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

April 11, 1989

MEMORANDUM FOR: Victor Stello, Jr.
Executive Director for Operations

FROM: John C. Hoyle, Acting Secretary

SUBJECT: STAFF REQUIREMENTS - PERIODIC BRIEFING ON EEO
PROGRAMS, 10:00 A.M., THURSDAY, FEBRUARY 2, 1989

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COMMISSIONER'S CONFERENCE ROOM, ONE WHITE FLINT
NORTH, ROCKVILLE, MARYLAND (OPEN TO PUBLIC
ATTENDANCE)

The Commission was briefed by the staff and representatives of selected Advisory Commission on the status and progress of the NRC Equal Employment Opportunity Programs.

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

1. The reduction in force (RIF) study results and associated issues.
2. The range of ages of NRC employees; breakdown of the number of employees above the age of 50; and the trend of average age of NRC personnel over the past several years.
3. Number of employees applying/receiving training (separated into various age as well as technical and non-technical job descriptions).
4. The extent to which technical and scientific training is available and is being Used by employees aver the age of 50.
5. Data on employees not a scheduled training classes "no-shows"), including a statistical breakdown of the number of "no-shows" by office. In analyzing this information, staff should determine whether management attitudes and practices are a contributing factor to the "no-shows".
6. Separate Tables summarizing the number of women and minorities

in senior management positions (similar to Table I presented at the briefing for Black employees).

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7. A description of NRC's procedures for assessing the underlying for employees leaving the NRC and comparative data on NRC attrition rates by category (Blacks, other minorities, women, and all other employees).

The Commission that briefing packages should be accompanied by additional description and analysis of the data shown in charts, including comparisons to other government agencies (where possible).

(EDO) (SECY Suspense: 9/89)

The Commission requested the office of Personnel to:

a. Distribute the data as well as the analysis of the Employee Suggestion Survey to the ion and the advisory committees.

(EDO) (SECY 5/31/89)

b. Submit a summary of:

- i. The Commission's rotational assignment program.
- ii. Both the pros and cons of rotational assignments,
- iii. Comments from rotational participant, their managers, as well as the managers receiving those personnel for rotational assignment.
- iv. Findings of the study of alternate approaches to compensation, including the dual track carer path concept, as outlined in the Five year plan.

(EDO) (SECY suspense: 5/31/89)

c. Consider issue a memorandum to managers emphasizing the Commission's policy against discrimination by age, sex, or race in Promoting NRC employees or in assessing their performance on the job.

d. Take under advisement the conduct of informal interviews to augment the employee survey.

e. Consider placing greater emphasis on obtaining qualified Black, Woman and other minority candidates from outside the Commission for Senior management positions.

The Commission also recommended that the Advisory Committee on Age Discrimination should focus additional attention on age

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discrimination experienced by young employees and consider adding to its membership a representative of the NRC's younger employees. This recommendation should be addressed at the next periodic meeting.

cc: Chairman Zech
Commissioner Roberts
Commissioner Carr
Commissioner Rogers
Commissioner Curtiss
OGC
GPA
EEO Advisory Committees
o Z. Rosztoczy
o R. Tripathi
o S. Pettijohn
o R. Clark
o K. Black
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