

August 25, 1999

MEMORANDUM TO: William D. Travers
Executive Director for Operations

FROM: Annette L. Vietti-Cook, Secretary /s/

SUBJECT: STAFF REQUIREMENTS - BRIEFING ON EEO PROGRAM (SECY-99-190), 10:00 A.M.,
THURSDAY, AUGUST 5, 1999, COMMISSIONERS' CONFERENCE ROOM, ONE WHITE FLINT
NORTH, ROCKVILLE, MARYLAND (OPEN TO PUBLIC ATTENDANCE)

The Commission was briefed by the NRC staff on the Equal Employment Opportunity Program.

The Commission requested that the staff provide the following additional information:

- a. What impact has the reorganization and downsizing had on employees with disabilities? What impact has the reorganization and downsizing had on disabled veterans?
- b. Table E in SECY-99-190 provides diversity information for all new hires. Provide similar data for entry level professional hires (a subset of the Table E data). Collect and provide diversity information about offers and declinations for all new hires including entry-level professional hires and interns in FY 2000.
- c. How are we training managers on how to do better, more objective performance appraisals since appraisals can have an impact on upward mobility and promotion?
- d. Provide the following data, if it is available. Are FERS employees more likely to leave the agency early than CSRS employees? Could this significantly impact agency retention of employees in the near future?
- e. The note under Table B in SECY-99-190 indicates that there were no minority applicants for some positions filled competitively. What actions are being taken to encourage qualified employees, including women and minorities, to apply for SLS, SES, supervisory and other competitive positions and for the SES Candidate Development Program?

Consideration should be given to a more aggressive outreach effort with fellow agencies, such as DOE, to attract qualified, diverse applicants.

Consideration should also be given to using, when appropriate, rotational assignments to other agencies and from other agencies so we can showcase the NRC to qualified, diverse potential applicants.

cc: Chairman Dicus
Commissioner Diaz
Commissioner McGaffigan
Commissioner Merrifield
OGC
CFO
CIO
OCA
OIG
OPA
Office Directors, Regions, ACRS, ACNW, ASLBP (via E-Mail)
PDR - Advance

