

**Responses to Requests for Information on Hiring Freeze  
Representative Elijah E. Cummings  
E-mail dated March 6, 2017**

**1. Does the hiring freeze apply to the NRC?**

Yes.

**2. If so, what positions does it affect?**

The NRC is applying the hiring freeze guidance to all positions within the NRC, unless one of the exemptions outlined in the joint memorandum from the U.S. Office of Management and Budget (OMB) and the U.S. Office of Personnel Management (OPM) applies.

**3. Has the NRC issued guidance or a memo that exempts certain positions from the hiring freeze?**

Yes.

**a. If so, what positions are exempted?**

The NRC has determined that its nuclear power plant resident inspector, senior resident inspector, and nuclear fuel facility inspector positions meet the exemption for public safety responsibilities.

**b. How many or what percentage of positions are exempted?**

About 4 percent of NRC employees are in the positions that are exempted.

**c. Please provide us with a copy of the written guidance or memo.**

Guidance to NRC Office Directors and Regional Administrators and to Human Resource Specialists and Regional Personnel Officers is attached.

**4. How many employees are there in the NRC?**

As of March 4, 2017, there are 3,285 permanent employees at the NRC.

**5. How many total vacancies are there currently in the NRC? What types of positions are vacant and what are their numbers?**

There are approximately five vacancies for which we anticipate recruiting externally: nuclear power plant resident inspectors, health physicists, and nuclear fuel facility inspectors. While we intend to start recruiting health physicists, the NRC recognizes that these positions are subject to the hiring freeze. Therefore, selections will not be made unless we seek an exemption consistent with OMB/OPM guidance or the hiring freeze is lifted. In addition, there are a number of other vacancies that we plan to fill internally, consistent with the hiring freeze.

Enclosure

**6. What percentage of NRC employees are retirement eligible?**

Twenty-two (22) percent of permanent staff is currently eligible to retire.

**7. How many or what percentage of employees does the NRC expect to retire in the next year?**

We anticipate 90-100 retirements this fiscal year. Historically, the NRC's attrition rate is approximately 5.5 percent and retirements comprise approximately 55 percent of that total. For FY 2017, the NRC is conservatively estimating 5 percent attrition, which includes 55 employees that are participating in an early out and/or buyout program offered by the NRC.

**a. What positions or departments are they located in?**

Approximately 55 percent are expected to be in technical positions, with the remainder being management, administrative, and corporate support positions. The organizational split is anticipated to be approximately 75 percent from headquarters offices and 25 percent from the regional offices.

**8. What impact does/will the hiring freeze have on the NRC?**

The NRC has been operating under significant hiring constraints for the last couple of years. Accordingly, the hiring freeze should not have a significant adverse impact on our external recruitment. However, the hiring freeze also prohibits filling competitive vacancies internally, which does present a challenge if a position cannot be filled through a lateral reassignment.

**a. What is the impact on customer service?**

For a near-term freeze, the NRC fully expects to continue to fulfill its important public health and safety mission despite restrictions on hiring. As previously indicated, the NRC has been operating under significant hiring constraints for the last couple of years.