

APPENDIX 10.5

WCS STAFFING AND RETENTION PLAN

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WCS STAFFING AND RETENTION PLAN

1.0 BACKGROUND

WCS has been operating a waste management business in Andrews County, Texas since 1997. Since initial staffing WCS has been successful at recruiting and retaining a qualified workforce. A competent workforce is available in Andrews County, Texas as well as Lea County, New Mexico.

2.0 STAFFING STRATEGY

WCS is committed to maintaining a qualified workforce to support continuous safe operations of the WCS facilities.

WCS estimates that approximately 102 WCS employees will be required to operate the LLRW facility in a safe manner and in compliance with regulatory requirements. Seventy-five new employees will need to be hired. Table 10.5-1 and Table 10.5-2 indicate the new-hire positions. The facility will be managed by the Vice President and General Manager. This position is resident at the LLRW facility in Andrews County, Texas.

Projected staffing numbers for the LLRW facility is presented in two categories.

- Facility Assigned Workers (FAW)
- Infrastructure Support Workers (ISW)

The FAWs are dedicated and assigned to operating the LLRW facility. This includes both the Federal and Compact waste facilities. FAW will be qualified to work in the Federal and Compact facilities. The Radwaste Manager will assign workers based on schedule for waste disposition.

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The following table provides the positions that are assigned as FAW.

Table 10.5-1. Facility Assigned Workers

Job Title	Number of Full Time Equivalents (FTE) (* new Hires)
Radiation Safety Officer	1*
Radiation Safety Supervisor	2*
Junior Radiation Safety Technician	8*
Senior Radiation Safety Technician	6*
Safety Technicians	1*
Respiratory Technician	1
Security Guards	4*
Radwaste Manager	1*
Admin Support	1*
Data Entry	2*
Customer Service Representative	2*
Waste Acceptance Specialist	3*
ISOC Technicians	2*
Nuclear Density Technicians	1*
Planning and Scheduling Technician	1*
Technical Support Manager	1
Inventory Manager	1*
Operations Supervisor	2*
Truck Driver	6*
Heavy Equipment Operator	2*
Fork Lift Operator	4*
Rigger	3*
Spotter	4*
Operators	8*
Samplers	2*
Lab Technicians	2*
QA Auditors	2*
QA/QC Inspectors	2*
Total FAW FTEs	75

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The ISWs also support the FAWs to ensure that a safe and compliant operation is implemented. The ISWs provide support to the Federal and Compact facilities. In addition, ISWs may provide support to other WCS licensed facilities if they are not fully utilized at the Federal and Compact facilities.

The following table provides the positions that are assigned as ISW.

Table 10.5-2. Infrastructure Support Workers

Job Title	Number of FTEs (* New Hires)
Vice President and General Manager	1
Director of ES&H	1
Safety Manager	1
Industrial Hygienist	1
Dosimetry Technician	1
Environmental Manager	1
Environmental Technician	1
Compliance Technician	1
Training Manager	1
Transportation Coordinator	1
Lab Manager	1
ALARA Engineer/Health Physicist	2*
Director of Admin Services	1
Document Control Technician	1
Records Technician	1
Information Technology Technician	1
Procurement and Contracts	1
Maintenance Manager	1
WCS President	1
Director of QA	1
Vice President of Licensing	1
Licensing Manager	1
Director of Finance	1
Accountant	1
Director of Human Resources	1
Security Manager	1
Total ISW FTEs	27

Figure 10.5-1 shows the facility organization and Figure 10.5-2 shows the operations organization for managing the Federal and Compact facilities.

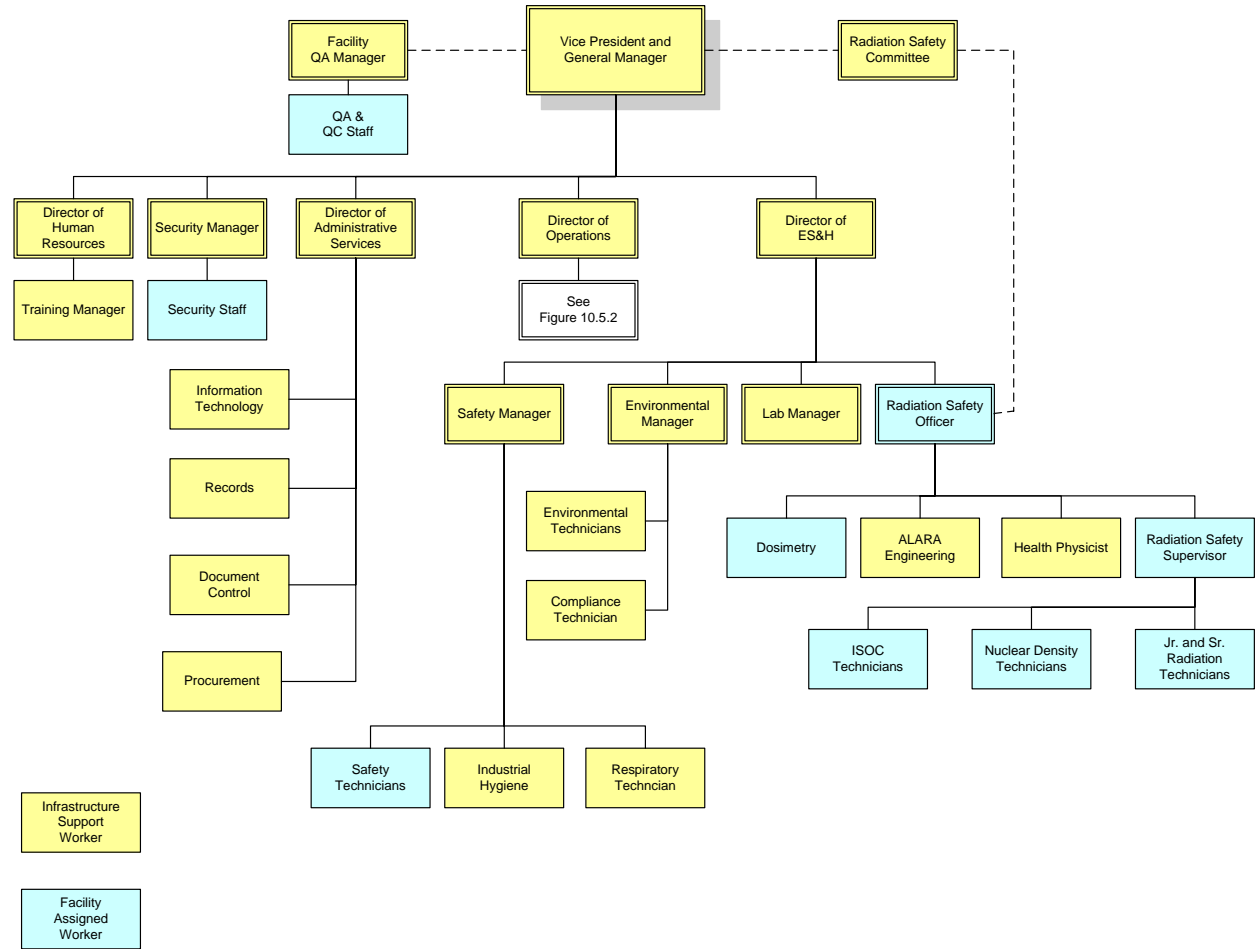


Figure 10.5-1. Facility Organization

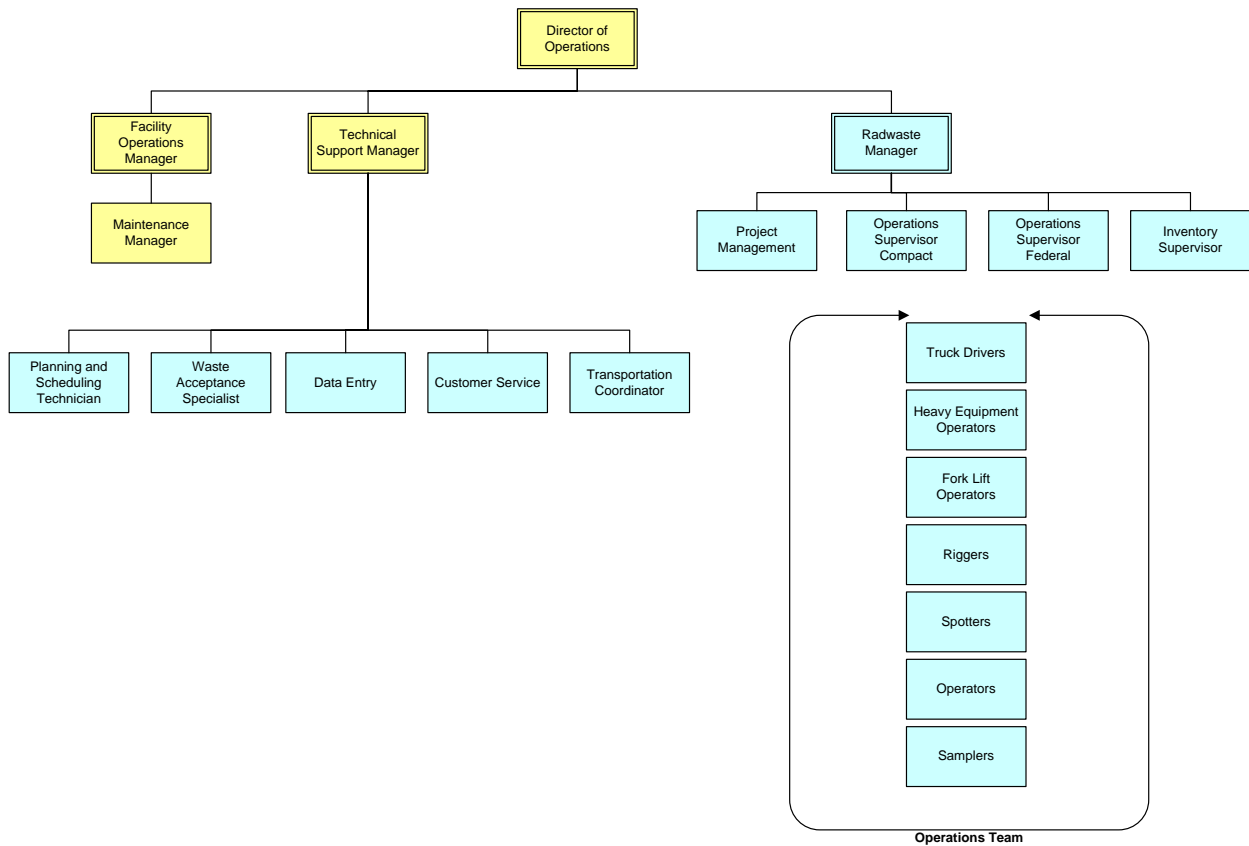


Figure 10.5-2. Operations Organization

3.0 RECRUITMENT

WCS recruits both locally and nationally. Last year, WCS recruited, hired and relocated 16 new-hires to the facility. When specialized skills are not available in the local workforce, WCS recruits on a national level. WCS also has contacts with area colleges and universities and is successful in bringing new graduates to WCS.

4.0 RETENTION

WCS has established a competitive compensation structure which provides competitive salary and benefits. WCS also provides opportunities for job and personal growth by providing on site training and as needed offsite seminars and conferences. Employees are cross trained in multiple functions and skills to support job growth and enhance the productivity of WCS operations.

WCS also supports employees by providing a tuition refund program to encourage employees to work toward higher education goals related to current or future job assignments.

WCS employees are also provided incentives to increase their job capabilities. The WCS managers work with each employee to discuss their career goals to ensure the employees are engaged and interested in their work.

This strategy has ensured and will ensure in the future that a qualified workforce is available to support operations of the facility.

5.0 COMMUNITY

WCS is committed to working with local economic development foundations, local communities, and regional colleges and universities to support development of the local workforce in Andrews and Lea counties. WCS is a highly visible company with an excellent reputation of supporting its local communities.

For additional information, refer to Section 2.2, “Demography and Socioeconomics” and Attachment A to Appendix 11.1.1.

6.0 CONTINGENCY OPERATION

In the event that WCS would not have an adequate qualified workforce or equipment to operate the LLRW disposal facility, WCS has immediate access to a trained and qualified management and operating staff from the other operations at the WCS site. In addition, contracted qualified workforce can be secured as augmented staff to allow for continued operations while new staffing is obtained. This staff could remain available until qualified personnel can be recruited for the LLRW disposal facility.

If alternative equipment or comparable equipment is needed and not available in the WCS equipment inventory, WCS will lease necessary equipment. Equipment needed to support WCS operations is readily available in the leasing market. No specialized equipment is anticipated.

WCS management personnel assigned to the RCRA landfill operation and the Mixed Waste Treatment Facility can be utilized to manage the operations at the FWF and CWF in the event of a workforce shortage.

The current assigned management of these facilities satisfies the technical qualifications, including training and experience as defined in Section 10.3.6 “Manager of Radwaste Disposal” and 10.3.11 “Operation Supervisor.” WCS has four Operations Supervisors that are qualified and can be reassigned if a workforce shortage situation develops. The Waste Operations Manager would manage FWF and CWF operations. The Operations Supervisors report to the Waste Operations Manager.

Operators assigned to the RCRA landfill operation and the Mixed Waste Treatment Facility satisfy the technical qualifications, including training and experience as defined in Section 10.3.12, “Operator.” Currently, WCS has thirty-five qualified operators at the WCS facility. This workforce can be reassigned if a workforce shortage situation develops.

Additionally, WCS has two Radiation Safety Supervisors. The current RSO would have Radiation Safety oversight responsibilities for the FWF and CWF operations and the Radiation Safety Supervisors report to the RSO.

Selected WCS employees assigned to these facilities will be trained and qualified to support operations at the LLRW facility in the event that a workforce shortage. The other licensed WCS facilities include operators, truck drivers, heavy equipment operators, radiation safety technicians, waste acceptance specialists and managers.