



UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
REGION I  
475 ALLENDALE ROAD  
KING OF PRUSSIA, PA 19406-1415  
August 6, 2008

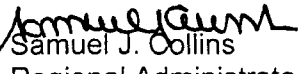
MEMORANDUM TO:

R. W. Borchardt  
Executive Director for Operations

THRU:

Federal Employees Pay Comparability Act Panel  
  
James F. McDermott, Director  
Office of Human Resources

FROM:

  
Samuel J. Collins  
Regional Administrator  
Region I

Luis A. Reyes  
Regional Administrator  
Region II

Elmo E. Collins, Jr.  
Regional Administrator  
Region IV

SUBJECT:

REQUEST TO RENEW GROUP RETENTION INCENTIVE PAY  
AUTHORITY

- I. The Executive Director of Operations approved the original request on June 4, 2007, to use the group retention incentive pay authority for eligible Resident Inspectors and Senior Resident Inspectors assigned to the Indian Point site in Region I, and the Diablo Canyon site in Region IV. Subsequently, a request was approved on June 30, 2007 for the Turkey Point site in Region II. A copy of the approved requests is enclosed for your review.

The approved retention incentive is 10% of basic pay to be paid each pay period, upon completion of the required service agreement based on the relocation incentive, and continued indefinitely, subject to annual review.

It is requested that the group retention incentive pay authority be continued for an additional year so that the regions have sufficient data to analyze the effectiveness of the implementation of this incentive. Due to the effective dates of reassignment of residents to these sites, several service agreements related to relocation are still in effect, and the group retention incentive pay will not begin to be paid, in most cases, until some time in calendar year 2009.

The regions continue to believe that there is an especially high risk that a significant number of resident inspectors will leave federal employment from these particular sites because they are located in areas with an unusually high cost of living, the locality pay established for the locations is insufficient to offset the high cost of living, the regions have unusual difficulty recruiting for these sites and retaining staff even with relocation

incentives, and the residents assigned to these sites have consistently described hardship in living in the areas.

II. There  are \_\_\_\_\_ are not sufficient funds to pay for the request.

8/26/2008  
Date

*Nancy L. Johns*  
for James F. McDermott, Director  
Office of Human Resources

III. The Office of Human Resources has reviewed this request and finds that it meets the required criteria. We have reviewed the request, and we  do  do not agree that it fully meets the criteria for payment. We  do  do not agree with the amount recommended. We recommend an alternate payment amount of \_\_\_\_\_ based on the attached evaluation. We recommend that this request be  approved  disapproved for Indian Point, Diablo Canyon, and Turkey Point.

Justification for this recommendation is attached.

08/27/2008  
Date

*James M. ...*  
Chair, Federal Employees Pay Comparability Act (FEPCA)  
Senior Management Review Panel

IV. I have reviewed the request to use the above authority and  approve  disapprove the request for the amount requested.

8/28/08  
Date

*R.W. Borchardt*  
R. W. Borchardt  
Executive Director for Operations

Enclosure: As stated

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II. There \_\_\_\_\_ are \_\_\_\_\_ are not sufficient funds to pay for the request.

Date

James F. McDermott, Director  
Office of Human Resources

III. The Office of Human Resources has reviewed this request and finds that it meets the required criteria. We have reviewed the request, and we \_\_\_ do \_\_\_ do not agree that it fully meets the criteria for payment. We \_\_\_ do \_\_\_ do not agree with the amount recommended. We recommend an alternate payment amount of \_\_\_\_\_ based on the attached evaluation. We recommend that this request be \_\_\_\_\_ approved \_\_\_\_\_ disapproved for Indian Point, Diablo Canyon, and Turkey Point.

Justification for this recommendation is attached.

Date

Chair, Federal Employees Pay Comparability Act (FEPCA)  
Senior Management Review Panel

IV. I have reviewed the request to use the above authority and \_\_\_ approve \_\_\_ disapprove the request for the amount requested.

8.28.08

Original Signed by Martin J. Virgilic

Date

*JW* R. W. Borchardt  
Executive Director for Operations

Enclosure: As stated

Distribution:

- M. Dapas, DRA, RI      L. Broadwater, DRM, RI      L. Wert, DRP, RII      N. Johns, OHR
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OFFICE	RI/DRM/HR	RI/DRMA	RI/DRP	RI/RA			
NAME	JERoyal*	PRBaker*	DCLew*	SJCollins			
DATE	08/1/08	08/4/08	08/4/08	08/6/08			
OFFICE	RII/DRM/HR	RII/DRMA	RII/DRP	RII/RA			
NAME	AAllen	RPratcher	LWert	LAReyes			
DATE	08/ /08	08/ /08	08/ /08	08/ /08			
OFFICE	RIV/DRM/HR	RIV/DRMA	RIV/DRP	RIV/RA			
NAME	BDubinsky	MHays	DChamberlain	EECollins			
DATE	08/ /08	08/ /08	08/ /08	08/ /08			

\*See Previous Concurrence

II. There \_\_\_\_\_ are \_\_\_\_\_ are not sufficient funds to pay for the request.

\_\_\_\_\_  
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James F. McDermott, Director  
Office of Human Resources

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Justification for this recommendation is attached.

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Date

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Chair, Federal Employees Pay Comparability Act (FEPCA)  
Senior Management Review Panel

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\_\_\_\_\_  
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R. W. Borchardt  
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DATE	08/1/08	08/4/08	08/4/08	08/ /08			

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NAME	BDubinsky	MHays	DChamberlain	EECollins			
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