

November 24, 1999

FOR: The Commissioners

FROM: William D. Travers  
Executive Director for Operations

SUBJECT: ANNUAL UPDATE AND ANALYSIS OF DEMOGRAPHICS DATA ON RESIDENT INSPECTORS

## PURPOSE:

As requested by the Commission in a staff requirements memorandum (SRM) dated April 8, 1998, this paper provides the first annual update and analysis of the demographics data on resident inspectors (RIs). The purpose of this analysis is to assess whether the agency's actions associated with the RI program have resulted in a stable or improving program.

## SUMMARY:

In response to COMSECY-96-060, dated March 25, 1997, the staff developed demographics data on RIs to help it determine if the agency's policies have stabilized or improved the RI program. The staff presented its first such demographics data in SECY-97-285, "Discussion of Resident Inspector Demographics and the Balance Between Expertise and Objectivity," dated December 10, 1997. The data in SECY-97-285 indicated that the average experience level for the RI staff was lower in 1997 than it had been in 1994. Additionally, the attrition rates from the program had increased in each of the years between 1994 and 1997.

In response to the staff's findings, the Commission tasked the staff in its April 8, 1998, SRM to address the high RI attrition rate on an expedited basis; to provide more detailed RI demographics data; and to provide annual updates of the RI demographics data and any recommendations warranted by the new data until there is evidence that the agency's actions have stabilized or improved the RI program.

The staff's conclusions and its recommendations for improving the RI program were provided in [SECY-98-152](#), "Summary of Issues and Recommended Improvements to the Resident Inspector Program," dated June 29, 1998. The staff recommended developing new guidance as necessary to clarify expectations for the RI program; extending the 5-year relocation policy to 7 years; evaluating and making recommendations to the RI compensation policies; and preparing an annual update on the RI demographics data. The Commission approved the staff's recommendations subject to guidance contained in an SRM dated August 21, 1998. The staff also made an additional recommendation to improve the RI compensation policy to provide for full locality pay in [SECY-98-281](#), "Resident Inspector Compensation Policy," dated December 2, 1998. The Commission approved the funding to allow implementation of the three-step differential and full locality pay in an SRM dated February 2, 1999.

The staff presented detailed RI demographics information and analysis in [SECY-98-183](#), "Submittal and Analysis of Revised Resident Inspector Demographic Data," on July 28, 1998. The RI demographics data presented in SECY-98-183 were consistent with the findings of SECY-97-285 in that the experience level for RI staff was lower than it had been in the past. This paper presents the first annual update on the RI demographics data since SECY-98-183, as well as any recommendations warranted by the new data to ensure that the agency's actions have resulted in a stable or improving RI program.

## DISCUSSION:

- [Resident Inspector Demographics Data](#)
- [Analysis of 1999 Resident Inspector \(RI\) Demographics Data:](#)
- [Analysis of 1999 Senior Resident Inspector \(SRI\) Demographics Data:](#)
- [Regional Comparison](#)
- [Trend Analysis of Relevant New-Hire Experience](#)

## RESIDENT INSPECTOR DEMOGRAPHICS DATA

The RI demographics data includes both the median and average values for time worked at NRC, as well as time spent as a resident, as a qualified resident, time spent at a current reactor site, and relevant non-NRC experience. This information is sorted by region and also collected to show all regions combined (see [Attachment 1](#)). The raw data on which the statistical analysis is based are also attached to this paper (see [Attachment 2](#)). The data are further broken into RI and senior resident inspector (SRI) categories. The two earlier time periods used for this statistical comparison are April 1994 and November 1997, consistent with the resident experience level comparison in SECY-97-285. The revised data are summarized in Table 1 below.

Consistent with SECY-97-285, "NRC time" refers to total years as an NRC employee, "total resident time" refers to total years in the RI program, and "current site time" refers to total years as a resident at the current site. "Qualified total resident time" is a subset of resident time, including only the time spent in the RI program after completing the resident/operations inspector qualification requirements of [NRC Inspection Manual Chapter \(IMC\) 1245](#), "Inspector Qualification Program for the Office of Nuclear Reactor Regulation Inspection Program." This calculation does not include "interim qualification," which new RIs typically receive to conduct independent inspections in specified areas before all requirements in the qualification journal have been completed.

"Relevant non-NRC experience" is defined as experience acquired before joining the NRC that is considered relevant to the production of nuclear power. Typical examples of relevant non-NRC experience are operation, engineering, maintenance, or construction experience with commercial nuclear power plants, the Naval shipyards, Department of Energy facilities, and/or the Navy nuclear power program.

The "average" value is the sum of the individual values divided by the total number of data points in the distribution. The "median" value is the middle value in the distribution, above and below which lie an equal number of values. Median values were used for all analyses of the demographics data.

Table 1 - Summary of RI Experience Levels (in Years)

Resident Inspectors:				
		April 1994	November 1997	September 1999
NRC time	- average	5.55	5.08	5.70
	- median	4.79	6.01	5.11
Total resident time	- average	3.29	2.66	3.28
	- median	2.64	1.51	2.43
Qualified total resident time	- average	2.38	1.76	2.53
	- median	1.68	0.61	1.61
Current site time	- average	1.86	1.35	2.23
	- median	1.57	1.01	2.16
Relevant non-NRC experience	- average	5.83	6.60	7.74
	- median	5.33	6.17	7.50

Senior Resident Inspectors:				
		April 1994	November 1997	September 1999
NRC time	- average	10.46	9.93	10.44
	- median	9.78	9.80	9.90
Total resident time	- average	7.59	6.93	7.60
	- median	7.81	6.22	7.06
Qualified total resident time	- average	5.62	6.03	6.62
	- median	5.43	5.45	6.41
Current site time	- average	2.38	2.11	2.03
	- median	2.18	1.97	1.74
Relevant non-NRC experience	- average	6.87	5.30	5.61
	- median	5.92	4.17	4.33

**ANALYSIS OF 1999 RESIDENT INSPECTOR (RI) DEMOGRAPHICS DATA:**

Analysis of RI time with the NRC indicates that the 1999 median value for the RI group is about 5 years. The 5-year median value indicates that typical RIs are people who have spent the initial 2 to 3 years of their career with the agency in the inspector training pipeline and that these individuals are now at the 2.5-year point of their first RI assignment.

The 1999 total resident time of 2.43 years provides further support that most RIs are on their first assignment. Additionally, the median values of 2.16 and 1.61 years for the "current site time" and "qualified total resident time," respectively, indicate that RI stability at the site has improved substantially since 1997. This stability appears to have been provided by individuals new to the RI program. The "qualified total resident time" value had decreased to a low of around 6 months in 1997, indicating that in November 1997, many new individuals had just entered the RI program.

Finally, although our typical RI experience profile indicates that the RIs are new to the agency, these individuals bring 7.5 years of relevant non-NRC experience with them. The 7.5 years of relevant non-NRC experience is an increase since 1994 and it indicates that the agency has been successful in attracting individuals with more nuclear experience into the RI program.

**ANALYSIS OF 1999 SENIOR RESIDENT INSPECTOR (SRI) DEMOGRAPHICS DATA:**

Analysis of the demographics data indicates that the typical SRI demographics profile is about 10 years with the agency. The NRC time for the SRIs has

changed very little since 1994. The total resident time of 7.06 years for the year 1999, while less than that of 1994, shows an improving trend since 1997. The 7.06 years of total resident time for the SRIs in 1999 indicates that the agency has improved the retention of our more experienced SRIs. Likewise, the qualified resident time of 6.41 years also showed improvement since 1994. The current site time of 1.74 years reported in 1999 indicates that SRIs are rotating between plants and, as of September 1999, most SRIs have been recently assigned to their sites. The typical experience profile for SRIs in 1999 indicates that they have less relevant non-NRC experience than their resident counterparts.

**REGIONAL COMPARISON**

Region IV has the most experienced RI staff in terms of time with the agency. Region IV's median NRC time for the RI is 8.29 years. In contrast, Region II and III resident inspector personnel have the least time with the agency (3.61 and 3.35 years respectively). However, Region III's RI personnel have the most relevant non-NRC experience of all the RI groups in the agency. There are no significant differences in other data, such as "total resident time," "qualified total resident time," and "current site time" among the RIs in the different regions.

Region II has the most experienced SRI staff in terms of time with the agency and time as RIs. Region IV's "total resident time" and "qualified resident time" values indicate that the SRIs in Region IV have the least amount of time in the RI program when compared to the other three regions. There are no significant differences in other data such as "current site time" and "relevant non-NRC experience" among the SRIs between the regions.

**TREND ANALYSIS OF RELEVANT NEW-HIRE EXPERIENCE**

Data in Table 1 and in Attachment 3 (last 5 years of data for new hires entering the RI program) indicate that the relevant non-NRC experience for the RIs is improving. The September 1999 demographics data for the RIs show that their median "relevant non-NRC experience" has increased steadily since the agency has kept demographics data (7.50 years). This is a fairly substantial improvement from a low of 5.33 years in 1994. Most of the RIs hired in 1998 had either commercial nuclear or military experience. Although the 1999 relevant non-NRC time for the SRIs is less than what it was in 1994, the comparison of the 1997 and 1999 data indicates that the decreasing trend has stabilized to around 4 years. Additionally, it is important to note that SRI positions are not typically filled with new hires. Instead, the SRI positions are typically filled with IMC 1245 qualified inspectors with significant NRC inspection experience, who have previously served as RIs. Therefore, the value of relevant non-NRC experience will not be affected significantly by the new hires until these new residents are promoted to the SRI positions.

**COORDINATION**

The Office of the General Counsel has reviewed this Commission paper and has no legal objection to its content.

The Office of the Chief Financial Officer has reviewed this Commission paper for resource implications and has no objections to its content.

**CONCLUSIONS**

The demographics data presented here indicate an improvement in RI and SRI statistics since the last report. Collectively, the nuclear experience levels for both the SRIs and RIs are about the same at 14 and 13 years, respectively, with the SRIs having about twice as much NRC experience as the RIs.

At this time, the staff has no recommendations for changing the RI program. The staff recommends that the second annual update be completed about a year after the implementation of the new reactor oversight process. This will allow the staff to include resident demographics data in their report on implementation of the revised reactor oversight process. Therefore, the staff will provide the Commission with the second annual update of the demographics data by June 30, 2001.

original /s/ by Frank J. Miraglia for  
William D. Travers  
Executive Director for Operations

Contact: James A. Isom, NRR  
301-415-1109

Attachments: As stated

**SEPTEMBER 1999  
EXPERIENCE LEVELS**

<b>RESIDENT INSPECTOR PROGRAM</b>						
<b>REGION</b>	<b>NRC TIME</b>	<b>TOTAL RESIDENT TIME</b>	<b>QUALIFIED TOTAL RESIDENT TIME</b>	<b>CURRENT SITE TIME</b>	<b>QUALIFIED CURRENT SITE TIME</b>	<b>RELEVANT NON-NRC TIME</b>

<b>Region I</b>	<b>Average</b>	7.82	5.39	5.09	2.00	1.89	6.87
	<b>Median</b>	8.00	4.17	4.15	2.06	1.91	6.25
<b>Region II</b>	<b>Average</b>	8.51	5.96	4.84	2.31	1.81	6.83
	<b>Median</b>	8.39	3.58	3.08	2.25	1.41	5.75
<b>Region III</b>	<b>Average</b>	6.80	4.73	3.74	2.16	1.78	6.29
	<b>Median</b>	7.73	3.23	2.58	2.08	1.39	4.92
<b>Region IV</b>	<b>Average</b>	8.04	4.42	3.37	2.07	1.76	7.18
	<b>Median</b>	9.01	4.23	2.48	1.43	1.35	5.42
<b>Total</b>	<b>Average</b>	<b>7.83</b>	<b>5.22</b>	<b>4.37</b>	<b>2.14</b>	<b>1.82</b>	<b>6.73</b>
	<b>Median</b>	<b>8.36</b>	<b>4.07</b>	<b>3.04</b>	<b>2.08</b>	<b>1.49</b>	<b>5.71</b>

**RESIDENT INSPECTORS ONLY**

<b>Region I</b>	<b>Average</b>	5.85	3.40	3.18	2.00	1.81	7.89
	<b>Median</b>	5.40	2.39	2.37	2.20	1.79	7.96
<b>Region II</b>	<b>Average</b>	5.57	3.56	2.51	2.65	1.78	7.45
	<b>Median</b>	3.61	2.50	1.46	2.37	1.46	6.21
<b>Region III</b>	<b>Average</b>	4.66	2.84	1.95	2.12	1.42	7.50
	<b>Median</b>	3.35	2.20	1.60	2.12	0.97	9.33
<b>Region IV</b>	<b>Average</b>	6.89	3.15	2.20	2.05	1.55	8.25
	<b>Median</b>	8.29	2.92	1.44	1.43	1.35	6.59
<b>Total</b>	<b>Average</b>	<b>5.70</b>	<b>3.28</b>	<b>2.53</b>	<b>2.23</b>	<b>1.67</b>	<b>7.74</b>
	<b>Median</b>	<b>5.11</b>	<b>2.43</b>	<b>1.61</b>	<b>2.16</b>	<b>1.39</b>	<b>7.50</b>

**SENIOR RESIDENT INSPECTORS ONLY**

<b>Region I</b>	<b>Average</b>	10.67	8.27	7.86	2.00	2.00	5.39
	<b>Median</b>	9.45	6.49	6.49	1.91	1.91	4.63
<b>Region II</b>	<b>Average</b>	12.15	8.93	7.73	1.89	1.84	6.06
	<b>Median</b>	12.41	8.14	7.77	1.28	1.28	5.33
<b>Region III</b>	<b>Average</b>	9.06	6.72	5.62	2.19	2.16	5.02
	<b>Median</b>	9.15	7.14	4.78	1.87	1.87	4.25
<b>Region IV</b>	<b>Average</b>	9.36	5.88	4.67	2.08	2.01	5.96
	<b>Median</b>	9.50	5.11	4.04	1.62	1.62	4.04
<b>Total</b>	<b>Average</b>	<b>10.44</b>	<b>7.60</b>	<b>6.62</b>	<b>2.03</b>	<b>2.00</b>	<b>5.61</b>
	<b>Median</b>	<b>9.90</b>	<b>7.06</b>	<b>6.41</b>	<b>1.74</b>	<b>1.74</b>	<b>4.33</b>

NOVEMBER 1997  
EXPERIENCE LEVELS

**RESIDENT INSPECTOR PROGRAM**

		<b>NRC TIME</b>	<b>TOTAL RESIDENT TIME</b>	<b>QUALIFIED TOTAL RESIDENT TIME</b>	<b>CURRENT SITE TIME</b>	<b>QUALIFIED CURRENT SITE TIME</b>	<b>RELEVANT NON-NRC EXPERIENCE</b>
<b>REGION</b>							
<b>Region I</b>	<b>Average</b>	7.94	4.93	4.67	1.60	1.48	5.65
	<b>Median</b>	7.31	4.15	4.01	1.14	1.12	5.17

Region II	Average	7.70	4.81	3.96	1.65	1.29	5.59
	Median	7.43	4.05	3.40	1.22	0.84	5.17
Region III	Average	6.01	4.10	3.02	1.68	1.29	6.01
	Median	6.75	2.83	2.02	1.18	0.84	5.00
Region IV	Average	7.70	4.70	3.11	2.02	1.65	7.12
	Median	7.41	4.30	2.35	2.16	0.77	5.42
Total	Average	7.34	4.65	3.77	1.71	1.41	5.99
	Median	7.17	3.84	2.68	1.26	0.91	5.13

**RESIDENT INSPECTORS ONLY**

Region I	Average	5.60	2.99	2.43	1.28	1.01	6.47
	Median	6.49	1.75	1.10	0.87	0.84	6.29
Region II	Average	5.11	2.71	1.82	1.31	0.77	6.00
	Median	4.82	1.18	0.48	1.12	0.34	5.58
Region III	Average	4.17	2.17	1.36	1.46	0.98	6.43
	Median	3.56	1.26	0.21	1.18	0.21	6.50
Region IV	Average	5.65	2.79	1.15	1.39	0.72	8.33
	Median	6.47	2.33	0.37	0.95	0.17	6.75
Total	Average	5.08	2.66	1.76	1.35	0.89	6.60
	Median	6.01	1.51	0.61	1.01	0.35	6.17

**SENIOR RESIDENT INSPECTORS ONLY**

Region I	Average	10.78	7.31	7.11	1.99	1.99	4.73
	Median	10.42	6.32	6.32	1.87	1.87	4.08
Region II	Average	10.89	7.41	6.63	2.06	1.94	5.10
	Median	10.78	6.47	6.30	1.41	1.37	4.17
Region III	Average	8.42	6.65	5.33	1.97	1.73	5.42
	Median	8.00	6.09	4.62	1.95	1.56	4.09
Region IV	Average	9.27	6.15	4.60	2.51	2.36	6.19
	Median	8.77	6.01	4.60	2.67	2.56	4.25
Total	Average	9.93	6.93	6.03	2.11	2.00	5.30
	Median	9.80	6.22	5.45	1.97	1.81	4.17

NOVEMBER 1994  
EXPERIENCE LEVELS

**RESIDENT INSPECTOR PROGRAM**

		NRC TIME	TOTAL RESIDENT TIME	QUALIFIED TOTAL RESIDENT TIME	CURRENT SITE TIME	QUALIFIED CURRENT SITE TIME	RELEVANT NON-NRC EXPERIENCE
REGION							
Region I	Average	6.98	4.76	4.26	2.01	1.93	6.12
	Median	5.85	3.83	3.83	1.82	1.68	5.63
Region II	Average	9.07	5.96	3.68	2.55	2.12	5.63
	Median	8.70	5.21	3.72	2.57	1.59	5.33

Region III	Average	6.97	5.12	3.43	1.81	1.17	6.52
	Median	6.02	3.79	2.25	1.42	1.00	5.58
Region IV	Average	6.60	3.80	2.77	1.68	1.38	6.75
	Median	5.56	2.84	2.51	1.38	1.17	5.75
Total	Average	7.56	5.05	3.61	2.08	1.66	6.22
	Median	6.90	3.91	2.81	1.72	1.40	5.58

**RESIDENT INSPECTORS ONLY**

Region I	Average	4.89	3.25	3.16	1.89	1.90	5.78
	Median	4.35	2.41	2.33	1.65	1.57	
Region II	Average	7.12	4.24	2.99	2.26	1.86	4.83
	Median	7.01	3.64	2.42	2.07	1.57	4.96
Region III	Average	5.04	3.11	1.61	1.63	0.85	7.31
	Median	3.91	2.68	1.11	1.42	0.65	6.00
Region IV	Average	4.54	1.90	1.30	1.39	0.86	5.66
	Median	3.99	1.38	0.96	1.07	0.67	3.50
Total	Average	5.55	3.29	2.38	1.86	1.43	5.83
	Median	4.79	2.64	1.68	1.57	1.19	5.33

**SENIOR RESIDENT INSPECTORS ONLY**

Region I	Average	10.47	7.28	5.87	2.21	1.97	6.65
	Median	9.36	7.19	5.45	2.01	1.80	6.00
Region II	Average	11.81	8.39	5.63	2.97	2.86	7.77
	Median	10.87	8.78	5.81	3.30	3.68	7.08
Region III	Average	9.44	7.68	5.91	2.04	1.61	5.45
	Median	9.85	7.47	5.13	1.42	1.13	4.71
Region IV	Average	9.52	6.48	4.82	2.09	2.12	8.40
	Median	9.63	6.69	3.82	1.88	2.32	10.17
Total	Average	10.46	7.59	5.62	2.38	2.03	6.87
	Median	9.78	7.81	5.43	2.18	1.71	5.92

ATTACHMENT 2

RESIDENT INSPECTOR PROGRAM (9/30/99)  
EXPERIENCE LEVELS (ALL RESIDENTS)

REGION I		NRC TIME	CURRENT SITE TIME	RELEVANT NON-NRC EXPERIENCE	TOTAL RESIDENT TIME	QUALIFIED TOTAL RESIDENT TIME	QUALIFIED CURRENT SITE TIME
	R	8.87	3.31	7.83	3.31	3.31	3.31
	R	9.06	2.92	3.83	2.92	2.92	2.92
	R	8.33	0.32	2.42	4.15	4.15	0.32
	R	6.64	0.89	10.58	5.16	5.16	0.89
	R	12.47	2.73	2.42	11.70	11.70	2.73
	R	5.11	2.23	0.00	2.23	2.23	2.23

	R	2.66	2.04	8.08	2.04	1.61	1.61
	R	8.14	2.20	3.42	2.20	2.20	2.20
	R	11.05	2.89	9.25	7.26	7.26	2.89
	R	8.99	2.81	9.50	2.81	2.81	2.81
	R	5.49	2.50	7.42	2.50	2.50	2.50
	R	2.48	2.04	19.67	2.04	1.05	1.05
	R	8.44	3.25	7.50	7.95	7.09	3.25
	R	3.35	1.97	6.33	1.97	1.97	1.97
	R	9.00	2.27	3.42	2.27	1.59	1.59
	R	7.72	2.20	0.00	4.15	4.15	2.20
	R	5.32	3.00	0.25	3.00	3.00	3.00
	R	3.58	2.27	15.00	2.27	1.58	1.58
	R	8.98	2.20	8.17	7.49	7.49	2.20
	R	4.04	0.09	9.25	3.08	3.08	0.09
	R	2.08	1.24	13.08	1.24	1.24	1.24
	R	1.81	1.28	4.67	1.28	0.79	0.79
	R	1.81	1.31	15.67	1.31	0.92	0.92
	R	2.46	1.43	13.5	1.43	1.29	1.29
	R	2.43	1.28	9.75	1.28	0.65	0.65
	R	1.70	1.31	14.08	1.31	0.91	0.91
	SR	12.08	3.77	6.17	6.82	6.82	3.77
	SR	11.43	0.24	10.17	4.19	4.19	0.24
	SR	13.62	1.05	3.83	11.47	10.69	1.05
	SR	6.57	0.47	2.33	5.11	5.11	0.47
	SR	8.06	2.08	10.58	5.09	5.09	2.08
	SR	6.62	1.12	7.58	5.76	5.76	1.12
	SR	10.25	5.19	5.17	9.25	9.25	5.19
	SR	21.72	3.65	0.00	18.91	16.52	3.65
	SR	9.48	3.04	3.75	8.21	8.21	3.04
	SR	13.25	2.12	6.00	13.25	12.11	2.12
	SR	7.95	2.46	2.75	6.57	6.57	2.46
	SR	23.98	0.16	2.00	19.41	19.41	0.16
	SR	7.95	1.97	4.08	6.41	6.41	1.97
	SR	11.66	4.50	5.58	10.86	10.67	4.50
	SR	6.34	1.85	12.00	5.61	5.22	1.85
	SR	2.43	0.01	3.00	2.23	1.54	0.01
	SR	9.33	1.39	0.00	4.50	4.50	1.39

	SR	9.42	0.89	12.08	5.26	3.44	0.89
ALL RIs	44						
AVERAGE		7.82	2.00	6.87	5.39	5.09	1.89
MEDIAN		8.00	2.06	6.25	4.17	4.15	1.91
RIs	26						
AVERAGE		5.85	2.00	7.89	3.40	3.18	1.81
MEDIAN		5.40	2.20	7.96	2.39	2.37	1.79
SRIs	18						
AVERAGE		10.67	2.00	5.39	8.27	7.86	2.00
MEDIAN		9.45	1.91	4.63	6.49	6.49	1.91

REGION II	NRC TIME	CURRENT SITE TIME	RELEVANT NON-NRC EXPERIENCE	TOTAL RESIDENT TIME	QUALIFIED TOTAL RESIDENT TIME	QUALIFIED CURRENT SITE TIME	
	R	14.51	2.25	23.17	12.08	7.52	2.25
	R	3.42	2.31	14.00	2.31	1.41	1.41
	R	9.61	2.43	0.00	2.43	0.35	0.35
	R	8.39	4.19	0.00	4.19	4.19	4.19
	R	2.54	2.23	13.00	2.23	1.17	1.17
	R	8.56	3.58	3.75	3.58	3.58	3.58
	R	3.59	3.08	9.17	3.08	2.14	2.14
	R	9.11	5.19	6.17	5.19	2.99	2.99
	R	2.35	2.12	9.00	2.12	1.12	1.12
	R	3.69	3.15	13.58	3.15	2.07	2.07
	R	5.38	2.50	0.00	2.50	1.68	1.68
	R	3.63	3.08	5.33	3.08	2.46	2.46
	R	8.16	2.50	0.00	2.50	0.94	0.94
	R	5.24	3.12	0.00	3.12	2.52	2.52
	R	2.69	2.16	8.00	2.16	1.12	1.12
	R	15.69	2.27	5.00	11.03	11.03	2.27
	R	2.46	2.08	8.17	2.08	1.25	1.25
	R	8.19	3.08	0.00	3.08	3.08	3.08
	R	12.43	5.30	5.67	10.13	10.13	5.30
	R	3.31	2.66	5.75	2.66	1.50	1.50

	R	1.93	1.58	13.00	1.58	0.76	0.76
	R	1.77	1.43	8.00	1.43	0.06	0.06
	R	1.89	1.62	10.08	1.62	0.50	0.50
	R	1.97	1.70	22.33	1.70	0.52	0.52
	R	2.35	1.85	6.25	1.85	0.85	0.85
	R	1.87	1.58	4.33	1.58	0.25	0.25
	SR	12.24	3.31	0.00	8.37	8.37	3.31
	SR	10.25	2.00	1.00	6.72	6.72	2.00
	SR	16.11	1.16	3.42	5.95	0.94	0.94
	SR	8.50	0.74	3.75	5.30	5.30	0.74
	SR	15.11	1.16	10.58	14.77	13.29	1.16
	SR	8.18	1.28	7.83	7.52	6.86	1.28
	SR	8.35	2.73	1.92	4.38	4.38	2.73
	SR	13.62	3.54	4.00	3.54	3.54	3.54
	SR	12.77	2.77	0.00	9.75	8.16	2.77
	SR	16.30	0.91	7.92	13.59	13.59	0.91
	SR	12.16	2.27	2.00	8.98	8.23	2.27
	SR	12.24	3.15	4.92	12.24	10.98	3.15
	SR	13.04	-0.03	15.08	7.77	7.77	-0.03
	SR	22.13	6.16	10.33	18.70	10.82	6.16
	SR	12.41	0.97	5.33	8.14	7.31	0.97
	SR	13.62	0.97	6.17	13.62	11.44	0.97
	SR	11.36	0.70	9.50	6.87	6.87	0.70
	SR	16.11	1.01	17.83	15.88	13.59	1.01
	SR	13.44	1.74	0.00	9.52	9.52	1.74
	SR	3.73	2.96	5.58	2.96	2.24	2.24
	SR	3.46	0.13	10.00	3.08	2.38	0.13

All RIs	47						
AVERAGE		8.51	2.31	6.83	5.96	4.84	1.81
MEDIAN		8.39	2.25	5.75	3.58	3.08	1.41

RIs	26						
AVERAGE		5.57	2.65	7.45	3.56	2.51	1.78
MEDIAN		3.61	2.37	6.21	2.50	1.46	1.46

SRI	21						

AVERAGE		12.15	1.89	6.06	8.93	7.73	1.84
MEDIAN		12.41	1.28	5.33	8.14	7.77	1.28

REGION III	NRC TIME	CURRENT SITE TIME	RELEVANT NON-NRC EXPERIENCE	TOTAL RESIDENT TIME	QUALIFIED TOTAL RESIDENT TIME	QUALIFIED CURRENT SITE TIME	
	R	2.96	2.20	0.00	2.20	1.78	1.78
	R	8.50	3.69	0.83	3.69	3.69	3.69
	R	7.73	3.73	3.58	3.73	2.80	2.80
	R	10.55	6.07	9.75	10.55	9.51	6.07
	R	3.58	3.04	17.92	3.04	2.58	2.58
	R	2.54	2.12	11.67	2.12	1.60	1.60
	R	8.19	4.50	0.00	4.50	1.36	1.36
	R	9.13	2.12	0.00	2.12	0.74	0.74
	R	3.69	2.85	3.42	2.85	2.58	2.58
	R	8.90	1.39	11.92	6.07	5.13	1.39
	R	2.08	2.08	9.25	2.08	0.19	0.19
	R	2.96	0.09	9.75	2.39	1.93	0.09
	R	2.14	2.14	9.33	2.14	0.23	0.23
	R	6.62	0.97	0.00	3.15	2.11	0.97
	R	1.70	1.70	10.08	1.70	0.86	0.86
	R	3.35	0.32	3.58	0.32	0.00	0.00
	R	1.97	1.01	21.00	1.01	0.00	0.00
	R	0.05	0.05	10.75	0.05	0.00	0.00
	R	1.95	0.28	9.58	0.28	0.00	0.00
	SR	9.13	2.35	6.00	7.98	7.39	2.35
	SR	11.20	5.61	3.00	10.05	9.35	5.61
	SR	5.42	3.08	4.00	3.23	3.23	3.08
	SR	9.90	3.84	3.08	9.02	9.02	3.84
	SR	8.79	0.51	3.42	7.07	6.14	0.51
	SR	11.32	2.08	0.00	8.10	7.21	2.08
	SR	9.33	1.62	7.83	5.45	5.45	1.62
	SR	15.11	4.15	4.17	15.11	12.45	4.15
	SR	5.42	2.16	11.83	4.19	3.90	2.16
	SR	12.31	3.88	6.67	12.31	11.33	3.88
	SR	9.25	0.97	2.67	8.75	4.10	0.97
	SR	3.52	0.82	4.33	2.85	1.69	0.82

	SR	4.84	4.38	3.25	4.38	3.87	3.87
	SR	9.13	0.16	5.00	2.62	1.82	0.16
	SR	8.94	1.16	11.33	8.10	7.66	1.16
	SR	9.17	0.97	5.50	7.22	2.11	0.97
	SR	7.58	0.05	3.42	2.81	2.81	0.05
	SR	12.77	1.66	4.92	1.66	1.66	1.66
ALL RIs	37						
AVERAGE		6.80	2.16	6.29	4.73	3.74	1.78
MEDIAN		7.73	2.08	4.92	3.23	2.58	1.39
RIs	19						
AVERAGE		4.66	2.12	7.50	2.84	1.95	1.42
MEDIAN		3.35	2.12	9.33	2.20	1.60	0.97
SRI	18						
AVERAGE		9.06	2.19	5.02	6.72	5.62	2.16
MEDIAN		9.15	1.87	4.25	7.14	4.78	1.87

REGION IV		NRC TIME	CURRENT SITE TIME	RELEVANT NON-NRC EXPERIENCE	TOTAL RESIDENT TIME	QUALIFIED TOTAL RESIDENT TIME	QUALIFIED CURRENT SITE TIME
	R	6.22	4.34	6.75	4.34	2.26	2.26
	R	13.08	1.97	18.25	6.26	6.26	1.97
	R	6.83	2.73	6.42	5.86	2.27	2.27
	R	9.40	6.49	2.33	6.49	6.49	6.49
	R	8.71	3.50	11.17	3.50	1.34	1.34
	R	8.52	2.23	0.00	4.00	1.61	1.61
	R	9.07	1.35	0.00	3.69	2.81	1.35
	R	2.58	1.01	6.25	2.35	1.50	1.01
	R	8.07	1.47	4.25	6.07	6.07	1.47
	R	9.63	1.39	20.67	1.39	1.39	1.39
	R	1.74	1.31	26.50	1.31	0.04	0.04
	R	9.48	1.16	0.00	1.16	1.16	1.16
	R	1.74	1.74	13.50	1.74	0.41	0.41
	R	9.23	1.35	0.00	1.35	1.35	1.35
	R	1.93	0.51	7.25	0.51	0.33	0.33

	R	3.94	0.32	8.67	0.32	0.32	0.32
	SR	14.10	4.42	0.00	7.91	6.50	4.42
	SR	10.67	5.07	10.50	5.07	4.08	4.08
	SR	10.74	4.46	5.08	8.18	8.18	4.46
	SR	8.94	0.28	3.50	3.73	2.41	0.28
	SR	9.21	2.00	5.75	8.52	7.73	2.00
	SR	10.00	5.80	13.33	10.00	8.58	5.80
	SR	14.96	2.04	4.25	2.04	2.04	2.04
	SR	9.71	2.31	0.83	7.06	6.02	2.31
	SR	2.58	0.09	9.08	2.35	1.64	0.09
	SR	5.22	1.24	3.83	4.23	3.91	1.24
	SR	7.33	0.16	3.75	5.15	4.01	0.16
	SR	8.37	0.09	0.00	4.23	2.54	0.09
	SR	9.94	0.82	21.58	9.21	3.14	0.82
	SR	9.30	0.36	2.00	4.61	4.61	0.36
ALL RIs	30						
AVERAGE		8.04	2.07	7.18	4.42	3.37	1.76
MEDIAN		9.01	1.43	5.42	4.23	2.48	1.35
RIs	16						
AVERAGE		6.89	2.05	8.25	3.15	2.22	1.55
MEDIAN		8.29	1.43	6.59	2.92	1.44	1.35
SRI's	14						
AVERAGE		9.36	2.08	5.96	5.88	4.67	2.01
MEDIAN		9.50	1.62	4.04	5.11	4.04	1.62

ATTACHMENT 3

Resident Inspector Program Participants  
New Hires to NRC from 5/1/94 to 9/30/99

Fiscal Year 1994	Name	Relevant Non-NRC Experience			
		Comm Nuc	Military	Other Gov't	Total
(5/1/94 to 09/30/94)	New Hire #1	0.00	0.00	11.83	11.83
	New Hire #2	0.00	4.00	0.00	4.00
	New Hire #3	0.25	0.00	0.00	0.25
	New Hire #4	0.00	0.00	0.00	0.00

	New Hire #5	0.00	3.83	0.00	3.83
	New Hire #6	0.00	0.00	0.00	0.00
	New Hire #7	0.00	3.25	0.00	3.25
<b>Average</b>	<b>1994</b>	0.04	1.58	1.69	3.31
<b>1995</b>	New Hire #8	0.00	2.33	6.92	9.25
<b>Average</b>	<b>1995</b>	0.00	2.33	6.92	9.25
<b>1996</b>	New Hire #9	15.42	4.50	0.00	19.92
	New Hire #10	19.50	2.17	0.00	21.67
	New Hire #11	3.00	2.58	0.00	5.58
	New Hire #12	15.00	0.00	0.00	15.00
	New Hire #13	0.00	4.33	0.00	4.33
	New Hire #14	3.17	6.00	0.00	9.17
	New Hire #15	2.08	4.25	0.00	6.33
	New Hire #16	14.00	0.00	0.00	14.00
	New Hire #17	10.00	0.00	0.00	10.00
	New Hire #18	4.83	0.50	0.00	5.33
	New Hire #19	0.00	3.42	0.00	3.42
	New Hire #20	13.58	0.00	0.00	13.58
	New Hire #21	0.00	5.75	0.00	5.75
	New Hire #22	0.00	0.00	6.75	6.75
<b>Average</b>	<b>1996</b>	7.18	2.39	0.48	10.06
<b>1997</b>	New Hire #23	6.00	3.08	0.00	9.08
	New Hire #24	3.08	3.42	0.00	6.50
	New Hire #25	0.00	0.00	0.00	0.00
	New Hire #26	7.42	0.75	0.00	8.17
	New Hire #27	5.00	4.00	0.00	9.00
	New Hire #28	7.00	0.00	6.00	13.00
	New Hire #29	8.00	0.00	0.00	8.00
	New Hire #30	9.50	4.00	0.00	13.50
	New Hire #31	9.75	0.00	0.00	9.75
	New Hire #32	2.50	0.50	0.00	3.00
	New Hire #33	4.33	3.75	0.00	8.08
	New Hire #34	0.00	0.00	11.67	11.67
	New Hire #35	16.50	3.17	0.00	19.67

	New Hire #36	2.42	3.83	0.00	6.25
	New Hire #37	0.00	0.00	9.00	9.00
	New Hire #38	2.00	4.25	0.00	6.25
	New Hire #39	0.00	2.25	7.08	9.33
	New Hire #40	0.00	0.00	9.25	9.25
<b>Average</b>	<b>1997</b>	4.64	1.83	2.39	8.86
<b>1998</b>	New Hire #41	3.75	6.75	3.00	13.50
	New Hire #42	13.00	0.00	0.00	13.00
	New Hire #43	8.00	0.00	0.00	8.00
	New Hire #44	7.75	2.33	0.00	10.08
	New Hire #45	10.08	0.00	0.00	10.08
	New Hire #46	13.83	8.50	0.00	22.33
	New Hire #47	14.08	0.00	0.00	14.08
	New Hire #48	4.33	0.00	0.00	4.33
	New Hire #49	18.33	8.17	16.00	42.50
	New Hire #50	6.00	3.75	0.00	9.75
	New Hire #51	0.00	0.00	0.00	0.00
	New Hire #52	0.00	0.00	20.67	20.67
	New Hire #53	9.00	6.67	0.00	15.67
	New Hire #54	21.00	0.00	0.00	21.00
	New Hire #55	4.17	0.00	0.00	4.17
	New Hire #56	13.08	0.00	0.00	13.08
	New Hire #57	0.00	0.00	0.00	0.00
<b>Average</b>	<b>1998</b>	8.61	2.13	2.33	13.07
<b>1999</b>	New Hire #59	0.00	0.00	7.25	7.25
	New Hire #60	0.00	8.67	0.00	8.67
	New Hire #61	0.00	0.00	3.58	3.58
	New Hire #62	0.00	3.83	6.92	10.75
	New Hire #64	9.58	0.00	0.00	9.58
<b>Average</b>	<b>1999</b>	1.92	2.50	3.55	7.97
<b>1994-1999 Average</b>	<b>TOTAL</b>	5.49	2.07	2.03	9.59