



UNITED STATES
NUCLEAR REGULATORY COMMISSION
REGION II
SAM NUNN ATLANTA FEDERAL CENTER
61 FORSYTH STREET, SW, SUITE 23T85
ATLANTA, GEORGIA 30303-8931

August 21, 2008

MEMORANDUM TO: James F. McDermott, Director
Office of Human Resources

FROM: Luis A. Reyes, Regional Administrator

SUBJECT: REQUEST TO ADJUST RELOCATION INCENTIVE FOR
VOGTLE FROM 8% TO 13%

This is to request your approval to adjust the relocation incentive for resident inspectors and senior resident inspectors stationed at Vogtle from 8% to 13%. The recommended adjustment is based on assignment of Vogtle to a higher category under recruitment difficulty. The "Recommendations Based on Review of Resident Inspector Program Relocation Incentive Algorithm," approved by the Executive Director for Operations September 23, 2005, indicate that the Office of Human Resources may adjust the relocation incentive amounts for particular sites at any time based on changes in recruitment difficulty, revisions in locality pay, and changes in geographical cost data.

The current 8% relocation incentive for Vogtle is comprised of the 8% minimum incentive, 0% assigned for geographic economic factors, and 0% assigned for recruitment difficulty.

Change in Recruitment Difficulty

The current Agency criteria for assessing recruitment difficulty is as follows:

- (0%) represents sites that are less difficult in comparison to other sites to attract suitable candidates,
- (5%) represents sites that are difficult to attract suitable candidates absent this incentive (that is, the number of suitable candidates is likely to be few) (5%), or
- (10%) represents sites particularly difficult to fill positions absent this incentive; for example, several postings may be necessary to attract a suitable candidate (10%).

As mentioned above, Vogtle is currently assigned the 0% recruitment difficulty category. However, we recently posted a Senior Resident Inspector (SRI) position NRC wide which produced one "best qualified" candidate. The only "best qualified" candidate withdrew from consideration prior to a scheduled interview. Subsequently, another SRI vacancy was posted NRC wide for Vogtle which will close on 9/5/2008, again advertising the current 8% relocation

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incentive. In view of the Region's recent experience in attempting to fill the SRI position at Vogtle, Region II requests that Vogtle be assigned 5% instead of 0% to the recruitment difficulty factor.

This category represents sites or positions for which it is expected to be difficult to fill positions absent the relocation incentive. In view of the Region's recent experience attempting to fill the SRI position at Vogtle, this mid-level category for recruitment difficulty is a more accurate characterization for Vogtle, and the higher level relocation incentive that will result is needed to help attract and retain candidates for the site. Based on feedback from random potential candidates who may be qualified to compete for the SRI position at Vogtle, the approximate 90-100 mile round trip commute between the site and Augusta represented the greatest deterrent from applying to this position. Given the recent rise in fuel cost, this factor has greatly increased the recruitment difficulty for the Vogtle site.

Within Region II, the current Brunswick site relocation incentive is comparable at 13%. This site also has a long commute time for the Residents and is similarly located the same approximate distance to a major city (Wilmington, NC vs. Augusta, Ga).

Additionally, anecdotal information indicates that the recent changes in the NRC's home sale program and the overall downturn of the housing market are both contributing to the lack of applicants to the SRI position at Vogtle.

Adjustment of the recruitment difficulty factor will result in a relocation incentive of 13% for Vogtle comprised of the 8% minimum incentive, 0% assigned for geographic economic factors, and 5% assigned for recruitment difficulty. If approved, it would be Region II's intention to apply this revised relocation incentive to the current open posting for the Vogtle SRI which closes September 5, 2008. Further, Region II would consider that this increase of 5% should be considered for a permanent change to the future postings for the Resident and Senior Resident Position at the Vogtle site.

Additional Request to Adjust Relocation Incentive for Vogtle SRI from 13% to 18%

If there are no qualified applicants for this second SRI posting, Region II would then recommend increasing the recruitment difficulty factor to the 10% level for any subsequent postings for this specific SRI position. This is based on the interpretations that two unsuccessful posting attempts would meet the intent of the highest value for recruitment difficulty. Specifically, that particularly difficult to fill positions may require several postings necessary to attract a suitable candidate.

If approved, this additional request would only apply to the SRI position for this specific vacancy and future posting parameters would be handled in accordance with the approved Resident

J. McDermott

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Inspector Relocation Program dated July 2005 and/or any permanent modification to the allocation for Vogtle residents through this program. This option would only be utilized once all other reasonable recruitment measures have been exhausted.

Approved:



James F. McDermott, Director
Office of Human Resources

9-10-8
(Date)

cc: FEPCA

FEPCA reviewed and recommends approval based on
the justification given, including approval to increase the
incentive to 18% if efforts
to recruit using 13% do not
yield adequate candidates.
9/8/2008