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POLICY ISSUE

(NEGATIVE CONSENT)

January 26, 1995

SECY-95-016

For: The Commissioners

From: James M. Taylor
Executive Director for Operations

Subject: IMPLEMENTATION OF CHANGES TO THE REACTOR RESIDENT INSPECTOR
PROGRAM

Purpose:

To inform the Commission of my intent to implement additional recommended changes in policies and practices pertaining to the resident inspector program.

Background:

In SECY-94-181, dated July 8, 1994, the Commission was informed of my intent to implement a variety of program changes for resident and senior resident inspectors resulting from a recent staff study of the program. Such changes would be dependent upon discussions with the union regarding the proposed program changes.

In the SRM to SECY-94-181, dated August 8, 1994, the Commission approved the staff's intention to begin discussions concerning the implementation of changes to the resident inspector program with the union. On August 19, 1994, the union agreed to the provisions regarding saved pay as stated in SECY-94-181. These provisions have been implemented. The union also agreed to the proposed provisions regarding relocation bonuses. These provisions however, also required review by the NRC Federal Employees Pay Comparability Act (FEPCA) Panel. The FEPCA Panel recommended approval of these provisions which I approved effective October 17, 1994. On November 4, 1994, Announcement No. 125 was issued to all employees advising them of these new provisions.

NOTE: TO BE MADE PUBLICLY AVAILABLE
WHEN THE FINAL SRM IS MADE
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Contact:
Paul E. Bird
Office of Personnel
415-7516

9503030313 950126
PDR SECY
95-016 PDR

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Discussion:

On October 4-5, 1994 a regional partnership subcommittee meeting was held in Region II. Several modifications to the resident inspector program were discussed and agreed to at this meeting. On November 1, 1994, the Agency Labor-Management Partnership Committee met and agreed to the results of the subcommittee meeting with some minor modifications. The changes resulting from the partnership discussions are as follows:

Recruitment and Retention:

- Candidates selected for the Senior Resident Inspector (SRI) Development Program who do not have experience as a resident inspector must complete the Resident Inspector (RI) Development Program training requirements in addition to the training requirements specified for the SRI Development Program.
- Candidates for the SRI Development Program who do not have previous experience as an RI must serve at a resident site for approximately six months as part of their developmental training.
- Any exceptions to the provisions stated above would be subject to discussion with NTEU partnership representatives on a case by case basis.
- After the initial group of resident inspector candidates have completed the Resident Inspector Development Program and have been certified, any selections of resident inspectors who have not completed the RI Development Program will be discussed with appropriate NTEU partnership representatives.
- Existence of pools of candidates for resident inspector or senior resident inspector positions does not preclude the filling of these positions with employees currently or previously in the RI/SRI Program.
- NTEU will identify a representative to participate as necessary in RI oversight panel activities. The NTEU representative will not participate in the selection of RI Development Program candidates or in matters affecting senior resident inspectors.

Resident Pay Schedule:

- The pay recommendation described in SECY-94-181 as Option 4, was endorsed by the Partnership Committee with the proviso that resident pay not fall below the Federal locality pay rates authorized for a resident's geographic area. The pay formula endorsed continues a three step pay increment above the regular GG pay schedule plus a partial locality pay for resident inspectors in high cost areas. The partial locality pay is the difference between the locality pay for the resident site area and the locality rate for "Rest of U.S." The new pay rates for resident inspectors are effective January 8, 1995.

Mobility Agreement:

- The Partnership Committee agreed that resident inspectors should not be assigned to a different location within the first three years after relocating unless waived by the resident or specifically directed by the Executive Director for Operations based on identified agency needs.
- The Partnership Committee recommended that OGC review the proposed mobility agreement to assure that the signature format meets acceptable standards for such agreements. OGC has completed this review and the staff is prepared to implement the provisions related to mobility agreements for resident inspectors.

Exceptions to Saved Pay Effective Date:

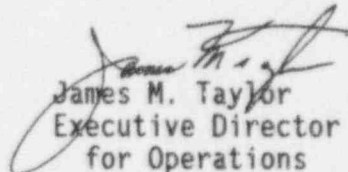
- While pay savings provisions were endorsed with the implementation date of August 19, 1994, it was recommended that limited exceptions back to July 18, 1994, be considered. Such consideration is currently underway.

Coordination:

The Office of the General Counsel has no legal objection.

Recommendation:

It is the staff's intention to begin implementation of the remaining resident inspector program provisions described in SECY-94-181, as modified by the partnership changes described above, no sooner than 10 days from the date of this paper. The resident pay schedule was implemented January 8, 1995, since this did not represent a change from SECY-94-181, but included a minor clarification to the pay recommendation.


James M. Taylor
Executive Director
for Operations

SECY NOTE: In the absence of instructions to the contrary, SECY will notify the staff on Friday, February 10, 1995, that the Commission, by negative consent, assents to the action proposed in this paper.

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