




UNITED STATES  
NUCLEAR REGULATORY COMMISSION

WASHINGTON, D.C. 20555-0001

June 12, 2001

MEMORANDUM TO: William D. Travers  
Executive Director for Operations

THRU: Federal Employees Pay Comparability Act (FEPCA) Panel

FROM: Paul E. Bird, Director   
Office of Human Resources

SUBJECT: REQUEST TO MODIFY RECRUITMENT BONUS INCENTIVE  
FOR CERTAIN PROFESSIONAL ENTRY-LEVEL HIRES

The Office of Human Resources (HR) requests your approval to modify the recruitment bonus incentive approved on December 12, 2000 for new entry-level hires for certain hard-to-fill positions. That approval authorizes payment of a recruitment bonus to recent college graduates, who have no creditable work experience and are being hired into permanent entry level professional positions in the 800 (engineering), 1300 (physical science), 334 (computer specialist), and 510 and 511 (accounting and auditing, respectively) occupational series. New hires for positions filled at the GG-5 or GG-7 level (for candidates with a B.S. degree); GG-9 (for candidates with an M.S. degree); or GG-11 (for candidates with a PhD) are authorized either a 5% or a 10% bonus to be determined by their graduation GPA.

As indicated in the December 12 memo, the Office of Human Resources has monitored the use of this incentive carefully. Our experience over several months has shown that we continue to encounter difficulty attracting some entry-level professionals in these series because, in many cases, the candidates selected have work experience creditable toward qualification at a higher level but, because they are not recent graduates, the group bonus authority cannot be used. For example, an applicant with a B.S. degree who, as a recent graduate with a high GPA would have qualified at the GG-7 level, may actually be qualified at the GG-11 level after acquiring two years' professional work experience. However, because the applicant possesses only a B.S. degree, the NRC would be unable to credit the two years experience and would be able to pay a recruitment bonus under this authority only if the applicant is hired at the GG-7 level.

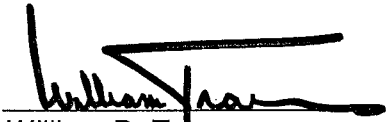
We feel that we unnecessarily limited our ability to use the group authority and we would therefore like to amend the group bonus incentive to allow **any** applicant being hired into a covered position at the GG-5, -7, -9, or -11 level to be paid a recruitment bonus, regardless of the recency of college graduation. Under the revised authority, the amount of the bonus offered to an applicant with creditable work experience entering a covered position at any of these entry-level grades would be determined either by his/her graduation GPA or by other appropriate indicators of quality of work experience. Indicators of quality of work may include, for example, performance reviews or appraisals from another organization, pre-employment reference checks, or the selecting official's evaluation of the mission-criticality of the applicant's skills. The selecting official, in conjunction with the HR representative, would determine

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whether to offer a 5% or a 10% bonus in cases where the graduation GPA is too outdated to be a valid indicator of the applicant's skills. I suggest that this change become effective upon your approval.

We hope that loosening these restrictions on the group recruitment bonus authority will enable us to attract top-quality candidates. As before, HR will closely monitor the success of this incentive and will propose further modifications as needed.

APPROVED:



William D. Travers  
Executive Director for Operations

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**Original Signed by**

APPROVED: William D. Travers  
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Executive Director for Operations

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DIRECTORY/SUBDIRECTORY: G:\HRPP  
DOCUMENT NAME : Entry level blanket revision.wpd  
WITS/EDO/HR TICKET NO. :  
SUBJECT FILE FOLDER NAME: *proposed is consistent with FEPCA panel member's recommendation*

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