

November 19, 2007

MEMORANDUM TO: Chairman Klein
Commissioner Jaczko
Commissioner Lyons

FROM: Luis A. Reyes */RA Martin J. Virgilio Acting for/*
Executive Director for Operations

SUBJECT: ANNUAL HUMAN RESOURCES STATISTICAL REPORT

Enclosed is the Annual Human Resources (HR) Statistical Report for Fiscal Year (FY) 2007. A comparison between FY 2006 and FY 2007 HR data shows the following areas of note:

- NRC's full-time equivalent (FTE) staff year ceiling increased from 3,293 to 3,455 FTE, or 4.9% for FY 2007. FTE staff years expended increased from 3,198 to 3,486 FTE, or 9%. This resulted in a 0.9% over utilization of available FTE staff years in FY 2007. Because of the anticipated ceiling increase for FY 2008, this slight overage puts the agency in a good position to achieve its hiring goals for next year. NRC's hiring efforts in FY 2007 resulted in an 18.9% increase in permanent gains from 371 in 2006 to 441 in 2007.
- Permanent losses increased from 205 in FY 2006 to 222 in FY 2007 and the attrition rate is now approaching 6.5%. Senior Executive Service (SES) losses were slightly higher than the FY 2006 level, mostly due to retirements. SES gains in FY 2007 were one-half (11) of what they were in FY 2006 (21) mainly because of SES Candidate Development Program graduates who are awaiting SES certification and the large number of placements in the previous year.
- Continued emphasis on the Student Career Experience Program ("Co-Ops") resulted in the number of participants holding steady at around 30 in FY 2007. Eight students were in the Student Temporary Employment Program in FY 2007.
- The balance between hires of employees age 40 and over (214) and employees under age 40 (227) was very close to even. The number of employees in the under 40 category continues to grow, from 739 in 2006 to 859 in 2007, an increase of 16.2%. The number of Native Americans on staff increased by 4 during FY 2007 to 20, while the percentage of Hispanics and African Americans each increased by more than 12% (to 178 and 518, respectively), and the percentage of Asian Pacific American employees increased by more than 10% (to 304). The category, "Two or More Ethnicities," added on January 1, 2006, nearly doubled to 13.

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- The number of monetary awards increased from 2,981 in 2006 to 3,364 in 2007 (a 12.8% increase) with a proportionate increase in the award pot. The use of Time Off Awards decreased by nearly 20%. High quality salary step increases remained at their FY 2005 and FY 2006 levels (26). The number of promotions also increased significantly (216) from FY 2006 (630) to FY 2007 (846), the result of greater opportunities in a growing agency.

Finally, I would note that the staff has been providing this report annually since 1995, and quarterly for some time before that. The information is similar to what is provided to the Commission biannually by SBCR and HR as background for briefings of the Commission on the status of equal employment in NRC and related subjects. In the interest of efficiency, I propose that this report be discontinued.

SECY, please track.

Enclosure:
Annual Human Resources Statistical Report
for Fiscal Year 2007

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