

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

May 22, 1990

MEMORANDUM FOR: James M. Taylor
Executive Director for Operations

FROM: Samuel J. Chilk, Secretary

SUBJECT: STAFF REQUIREMENTS - BRIEFING ON EEO
PROGRAM, 2:00 P.M., THURSDAY 3, 1990,
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 on the Equal Employment opportunity program.

The Commission requested the Office of Small and Disadvantaged Business Utilization and Civil Rights (SDBU/CR) and the office of Personnel to present and discuss the following information at the next EEO briefing:

1. A separate breakdown of EEO status information for NRC's regional offices.
2. A comparison of the NRC attrition rate by age group with that of other technical agencies, particularly with respect to employees in the 20-29 age bracket.
3. Data on the proportion of women and minorities who have applied for and completed the Executive Potential Program and the extent to which graduates of the program have moved to higher-level positions.

The Commission requested the office of Personnel to:

1. Conduct an appropriate follow-up assessment on the relatively high rate at which former employees cited dissatisfaction with management or supervisors as their reason for leaving the agency.

(EDO) (SECY Suspense: 9/30/90)

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2. Disseminate more specific information on Rotational Assignments Program to assist employees who may be considering participation in the program and increase the availability of rotational assignments.

(EDO) (SECY Suspense: 9/30/90)

3. Actively pursue improvements to the performance appraisal system and address the concerns expressed in the employee surveys.

(EDO) (SECY Suspense: As appropriate)

4. Ensure that all managers attend EEO refresher training courses.

(EDO) (SECY Suspense: 9/30/90)

The Chairman requested to be kept informed of the place, date and time of EEO Advisory Committee meetings.

The Commission encouraged the EEO Advisory Committees to keep NRC employees informed of committee activities through internal methods such as the NRC, to coordinate closely on overlapping issues and to interact with the Office of Personnel to support effective resolution of concerns.

cc: Chairman Carr
Commissioner Roberts
Commissioner Rogers
Commissioner Curtiss
Commissioner Remick
OGC
GPA
ACRS
PDR - Advance
DCS - PI-14