



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555-0001

February 16, 2005

SECRETARY

COMMISSION VOTING RECORD

DECISION ITEM: SECY-05-0019

TITLE: PROPOSED REVISION TO NRC'S RELOCATION POLICY

The Commission (with all Commissioners agreeing) approved the subject paper as recorded in the Staff Requirements Memorandum (SRM) of February 16, 2005.

This Record contains a summary of voting on this matter together with the individual vote sheets, views and comments of the Commission.

A handwritten signature in black ink, appearing to read "Annette L. Vietti-Cook".

Annette L. Vietti-Cook
Secretary of the Commission

Attachments:

1. Voting Summary
2. Commissioner Vote Sheets

cc: Chairman Diaz
Commissioner McGaffigan
Commissioner Merrifield
Commissioner Jaczko
Commissioner Lyons
OGC
EDO
PDR

VOTING SUMMARY - SECY-05-0019

RECORDED VOTES

	APRVD	DISAPRVD	ABSTAIN	NOT PARTICIP	COMMENTS	DATE
CHRM. DIAZ	X				X	2/6/05
COMR. McGAFFIGAN	X					2/11/05
COMR. MERRIFIELD	X				X	2/1/05
COMR. JACZKO	X					2/9/05
COMR. LYONS	X					1/28/05

COMMENT RESOLUTION

In their vote sheets, all Commissioners approved the staff's recommendation and some provided additional comments. Subsequently, the comments of the Commission were incorporated into the guidance to staff as reflected in the SRM issued on February 16, 2005.

NOTATION VOTE
RESPONSE SHEET

TO: Annette Vietti-Cook, Secretary
FROM: CHAIRMAN DIAZ
SUBJECT: **SECY-05-0019 - PROPOSED REVISION TO NRC'S
RELOCATION POLICY**

Approved x *(initials)* Disapproved Abstain
Not Participating

COMMENTS: See attached comments.

(Signature)

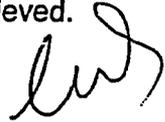
SIGNATURE
(Date)

DATE

Entered on "STARS" Yes ✓ No

Chairman Diaz comments on SECY-05-0019

I approve the Chief Financial Officer's (CFO) recommendation to limit the Home Sale Program to current NRC employees, and grant waivers for Federal employees transferring to the NRC to participate in the program only in exceptional cases. Further, I fully support the measures the CFO and Executive Director for Operations will implement to ensure that the Change of Station program is judiciously used as a tool to attract and maintain a quality NRC workforce. These approaches are smart business practices that will result in a more disciplined process for managers decision making and the use of funds. On a periodic basis, the staff should inform the Commission of the cost of the Change of Station Program and cost savings achieved.

A handwritten signature in black ink, appearing to be "Diaz", located at the end of the text block.

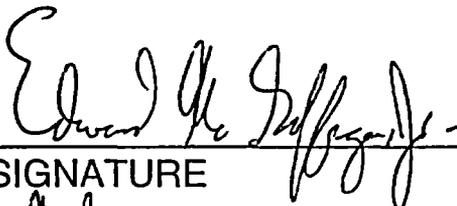
NOTATION VOTE
RESPONSE SHEET

TO: Annette Vietti-Cook, Secretary
FROM: COMMISSIONER MCGAFFIGAN
SUBJECT: **SECY-05-0019 - PROPOSED REVISION TO NRC'S
RELOCATION POLICY**

Approved Disapproved _____ Abstain _____

Not Participating _____

COMMENTS:



SIGNATURE
February 11, 2005

DATE

Entered on "STARS" Yes No _____

NOTATION VOTE

RESPONSE SHEET

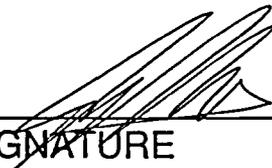
TO: Annette Vietti-Cook, Secretary
FROM: COMMISSIONER MERRIFIELD
SUBJECT: **SECY-05-0019 - PROPOSED REVISION TO NRC'S
RELOCATION POLICY**

Approved Disapproved Abstain

Not Participating

COMMENTS:

See attached comments



SIGNATURE

2/1/05

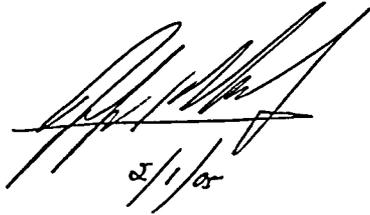
DATE

Entered on "STARS" Yes No

Commission Merrifield's comments on SECY-05-0019:

I approve the CFO's recommendation that the Home Sale Program be modified to allow only NRC employees to participate in the program and that waivers would be granted only in exceptional cases that are in the best interest of the agency. I agree that the NRC must continue to employ human capital strategies, including the use of incentives, to remain competitive in attracting and retaining a high quality, diverse workforce with the skills needed to fill critical vacancies and to provide developmental opportunities to achieve our mission. Management decisions on the application of relocation benefits need to be based on the best interest of the agency, but must also take into consideration the costs associated with these incentives. In that regard, the CFO has chosen not to recommend limiting employee eligibility for relocation allowances to no more than one agency-paid move within a specified length of time because this could hamper the agency's ability to fill critical positions and pursue developmental activities for succession planning. While I am willing to allow the ability to maintain this flexibility, our senior managers must be fully mindful of the costs and benefits of multiple relocations in the succession planning process.

In addition to the policy change recommended in this paper, the EDO and the CFO will be providing additional guidance to reinforce existing policy. The staff will also be monitoring activities of the General Services Administration (GSA) Relocation Federal Advisory Board and modifications to GSA's Federal Travel Regulations. I expect the staff will keep track of costs, as well as cost savings, as a result of these various initiatives and periodically report this information to the Commission.



A handwritten signature in black ink, appearing to be "J. J. Merrifield", written over a horizontal line. Below the signature, the date "2/1/05" is written in a smaller, cursive hand.

NOTATION VOTE

RESPONSE SHEET

TO: Annette Vietti-Cook, Secretary

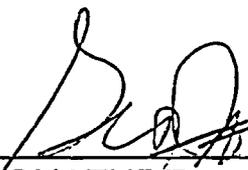
FROM: COMMISSIONER JACZKO

SUBJECT: **SECY-05-0019 - PROPOSED REVISION TO NRC'S
RELOCATION POLICY**

Approved Disapproved Abstain

Not Participating

COMMENTS:



SIGNATURE
2/09/05

DATE

Entered on "STARS" Yes No

NOTATION VOTE

RESPONSE SHEET

TO: Annette Vietti-Cook, Secretary

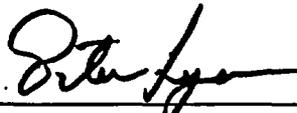
FROM: COMMISSIONER LYONS

SUBJECT: **SECY-05-0019 - PROPOSED REVISION TO NRC'S
RELOCATION POLICY**

Approved Disapproved Abstain

Not Participating

COMMENTS:



SIGNATURE

1/25/05

DATE

Entered on "STARS" Yes No