

November 19, 2007

MEMORANDUM TO: Chairman Klein
Commissioner Jaczko
Commissioner Lyons

FROM: Luis A. Reyes */RA Martin J. Virgilio Acting for/*
Executive Director for Operations

SUBJECT: ANNUAL HUMAN RESOURCES STATISTICAL REPORT

Enclosed is the Annual Human Resources (HR) Statistical Report for Fiscal Year (FY) 2007. A comparison between FY 2006 and FY 2007 HR data shows the following areas of note:

- NRC's full-time equivalent (FTE) staff year ceiling increased from 3,293 to 3,455 FTE, or 4.9% for FY 2007. FTE staff years expended increased from 3,198 to 3,486 FTE, or 9%. This resulted in a 0.9% over utilization of available FTE staff years in FY 2007. Because of the anticipated ceiling increase for FY 2008, this slight overage puts the agency in a good position to achieve its hiring goals for next year. NRC's hiring efforts in FY 2007 resulted in an 18.9% increase in permanent gains from 371 in 2006 to 441 in 2007.
- Permanent losses increased from 205 in FY 2006 to 222 in FY 2007 and the attrition rate is now approaching 6.5%. Senior Executive Service (SES) losses were slightly higher than the FY 2006 level, mostly due to retirements. SES gains in FY 2007 were one-half (11) of what they were in FY 2006 (21) mainly because of SES Candidate Development Program graduates who are awaiting SES certification and the large number of placements in the previous year.
- Continued emphasis on the Student Career Experience Program ("Co-Ops") resulted in the number of participants holding steady at around 30 in FY 2007. Eight students were in the Student Temporary Employment Program in FY 2007.
- The balance between hires of employees age 40 and over (214) and employees under age 40 (227) was very close to even. The number of employees in the under 40 category continues to grow, from 739 in 2006 to 859 in 2007, an increase of 16.2%. The number of Native Americans on staff increased by 4 during FY 2007 to 20, while the percentage of Hispanics and African Americans each increased by more than 12% (to 178 and 518, respectively), and the percentage of Asian Pacific American employees increased by more than 10% (to 304). The category, "Two or More Ethnicities," added on January 1, 2006, nearly doubled to 13.

CONTACT: Brendan Cain, HR/WPIM
(301) 492-2276

- The number of monetary awards increased from 2,981 in 2006 to 3,364 in 2007 (a 12.8% increase) with a proportionate increase in the award pot. The use of Time Off Awards decreased by nearly 20%. High quality salary step increases remained at their FY 2005 and FY 2006 levels (26). The number of promotions also increased significantly (216) from FY 2006 (630) to FY 2007 (846), the result of greater opportunities in a growing agency.

Finally, I would note that the staff has been providing this report annually since 1995, and quarterly for some time before that. The information is similar to what is provided to the Commission biannually by SBCR and HR as background for briefings of the Commission on the status of equal employment in NRC and related subjects. In the interest of efficiency, I propose that this report be discontinued.

SECY, please track.

Enclosure:
Annual Human Resources Statistical Report
for Fiscal Year 2007

cc: SECY
OGC
OCA
OPA
CFO

OFFICE OF HUMAN RESOURCES
ANNUAL STATISTICAL REPORT
FISCAL YEAR 2007

Table 1 Employment Statistics

	ENDING FY 2006	ENDING FY 2007	YEAR-TO-YEAR CHANGE	
			NUMBER	PERCENT
FULL-TIME EQUIVALENT (FTE) CEILING	3,293.0	3,455.0	162.0	4.9%
FTE EXPENDED	3,198.2	3,485.7	287.5	9.0%
PERMANENT STAFF ON BOARD ¹	3,347	3,562	215	6.4%
PERMANENT GAINS	371	441	70	18.9%
PERMANENT LOSSES	205	222	17	8.3%
PERMANENT ATTRITION	6.29%	6.40%	N/A	0.11%
PERMANENT RETIREMENT ELIGIBLES ²	521	555	34	6.5%
PERMANENT RETIREMENTS	116	141	25	21.6%
SES AUTHORIZED ³	162	162	0	0.0%
SES ON BOARD ⁴	152	147	-5	-3.3%
SES GAINS	21	11	-10	-47.6%
SES LOSSES ⁵	14	18	4	28.6%
PERMANENT PART-TIME STAFF ON BOARD	98	94	-4	-4.1%
TEMPORARY	27	61	34	125.9%
CO - OP STUDENTS	30	29	-1	-3.3%
STUDENT TEMPORARY	0	8	8	N/A
CONSULTANTS / EXPERTS	117	120	3	2.6%

1. Includes conversions to PFT in addition to gains / losses.

2. Reflects single count for individuals eligible more than once (55/30, 60/20, 62/5).

3. Authorized SES level remains unchanged from 10/1/2003 authorization.

4. SES on board includes temporary promotions.

5. Losses include any conversions out of the SES.

OFFICE OF HUMAN RESOURCES
ANNUAL STATISTICAL REPORT
FISCAL YEAR 2007

Table 2 Employee Recognition Statistics

	ENDING FY 2006	ENDING FY 2007	YEAR-TO-YEAR CHANGE	
			NUMBER	PERCENT
NO. OF MONETARY AWARDS	2,981	3,364	383	12.8%
AWARDS AMOUNT (\$1,000)	5,931	6,671	740	12.5%
NO. OF HIGH QUALITY SALARY INCREASE AWARDS	26	26	0	0.0%
NO. OF PROMOTIONS ⁶	630	846	216	34.3%
NO. OF TIME - OFF AWARDS	335	272	-63	-18.8%

Table 3 Permanent Employee Diversity Profile

	ENDING FY 2006	ENDING FY 2007	YEAR-TO-YEAR CHANGE	
			NUMBER	PERCENT
FEMALE	1,244	1,368	124	10.0%
40 AND OVER	2,608	2,703	95	3.6%
UNDER 40	739	859	120	16.2%
HANDICAPPED	201	218	17	8.5%
AFRICAN AMERICAN	461	518	57	12.4%
ASIAN PACIFIC AMERICAN	276	304	28	10.1%
HISPANIC	153	178	25	16.3%
NATIVE AMERICAN	16	20	4	25.0%
WHITE	2,431	2,529	98	4.0%
TWO OR MORE ETHNICITIES	10	13	3	30.0%

6. FY 2006 number adjusted from previous year's report.