



UNITED STATES **REQUEST REPLY BY 5/4**  
NUCLEAR REGULATORY COMMISSION  
WASHINGTON, D.C. 20555-0001

April 19, 2000

COMMISSIONER

COMJSM-00-0002

MEMORANDUM TO: Chairman Meserve  
Commissioner Dicus  
Commissioner Diaz  
Commissioner McGaffigan

Approve with comments.

Richard A. Meserve 5/2/00

FROM: Commissioner Merrifield *MM*

SUBJECT: MERITORIOUS AWARD FOR EEO EXCELLENCE

I recommend that the NRC create a "Meritorious Award for EEO Excellence" to annually recognize an individual who has demonstrated their commitment to and success in implementing NRC's EEO Program. The creation of this award is intended to ensure that EEO is an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of employees and applicants for employment at NRC.

I believe that such an award is warranted to recognize exemplary performance for the implementation of the EEO Program. As structured, the current awards program does not recognize such excellence, and I believe that is a shortfall. The idea of awarding employees who excel in implementing the EEO Program is not novel. In the recent past, an EEO award existed when awards were given by occupational category. However, the practice of giving awards for categories was discontinued and to my knowledge, there was not a conscious decision to remove the EEO award. Instead, it simply was dropped because nominations were to be based on the career achievement of the nominee. Given that the Commission insists that employees implement this program, I believe we should recognize those who do so in an exemplary fashion.

I suggest that nominations for the award be provided by staff through the EDO to the Commission. The Commission would make the final selection based upon recommendations provided by staff. The solicitation for this award would be consistent with the solicitation for other meritorious awards and would include input from the EEO Advisory Committees. The creation of this award would not require a new mechanism but would be accommodated within the current structure of NRC's Meritorious Awards. In addition, a financial incentive consistent with the Meritorious structure would accompany the award.

SECY please track.

- cc: EDO
- SECY
- OGC
- STP

**CHAIRMAN MESERVE'S COMMENTS ON COMJSM-00-0002 - MERITORIOUS AWARD FOR  
EEO EXCELLENCE**

I approve the recommendation that the Commission establish an award for EEO performance. However, this award should be subject to the same review process as other awards.

For over ten years, the Commission had given an annual EEO award as part of its NRC Awards Program. The award served to emphasize the importance of EEO issues and the need to recognize outstanding performance in this area. The annual EEO award was a specific category within the annual NRC Awards program until this year, when the Commission agreed to modify the structure of the NRC awards program by eliminating all categories for the awards. As a result, the NRC Awards for 2000 do not include any award that is specifically identified as an EEO-based award. Although I do not favor returning to a category structure for the awards program, the significance of the EEO program to the achievement of the NRC's mission and the danger that EEO accomplishments might otherwise remain unrecognized justifies this limited departure from our decision to eliminate categories for awards.

In order to avoid disruption of this year's award program, I recommend that this proposal become effective for FY 2001. The joint EDO/Commission-level screening panel that serves to recommend the recipients of other NRC awards is appropriate for the EEO award as well.



UNITED STATES  
NUCLEAR REGULATORY COMMISSION

WASHINGTON, D.C. 20555-0001

COMMISSIONER

April 27, 2000

MEMORANDUM TO: Annette Vietti-Cook  
Secretary to the Commission

FROM: Commissioner Dicus *Greta Joy Dicus*

SUBJECT: COMJSM-00-0002 - MERITORIOUS AWARD FOR  
EEO EXCELLENCE

I choose not to participate in this action. I do this not out of any opposition to the concept of recognizing EEO accomplishment. Rather, I believe that this is an issue the management of which is more properly handled at the EDO level. In my view it is not of a sufficient policy level to justify it being handled as a Commissioner level action item. Accordingly, rather than opposing the proposal, I choose not to participate in this action.

cc:  
Chairman Meserve  
Commissioner McGaffigan  
Commissioner Diaz  
Commissioner Merrifield  
EDO  
OGC



COMMISSIONER

5/4  
UNITED STATES  
NUCLEAR REGULATORY COMMISSION

WASHINGTON, D.C. 20555-0001

Approved.

*Nils J. Diaz*

Nils J. Diaz 5/1 /00

April 19, 2000

COMJSM-00-0002

MEMORANDUM TO: Chairman Meserve  
Commissioner Dicus  
Commissioner Diaz  
Commissioner McGaffigan

FROM: Commissioner Merrifield *mm*

SUBJECT: MERITORIOUS AWARD FOR EEO EXCELLENCE

I recommend that the NRC create a "Meritorious Award for EEO Excellence" to annually recognize an individual who has demonstrated their commitment to and success in implementing NRC's EEO Program. The creation of this award is intended to ensure that EEO is an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of employees and applicants for employment at NRC.

I believe that such an award is warranted to recognize exemplary performance for the implementation of the EEO Program. As structured, the current awards program does not recognize such excellence, and I believe that is a shortfall. The idea of awarding employees who excel in implementing the EEO Program is not novel. In the recent past, an EEO award existed when awards were given by occupational category. However, the practice of giving awards for categories was discontinued and to my knowledge, there was not a conscious decision to remove the EEO award. Instead, it simply was dropped because nominations were to be based on the career achievement of the nominee. Given that the Commission insists that employees implement this program, I believe we should recognize those who do so in an exemplary fashion.

I suggest that nominations for the award be provided by staff through the EDO to the Commission. The Commission would make the final selection based upon recommendations provided by staff. The solicitation for this award would be consistent with the solicitation for other meritorious awards and would include input from the EEO Advisory Committees. The creation of this award would not require a new mechanism but would be accommodated within the current structure of NRC's Meritorious Awards. In addition, a financial incentive consistent with the Meritorious structure would accompany the award.

SECY please track.

--REC'D BY NJD-- cc: EDO  
SECY  
OGC  
STP  
20 APR 00 12:23

ORIGINAL



UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
WASHINGTON, D.C. 20555-0001

April 25, 2000

COMMISSIONER

MEMORANDUM TO: Jeffrey S. Merrifield

FROM: Edward McGaffigan, Jr. *E. McGaffigan, Jr.*

SUBJECT: COMJSM-00-0002 - MERITORIOUS AWARD FOR EEO  
EXCELLENCE

I agree with your recommendation that NRC create a "Meritorious Award for Equal Employment Opportunity Excellence" to annually recognize an individual who has demonstrated their commitment to and success in implementing NRC's EEO Program. I consider the creation of such an award to be a rare exception to the staff's laudable practice, which the Commission has endorsed, of eliminating occupational categories for awards. I would also propose that the EEO award be implemented in 2001 so as not to delay the efforts currently underway to recognize this year's recipients at the annual awards ceremony scheduled for June 22, 2000.

cc: Chairman Meserve  
Commissioner Dicus  
Commissioner Diaz  
SECY  
EDO  
OGC  
CFO  
CIO



UNITED STATES  
NUCLEAR REGULATORY COMMISSION

WASHINGTON, D.C. 20555-0001

May 10, 2000

SECRETARY

MEMORANDUM TO: William D. Travers  
Executive Director for Operations

FROM: Annette L. Vietti-Cook, Secretary 

SUBJECT: STAFF REQUIREMENTS - COMJSM-00-0002 - MERITORIOUS  
AWARD FOR EEO EXCELLENCE

The Commission has approved establishment of an annual NRC Meritorious Service Award for EEO excellence effective in FY 2001. The Commission believes that the significance of the EEO program to the achievement of the NRC's mission and the possibility that EEO accomplishments might otherwise remain unrecognized warrants this rare exception to its recent decision to eliminate categories for the NRC Awards program. The annual EEO Meritorious Award should be subject to the same review process as other awards.

cc: Chairman Meserve  
Commissioner Dicus  
Commissioner Diaz  
Commissioner McGaffigan  
Commissioner Merrifield  
OGC  
CIO  
CFO  
OCA  
OIG  
OPA  
Office Directors, Regions, ACRS, ACNW, ASLBP (via E-Mail)  
PDR