

Minutes from March 13, 2003 Special MSFC PMC
Prepared by VS10/Rich Gladwin

DE01/Axel Roth chaired the meeting. Rich Gladwin reviewed the agenda. Mr. Gladwin indicated that the special PMC was called to present the Orbital Space Plane (OSP) and Next Generation Launch Technology (NGLT) Programs' expected MSFC civil service workforce requirement for FY04-FY09 and to disposition the proposed OSP and NGLT allocation for MSFC Civil Service to accomplish OSP and NGLT Program objectives. Mr. Gladwin indicated that the OSP and NGLT projects would be making individual project presentations to the MSFC PMC for commitment of MSFC resources in the next few months.

Mr. Daniel Dumbacher presented the OSP organization and workforce information. He indicated that the preliminary workforce numbers projected in December 2002 had been refined. Mr. Dumbacher stated that some issues still needed to be resolved and some assumptions still needed better resolution for FY06 and out. Mr. Axel Roth asked whether the projected workforce was based on OSP down-selecting from three to one contractor. Mr. Dumbacher responded that the numbers were based on this down-select. Mr. Tony Lavoie asked if a Non-Advocate Review (NAR) had been schedule. Mr. Dumbacher replied that a NAR was not scheduled yet. Steve Beale pointed out that cost issues on the DART project are more significant than indicated in the presentation charts. Mr. Dumbacher indicated that action was being taken to penalize the DART contractor such as reducing incentive fees. Mr. Lavoie asked if the down-selected contract would reside at MSFC. Mr. Dumbacher indicated that it had not been decided, but the plan was to keep the contract at MSFC. Mr. Dumbacher also indicated that the OSP organization would have to be adjusted after the down-select. Mr. Dumbacher indicated that the assumptions for FY04 were solid, but for FY05-09, the assumptions were preliminary and subject to change. Mr. Dale Thomas stated that the Systems Management Office had reviewed the workforce projections and concurred that FY04 and FY05 appeared to be reasonable. However, FY06-FY09 projections for MSFC workforce were significantly lower than other NASA programs in the same stages of design, development and operations. Mr. Dumbacher indicated that the OSP would be working between now and June to influence the FY05 POP submittal. Mr. Denny Kross claimed that the proposed POP submittal was inconsistent with the insight levels that Mr. Art Stephenson had called for. Mr. Dave King asked that the individual directorates attest to the adequacy of the workforce estimates. Mr. Dumbacher indicated that headquarters initial direction to keep insight levels low may be changing. Mr. O'Keefe has advised the X-37 project to increase its level of insight. Mr. Dumbacher stated that an insight level of two was assumed for FY06-FY09. Mr. Roth questioned if there had been a discussion among the directorates to identify and resolve. Mr. Dumbacher said that the issues were discussed and that the discussions lead to the assumptions/threats being documented. Mark Fisher stated that FY04 and FY05 workforce levels appeared to be satisfactory with everyone, but that FY06-09 used the lean, acquisition model with low insight levels. Mr. Lavoie suggested that since Mr. O'Keefe was open to increasing the insight levels, that the FY04 submittal should go in with higher numbers. Mr. King asked if the numbers were consistent with headquarters direction. Mr. Dumbacher replied that, yes the numbers

were based on a level 2 insight. Mr. Kross alluded to the SMO lead team that evaluated the insight levels. Mr. Kross stated that KSC and JSC did not use the same level 2 insight assumption. Mr. David Throckmorton stated that there was still the issue at headquarters if level 2 is the correct level of insight. Mr. Chris Singer suggested that some of the assumptions and threats were high probability events. Mr. Dumbacher replied that was true, but the workforce numbers did not account for any of the potential threats. Mr. Dumbacher stated that as time goes by and threats are realized, the POP numbers will reflect the threats. Mr. King asked why the level 2 insight assumption was not listed. Mr. Fisher answered that level 2 insight is a program assumption so it was not identified separately. Mr. Dumbacher then requested that the MSFC PMC agree with the workforce projections as a starting point with the understanding that the numbers would go through some iteration. Specifically, the out-year numbers would be driven by work done during formulation. Mr. Thomas stated that the FY04 and FY05 numbers were reasonable, but based on FTE profiles of other programs/projects, he could not concur with the projections for the FY06 and out. Mr. Thomas indicated that after PDR, the numbers should be increasing. An action was given to revise the MSFC workforce projections based on the SMO study.

ACTION 1:

Assigned to: UP/Mark Fisher

Action: Request a delay of the POP call for the Orbital Space Plane Program until March 18th. Rework the integration support required in light of the SMO analysis. Update the workforce projections for FY06-FY09 to be consistent with Level 2 insight. Coordinate with TD, ED, VS and others as necessary.

Due Date: 03/18/03

Mr. Garry Lyles then presented the NGLT program overview. Mr. Throckmorton asked if the Level I requirements had been defined. Mr. Lyles replied that they were not yet defined. Mr. Throckmorton asked if the FSD risk reduction piece had a decision point in FY04. Mr. Lyles stated that it would require a customer to fund the effort. Mr. Lavoie asked how independent reviews were funded. Mr. Lyles answered that the NGLT program funds the reviews. Mr. Lavoie questioned if the reviews were really independent. Next Preston Jones presented the NGLT Projects Office organization. Mr. Roth asked if the VS30 line item was for NGLT only. Mr. Lyles answered that the VS30 budget was carried by NGLT, but the VS30 support would be used for OSP and NGLT (not Shuttle upgrades). Mr. Roth asked if the ED40, systems engineering support was included. Mr. Jones indicated that this support was included in the ED line item. Mr. Jones indicated that several errors had been identified and were being reconciled for the Launch Technology rollout. Mr. Lyles led a discussion on how the agency should account for manpower reserves. Mr. Roth stated it was Art Stephenson's position that a pool of manpower be assigned IRAD work, and called upon when anomalies occur in a program. Mr. Lavoie indicated that skill mix needed to be factored in and not just numbers in the workforce reserve solution. Mr. Roth stated that once NGLT had reconciled its numbers, the workforce projections could be submitted to headquarters.

The meeting was then concluded.

Attendance for MSFC PMC
March 13, 2003

Name	Organization
<u>COUNCIL MEMBERS</u>	
Dave King	DD01
Axel Roth	DE01
Dale Thomas	VS01
Denny Kross	TD01
David Throckmorton (for Bill Kilpatrick)	ED01
Ann Whitaker	SD01
Amanda Goodson	QS01
Jim Carter (for Sheila Cloud)	AD01
Steve Beale	PS01
Jim Carter (for Jim Ellis)	AD30
Jerry Seemann (for Bill Hicks)	LS01
Tony Lavoie (for Jan Davis)	FD01
<u>OTHERS IN ATTENDANCE</u>	
Rich Gladwin (PMC Secretary)	VS10
Chris Singer	TD01
Gerry Flanagan	VS10
Tom Hartline	QS40
Dan Dumbacher	UP01
Garry Lyles	UP01
Bill Simpson	RS40
Luanne Kidd	UP05
Shane Swint	TD07
Mark Fisher	UP50
Debbie Eastis	UP02
Susan Turner	UP40
Rose Allen	UP20
Janice Locke	RS50
Gary Genge	TD07
Mark King	ED02
Byron Butler	PS01
Kathy Pollard	NP01
Debrah Almond	ED02
George Young	TD
Cathy Lapenta	UP05
Phil Best	TD07
Preston Jones	TD60
Janet Crawford	TD02
Frank Fogle	TD