

IN RESPONSE, PLEASE
REFER TO: M920116

March 6, 1992

MEMORANDUM FOR: James M. Taylor
Executive Director for Operations

FROM: Samuel J. Chilk, Secretary /S/

SUBJECT: STAFF REQUIREMENTS - PERIODIC BRIEFING ON EEO
PROGRAM, 2:30 P.M., THURSDAY, JANUARY 16,
1992, COMMISSIONERS' CONFERENCE ROOM, ONE
WHITE FLINT NORTH, ROCKVILLE, MARYLAND (OPEN
TO PUBLIC ATTENDANCE)

The Commission was briefed by the NRC staff and representatives of the agency's employee advisory committees and the National Treasury Employees Union on the NRC's Equal Employment Opportunity program.

The Commission requests the following:

- 1) Results of the consultations with EEOC on the question of whether there is manifest under-representation in some areas within the NRC. The Commission should be informed of and approve any action plans developed to address this issue, if needed, prior to discussions with the EEOC;
- 2) A breakdown of EEO statistics at the higher pay grades, including SES, by profession as compared to the Federal Government in general;
- 3) A qualitative assessment of the effectiveness of the NRC's EEO efforts in placing qualified women, blacks, Hispanics, and other minorities in responsible positions to supplement the traditional data on the numbers of women, blacks and other minority employees at the NRC;
- 4) Promotion record for GG-15 women as compared to men, normalized for time-in-grade;
- 5) Promotion trend data for blacks and Hispanics within the Agency; and
- 6) Data relating to the processing time for EEO complaints.

(EDO)

(SECY Suspense: 5/1/92)

The Commission also requested the Affirmative Action Advisory Committee to clarify their views on whether a more formal tracking system or a more formal decision-making process would enhance the effectiveness of the Agency's rotational assignment program.

(EDO)

(SECY Suspense: 4/10/92)

The Commission encouraged the EDO to circulate his paper on affirmative action to the advisory committees and the staff to obtain their input and reactions to the proposed policy and goals. The Commission requests that the staff seek input from the advisory committees on future EEO-related proposals prior to submitting them to the Commission.

While continuing the effort to meet recruiting needs, the staff should increase their efforts on training, assignment and rotation of people who are already at the NRC to ensure opportunities are available on an equal basis. The staff should provide the Commission revised resource estimates for training and rotation of existing employees if some of the resources are shifted from the training and orientation of new people.

The Commission requested the staff to consider initiating a formal internal survey to develop a better understanding of EEO-related problems, or potential problems, at the NRC whenever sufficient informal data exists to suggest the need for a closer, Agency-wide examination of such problems.

The Committee on Age Discrimination should include in their next report new methods for evaluating statistics on promotions, performance ratings, and other factors so that more accurate conclusions on age discrimination at the NRC can be reached. Given the fact that the largest category of EEO complaints at the NRC is in the area of age discrimination, the Committee and the staff should explore further whether specific corrective action is appropriate.

For the next Commission briefing on this subject, it would be of value for the Commission to have the benefit of comparison of NRC workforce statistics with the local PATCO statistics; in other words, comparisons with statistics for the civilian labor force in the Washington Metropolitan area in the categories of Professional, Administrative, Technical, Clerical, and Other.

cc: The Chairman
Commissioner Rogers
Commissioner Curtiss
Commissioner Remick
Commissioner de Planque
OGC
OP
OCAA
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ACRS
PDR - Advance
DCS - P1-24