Title of Action Document, Request for New OGM Hire

Brief description of Purpose, Approve immediate hiring of a junior Human Resources Analyst (this is a request for a new position also identified in the draft FY 2015 Staffing Plan). See attached background information.

Relevant background information attached (initial),

Summarize any staff difference of opinion regarding the Proposed action, None

Summarize any time sensitive considerations, None

Requestor signature Ð October 9, 2014

Responsible Office Director signature Ð October 9, 2014

Executive Secretary signature Ð October 9, 2014

Final disposition of proposed action summary,

Executive Secretary signature 10/09/14 Click here to enter a date.
Doc#2015-002 Background Material

The Director, Division of Human Resources (DHR) is requesting an additional position be allocated to DHR in accordance with the President’s FY 2015 Budget that includes a request for five additional Board FTEs, two in the administrative area. This resource was identified as necessary in the draft FY 2015 Work Plan, and the new position will be included in the FY 2015 staffing plan.

Based on the workload experienced during FY 2014, given the workload outlined in the OGM Work Plan, and given the current DHR staff numbers, OGM has determined there is a need for an additional position in the DHR. The request for a new position will be included in the FY 2015. It has become apparent that without additional permanent resources the division will not be able to develop and implement the much-needed strategic initiatives in the areas of workforce planning, succession planning, and expanded professional development. With the current staff, DHR will be able to continue to provide the essential operational responsibilities and duties of the division, but the workload will continue to be reactive in nature. DHR is requesting an additional FTE at the GS-9 level (with promotion to the GS-12), so that the more-senior HR Specialists can work to provide an HR framework and structure that allows the Board to proactively address its workforce issues and also provides employees and managers with additional tools to be successful.

The Director, DHR recommends the recruitment for the new HR Specialist position begin immediately and that the Board take advantage of direct hire options to expedite the process. These options include Schedule A appointments of veteran’s with disabilities or hiring a returning Peace Corps volunteer.

Based on the current workload already being generated by the HR needs of the Board and the anticipated increase in workforce and succession planning programs; approval to begin the recruitment process for this position is requested.
AFFIRMATION OF BOARD VOTING RECORD

SUBJECT: Request for Board Action by OGM; Request for New OGM Hire

Doc Control#2015-002

The Board, with Board Member(s) Peter S. Winokur, Jessie H. Roberson, Sean Sullivan approving, Board Member(s) none disapproving, Board Member(s) none abstaining, and Board Member(s) none recusing, have voted to approve the above document on October 9, 2014.

The votes were recorded as:

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<thead>
<tr>
<th>Name</th>
<th>APRVD</th>
<th>DISAPRVD</th>
<th>ABSTAIN</th>
<th>RECUSAL</th>
<th>NO VOTE*</th>
<th>COMMENT</th>
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<tbody>
<tr>
<td>Peter S. Winokur</td>
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<td>10/9/14</td>
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<tr>
<td>Jessie H. Roberson</td>
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<td>Sean Sullivan</td>
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*Reason for “No Vote

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

[Signature]

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: Peter S. Winokur, Ph.D.

SUBJECT: Request for Board Action by OGM; Request for New OGM Hire

Doc Control#2015-002

Approved X Disapproved _ Abstain _

Recusal – Not Participating 

COMMENTS: Below Attached None X

Peter S. Winokur, Ph.D.

Date 2-9-14
DEFENSE NUCLEAR FACILITIES SAFETY BOARD
NOTATIONAL VOTE RESPONSE SHEET

FROM: Jessie H. Roberson
SUBJECT: Request for Board Action by OGM; Request for New OGM Hire
Doc Control#2015-002

Approved ☒ Disapproved ___ Abstain ___
Recusal - Not Participating ___

COMMENTS: Below ___ Attached ___ None ☒

Jessie H. Roberson
Date 9/2019
DEFENSE NUCLEAR FACILITIES SAFETY BOARD
NOTATIONAL VOTE RESPONSE SHEET

FROM: Sean Sullivan

SUBJECT: Request for Board Action by OGM; Request for New OGM Hire
Doc Control#2015-002

Approved ☑ Disapproved ___ Abstain ___
Recusal – Not Participating ___

COMMENTS: Below ☑ Attached ___ None ___
Resource planning should be completed before the start of the fiscal year. That would eliminate the need for requests such as this.

Sean Sullivan
10/9/14
Date