

REQUEST FOR BOARD ACTION BY A BOARD MEMBER

Requester: __Joyce Connery_____ June 1, 2018

Brief description of Requested Action:

Request that the Board amend the staffing plan to add a position within the Office of the Human Resource Director for Training and Development Manager. That individual should have (1) experience developing and executing training and development programs and (2) experience with technical organizations and technical training and development. Preference will be given to individuals with experience in the DOE complex on either the federal or contracting side or commensurate experience. While reporting to the HRD, this individual would work closely with the technical staff to look at developing qualification programs for specific positions within OTD, for instance. Funding for this position should come from the plus up the DNFSB received from Congress for Employee Engagement. OGM will work to create a position description in consultation with OTD. *(NOTE: It is important to add this to the staffing plan now, and not wait for the new staffing plan because of the amount of time it will take to develop the position (as it does not currently exist), grade it, have OPM review it, advertise the position, interview candidates and make a selection. OGM anticipates 3-6 month process.)*

Attachments (init) ____ (included clean version of any proposed document or modified document)

Summarize any time sensitive considerations:

Requestor signature _____ on file _____ June 1, 2018

Executive secretary _____ on file _____ June 1, 2018

	APRVD	DISAPRVD	ABSTAIN	NOT PARTICIPATING	COMMENT	DATE
Bruce Hamilton	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Jessie H. Roberson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Daniel J. Santos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
Joyce L. Connery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____

Final Disposition Summary

Executive Secretary signature _____ [Click here to enter a date.](#)

AFFIRMATION OF BOARD VOTING RECORD

SUBJECT: RFBA by Board Member Connery to add a position within the Office of the Human Resource Director

Doc Control#2018-300-060

The Board, with Board Member(s) Joyce L. Connery *approving*, Board Member(s) Bruce Hamilton, Daniel J. Santos *disapproving*, Board Member(s) Jessie H. Roberson *abstaining*, and Board Member(s) none *not participating*, have voted to disapprove the above document on June 6, 2018.

The votes were recorded as:

	APRVD	DISAPRVD	ABSTAIN	NOT PARTICIPATING*	COMMENT	DATE
Bruce Hamilton	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	06/06/18
Jessie H. Roberson	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	06/06/18
Daniel J. Santos	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	06/05/18
Joyce L. Connery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	06/05/18

*Reason for Not Participating:

This Record contains a summary of voting on this matter together with the individual vote sheets, views and comments of the Board Members.



Executive Secretary to the Board

Attachments:

1. Voting Summary
2. Board Member Vote Sheets

cc: Board Members
OGC
OGM Records Officer
OTD

DEFENSE NUCLEAR FACILITIES SAFETY BOARD
NOTATIONAL VOTE RESPONSE SHEET

FROM: Bruce Hamilton

SUBJECT: RFBA by Board Member Connery to add a position within the Office of the
Human Resource Director

Doc Control#2018-300-060

Approved _____ **Disapproved** **X** **Abstain** _____

Recusal – Not Participating _____

COMMENTS: **Below** **X** **Attached** _____ **None** _____

The value proposition of this proposed increase in permanent staff is at best questionable and
ambiguous.

Furthermore, adding permanent staff prior to evaluating the forthcoming study by the National
Academy of Public Administration would be premature.

I therefore disapprove.


Bruce Hamilton

6 JUNE 2018
Date

DEFENSE NUCLEAR FACILITIES SAFETY BOARD
NOTATIONAL VOTE RESPONSE SHEET

FROM: Jessie H. Roberson

SUBJECT: RFBA by Board Member Connery to add a position within the Office of the
Human Resource Director


Doc Control#2018-300-060

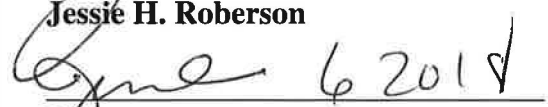
Approved____ **Disapproved**____ **Abstain** X

Recusal – Not Participating_____

COMMENTS: Below X Attached____ None____

I support seeking a candidate with extensive experience in the defense nuclear complex whose function would be engaging and participating on a daily basis with employee development in the execution of our mission. Experience in operations, regulation, or oversight in the defense nuclear complex should be the primary, or only criteria. The Board should pursue a retired annuitant for a specified period of time or a Senior Technical Leader term position as this position should be considered transitional. I do not support additional general training overhead. I am abstaining on this action. Although my discussions with other Board Members have convinced me that the vision for the position is mostly aligned, however the described organizational execution plan is not.



Jessie H. Roberson


Date

DEFENSE NUCLEAR FACILITIES SAFETY BOARD
NOTATIONAL VOTE RESPONSE SHEET

FROM: Daniel J. Santos

**SUBJECT: RFBA by Board Member Connery to add a position within the Office of the
Human Resource Director**


Doc Control#2018-300-060

Approved _____ Disapproved X _____ Abstain _____

Recusal – Not Participating _____

COMMENTS: Below X Attached _____ None _____

The Board needs a plan that specifies and integrates the various activities that it is undertaking and needs to undertake in support of employee engagement. It is my understanding that the Acting Chairman has tasked agency management to develop such plan and present it to the Board. I look forward to providing my input to such plan. It is not clear to me how adding this new position within the Office of the General Manager is the optimal solution at this time. The National Academy of Public Administration organizational assessment of the DNFSB, expected to be completed by October 2018, may provide additional insights for Board consideration as part of implementing activities in support of employee engagement.



Daniel J. Santos
6/5/18

Date

DEFENSE NUCLEAR FACILITIES SAFETY BOARD

NOTATIONAL VOTE RESPONSE SHEET

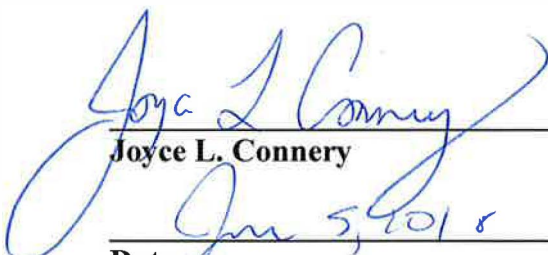
FROM: Joyce L. Connery

SUBJECT: RFBA by Board Member Connery to add a position within the Office of the
Human Resource Director

Doc Control#2018-300-060

Approved Disapproved Abstain
Recusal – Not Participating

COMMENTS: Below Attached None



Joyce L. Connery

Date June 5, 2018