



REQUEST REPLY BY: 12/5/07
UNITED STATES
NUCLEAR REGULATORY COMMISSION
 WASHINGTON, D.C. 20555-0001

Disapprove with comments.
 See attached.

November 19, 2007

D. Klein
 Dale E. Klein 11 / 28 / 07

MEMORANDUM TO: Chairman Klein
 Commissioner Jaczko
 Commissioner Lyons

FROM: Luis A. Reyes *L. Reyes*
 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

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NUCLEAR REGULATORY COMMISSION

Chairman's Comments on COMSECY-07-0035, "Annual Human Resources Statistical Report"

Although I recognize that some of the information provided in this annual report is available in other contexts, including the semiannual EEO Commission Meetings, and can be provided by the Office of Human Resources on short notice, I do not support the proposal to discontinue production of this report on an annual basis for the following reasons:

- The Commission has consistently maintained before Congress and in other contexts that recruitment, potential loss of critical skills, and diversity are among the top challenges that the agency needs to address. Given this emphasis, I believe the Commission should continue to receive a formal, stand-alone, end-of-fiscal year report that provides a synopsis of where we stand in this important area.
- The report, as currently conceived, is only two pages in length, but provides a comprehensive and easily understood summary of the most important information available on the key human resources data of interest to the Commission. From my perspective, this is one of the more valuable reports the staff produces and is more readily consulted in response to Congressional inquiries than the similar information that is spread throughout a briefing book and presentation slides provided to the Commission in preparation for EEO Commission meetings.
- I am not persuaded by "the interest of efficiency" basis for the discontinuance of the report. Preparation of a two-page statistical summary report does not seem to me to pose a significant burden on the staff.

Statistics, while useful and efficient, also require interpretation. I would therefore propose that rather than discontinue this annual report, the staff should consider appropriate measures to enhance the effectiveness of the report from the Commission's standpoint. In that regard, I would like to see a more analytically oriented cover memorandum that, rather than summarizing the data attached, provides staff insights on the importance of the data provided. For example, the staff indicates the attrition rate is now approaching 6.5%. What is the implication for the agency if this rate is sustained for the next two years or it increases? Given the reported losses in the SES ranks and the output of current SESCDP classes, does the agency plan to conduct additional SESCDP classes at the same rate over the next few years or increase/decrease the frequency of such classes? How will NRC's hiring efforts be refocused, if at all, given the results achieved in FY 2007? Are there any trends in the data since 1995 that the Commission should be aware of? This is the kind of information that Senior Managers should be providing to the Commission and that I would find particularly helpful.

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Disapproved. The
 paper is an important
 summary for the
 Commission at a time
 of changing staff.

MEMORANDUM TO: Chairman Klein
 Commissioner Jaczko
 Commissioner Lyons

FROM: Luis A. Reyes
 Executive Director for Operations

[Handwritten signature]
 G-J Aczkos 11/30/07

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Disapprove and agree with Chairman's comments on enhancing the effectiveness of the annual report on this important topic.

MEMORANDUM TO:

Chairman Klein
 Commissioner Jaczko
 Commissioner Lyons

Peter B. Lyons
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12/5/07

FROM:

Luis A. Reyes
 Executive Director for Operations

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