



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

January 2, 1991

IN RESPONSE, PLEASE
 REFER TO: M901217B

OFFICE OF THE
 SECRETARY

MEMORANDUM FOR: James M. Taylor
 Executive Director for Operations

FROM: Samuel J. Chilk, Secretary

SUBJECT: STAFF REQUIREMENTS - BRIEFING ON EEO PROGRAM,
 10:00 A.M., MONDAY, DECEMBER 17, 1990,
 COMMISSIONERS' CONFERENCE ROOM, ONE WHITE
 FLINT NORTH, ROCKVILLE, MARYLAND (OPEN TO
 PUBLIC ATTENDANCE)

The Commission was briefed by the NRC staff and representatives of the agency's employee advisory committees and the National Treasury Employees Union on the NRC's Equal Employment Opportunity program.

The Commission expressed an interest in the training opportunities that are not management oriented that are available for senior technical people in the NRC.
 (EDO) (SECY Suspende: 3/9/91)

The Commission requested the staff to identify specific causes of attrition among the agency's younger employees and to devote greater attention to planning for and recognizing the experience gained by employees completing developmental programs. Chairman Carr also requested the staff to consider employee advisory committee recommendations regarding EEO training and additional contacts between managers, EEO counselors, and employees to discuss EEO concerns.
 (EDO) (SECY Suspende: 6/21/91)

Chairman Carr encouraged the employee advisory committees to continue their current emphasis on contacts with individual employees so that future presentations can better reflect employee views. In addition, he urged minority personnel to apply for more rotational assignments.

Commissioner Rogers requested the staff to provide an analysis of the statistical standard deviations for each of the data points in any of the line graphs presented to the Commission in future EEO briefings.
 (EDO) (SECY Suspende: 6/21/91)

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Commissioner Curtiss noted that the new SES pay raise in January and the high-three rule may result in many senior personnel staying on for three more years with a high attrition rate at the end of that period. In addition to recognizing the potential occurrence, he urged the staff to ensure they were positioned with adequate numbers of qualified personnel to preclude such a transition from severely disrupting the agency's programs.

Commissioner Rogers urged managers to do an analysis of the possible impact on their own organization of high attrition coming at the end of the next 3 years.

cc: Chairman Carr
Commissioner Rogers
Commissioner Curtiss
Commissioner Remick
OGC
GPA
ACRS
PDR - Advance
DCS - P1-24