



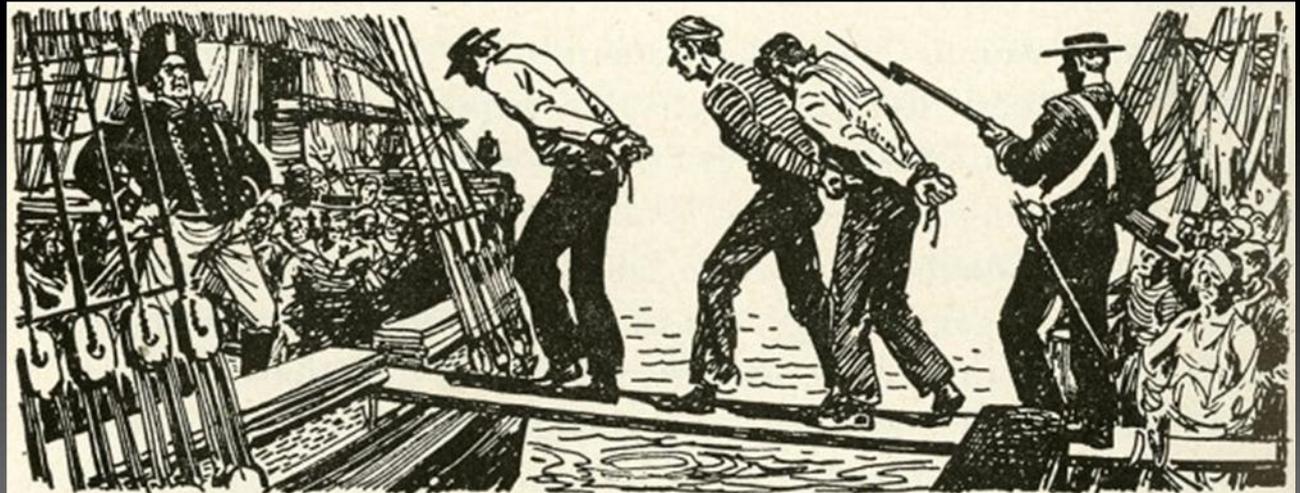
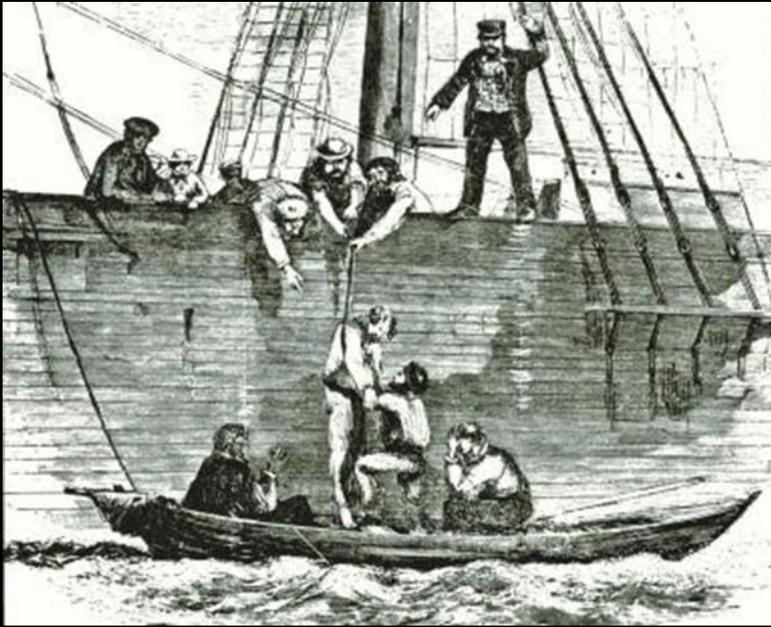
PANTEX'S TRANSITION FROM AN ALL VOLUNTEER ERO

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Historic Interpretation

Impressment:

- Colloquially, "the Press," means of crewing warships
- Refers to the act of taking men into a navy by force and without notice
- Royal Navy 1664 - early 19th century



"Fortuitous outcomes reinforce poor tactics."

- Our ERO has grown and taken shape by experience rather than by design in both good and bad ways



What was the task

Reassess the way the EOC is staffed and the way ERO members achieve "qualification"

- . . . Not necessarily to reconfigure or change anything
- Examine the ERO with a "blank-slate approach"



ERO Staffing Elements

- Number of personnel
- Qualification of personnel
- Recruitment and selection
- Organizational Structure of responding personnel



what was done

- Review what we've got
- Look at how other sites do it
- Review the order and guide
- Talk to some internal and external customers
- Reviewed our self-assessments
- Reviewed the HS-63 Observations and Recommendations

What is left to be done

- Utilize Senior MGT to appoint
- Assign ERO members by position
- Evaluate personnel to fill positions based on qualifications
- Establish minimum staffing requirements
- Transition to assigned ERO

Any conclusions

- Make more use of the SMART team
- We need to create an “what’s in it for me” for the members
- We need to use more modular or expandable structure
- Need to consider more than just a person’s day-job for ERO position selection

Position-by-Position Review

- Reviewed 63 positions
- Panel of Reviewers from within Emergency Management Department graded each position
 - Essential, Non-Essential, Eliminate
 - Tier 1, Tier 2, Standby
- Interesting Observations