

FY 2026
Congressional
Budget Justification



Defense Nuclear
Facilities Safety Board

May 2025

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EXECUTIVE SUMMARY

The President's Budget Request for the Defense Nuclear Facilities Safety Board (Board¹ or DNFSB) is \$45 million and 120 full-time equivalents (FTEs) for Fiscal Year (FY) 2026.

This budget request represents a 7.1% increase from the FY 2025 enacted budget for DNFSB. This request represents the Administration's and Board's commitment to enhancing nuclear safety within the weapons production complex, given the National Nuclear Security Administration's (NNSA) significant planned increases in weapons production and weapons refurbishment into the future. To protect workers, the public, and the Nation's critical weapons production capability, it is imperative that DNFSB's activities keep pace with increased NNSA activities. Weapons production can only continue if it is done safely, and DNFSB's safety oversight functions strengthen public confidence in the safety and security of our Nation's nuclear weapons production infrastructure.

Under the Atomic Energy Act (AEA) of 1954, as amended, the Board is charged with providing independent safety oversight of the Department of Energy's (DOE) defense nuclear facilities complex. The mission of the complex is to design, manufacture, test, maintain, and decommission nuclear weapons and weapons production facilities, as well as other national security priorities. The AEA mandates that the Board review the content and implementation of DOE standards, facility and system designs, and events and practices at DOE defense nuclear facilities to provide independent analysis, advice, and recommendations to inform the Secretary of Energy regarding issues of adequate protection of public health and safety at DOE defense nuclear facilities.

DNFSB carries out its critical nuclear safety responsibility through inspection processes, reviews of operations, reviews of DOE requirements and standards and their implementation, reviews of design, construction and decommissioning activities, and reviews of DOE's safety oversight of its defense nuclear operations.

¹ When referenced in this document, "Board" indicates the five-member, Presidentially appointed, Senate confirmed Board who by statute, exercises the authorities in 42 United States Code (USC) § 2286a(b).

Congress granted the Board a suite of statutory tools to carry out its mission. Principal among these is the Board's authority to issue formal recommendations to the Secretary of Energy. Upon acceptance, the AEA requires the Secretary to write and execute an implementation plan for all accepted recommendations that address the safety issues identified by the Board. The Secretary must report any rejection of a formal Board recommendation to the relevant Congressional committees. This process takes place on the public record.

In addition to recommendations, the Board is empowered to hold public hearings, conduct investigations, and issue reporting requirements to DOE regarding safety issues, which are both sent and responded to on the public record. The Board has been and continues to be a valuable safety investment for the U.S. government. The following are recent examples of these critical activities:

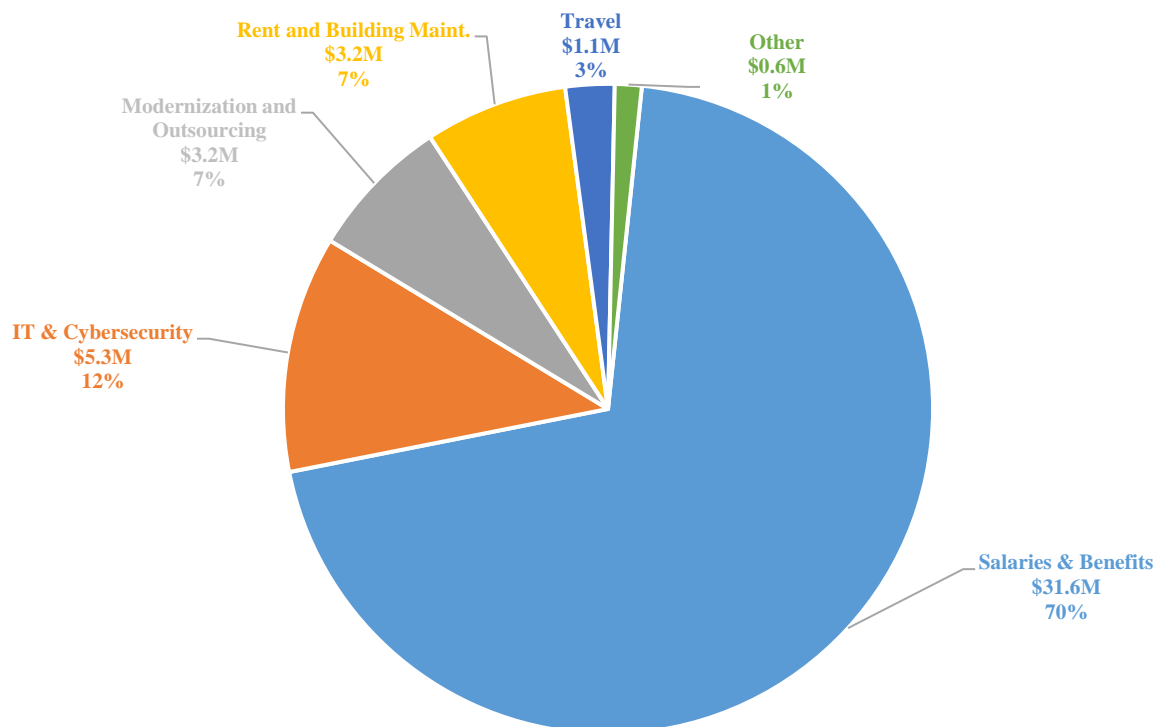
- In support of DOE safely managing the nuclear weapons stockpile, the Board held a public hearing on August 14, 2024, which explored common safety issues and best practices across other high-hazard industries. Representatives from the Nuclear Regulatory Commission, Government Accountability Office, National Aeronautics and Space Administration, Army Corps of Engineers, and the American Nuclear Society provided testimony and supported panel discussions to lend their collective experience to DOE's challenges. Information from the hearing is being applied to subsequent activities, which will explore solutions for extending the life of major facilities, improving requirements for safety systems, and leveraging industry consensus standards.
- Early in the Savannah River Plutonium Processing Facility (SRPPF) design process, the DNFSB found that project personnel did not apply appropriate safety controls to protect workers. Instead, NNSA relied on a safety strategy in which workers were supposed to use their senses to detect accidents, such as glovebox spills or fire, and exit the area to protect themselves from significant radiological exposure. The DNFSB identified that this approach did not provide adequate worker protection and departed from the safety strategies used at other DOE plutonium processing facilities. As a result of this recommendations, NNSA added safety controls in 2024 to address the facility worker safety concerns identified by the DNFSB and three other DOE safety entities. These controls affected more than 200 gloveboxes and associated enclosures,

more than 100 local alarms, the building fire suppression system, and robust outer oxide containers to protect workers from radiological exposures.

- Since the Board issued Recommendation 2019-2, Safety of the Savannah River Site Tritium Facilities, the Agency has continued its engagement with DOE to drive progress on implementing safety improvements at the tritium facility. DOE recently installed new fire barriers to reduce the risk of a tritium release due to a fire. Additionally, DOE improved the emergency preparedness program, which helps ensure that the site can respond effectively to potential accident situations to protect the public and workforce. DNFSB continues to emphasize the importance of these physical upgrades and monitor DOE's progress to reduce the safety risk.

The following chart provides a summary of the FY 2026 President's Budget Request for DNFSB of \$45 million.

Figure 1. *Summary of FY 2026 Budget Request*



REQUEST SUMMARY

Table 1. *FY 2026 Budget Request Summary*

FY 2024 Actuals (in millions)	FY 2025 Enacted (in millions)	FY 2026 Request (in millions)
\$44.2	\$42.0	\$45.0

The FY 2026 President’s Budget Request for DNFSB is \$45 million and 120 FTEs. This request represents a 7.1% increase from the FY 2025 Enacted Budget for DNFSB. This increase to safety oversight is imperative for DNFSB to keep pace with NNSA’s significantly increased weapons production schedule and to effectively ensure adequate protection of workers, the public, and the Nation’s critical weapons production capability.

MISSION AND STAFFING REQUEST

Mission

DNFSB is solely focused on the safety of defense nuclear facilities operated by the Department of Energy (DOE) that are covered by the Atomic Energy Act (AEA). The Board’s enabling statute, 42 United States Code (USC) § 2286a(b), delineates its functions.

DNFSB carries out its critical nuclear safety responsibility through inspection processes, reviews of operations, reviews of DOE requirements and standards and their implementation, reviews of design, construction and decommissioning activities, and reviews of DOE’s safety oversight of its defense nuclear operations.

Congress granted the Board a suite of statutory tools to carry out its mission. Principal among these is the Board’s authority to issue formal recommendations to the Secretary of Energy. The AEA requires the Secretary to write and execute an implementation plan for all accepted recommendations that addresses the safety issues identified by the Board. In the case of a rejection, the Secretary must report it to the relevant congressional committees. This process takes place on the public record. In addition to

recommendations, the Board is empowered to hold public hearings, conduct investigations (and subpoena witnesses, if necessary), obtain information and documents from DOE and its contractors when requested, and issue reporting requirements regarding safety issues to DOE, which are sent and responded to on the public record.

Staffing

DNFSB must provide safety oversight of defense nuclear facilities in alignment with DOE's modernization efforts, while ensuring that it has the necessary capabilities to support effective agency operations, which requires sufficient, highly qualified, staffing and supporting resources.

In establishing the Board, Congress sought to bring the best talent available to focus on health and safety oversight associated with the design, construction, operation, and decommissioning of DOE's defense nuclear facilities. The recruitment and retention of scientific and technical staff with outstanding qualifications are key components in DNFSB's human capital strategy.

DNFSB has assembled a small and highly talented technical staff with extensive backgrounds in science and engineering disciplines, such as nuclear-chemical processing, conduct of operations, general nuclear safety analysis, conventional and nuclear explosive technology and safety, storage of nuclear materials, nuclear criticality safety, and radioactive waste management. Most of the technical staff earned technical master's degrees, and many hold doctoral degrees. Many of DNFSB's technical staff members possess practical nuclear experience gained from duty in the U.S. Navy's nuclear propulsion program, the nuclear weapons field, or the civilian nuclear power industry. To accomplish the Board's highly technical mission, it is of paramount importance that DNFSB effectively recruits and retains a highly qualified staff and receives funds to meet the salary and benefit requirements of the staff.

Safety oversight of nuclear weapons operations requires a high degree of competence in specific, difficult-to-recruit science and engineering fields to effectively evaluate the safety of operations at DOE's nuclear weapons facilities. As new facilities and weapons production capabilities come online at an increasing pace, the responsibilities of the DNFSB technical team have increased significantly. It is imperative that DNFSB maintain and strengthen its technical personnel resources and capabilities to keep up with NNSA's aggressive weapons production schedule and modernization efforts to enable

adequate protection of the public and workers. DNFSB's safety oversight role helps to protect the U.S. national security posture by strengthening public confidence in the safety and security of our Nation's nuclear weapons production infrastructure.

The 120 FTE in this FY 2026 budget request includes 78 FTEs in the Office of the Technical Director (65% of the workforce), of which 14 are resident inspectors located at five priority nuclear sites. Resident inspectors regularly interact with the public, workers, Congressional staff members, and public officials from Federal, State, and local agencies, as well as concerned private citizen organizations. Other technical staff may be temporarily assigned to sites for a period of weeks or months to augment resident inspectors and/or as a development opportunity. Current key fields of subject matter expertise on the technical staff that will be filled or strengthened at this staffing level are nuclear criticality safety, nuclear explosives, geotechnical engineering, weapons design, and health physics, among others. The remaining 42 FTEs (35% of the workforce) consist of the Board, the Office of the Executive Director of Operations, the Office of the General Counsel, and various support service functions.

The DNFSB workforce supports its unique mission within the Federal government, providing safety oversight of defense nuclear facilities to protect public health and safety. Safe operations at nuclear facilities are a key aspect of the continued viability of the Nation's strategic deterrent. Without effective operational safety, there is a great risk of interruption to the operations that sustain the nuclear weapons program that are foundational to our national security.

The additional 2 positions over the FY 2025 enacted budget will support DNFSB's technical mission capabilities.

The chart below outlines the staffing request for DNFSB.

Table 2. *FY 2026 Staffing Request*

	FY 2024 Actual	FY 2025 Enacted	FY 2026 Request
Positions	112	118	120
FTE	112	114	120
<i>Salaries and Benefits Request (in millions)</i>	\$27.9	\$29.4	\$31.6

Salaries and benefits represent approximately 70% of the DNFSB funding request for FY 2026.

Mission Staffing

DNFSB executes its mission through the work of a highly qualified and dedicated technical staff, which makes up approximately 65% of the agency’s full-time workforce.

As the safety oversight body for the DOE’s defense nuclear facilities, DNFSB plays a vital role in ensuring that nuclear weapons production is carried out safely as DOE and NNSA implement key elements of the U.S. nuclear deterrent strategy.

Since the 2018 Nuclear Posture Review, the scale, growing complexity, and urgency of DOE/NNSA’s weapons production efforts have increased significantly. This includes the Administration’s priority to produce no fewer than 80 plutonium pits per year—an essential component of modern nuclear weapons. DNFSB’s safety oversight helps ensure these high-risk operations are conducted safely, particularly at Los Alamos National Laboratory (LANL) and the Savannah River Site (SRS), where plutonium pit production activities are being expanded. The Board’s recommendations address safety risks like criticality accidents that could halt weapons facility operations.

The Board also oversees uranium processing operations at the Y-12 National Security Complex and weapons assembly and disassembly at the Pantex Plant. These facilities are central to meeting national security requirements, and DNFSB's mission staffing must align with the scope and pace of their operations.

As DOE's modernization efforts expand across the nuclear weapons complex, DNFSB must maintain a highly skilled workforce to conduct independent technical reviews, identify hazards, and evaluate safety systems and practices. The agency's staffing plan for FY 2026 prioritizes the recruitment and retention of engineers, scientists, and technical professionals to support safety oversight of these critical production missions.

As DOE expands its operations in FY 2026 and beyond, DNFSB must retain and recruit top engineering and scientific talent to keep pace. The agency will continue executing its strategic staffing plan to support safety oversight of high-priority sites like the LANL, Y-12 National Security Complex, Savannah River Site (SRS), and Pantex. This includes building capacity to assess emerging challenges such as nuclear criticality safety, seismic vulnerabilities, reactive materials, emergency preparedness, and infrastructure deterioration.

DOE's infrastructure challenges are particularly pressing. As of September 2024, NNSA reported approximately 60 facilities over 40 years old, with more than half rated in poor condition. DNFSB's safety oversight provides DOE with independent insight into how aging infrastructure impacts public health and safety, helping prioritize risk mitigation actions. The Board also reviews the design and construction of new DOE defense nuclear facilities.

The requested funding level for FY 2026 will support these staffing priorities and ensure DNFSB can meet the increasing volume of safety allegations from facility workers and concerned individuals. DNFSB is evaluating several safety allegations at any given time—many submitted by DOE facility workers—following the formal establishment of its safety allegation program in FY 2023. These reviews place increased demand on DNFSB's technical and legal staff and require sustained resource investment. As DOE accelerates production across the nuclear weapons complex, DNFSB's safety oversight mission—particularly related to weapons production—must be fully supported through targeted

technical staffing to keep pace with national defense needs and ensure safe execution of critical operations.

Mission Support Staffing

In addition to the Board and board operations, DNFSB maintains administrative staff that support mission operations. These agency-level functions include information technology, human resources, operations, financial management, audit liaison, external affairs, security, contracting, and legal services. Administrative and other staffing accounts for 35% of DNFSB's staffing request.

ADMINISTRATIVE OPERATIONS

The President's Budget Request for DNFSB includes \$13.4 million for total administrative expenses. This amount covers operations necessary to sustain, manage, and modernize the Agency's mission support functions.

Outsourcing select operational functions remains a critical component of DNFSB's overall strategy as a small agency. Due to its size, DNFSB cannot efficiently maintain the full range of capabilities required to comply with Federal mandates and best practices in areas such as human resources, procurement, and financial management without external support.

In FY 2026, DNFSB will continue outsourcing specific human resources, financial management, and acquisition functions to the U.S. Department of the Interior's Interior Business Center (IBC), a certified Federal shared services provider. This arrangement supports the Agency's operational efficiency and ensures effective compliance with government-wide shared services objectives.

In addition to its partnership with IBC, DNFSB will continue to outsource other critical operational services, including physical security, health unit operations, employee background investigations for security clearances, and Employee Assistance Program (EAP) services. These services are provided through a combination of interagency agreements and contractual arrangements, allowing the Agency to focus its internal resources on core mission responsibilities.

DNFSB also contracts out a range of information technology (IT) services, including its IT help desk, while retaining Federal staff for mission-essential and inherently governmental functions. This strategic approach enables the Agency to maintain continuity, strengthen compliance, and ensure efficient service delivery across support functions.

Collectively, these outsourcing activities account for approximately 7% of the total FY 2026 budget request for DNFSB and represents a cost-effective means of meeting operational requirements while supporting the Agency’s mission readiness. The remaining request is comprised of rent and building maintenance (7%), mission-related travel (2%), and other (2%).

The chart below summarizes DNFSB’s operating expenses estimates by major category.

Table 3. Operating Expenses by Major Category

Major Category	FY 2024 Actuals (in millions)	FY 2025 Enacted (in millions)	FY 2026 Request (in millions)
IT & Cybersecurity	\$6.1	\$5.2	\$5.3
Modernization and Outsourcing	\$4.3	\$3.0	\$3.2
Rent and Building Maintenance	\$3.5	\$3.1	\$3.2
Travel	\$0.8	\$0.9	\$1.1
Other	\$1.5	\$0.4	\$0.6
TOTAL ADMINISTRATIVE EXPENSES	\$16.2	\$12.6	\$13.4

Information Technology and Cybersecurity

The President’s Budget Request for DNFSB requests \$5.3 million to support information technology and cybersecurity efforts. DNFSB cannot effectively execute its mission, which is data driven and highly analytical, without reliable information technology services.

The requested FY 2026 funding level would allow DNFSB to continue to modernize and invest in capabilities to improve its cybersecurity, physical security, secure communications, information technology, technical efficiencies, and organizational effectiveness. DNFSB needs the requested funding to enable it to continue tackling critical information technology modernization projects aligned with the fast pace of changing technology, and in line with its strategic objective *“to increase accountability, credibility, performance, and efficiency while equipping ourselves with better tools.”*

In FY 2026, DNFSB will continue to sustain its network administration, user monitoring, and secure cloud-based assets and services. Continuous investment in solutions such as Zero Trust Architecture are needed to address issues related to Federal Information Security Modernization Act (FISMA) compliance. DNFSB will continue to invest in its security solutions, as well as enhance automation throughout the Agency, which in turn achieves higher levels of compliance with the Zero Trust mandate.

Additionally, DNFSB will be leveraging artificial intelligence (AI) and machine learning to monitor threats, detect anomalies, enhance incident response times, strengthen disaster recovery capabilities, improve staff productivity, and maintain critical communication services and robust cybersecurity.

Modernization and Outsourcing Efforts

To increase administrative capabilities and augment internal controls, DNFSB has automated and outsourced some of its critical support functions in human resources, finance, and procurement. Funding of \$3.2 million supports this effort.

DNFSB utilizes IBC, a certified Federal shared services provider offering management services, including certain accounting services, eTravel services, core financial systems implementation, and human resources operations support. These continued efforts are designed to streamline manual processes, enhance operational efficiency, enhance data-driven decision making, and strengthen strategic human capital management. Sustainment of these capabilities through IBC will continue into FY 2026. This budget request is essential for DNFSB to support and to maintain its human resources functions, enhance workforce capabilities, and ultimately improve mission performance. The requested funding aims to ensure that DNFSB can continue implementing enhancements provided by the enterprise-wide shared service.

Additionally, DNFSB will continue to outsource other critical operational services, including physical security, employee background investigations for security clearances, investigation services, and Employee Assistance Program (EAP) services. These services are provided through a combination of interagency agreements and contractual arrangements, allowing the Agency to focus its internal resources on core mission responsibilities.

Rent and Building Maintenance

The budget request includes \$3.2 million to cover expenses related to rent, utilities, and building maintenance, based on GSA guidance reflecting lease costs at its current location. This represents approximately 7% of DNFSB's FY 2026 budget request.

Travel Expenses

The budget request includes \$1.1 million to support the official travel of Board members and staff. Mission essential travel to the various DOE defense nuclear facilities located throughout the United States is necessary for Board members and staff to conduct first-hand safety assessments of operations and associated health and safety issues. To fulfill its mission, DNFSB assigns technical staff teams to near-continuous monitoring of major startup, testing, restart, or other activities at various DOE sites. Travel funds are also used to pay for expenses associated with public hearings and meetings at or near DOE sites, where any interested persons or groups may present comments, technical information, or data concerning health and safety issues under DNFSB's purview.

Other Expenses

The FY 2026 budget request includes \$0.6 million in other expenses, including expenses to purchase supplies, and other Agency services for an internal controls program that supports OMB Circular A-123. This represents approximately 1% of DNFSB's FY 2026 budget request.

PROPOSED APPROPRIATIONS LANGUAGE

Salaries and Expenses

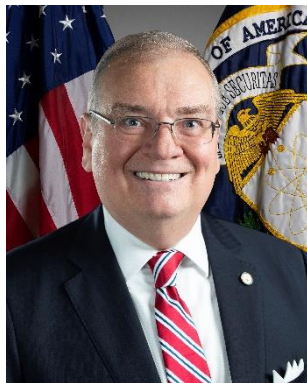
For expenses necessary for the Defense Nuclear Facilities Safety Board in carrying out activities authorized by the Atomic Energy Act of 1954, as amended by Public Law 100-456, section 1441, \$45,000,000, to remain available until September 30, 2027, of which not to exceed \$1,000 shall be available for official reception and representation expenses.

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Appendix A. Organizational Structure

The five-member Board² leads the DNFSB in accomplishing its mission and determines actions regarding safety aspects of the design, construction, operation, and decommissioning of the Department of Energy's defense nuclear facilities.



ACTING CHAIRMAN/ VICE CHAIR

Mr. Thomas A. Summers
Term Expiring October 18, 2025



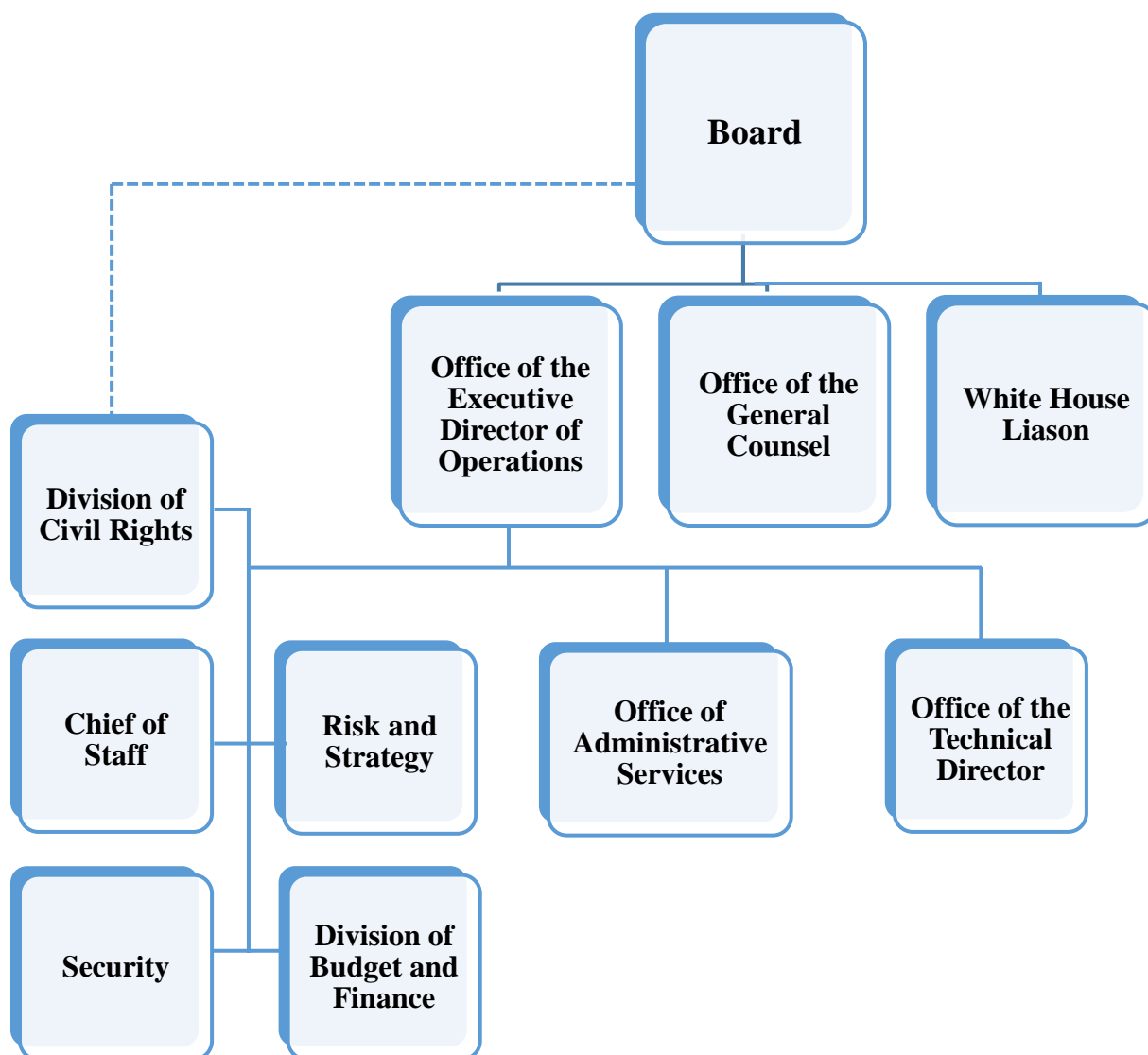
BOARD MEMBER

Dr. Patricia L. Lee
Term Expiring October 18, 2027

² There are currently three vacancies on the Board.

Organizational Chart

DNFSB is statutorily capped at 130 Federal full-time equivalents (FTE) and is currently arranged in two offices under the five-member board. The Office of the General Counsel manages DNFSB's compliance with all legal requirements and provides direct legal support to the Board and Agency staff. The Executive Director of Operations oversees DNFSB's general administration and technical matters, provides direct Board support, and directs external affairs, among other duties. Most of the Agency FTEs are assigned to the Office of the Technical Director, which carries out DNFSB's nuclear safety mission.



Appendix B. REPORT ON OUTSTANDING GOVERNMENT ACCOUNTABILITY OFFICE AND INSPECTOR GENERAL RECOMMENDATIONS

Good Accounting Obligation in Government Act

The Good Accounting Obligation in Government Act ("GAO-IG Act" or "Act"), P.L. 115-414, requires agencies to include, in their congressional budget justifications, reports on (1) public recommendations from the Government Accountability Office (GAO) including whether the recommendation has been deemed "open" or "closed, unimplemented" for a period of not less than one year preceding the date on which the annual budget justification is submitted; (2) public recommendations of the Office of Inspector General (OIG) of the agency that was published not less than one year before the date on which the annual budget justification is submitted, and for which no final action has been taken; and (3) the implementation status of each recommendation

DNFSB takes all OIG and GAO reports and recommendations seriously and has an excellent record of implementing and closing out recommendations. DNFSB has no OIG recommendations with which it disagreed and is working on implementing all open recommendations. DNFSB currently has 15 open OIG recommendations that were issued prior to May 2024. DNFSB has no current open GAO recommendations that were issued prior to May 2024.

The following chart provides the implementation status for more than one year (i.e., all open recommendations except for those issued after May 6, 2024), as required by the Act.

OIG and GAO Recommendation Summary			
Auditor	Open	Closed/Unimplemented	Total
GAO	0	0	0
OIG	15	41	56

**FY 2026 Congressional Budget Justification
Defense Nuclear Facilities Safety Board**

Report No.	Issuance Date	Recommendation	Timeline of Implementation
DNFSB-23-A-04	September 29, 2023	We recommend that DNFSB's Chief Information Security Officer acquire resources to adequately support the procurement, onboarding and implementation of requirements across all EL maturity tiers to ensure events are logged and tracked in accordance with OMB M-21-31	4th Quarter, FY 2025
DNFSB-22-A-04	December 21, 2021	Define a Supply Chain Risk Management strategy to drive the development and implementation of policies and procedures for: a. How supply chain risks are to be managed across the Agency; b. How monitoring of external providers compliance with defined cybersecurity and supply chain requirements; c. How counterfeit components are prevented from entering the DNFSB supply chain.	4th Quarter, FY 2025
DNFSB-22-A-04	December 21, 2021	Update Agency strategic planning documents to include clear milestones for implementing strong authentication, the Federal ICAM architecture and OMB M-19- 17, and phase 2 of DHS's Continuous Diagnostics and Mitigation (CDM) program.	4th Quarter, FY 2025
DNFSB-22-A-04	December 21, 2021	Continue efforts to develop and implement role-based privacy training for users with significant privacy or data protection related duties.	4th Quarter, FY 2025
DNFSB-22-A-04	December 21, 2021	Conduct a business impact assessment within every two years to assess mission essential functions and incorporate the results into strategy and mitigation planning activities.	4th Quarter, FY 2025
DNFSB-21-A-04	March 25, 2021	Use the fully defined ISA to: a) Assess enterprise, business process, and information system level risks; b) Formally define enterprise, business process, and information system level risk tolerance and appetite levels necessary for prioritizing and guiding risk management decisions; c) Conduct an organization wide security and privacy risk assessment; and, d) Conduct a supply chain risk assessment.	4th Quarter, FY 2025
DNFSB-21-A-04	March 25, 2021	Using the results of recommendations in bullets one (1) and two (2) above: a) Collaborate with the DNFSB's Cybersecurity Team to establish performance metrics in service level agreements to measure, report on, and monitor the risks related to contractor systems and services being monitored by IT Operations; b) Utilize guidance from the National Institute of Standards in Technology (NIST) Special Publication (SP) 800-55 (Rev. 1) – Performance Measurement Guide for Information Security to establish performance metrics to more effectively manage and optimize all domains of the DNFSB information security program; c) Implement a centralized view of risk across the organization; and, d) Implement formal procedures for prioritizing and tracking POA&M to remediate vulnerabilities.	4th Quarter, FY 2025
DNFSB-21-A-04	March 25, 2021	Implement automated mechanisms (e.g. machine-based, or user-based enforcement) to support the management of privileged accounts, including for the automatic removal/disabling of temporary, emergency, and inactive accounts, as appropriate.	4th Quarter, FY 2025

**FY 2026 Congressional Budget Justification
Defense Nuclear Facilities Safety Board**

Report No.	Issuance Date	Recommendation	Timeline of Implementation
DNFSB-20-A-05	March 31, 2020	Using the results of recommendations one (1) and two (2) above: a. Implement an automated solution to help maintain an up-to-date, complete, accurate, and readily available Agency-wide view of the security configurations for all its GSS components; Cybersecurity Team exports metrics and vulnerability reports and sends them to the CISO and CIO's Office monthly for review. Develop a centralized dashboard that Cybersecurity Team and the CISO can populate for real-time assessments of compliance and security policies.	4th Quarter, FY 2025
DNFSB-20-A-05	March 31, 2020	Management should re-enforce requirements for performing DNFSBs change control procedures in accordance with the Agency's Configuration Management Plan by defining consequences for not following these procedures and conducting remedial training as necessary.	4th Quarter, FY 2025
DNFSB-20-A-05	March 31, 2020	Based on the results of DNFSB's supply chain risk assessment included in the recommendation for the Identify function above, update DNFSB's contingency planning policies and procedures to address ICT supply chain risk.	4th Quarter, FY 2025
DNFSB-20-A-04	January 27, 2020	With the involvement of the Office of the Technical Director, develop and implement an Excepted Service recruitment strategy and update guidance to reflect this strategy.	4th Quarter, FY 2025
DNFSB-20-A-04	January 27, 2020	Develop and implement a step-by-step hiring process metric with periodic reporting requirements.	4th Quarter, FY 2025
DNFSB-20-A-04	January 27, 2020	Update and finalize policies and procedures relative to determining the technical qualifications of OTD applicants. These should include examples of experience such as military and teaching, and their applicability to OTD positions.	4th Quarter, FY 2025
DNFSB-20-A-04	January 27, 2020	Develop and issue hiring-process guidance and provide training to DNFSB staff involved with the hiring process.	4th Quarter, FY 2025