

John T. Conway, Chairman  
A.J. Eggenberger, Vice Chairman  
John W. Crawford, Jr.  
Joseph J. DiNunno  
Herbert John Cecil Kouts

**DEFENSE NUCLEAR FACILITIES  
SAFETY BOARD**

625 Indiana Avenue, NW, Suite 700, Washington, D.C. 20004  
(202) 208-6400



November 24, 1993

The Honorable Sam Nunn  
Chairman  
Committee on Armed Services  
United States Senate  
SR-228 Russell Senate Office Building  
Washington, DC 20510-6050

Dear Mr. Chairman:

In your Report 100-232, to accompany S. 1085, which was the basis for establishing the Defense Nuclear Facilities Safety Board, among other objectives, it was stated that "The Board is expected to raise the technical expertise of the Department (of Energy) substantially . . . ." Since its inception in October 1989, the Board has been ever mindful of the Senate Armed Services' expectations.

In its last three annual reports to Congress, the Defense Nuclear Facilities Safety Board has observed that: ". . . the most important and far-reaching problem affecting the safety of DOE defense nuclear facilities is the difficulty in attracting and retaining personnel who are qualified by technical education and experience to provide the kind of management, direction and guidance essential to safe operation of DOE's defense nuclear facilities." The need for such upgrading is further underscored by assessments made by a number of other groups over the past decade. The Board has taken several actions, such as recommendations and public hearings, to upgrade existing staff and recruit better qualified personnel. However, these previous efforts had not been coordinated DOE-wide and had been well short of the need.

On June 1, 1992<sup>3</sup> the Defense Nuclear Facilities issued Recommendation 93-3 entitled "Improving DOE Technical Capability in Defense Nuclear Facilities Programs." Essentially, it represents the Board's belief that a more aggressive, broad-based, and well-coordinated program directed at the enhancement of the technical capabilities of the DOE staff should be established and implemented. The Secretary's acceptance of the Recommendation was followed by an Implementation Plan that fully responded to the Board's recommendations regarding recruitment, retention, education, training and qualifications for technical personnel working in the defense nuclear complex. The extraordinary measures called for in the Implementation Plan will require dedication and commitment from the highest levels of DOE, as well as the full cooperation of technical managers throughout line organizations in the defense nuclear complex. Securing excepted appointment service authority for use

in hiring DOE technical personnel will be pivotal in obtaining the needed technical and managerial expertise.

This Implementation Plan comprises actions that are of singular importance to the mission of DOE's Defense Nuclear Facilities and to protecting public health and safety. The Plan is consistent with Presidential exhortations to all agencies of government for more effective delivery of services to the citizenry. Because of the importance of this Recommendation and DOE's Implementation Plan, the Board is forwarding the Plan and related documents to you before delivery of our annual report to Congress.

Sincerely,

Signed by  
John T. Conway

John T. Conway,  
Chairman

Enclosures

OGC:RMAndersen:sah:11-23-93:x6387

bcc: Board Members  
General Counsel  
Technical Director  
General Manager  
O/S (2)

**The Following People Received Letters Identical to the Sam Nunn Letter  
w/Enclosures dated November 24, 1993**

The Honorable Sam Nunn  
Chairman  
Committee on Armed Services

The Honorable Thomas S. Foley  
Speaker of the House

The Honorable Robert C. Byrd  
Chairman  
Committee on Appropriations

The Honorable J. Bennett Johnston  
Chairman, Subcommittee on Energy and  
Water Development  
Committee on Appropriations

The Honorable Tom Beville  
Chairman, Subcommittee on Energy and  
Water Development  
Committee on Appropriations

Ms. Jeanne Wilson  
Subcommittee on Energy  
and Water Development  
Committee on Appropriations

The Honorable Floyd Spence  
Ranking Minority Member  
Committee on Armed Services

The Honorable John Spratt, Jr.  
Attn: Hugh Brady

The Honorable Strom Thurmond  
Ranking Minority Member  
Committee on Armed Services

Mr. Victor S. Rezendes  
Director, Energy Issues  
Resources, Community, and Economic  
Development Division  
General Accounting Office

The Honorable David Skaggs  
House of Representatives

Ms. Sue Sheridan  
Subcommittee on Energy and Power  
Committee on Energy and Commerce

Mr. Hunter Spillan  
Staff Assistant, Subcommittee on  
Energy and Water Development  
Committee on Appropriations

The Honorable John Spratt, Jr.  
Chairman, Military Application of  
Nuclear Energy Panel  
Committee on Armed Services

The Honorable Strom Thurmond  
United States Senate

Ms. Mary Louise Wagner  
Subcommittee on Energy, Research,  
and Development  
Committee on Energy and Natural  
Resources

Ms. Marilyn A. Elrod  
Staff Director  
Committee on Armed Services

The Honorable J. James Exon  
Chairman, Subcommittee on Nuclear  
Deterrence, Arms Control and Defense  
Intelligence  
Committee on Armed Services

The Honorable Mark O. Hatfield  
Ranking Minority Member  
Subcommittee on Energy & Water  
Development  
Committee on Appropriations

The Honorable J. Bennett Johnston  
Chairman  
Committee on Energy and Natural  
Resources

Mr. Proctor Jones  
Majority Clerk  
Subcommittee on Energy and Water  
Development  
Committee on Appropriations

The Honorable Trent Lott  
Ranking Minority Member  
Subcommittee on Nuclear Deterrence,  
Arms Control & Defense Intelligence

The Honorable Jon Kyl  
Ranking Minority Member, Military  
Application of Nuclear Energy Panel  
Committee on Armed Services

The Honorable John T. Myers  
Ranking Minority Member,  
Subcommittee on Energy and Water  
Development  
Committee on Appropriations

Dr. John E. Mansfield  
Professional Staff Member  
Committee on Armed Services

Mr. J. Dexter Peach  
Assistant Comptroller General  
of the United States  
General Accounting Office

The Honorable Ronald V. Dellums  
Chairman  
Committee on Armed Services

Mr. Benjamin S. Cooper  
Staff Director  
Committee on Energy  
and Natural Resources

Ms. Madelyn Creedon

Professional Staff Member  
Committee on Armed Services

The Honorable John D. Dingell  
Chairman  
Committee on Energy and Commerce

Mr. Aaron Edmondson  
Staff Assistant, Subcommittee on  
Energy & Water Development  
Committee on Appropriations

Dr. Leonard Weiss  
Staff Director  
Committee on Governmental Affairs