5	4 FTEs currently being met by contractor support
Occupational Safety & Industrial Safety	2.75	2.75	
Quality Assurance	7.5	5.5	
Radiation Protection	3	2	
Safeguards and Security	30.7	26.7	
Safety Software Quality Assurance			
Technical Program Manager	9	9	
Technical Training	3.25	1	Currently being met by contractor support
Transportation & Traffic Mgmt	2	2	
Waste Management	7	7	
TOTAL ⁵	152.95	130.89	
Federal Project Directors ⁴	11.5	10.5	

Notes:

1. These columns identify the number of FTEs needed to perform the Federal Safety Assurance function for ORO 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.doe.gov/deprep/ftcp>.
3. Facility Representative staffing analysis worksheets are posted at <http://www.hss.doe.gov/deprep/ftcp>.
4. Federal Project Managers/Directors at ORO are qualified via the Technical Qualification Program in their technical discipline and the Project Management Career Development Program in accordance with DOE O 361.1A.
5. There are an additional qualified 6 Senior Technical Safety Managers (STSMs) and 34 subject matter experts (SMEs) in AMESH who provide technical support ORO line organizations and other SC sites and organizations. AMESH has identified near-term needs in the following disciplines: Industrial Hygiene (1 position); Electrical Engineer (1); Health Physics (1 position); and Nuclear Engineering (1 position) (numbers not included in table above).

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

Facility Representatives (FRs): The current on-board FR staffing level of 16 is adequate to properly oversee both the nuclear and non-nuclear facilities and projects in AMEM. Recently, the analysis of staffing needs for FRs performed in accordance with Appendix C of DOE Standard 1063, Facility Representatives, indicated a need for an additional 1.96 FTEs. Until the confidence in future remediation projects increases, the hiring of additional FRs will not occur. This status is reevaluated annually and as work scope changes.

Safety System Oversight (SSO) Personnel: AMEM currently has 30 safety systems identified in 13 DSAs. The SSO disciplines are Criticality Accident Alarm Systems (CAAS), Instrumentation and Control (I&C), Ventilation Systems, and Fire Protection. These systems are covered by 4 positions, one of which (i.e., CAAS) is currently vacant. To address the current need, the former SSO, who is being reassigned in the pending reorganization, will continue to provide SSO coverage until a new SSO is identified. Based on the analysis, AMEM has a need for an additional 0.6 FTE. Also, the U233 Downblend Project which will start construction this fiscal year is expected to add additional safety systems that will require SSO coverage expected to approach another 0.5 FTE. Therefore, ORO has identified the need for a total of ~1 SSO FTE which will be addressed through either a new hire and/or staff reassignment.

Senior Technical Safety Managers: There currently is a vacancy for the U233 Federal Project Director position that is expected to be filled in early calendar year 2008.

Subject Matter Experts (other technical capabilities): Subject matter experts (SMEs) support with day-to-day operations and oversight activities is provided in 17 different disciplines by 34.8 FTEs. Subject matter expertise is furnished by expertise either full-time AMEM employees or individuals that are dedicated to AMEM under an organizational matrix arrangement. ORO has recently identified the need for additional SME resources in the areas of criticality safety, seismic/structural engineering, quality assurance, emergency management, maintenance management, and nuclear safety. In particular, the Nuclear Safety Basis Team Lead, who is a qualified criticality safety engineer, provides additional expertise. These needs will be addressed through personnel reassignment and/or new hires. Finally, in isolated and unusual circumstances where additional expertise (such as in the area of occupational safety or environmental compliance) may be needed for an emerging or unplanned activity, appropriate staffing arrangements are available through other local ORO organizations, personnel from other DOE sites and/or contract consultants.

AMS:

The analysis of staffing needs for FRs was performed in accordance with Appendix C of DOE Standard 1063, Facility Representatives. The results of the analysis show that AMS has a sufficient number of allocated FR positions available for coverage of the nuclear facilities. However, there is currently one vacancy and the recruitment for this fifth facility representative is in progress. In addition, the AMS management elected to include FR oversight of the two accelerators operated at ORNL.

Non-nuclear facilities do not score high enough to justify FR oversight other than management discretion. A consolidation of nuclear facilities and activities is currently underway. The on-board FR resources offer some limited reserve capacity that can be devoted to training, emerging issues, etc. As consolidation efforts reduce needed FR coverage, attention and oversight will be focused toward groups

of facilities that contain hazards to workers or co-located employees.

Many AMS facilities do not require formal FR coverage, and are subject to the formal oversight and assessment programs established by the AMS. These programs include the Integrated Assessment Program system of formal programmatic and focused audits and assessments to the less formal walkthroughs conducted as part of the Operational Awareness Program.

Day-to-day operations and oversight efforts are a primary function of the AMS organization. Eleven individuals augment oversight efforts by offering 13 needed disciplines. Fire protection, criticality safety, and transportation safety SMEs are provided via consultation from another ORO organization on a routine basis commensurate with the support levels identified. The remaining SME support is provided through AMS employees, or individuals dedicated to AMS under an organizational matrix arrangement. In the isolated case where additional expertise may be needed for an emerging or unplanned activity, appropriate arrangements are available through other local ORO organizations, personnel from other DOE sites or contract consultants.

AMNFS:

None.

AMSEM:

The Office of Assistant Manager for Security and Emergency Management has 34 authorized TQP positions of which 30 are currently filled. The evolving, expanding mission of Security combined with positions that have not been backfilled are stressing the organization and restricting AMSEM's ability to meet mission obligations with the quality expected for nuclear security. Existing vacant positions should be filled to meet the security mission. Currently, 76% of the 30 filled positions are either at least 50 years of age or have at least 20 years of service.

The Access Authorization Branch has a high priority need to fill two positions for personnel security analysts to satisfy requirements for additional federal adjudicators. AMSEM is also transferring to permanent status another adjudicator who is completing the second of a three-year term appointment. Emerging personnel security demands in 2008 are driven by three activities:

- 1) Homeland Security Presidential Directive-12 (HSPD-12) will levy heavy impacts in 2008 to include the processing of access authorizations for all (including uncleared) federal and contractor employees who access DOE facilities for six months or longer; and the issuance of personal identification verification badges to employees.
- 2) Intelligence Reform Act of 2004 became effective January 2005 with staged requirements that are to be anticipated and met by federal agencies managing classified information. By the second year (2007), 80% of applications for clearances must be completed within 120 days with 90 days for OPM to complete the investigation and 30 days for DOE to complete the adjudication. By 2010, 90% of applications must be completed within 60 days with 40 days for OPM to complete the investigation and 20 days for DOE to complete the adjudication. The Adjudication Timeliness Performance target is to complete 80% of adjudications within 45 days and at the present time our office is completing these actions within 45 days. Additional staffing will be needed to meet the future 30 day requirement for case adjudications. Some DOE contractors are now writing these Government obligations into contracts and if the Government (OPM and DOE) fails to meet the legal timelines for providing clearances, and if

- work schedules are delayed because of clearances, contractors may seek equitable adjustments.
- 3) Additionally, the number of clearances that will be required by USEC are projected to increase between 2007 and 2010. As an example, the workload for USEC "Q" clearances will double from 250 in 2007 to 500 in 2008.

To meet the increased workload and more stringent timelines imposed by the federal Intelligence Reform Act, two federal personnel security analyst positions for adjudication are recommended.

The Security Oversight and Support Branch has a high priority need to fill one vacancy for an additional industrial security specialist for program oversight and support. The number of facilities requiring program support and survey increased in 2007 from 31 to 36 facilities with importance ratings of "C" or above (see Section II, Site Characteristics Table, Footnote 3). Four additional facilities are scheduled for initial surveys and to be added for support in 2008. Security assistance negotiated by the Oak Ridge Office to support the Nuclear Regulatory Commission has also increased. The filling of a position in this branch would also allow for succession of one highly experienced industrial security specialist who currently has 46 years' experience and who may retire at anytime. The Career Intern Program has produced successful results for this branch and could be used again to fill one of the existing vacancies.

An emerging priority for the Materials Control and Accountability and Information Security Branch is to acquire a staff position to perform required security obligations that are currently not being adequately met in the areas of Operations Security (OPSEC) and Local Threat Analysis because of the long term assignment of this one FTE in direct support of the United States Enrichment Corporation. This assignment by a technical classification specialist who also performed intelligence and OPSEC functions has now been over two years and the expectation is that he will continue in his current role for the foreseeable future.

The Emergency Management Team is appropriately staffed.

In summary, two positions are currently being recruited. One is for personnel security and one is for an industrial security specialist. Beyond those positions, two additional positions are still needed to fulfill essential security missions. One position is needed to manage the OPSEC program, intelligence activities, and local threat analysis. Additionally, personnel security remains in need of one additional analyst because of projected increases in workloads, more stringent adjudication timelines imposed by law, and new work caused by HSPD-12.

AMESH:

AMESH has 6 STSMs and 34 technically qualified SMEs who are routinely called upon by the ORO and other SC organizations to support emerging issues, oversight, and assessment activities, technical consultation and various reviews. In addition, AMESH partners with line organizations to develop, implement, and continuously improve safety processes, approaches and procedures. In the near term, needs have been identified for the following disciplines: Industrial Hygiene (1 position); Electrical Engineer (1 position); Health Physics (1 position); and Nuclear Engineering (1 position). However, these needs do not consider losses due to retirement, internal and external job changes, etc. These needs are being factored into the overall ORO staffing analysis for consideration.

AMA:

None.

Section Four: Projected Shortage/Surplus Over Next Five Years

AMEM:

In the next few years, there will be an overlap of new closure projects starting and the completion of the current closure projects. Also, with the addition of the U233 Downblend Project to EM, major dismantlement and construction activities are anticipated to begin this fiscal year. Due to the increased workload and newly identified skills needed for oversight and support of the 3019 activities, the technical and management staff may need to further allocate their time due to a fluctuating and increasing workload. Additionally, ORO has determined that it is necessary to increase federal staffing to address some of the critical needs identified during this analysis. Currently, ORO is attempting to address these needs through a combination of new hires and reassignment of current staffing. As required, contract support staff will be used. Critical needs are met while additional staff is acquired and/or realignments of existing staffing are accomplished. The technical capabilities of the staff are being reevaluated during this time to ensure an appropriate mix of skills is available to adequately manage and oversee the new projects.

No surplus positions are foreseen at this time.

AMS:

AMS resource loads and vulnerabilities are evaluated on a real time basis. Within ORO as a whole, organizational units stay closely interfaced as mission changes both demand as well as free-up resources.

AMNFS:

As long as the DOE lessee maintains the lease agreements with DOE, for the continued development and deployment of the gas centrifuge technology oversight of lessee activities is considered essential. Therefore, the indicated need for local Facility Representatives will remain.

AMSEM:

Existing shortages resulting from vacant, authorized positions if not filled will impact the quality of security and accomplishment of the mission. Mission activities in the area of personnel security clearances, HSPD-12 identity verifications and credentialing, and numbers of surveys, are projected to increase over the next five years. After five years, clearance projections indicate a gradual decline. However, the new stringent timelines for processing and adjudicating clearances that are imposed by the Intelligence Reform Act of 2004 will be in full effect and the potential for decreasing staff numbers is uncertain. It is important to note that nine of the 34 federal positions currently filled are encumbered by employees who have both age and years of service to qualify for immediate retirement. Eight more are eligible within the next five years. Four employees have over 35 years service and one has over 46 years.

AMESH:

With the anticipated retirements and the potential for both internal and external job changes, AMESH must ensure that the appropriate number of personnel, with the appropriate skill mix, is available to support work activities. Over the next five years, over 20 people will be eligible for optional retirement.

AMA:

None.

Section Five: General Comments or Recommendations Related to the Technical Staffing

AMEM:

It is anticipated that at least three Senior Technical Safety Managers, six Facility Representatives, and four others from the technical capabilities chart will be retirement eligible in the next year. Though the ORO attrition rate is approximately three percent, potential attrition must be considered due to the increasing age of the workforce and the lack of hiring junior replacements.

AMS:

None.

AMNFS:

Due to the classification level of the gas centrifuge technology, each individual must have a Q security clearance.

Additionally, as the prime on-site interface with the lessee, a Facility Representative should be a mature individual with good interpersonal and communications skills. Each individual should be technically competent with an overall understanding of each functional element in the lease agreement (e.g., engineering, operations, maintenance, radiation protection, nuclear criticality safety, and security).

AMSEM:

None.

AMESH:

The requirements that the Department is implementing, commitments to DNSFB Recommendations (e.g., 2004-1), the implementation of 10 CFR 851 and the increasing technical requests from other SC sites that are supported through our Technical Service Center agreement may have an impact on staffing levels and the skill mix needed to perform the AMESH mission. AMESH has already begun to address the concern that some critical positions are only "one deep."

AMA:

None.