

**Department of Commerce
National Oceanic and Atmospheric Administration Operations, Research, and Facilities
CHANGES FOR 2019**

(Dollar amounts in thousands)

NWS Workforce Savings (-110 FTE/ -248 Positions, -\$15,000) – This program change request reduces 110 FTE forecast personnel by implementing recommendations outlined in NWS' Operations and Workforce Analysis (OWA), (https://www.weather.gov/media/nws/OWA_Catalog_09072017.pdf) which will enable NWS to continue to evolve and build a Weather-Ready Nation. The OWA recognizes inherent inefficiencies associated with the rigid field office structure of NWS and provides various recommendations to make the agency more effective and efficient to protect lives and property. Of these recommendations, OWA suggested increasing flexibility within NWS' operating model. This workforce savings is the initial step of implementing OWA recommendations.

NWS will immediately begin implementing a series of operational reforms aimed at increasing staffing flexibility to best match service demands with available resources, including implementing three operational changes which will enable these reductions. NWS believes it is prudent to continually test and evaluate the impacts of the staffing reforms, and prefers to reduce positions only through attrition. NWS will continually monitor and evaluate performance to maintain the products and services provided by the offices. (FTE savings distribution based on OWA estimates only, subject to test and evaluation):

1. As discussed in the OWA, increasing flexibility while streamlining administrative processes at NWS offices will enable the agency to meet demand for its products and services. For instance, not all forecast offices serve the same constituency. Some offices respond to and serve a wide population, while others serve more remote locations. With this in mind, operation times at various offices will be reduced to address partner needs to the maximum extent possible. To minimize potential risk to the public and partners, offices will collaborate with other NWS offices for met watch and services during off hours, while sustaining situational awareness, allowing for certain offices to reduce operation times while increasing focus on addressing partner needs. NWS will move away from the current uniform staffing model, redistributing staff to best meet partner needs. In FY 2019, NWS will implement, test, and evaluate this reform and estimates a 33 FTE savings. The operational change is similar to the backup practice used today when there is a system or communications failure of an office. Service Backup offices will require available surge capacity and may require the supporting office to increase staffing.

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2. As discussed in the OWA, evolving the agency's weather forecast office field structure through collaborative forecast processes and technological innovation and changes to forecasters' career paths will help unlock current resources to meet service demand. In FY 2019, NWS will implement, test, and evaluate these reforms and estimates a 33 FTE

savings. NWS offices set staffing levels to best serve their partners and population. Safety and security of NWS employees is paramount and must be ensured where an office would have only one person in the building on duty. This operational change will also require the office to be able to recall employees, or leverage Service Backup, if unexpected local operations or high-impact weather events occur.

3. NWS will vary office sizes to best match the needs of the local public and its many partners given available resources. NWS will move away from the current uniform staffing model, redistributing staff to best meet partner needs. In FY 2019, NWS will implement, test, and evaluate this reform and estimates a 44 FTE savings.

As noted above, these operational reforms intended to increase staffing flexibility will be conducted in FY 2019. Their testing and implementation could present some short-term risks that will need to be managed effectively to minimize any impact to operations. Finally, OWA suggested NWS would realize operating efficiencies by adopting time unlocks, which would then be leveraged to increase capacity for Impacts-based Decision Support Services (IDSS). By applying the operational efficiencies to implement IDSS as envisioned by OWA, these time savings will be used in part or in full to meet these reductions.