



CHAIRMAN

UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D. C. 20555

✓ December 12, 1978

Per-2

79 4226 0009

✓ The Honorable Walter F. Mondale
President of the Senate
Washington, D. C. 20510

Dear Mr. President:

POOR ORIGINAL

In accordance with Title II of the Energy Reorganization Act of 1974, as amended, the Nuclear Regulatory Commission hereby submits its quarterly report on full-time permanent employees hired and promoted. Enclosure 1 is the report for the quarter ending September 30, 1978. Enclosure 2 is the fiscal year-end summary of employees hired and promoted.

The following tables provide information on the numbers of minorities and women hired and promoted for fiscal years 1977 and 1978.

Employees Hired:

	FY 77			FY 78		
	Women	Minorities	Total	Women	Minorities	Total
Number Hired (New Hires)	137 37.6%	52 14.3%	364	165 44.7%	52 14.1%	369
Hires at Grade 11 & above	20 10.6%	19 10.1%	188	25 12.6%	16 8.0%	199
Grade in which largest number of new hires	5	5	12	5	5	12

Employees Promoted:

Number of Promotions	257 46.4%	81 14.6%	554	250 41.3%	73 12.1%	605
Promotions at Grade 11 & above	46 14.9%	32 10.4%	309	60 16.0%	31 8.2%	376
Grade in which largest number of promotions	7	7	13	7	14/11	14

Identical letter sent to: 1 Thomas P. O'Neill, Jr., Speaker of the House of Rep
2 Rep. Morris K. Udall
3 Sen. Gary Hart
4 Rep. John D. Dingell

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Recipient

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During FY 1978, there were no changes to NRC's procedures followed in preparing job descriptions, informing potential applicants, and selections at grade 11 and above. However, a review was undertaken of the agency's auditing procedures as a result of a request for promotion action. In addition, the Commission recently approved several initiatives designed to improve the EEO program. Included among these are:

1. Development of managerial and executive training opportunities for women and minorities. Guidelines established will emphasize identification of minorities and women, and development plans will be formulated for all employees at the time of the annual performance appraisals.
2. Increased or modified recruitment activities to identify minorities and female candidates for vacancies at all grade levels, particularly at mid- and upper levels.
3. Broader use of cooperative employment programs, particularly at the university level. NRC is currently expanding in the area of Co-op and Summer Technical Intern employment, and a conscious effort will be made to recruit minorities and women for these positions. The goal for the recruitment of minorities and women for these programs will be the number actually employed by the agency in FY 1978. If that goal is achieved, 45% of the total number hired will be minorities or women. Of this 45%, it would be desirable if one-half were minorities and one-half were women.
4. Further job restructuring to permit greater upward mobility of employees in lower and mid-level positions.

Increased emphasis will be placed on training employees to qualify for performance of duties which an employee is currently performing or those which he or she could reasonably be expected to perform in the future, including potential duties in a different job or occupation at the same or higher level. In providing this training, target jobs for which an employee may have a reasonable expectation of being selected will be identified.

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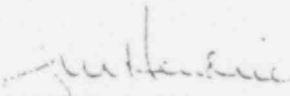
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5. Identification of skills and abilities of employees already in NRC's workforce and the development of a system for matching those skills with the agency's needs.
6. Job sharing. Formal procedures will be established for sharing, focusing particular attention on part-time and temporary positions.
7. The agency will explore the possibility of expanding short term appointments of professors from minority schools to the NRC staff.

It is anticipated that implementation of the items listed above will assist in improving the employment profile of minorities and women in the NRC.

This report has also been sent to The Honorable Thomas P. O'Neill, Jr., The Honorable John D. Dingell, The Honorable Morris K. Udall, and The Honorable Gary Hart.

Sincerely,



Joseph M. Hendrie
Chairman

Enclosures:

1. 4th Quarterly Report
2. Fiscal Year-End Summary
of Employees Hired and
Promoted

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PERSONNEL ACTIONS AFFECTING
NRC FULL-TIME PERMANENT EMPLOYMENT
REPORT ON HIRES AND PROMOTIONS FOR
FISCAL YEAR 1978 QUARTER ENDING 9/30/78

A. HIRES

	TOTAL	MALES		FEMALES	
		MINORITY	NONMINORITY	MINORITY	NONMINORITY
EX II	0	0	0	0	0
EX III	1	0	1	0	0
EX IV	0	0	0	0	0
EX V	0	0	0	0	0
UNGRADED (PROF)	7	0	7	0	0
GS 18	1	0	1	0	0
GS 17	1	0	1	0	0
GS 16	2	0	2	0	0
GS 15	5	0	3	0	2
GS 14	5	0	4	0	0
GS 13	20	3	16	0	1
GS 12	25	1	19	0	5
GS 11	12	1	8	0	3
SUBTOTAL	79	6	62	0	11
GS 10	0	0	0	0	0
GS 9	16	0	9	0	7
GS 8	0	0	0	0	0
GS 7	6	1	0	1	4
GS 6	7	0	1	0	6
GS 5	15	1	1	4	9
GS 4	9	0	1	2	7
GS 3	10	0	1	2	7
GS 2	4	0	1	0	3
GS 1	0	0	0	0	0
UNGRADED (ADMIN/CLERICAL/WD)	0	0	0	0	0
SUBTOTAL	67	2	14	9	42
GRAND TOTAL	146	8	76	9	53

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PERSONNEL ACTIONS AFFECTING
HRC FULL-TIME PERMANENT EMPLOYMENT
REPORT ON HIRES AND PROMOTIONS FOR
FISCAL YEAR 1978 QUARTER ENDING 9/30/78

B. PROMOTIONS

	TOTAL	MALES		FEMALES	
		MINORITY	NONMINORITY	MINORITY	NONMINORITY
EX 11	0	0	0	0	0
EX 111	0	0	0	0	0
EX 111	1	0	1	0	0
EX IV	1	0	1	0	0
EX V	1	0	1	0	0
UNGRADED (PROF)	0	0	0	0	0
GS 18	2	0	2	0	0
GS 17	2	0	2	0	0
GS 16	1	0	1	0	0
GS 15	14	0	12	0	2
GS 14	37	4	30	0	3
GS 13	21	0	18	0	3
GS 12	24	2	12	0	10
GS 11	17	1	8	3	5
SUBTOTAL	120	7	87	3	23
GS 10	3	0	1	1	1
GS 9	7	1	1	0	5
GS 8	9	0	0	1	8
GS 7	15	0	1	2	12
GS 6	14	1	1	1	11
GS 5	13	0	0	1	12
GS 4	2	0	1	0	1
GS 3	3	0	0	2	1
GS 2	0	0	0	0	0
GS 1	0	0	0	0	0
UNGRADED (ADMIN/CLERICAL/WR)	2	1	1	0	0
SUBTOTAL	68	3	6	8	51
GRAND TOTAL	188	10	93	11	74

FISCAL YEAR 1978 SUMMARY OF
PERSONNEL ACTIONS AFFECTING
NRC FULL-TIME PERMANENT EMPLOYMENT

A. HIRINGS

	TOTAL	MALE		FEMALE	
		MINORITY	NONMINORITY	MINORITY	NONMINORITY
EX II	0	0	0	0	0
EX III	1	0	1	0	0
EX IV	0	0	0	0	0
EX V	1	0	1	0	0
UPGRADED (PROF)	7	0	7	0	0
GS 18	1	0	1	0	0
GS 17	3	0	2	0	1
GS 16	3	0	3	0	0
GS 15	8	0	5	0	3
GS 14	22	2	18	0	2
GS 13	50	6	42	1	1
GS 12	64	2	53	0	9
GS 11	39	4	27	1	7
TOTAL	199	14	160	2	23

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A. HIRN'S CONTINUED

	TOTAL	MALES		FEMALE	
		MINORITY	NONMINORITY	MINORITY	NONMINORITY
GS 10	0	0	0	0	0
GS 9	32	2	16	2	12
GS 8	2	0	0	0	2
GS 7	18	1	1	2	14
GS 6	21	0	1	2	18
GS 5	38	1	5	10	22
GS 4	29	0	1	8	20
GS 3	20	0	1	6	13
GS 2	10	0	1	2	7
GS 1	0	0	0	0	0
UNGRADUATED (ADM/CLERICAL/WR)	0	0	0	0	0
TOTAL	170	4	26	32	108

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PROFESSIONS

	<u>TOTAL</u>	<u>MALE</u>		<u>FEMALE</u>	
		<u>MINORITY</u>	<u>NONMINORITY</u>	<u>MINORITY</u>	<u>NONMINORITY</u>
EX II	0	0	0	0	0
EX III	0	0	0	0	0
EX IV	1	0	1	0	0
EX V	1	0	1	0	0
IMMIGRATED (PROF)	0	0	0	0	0
GS 18	5	0	5	0	0
GS 17	9	0	9	0	0
GS 16	9	0	8	0	1
GS 15	53	1	48	0	4
GS 14	102	8	88	1	5
GS 13	76	1	59	4	12
GS 12	67	5	45	2	15
GS 11	53	4	33	5	11
TOTAL	376	19	297	12	48

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P. PROPORTIONS CONTINUED

	TOTAL	MALE		FEMALE	
		MINORITY	NONMINORITY	MINORITY	NONMINORITY
65 10	7	0	2	1	4
65 9	35	5	10	3	17
65 8	20	0	1	1	18
65 7	50	0	4	7	39
65 6	45	2	7	5	31
65 5	38	1	2	6	29
65 4	23	0	2	3	18
65 3	8	0	0	6	2
65 2	0	0	0	0	0
65 1	0	0	0	0	0
UNGRADED (ADM/CLERICAL/NB)	3	2	1	0	0
TOTAL	229	10	29	32	158

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