

April 19, 2000

MEMORANDUM TO: Chairman Meserve
Commissioner Dicus
Commissioner Diaz
Commissioner McGaffigan

FROM: Commissioner Merrifield **/RA/**

SUBJECT: MERITORIOUS AWARD FOR EEO EXCELLENCE

I recommend that the NRC create a "Meritorious Award for EEO Excellence" to annually recognize an individual who has demonstrated their commitment to and success in implementing NRC's EEO Program. The creation of this award is intended to ensure that EEO is an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of employees and applicants for employment at NRC.

I believe that such an award is warranted to recognize exemplary performance for the implementation of the EEO Program. As structured, the current awards program does not recognize such excellence, and I believe that is a shortfall. The idea of awarding employees who excel in implementing the EEO Program is not novel. In the recent past, an EEO award existed when awards were given by occupational category. However, the practice of giving awards for categories was discontinued and to my knowledge, there was not a conscious decision to remove the EEO award. Instead, it simply was dropped because nominations were to be based on the career achievement of the nominee. Given that the Commission insists that employees implement this program, I believe we should recognize those who do so in an exemplary fashion.

I suggest that nominations for the award be provided by staff through the EDO to the Commission. The Commission would make the final selection based upon recommendations provided by staff. The solicitation for this award would be consistent with the solicitation for other meritorious awards and would include input from the EEO Advisory Committees. The creation of this award would not require a new mechanism but would be accommodated within the current structure of NRC's Meritorious Awards. In addition, a financial incentive consistent with the Meritorious structure would accompany the award.

SECY please track.

cc: EDO
SECY
OGC
STP