

# DEFENSE NUCLEAR FACILITIES SAFETY BOARD



AGENCY  
PERFORMANCE PLAN  
FISCAL YEARS  
2025-2026

# FY 2025-2026 Agency Performance Plan

## Strategic Goal 1

Provide proactive and independent safety oversight of the defense nuclear complex.

### Strategic Objective 1.1

Complete timely, high-quality safety reviews that identify and analyze safety issues and best practices, and search for similar challenges complex wide.

#### Performance Goals

**1.1.1** — Prioritize and execute reviews to maximize impact on safety.

**1.1.2** — Conduct cross-cutting as well as site-specific reviews, identifying safety concerns and best practices in work products.

Performance Measure 1.1.1.1	Target
Align staff activities with strategic annual planning guidance.	Include and initiate three reviews in the DNFSB Work Plan that align with the strategic topic areas identified in the annual planning guidance.

Performance Measure 1.1.2.1	Target
Complete high priority reviews and demonstrate flexibility to address emerging issues.	<ul style="list-style-type: none"><li>• Complete nine safety reviews focused on operating DOE Environmental Management defense nuclear facilities.</li><li>• Complete nine safety reviews focused on operating National Nuclear Security Administration defense nuclear facilities.</li><li>• Complete three safety reviews that have broad applicability across the DOE defense nuclear complex, or at minimum affect more than one defense nuclear site.</li><li>• Complete three reviews focused on DOE directives and standards.</li></ul>

	<ul style="list-style-type: none"> <li>• Complete five safety reviews focused on defense nuclear complex infrastructure and projects, including new facilities and major modifications.</li> <li>• Document all emerging issues that require the addition of a staff review resulting in a workplan adjustment.</li> <li>• Ensure 85% of work products that represent completion of a review are provided to the Board within specified timeliness metrics.</li> </ul>
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Performance Measure 1.1.2.2	Target
Routine conduct of business meetings, public hearings, or Board visits.	Collaborate among staff from all offices to ensure Board public meetings, public hearings, or Board member site visits are conducted at least three times a year.

## Strategic Objective 1.2

**Develop and issue advice and recommendations designed to ensure safety and employ best practices within the defense nuclear complex.**

### Performance Goals

**1.2.1** — Provide objective, timely, technically accurate, and compelling safety information to the Department of Energy.

**1.2.2** — Ensure the Department of Energy has enhanced awareness of site-specific and complex-wide safety issues.

Performance Measure 1.2.1.1	Target
Identify and include both site-specific and complex-wide safety concerns in products developed through routine oversight and reviews.	<ul style="list-style-type: none"> <li>• Provide at least 20 pieces of written correspondence or safety information to be conveyed by other means to the Board for consideration for delivery to the Department of Energy.</li> <li>• Ensure at least three of the pieces of written correspondence contain safety issues that have broad applicability across the DOE defense nuclear complex, or at minimum affect more than one defense nuclear site.</li> </ul>

Performance Measure 1.2.2.1	Target
Share best practices with the Department of Energy.	Provide to the Board three written staff reports that contain safety best practices for consideration for delivery to the Department of Energy.

## Strategic Objective 1.3

**Provide robust field oversight of facilities and projects across the defense nuclear complex.**

### Performance Goals

**1.3.1** — Identify site-specific safety challenges and analyze for commonalities across the complex.

**1.3.2** — Provide timely information to the Board, acting quickly on emerging safety issues.

Performance Measure 1.3.1.1	Target
Sustain on-site presence at an appropriate level of continuity and complete cross-complex topical evaluations.	<ul style="list-style-type: none"> <li>• Ensure that field oversight is provided for each site with Resident Inspectors 80% of the time, including through permanent Resident Inspector appointments, details, and temporary coverage.</li> <li>• Ensure for sites without Resident Inspectors, Cognizant Engineers visit the site quarterly, including through permanent, details, and temporary coverage.</li> <li>• Complete at least five evaluations that analyze a particular topical area across the complex to see if there are common safety issues and best practices and present the results to the Board.</li> </ul>

Performance Measure 1.3.1.2	Target
Share field experience from routine oversight and emerging issues with the Board.	<ul style="list-style-type: none"> <li>• Develop and issue weekly Resident Inspector and monthly Cognizant Engineer reports 90% of the time.</li> <li>• Conduct one Resident Inspector week annually to share field experience.</li> </ul>

Performance Measure 1.3.2.1	Target
Allegations about safety issues are reviewed and addressed as appropriate.	Ensure all new safety allegations are reviewed and addressed as specified in the corresponding Operating Procedure and reported in aggregate to Congress and the public via the Annual Report to Congress.

## Strategic Goal 2

Enhance transparency of ongoing agency initiatives and the state of safety within the defense nuclear complex.

### Strategic Objective 2.1

**Proactively sustain sound working relationships with relevant government and non-governmental entities.**

#### Performance Goals

- 2.1.1** — Maintain effective communications with the Department of Energy at all organizational levels.
- 2.1.2** — Maintain effective communications with Congress.
- 2.1.3** — Maintain effective communications with relevant federal, state, local, and Tribal governments.
- 2.1.4** — Maintain effective communication with the public, including relevant advocacy groups and organizations.

Performance Measure 2.1.1.1	Target
Board and senior staff engage with relevant senior DOE officials.	<ul style="list-style-type: none"> <li>• Hold discussions with the Departmental Representative at least 36 times a year and provide summaries of information to the Board.</li> <li>• Hold discussions with headquarters DOE, Environmental Management, and National Nuclear Security Administration staff at least 55 times combined and provide summaries of information to the Board.</li> <li>• Hold at least two discussions with the Board and the Secretary and/or Deputy Secretary of Energy, and three discussions with the Board and each of the NNSA Administrator and Assistant</li> </ul>

	Secretary (or equivalent) for Environmental Management on high priority nuclear safety topics in at least two different quarters of the fiscal year.
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Performance Measure 2.1.2.1	Target
Board and senior staff conduct periodic briefings to relevant congressional Members and committees.	Conduct outreach to congressional committees, Members, and their staffs on a quarterly basis and offer to provide briefings on topics of interest.

Performance Measure 2.1.3.1	Target
Board and senior staff offer meetings with state, local, and Tribal governments.	<ul style="list-style-type: none"> <li>• Conduct bi-annual outreach to federal, state, local, and Tribal governments in proximity to defense nuclear facilities. Communicate regarding nuclear safety topics of interest relevant to these stakeholders and provide advance notice of any Board hearings planned for their community.</li> <li>• Plan visits to two defense nuclear facilities and meet with federal, state, local, and Tribal governments to enhance visibility of agency mission to promote safety at the site and within the surrounding community.</li> </ul>

Performance Measure 2.1.4.1	Target
Board and senior staff conduct periodic outreach to the public, advocacy groups, and non-federal government entities.	<ul style="list-style-type: none"> <li>• Promote advocacy group and public stakeholder awareness of nuclear safety oversight by broadcasting all public hearings and posting related safety information via the agency website and social media platforms within one week of being scheduled.</li> <li>• Make presentations, deliver speeches, and participate in 5 external events.</li> </ul>

## Strategic Objective 2.2

**Improve timely dissemination of information about the Board's priorities and conclusions regarding the state of safety at defense nuclear facilities.**

<b>Performance Goals</b>	<p><b>2.2.1</b> — Improve transparency through timely posting of the agency's communications and through public engagement.</p> <p><b>2.2.2</b> — Ensure that the Board's work products are made available to Congress through proactive outreach.</p>
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Performance Measure 2.2.1.1	Target
Weekly / monthly / annual reports are timely published.	<ul style="list-style-type: none"> <li>Publish Resident Inspector weekly reports and Cognizant Engineer monthly reports to the Board's public website within four weeks of finalization 90% of the time.</li> </ul>

Performance Measure 2.2.1.2	Target
Utilize public engagement to increase awareness of nuclear safety at defense nuclear facilities.	<ul style="list-style-type: none"> <li>Provide initial responses within one week to public questions regarding the agency's nuclear safety mission by providing objective, evidence-supported information from oversight activities.</li> <li>Provide fully developed responses to public questions within one month of receipt.</li> </ul>

Performance Measure 2.2.2.1	Target
Timely notification to interested parties of press releases, public hearings, meetings, reports, and recommendations.	<ul style="list-style-type: none"> <li>Provide notification to Congress of public hearings, public meetings, and recommendations within one business day of finalization from the Board.</li> <li>Post notification of Board public hearings, public meetings, external briefings, and correspondence to the Board's public website within one week of final clearance.</li> </ul>

## Strategic Goal 3

Develop and maintain an outstanding workforce to achieve the agency's mission.

### Strategic Objective 3.1

**Cultivate an agile workforce with the skills necessary to meet the mission.**

#### Performance Goals

**3.1.1** — Maximize the use of pay flexibilities to recruit and retain key technical staff.

**3.1.2** — Hire a combination of well-qualified and entry-level individuals to fill vacant technical positions and to enable effective succession planning.

**3.1.3** — Ensure resilience in key functions to reduce mission vulnerabilities due to projected staff attrition.

Performance Measure 3.1.1.1	Target
Define and use pay flexibilities to strengthen recruiting and retention of key technical staff positions.	Design and implement an initiative to examine pay flexibilities available to the DNFSB. Incorporate the use of those flexibilities into the agency strategy and procedures for recruiting and retention of staff.

Performance Measure 3.1.2.1	Target
Workforce hiring that supports the Board's planned safety oversight activities.	Research and document the hiring and pay flexibilities available to the agency to use to recruit and retain top talent in hard to recruit positions in the agency.

Performance Measure 3.1.2.2	Target
Workforce hiring that supports agency succession planning.	Post internship, pathways, and/or Professional Development Program hiring opportunities in FY 2025 and FY 2026 to meet hiring targets consistent with the Human Capital Plan and workforce analysis.

Performance Measure 3.1.3.1	Target
Workforce resilience in strategic positions.	Conduct Occupational Workforce Analysis and Planning through an intra-agency working group by the end of Q2 that will support the implementation of the Human Capital Plan.

## Strategic Objective 3.2

**Use professional development and training to accomplish the mission efficiently and effectively.**

<b>Performance Goals</b>	<p><b>3.2.1</b> — Establish career path options and encourage professional development tailored to employee goals.</p> <p><b>3.2.2</b> — Provide new employees at all levels with resources needed to have a positive impact as soon as practicable upon entering the workforce.</p> <p><b>3.2.3</b> — Administer career management policies and practices consistently so that all employees have an equal opportunity for career advancement.</p>
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Performance Measure 3.2.1.1	Target
Training and development identified, and development plans established for employees.	Ensure at least 90% of DNFSB employees have established or updated their individual development plan by July 31, 2025.

Performance Measure 3.2.2.1	Target
Enable new members of agency workforce.	Conduct essential training for new employees within 30 days of on-boarding. Essential training consists of new employee orientation and training required for regulatory compliance.

Performance Measure 3.2.3.1	Target
Developmental opportunities for senior executives, supervisors, and staff.	<ul style="list-style-type: none"> <li>Advertise at least two opportunities for leadership or executive development (e.g., long-term details or training opportunities).</li> </ul>

### Strategic Objective 3.3

Ensure the agency recruits from a diverse, qualified group of potential applicants to secure and maintain a high-performing workforce drawn from all segments of US society.

#### Performance Goals

**3.3.1** — Establish, broaden, and/or strengthen relationships with organizations to be able to provide recruitment opportunities for women, individuals with targeted disabilities, and other underrepresented minorities.

Performance Measure 3.3.1.1	Target
Recruitment efforts enhanced through a diverse set of universities.	Maintain recruiting relationships (e.g., attend associated career fairs, share position openings) with a diverse set of universities that have relevant technical programs to enable diversity of technical thought and approach.

Performance Measure 3.3.1.2	Target
Enhance efforts to fully implement Schedule A hiring authorities.	Establish and publish on the agency website, required instructions for specified Schedule A hiring categories

## Strategic Goal 4

Maximize the agency's performance by pursuing excellence in our culture and operations.

### Strategic Objective 4.1

**Pursue efficiency through continuous improvement of directives and procedures.**

#### Performance Goals

**4.1.1** — Ensure that the agency's Strategic Plan reflects the President's management agenda consistent with the agency statute and mission.

**4.1.2** — Ensure that operating procedures and internal work processes reflect agency organization, current directives, and current laws and regulations.

Performance Measure 4.1.1.1	Target
Strategic Plan updated and aligned to the agency statute.	Initiate an update to the agency FY 2022 -2026 Strategic Plan in accordance with the timeline established by Office of Management and Budget.

Performance Measure 4.1.2.1	Target
Directives aligned to the agency Strategic Plan.	<ul style="list-style-type: none"><li>• Realign the agency directives system to the current agency organizational structure.</li><li>• Update at least 10 directives or operating procedures.</li></ul>

## Strategic Objective 4.2

Establish and maintain a culture that encourages teamwork and innovation across the agency in accordance with core values.

### Performance Goals

**4.2.1** — Institutionalize core values in all phases of employee experience.

**4.2.2** — Foster open discussions across the agency on important technical and non-technical topics.

**4.2.3** — Maintain a culture respectful of diverse points of view.

Performance Measure 4.2.1.1	Target
Core values are promoted in onboarding, training, and performance processes.	<ul style="list-style-type: none"><li>• Ensure all new employees are trained on agency's core values during onboarding.</li><li>• Incorporate the agency's core values into all annual training materials by linking the training content to the values.</li><li>• Emphasize agency core values at two or more all-staff gatherings (e.g., All Hands or EDO Update) to advance awareness and implementation of the agency's core values.</li></ul>

Performance Measure 4.2.2.1	Target
Periodic open forums to discuss agency and related issues that may impact mission or staff.	Hold all-hands agency meetings at least quarterly.

Performance Measure 4.2.3.1	Target
Welcome diverse points of view in the development of agency work products and during technical or operational discussions.	Finalize the agency Differing Professional Opinion process review and implement any corrective actions from that review.

## Strategic Objective 4.3

**Strengthen operational performance by modernizing the agency's processes and associated infrastructure.**

### Performance Goals

**4.3.1** — Improve efficiency through increased information accessibility and common platforms, where possible.

**4.3.2** — Modernize the agency records management and knowledge transfer consistent with governmentwide requirements.

Performance Measure 4.3.1.1	Target
Up-to-date platforms, systems, and software with interoperability, where possible.	<ul style="list-style-type: none"><li>• Ensure agency compliance with Presidential memorandum M-2209, <i>Moving the U.S. Government Toward Zero Trust Cybersecurity Principles</i>, by executing required tasks outlined in Appendix B of the memorandum by established deadlines.</li><li>• Continue implementation of the enterprise resource planning system and integrate with existing DNFSB business activities and conduct a six-month review briefing on the success of the implementation.</li></ul>

Performance Measure 4.3.2.1	Target
Knowledge transfer programs and information management that support archiving and retrieving information essential to mission and mission support.	<ul style="list-style-type: none"><li>• Finalize a decision memo for the agency goal of creating a knowledge management system for technical and operational information.</li></ul>

# Agency and Mission Information

## Overview

The Defense Nuclear Facilities Safety Board (DNFSB) approved a Strategic Plan for Fiscal Year (FY) 2022-2026 that established strategic goals and objectives for the agency. The DNFSB's FY 2025 - 2026 Annual Performance Plan (APP) establishes performance measures and targets aligned with the agency strategic goals and statutory mission. The FY 2025 - 2026 APP focuses on a mixture of qualitative and quantitative measures. The agency will revisit and adjust the performance goals, performance measures, and targets, as appropriate, throughout the performance cycle.

This APP is issued in accordance with 31 U.S.C. § 1115(b) for agency performance plans and § 1116 for agency reporting and Office of Management and Budget Circular A-11. This APP will also be used in accordance with 5 U.S.C. § 4312 and 5 C.F.R. § 308 for measuring organizational performance in support of the Senior Executive Service performance management system.

## Mission Statement

The mission of the Board shall be to provide independent analysis, advice, and recommendations to the Secretary of Energy to inform the Secretary, in the role of the Secretary as operator and regulator of the defense nuclear facilities of the Department of Energy, in providing adequate protection of public health and safety at such defense nuclear facilities, including with respect to the health and safety of employees and contractors at such facilities.

## Vision Statement

To secure a safe future for the American people through proven technical excellence and transparency that inspires public confidence as the defense nuclear enterprise evolves.

## Other Indicators

The DNFSB utilizes other indicators in determining overall efficiency and effectiveness including audits results from independent reviews conducted by the Nuclear Regulatory Commission Office of the Inspector General and external assessments such as those completed by the U.S. Government Accountability Office.

## Customer Experience

The DNFSB is foremost dedicated to providing high-quality data and analysis supported recommendations to the Secretary of Energy in executing the agency's nuclear safety oversight mission. The DNFSB is also committed to providing community stakeholders with access to the agency's oversight work through transparency achieved by publicly posting its work products and enabling access to public hearings.

## **Other Information**

The DNFSB's leadership team collects performance data throughout the performance cycle. Progress toward measures and targets for each performance goal is monitored throughout the year. DNFSB leadership will review and validate the data and qualitative assessment information used to support the performance conclusions in the DNFSB Annual Performance Report to ensure that the performance data are complete and reliable, as required by the Government Performance and Results Act Modernization Act of 2010. The progress toward each performance goal is reported to the Board and reviewed through quarterly work plan briefings. Data are collected or tracked within individual offices and divisions subject to the supervision of senior leadership. The Office of the Inspector General audits some operational programs, and data used to measure performance goals related to those operational programs are consistent with the relevant audit findings.

## **AFFIRMATION OF BOARD VOTING RECORD**

**SUBJECT:** 2025 Agency Performance Plan

**Doc Control#:** 2025-300-0006

The Board acted on the above document on 12/30/2024. The document was Approved.

The votes were recorded as:

	APRVD	DISAPRVD	ABSTAIN	NOT PARTICIPATING	COMMENT	DATE
Joyce L. Connery	■					12/20/2024
Thomas Summers	■					12/20/2024
Patricia Lee	■					12/30/2024

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

**Shelby Qualls**

Executive Secretary to the Board

Attachments:

1. Voting Summary
2. Board Member Vote Sheets

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**NOTATIONAL VOTE RESPONSE SHEET**

**FROM:** Joyce L. Connery

**SUBJECT:** 2025 Agency Performance Plan

**Doc Control#:** 2025-300-0006

**DATE:** 12/20/2024

**VOTE:** Approved

**COMMENTS:**

None

**Joyce L. Connery**

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**NOTATIONAL VOTE RESPONSE SHEET**

**FROM:** Thomas Summers

**SUBJECT:** 2025 Agency Performance Plan

**Doc Control#:** 2025-300-0006

**DATE:** 12/20/2024

**VOTE:** Approved

**COMMENTS:**

None

**Thomas Summers**

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**NOTATIONAL VOTE RESPONSE SHEET**

**FROM:** Patricia Lee

**SUBJECT:** 2025 Agency Performance Plan

**Doc Control#:** 2025-300-0006

**DATE:** 12/30/2024

**VOTE:** Approved

**COMMENTS:**

None

**Patricia Lee**