

# Organization and Human Asset Plan

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Handouts at

<http://www.fnal.gov/directorate/OPMO/OPMOProjects/OrgHumanAsset/OHAP.htm>

# History

- Distributed initial list of Functional Resource Names to Division/Section Heads for feedback
- Incorporated feedback into new list
  - Major expansion of Engineers and Technician Names
- Analyzed relationship of Functional Names to current HR Job Titles

# Latest Functional Groups/Names Table

	<b>Functional Resource Group</b>	<b>Functional Resource Name (Full)</b>	<b>Related HR Job Titles</b>
<b>Engineer</b>	Mechanical Engineer	Mechanical Engineer - Senior	Engineer III, IV or V
		Mechanical Engineer	Engineering Associate Sr., Engineer I or II
		Mechanical Engineer - Weekly	Engineering Associate
	Civil Engineer	Civil Engineer - Senior	Engineer I or II
		Civil Engineer	Engineer III, IV or V
	Structural Engineer	Structural Engineer	Engineer I or II
		Structural Engineer	Engineer III, IV or V
	Electrical Engineer	Electrical Engineer - Senior	Engineer III, IV or V
		Electrical Engineer	Engineering Associate Sr., Engineer I or II
		Electrical Engineer - Weekly	Engineering Associate
	ASIC Engineer	ASIC Engineer - Senior	Engineer I or II
		ASIC Engineer	Engineer III, IV or V
	Instrumentation Engineer	Instrumentation Engineer - Senior	Engineer III, IV or V
		Instrumentation Engineer	Engineering Associate Sr., Engineer I or II
		Instrumentation Engineer - Weekly	Engineering Associate
	RF Engineer	RF Engineer - Senior	Engineer III, IV or V
		RF Engineer	Engineering Associate Sr., Engineer I or II
		RF Engineer - Weekly	Engineering Associate
	RF Power Engineer	RF Power Engineer - Senior	Engineer III, IV or V
		RF Power Engineer	Engineering Associate Sr., Engineer I or II
		RF Power Engineer - Weekly	Engineering Associate

# Functional Name Matrix

	(Group) - Weekly	(Group Name)	(Group Name) - Senior	(Group Name)	(Group Name)	(Group Name)	(Group Name)	(Group Name)		
	Engineering Associate	Engineering Associate Sr., Engineer I or II	Engineer III, IV or V	Drafter, Drafter Sr	Design Drafter, Design Drafter Sr, Designer	Cooperative Education Student	Engineering Physicist I, II or III	Guest Engineer	Manager I	Manager II
Mechanical Engineer				N/A	N/A	N/A	N/A	N/A		
Civil Engineer	N/A			N/A	N/A	N/A	N/A	N/A		
Structural Engineer	N/A			N/A	N/A	N/A	N/A	N/A		
Electrical Engineer				N/A	N/A	N/A	N/A	N/A		
ASIC Engineer	N/A			N/A	N/A	N/A	N/A	N/A		
Instrumentation Engineer				N/A	N/A	N/A	N/A	N/A		
RF Engineer				N/A	N/A	N/A	N/A	N/A		
RF Power Engineer				N/A	N/A	N/A	N/A	N/A		
Cryogenic Engineer				N/A	N/A	N/A	N/A	N/A		
Power Systems Engineer				N/A	N/A	N/A	N/A	N/A		
Controls Engineer				N/A	N/A	N/A	N/A	N/A		
Interlock Engineer				N/A	N/A	N/A	N/A	N/A		
AC Power Engineer				N/A	N/A	N/A	N/A	N/A		
Switch Mode and General Power Supply Engineer				N/A	N/A	N/A	N/A	N/A		
Pulsed Power Engineer				N/A	N/A	N/A	N/A	N/A		
Electronics Engineer				N/A	N/A	N/A	N/A	N/A		
Chemical Engineer				N/A	N/A	N/A	N/A	N/A		
Accelerator Technology Engineer	N/A	N/A		N/A	N/A	N/A	N/A	N/A		
Fire Protection Engineer	N/A	N/A		N/A	N/A	N/A	N/A	N/A		
Engineering Physicist				N/A	N/A	N/A		N/A		
Guest Engineer				N/A	N/A	N/A	N/A			
Co-Op Student	N/A	N/A	N/A	N/A	N/A		N/A			
Designer	N/A	N/A	N/A	N/A		N/A	N/A	N/A		
Drafter	N/A	N/A	N/A		N/A	N/A	N/A	N/A		
JULIE Coordinator	N/A	N/A	N/A	N/A		N/A	N/A	N/A		
Architect	N/A			N/A	N/A	N/A	N/A	N/A		

Note:

Manager I = Management in Directorate, Division or Section from Department Heads and above.

Manager II = Department Head Management and below

# Functional Name Matrix (continued)

	(Group Name)	(Group Name)	(Group Name)	(Group Name)	(Group Name)		
	associate scientist; applications physicist I, II; applied scientist I, II, III; scientist I, II, III	Materials Scientist I and II	Radiation Physicists I, II, III	guest scientist	research associate		
						Manager I	Manager II
Physicist - Theorist		N/A	N/A	N/A	N/A		
Physicist - Experimentalist		N/A	N/A	N/A	N/A		
Accelerator Physicist - Theorist		N/A	N/A	N/A	N/A		
Accelerator Physicist - Experimentalist		N/A	N/A	N/A	N/A		
Chemist	N/A		N/A	N/A	N/A		
RF Scientist		N/A	N/A	N/A	N/A		
Magnet Scientist		N/A	N/A	N/A	N/A		
Radiation Physicist	N/A	N/A		N/A	N/A		
Guest Scientist	N/A	N/A	N/A		N/A		
Post Doc	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note:

Manager I = Management in Directorate, Division or Section above Department Heads

Manager II = Department Head Management and below

# Manager I & 2

- **Manager I** = Management in Directorate, Division or Section above Department Heads.
- **Manager II** = Department Head Managers and below.

# Current HR Job Titles not Assigned to a Functional Name

Accel School Office Mgr, Accelerator Crew Chief, Accelerator Operator I, Accelerator Operator II, Accelerator Operator Sr, Accelerator School Academic Services Coordinator, Building Services Coordinator, Building Services Coordinator Senior, Building Services Lead, Computing Facilities Manager, Conference Events Coord., Conference Office Manager, Editor, Editor Sr, Equipment Mechanic, ES&H Officer, ES&H Specialist I, ILC Website Coordinator, ILC Website Specialist, Lead Logistics Clerk, Lead Storekeeper, Maint Electrician IV, Maint Electrician Lead, Maint Mech Workng Foreman, Maintenance Mechanic IV, Maintenance Mechanic Lead, Maintenance Storeroom Supervisor, Maintenance Superintendent, Maintenance Supervisor, Occupational Health Nurse I, Operations Maintenance Manager, Public Relations Assistant Manager, Public Relations Manager, Public Relations Specialist, Seasonal Employee, Site Services Manager, Summer Intern, Teacher Research Associate, Visual Information Coordinator

# Process

- Finalize Functional Groups/Names
- Divisions Section to assign Functional Group to each employee
- Develop 5 year plan for resource needs
- Analyze variances between resources available and planned resources and develop plans to eliminate the identified gaps.

# Timeline

