



OFFICE OF THE
INSPECTOR GENERAL

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

January 28, 2019

MEMORANDUM TO: Margaret M. Doane
Executive Director for Operations

FROM: Dr. Brett M. Baker */RA/*
Assistant Inspector General for Audits

SUBJECT: STATUS OF RECOMMENDATIONS: AUDIT OF NRC'S
EXERCISE OF ITS EARLY OUT/BUYOUT AUTHORITY
(OIG-19-A-04)

REFERENCE: OFFICE OF THE EXECUTIVE DIRECTOR FOR
OPERATIONS MEMORANDUM DATED DECEMBER 28,
2018

Attached is the Office of the Inspector General's (OIG) analysis and status of the recommendations as discussed in the agency's response dated December 28, 2018. Based on this response, recommendations 1 and 2 are resolved. Please provide a status update on the resolved recommendations by November 30, 2019.

If you have questions or concerns, please call me at (301) 415-5915, or Eric Rivera, Team Leader, at (301) 415-7032.

Attachments: As stated

cc: R. Lewis, OEDO
T. Mossman, OEDO
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Audit Report

AUDIT OF NRC'S EXERCISE OF ITS EARLY OUT/BUYOUT AUTHORITY

OIG-19-A-04

Status of Recommendations

<u>Recommendation 1:</u>	<p>Conduct a formal evaluation assessing the value of VERA/VSIPs as workforce restructuring tools at NRC. This evaluation could include</p> <ol style="list-style-type: none">Program costs,Impact of buyout incentives on employees' decision to separate,Historical attrition rates compared to attrition rates during the years NRC ran a VERA/VSIP program,Timing of employee separations,VERA/VSIPs' impact on NRC and program offices' long-term restructuring goals, andIf the formal evaluation concludes that VERA/VSIPs are the right workforce restructuring tool for NRC to use to achieve its workforce goals, then formally assess the VERA/VSIP program after each future round for potential ways to improve program implementation.
Agency Response Dated December 28, 2018:	<p>Agree. The Office of Chief Human Capital Officer (OCHCO) staff will evaluate the value of VERA/VSIPs as workforce restructuring tools at NRC, which could include the items noted in the Office of the Inspector General (OIG) recommendation.</p> <p>Target Date for Completion: November 4, 2019 Point of Contact: Ramona Bouling, HROP</p>
OIG Analysis:	<p>The proposed corrective action addresses the intent of OIG's recommendation. This recommendation will be closed when OIG receives documentation showing the formal evaluation, its methodology, and conclusion supported by the evaluation criteria indicated in OIG's recommendation.</p>
Status:	<p>Resolved.</p>

Audit Report

AUDIT OF NRC'S EXERCISE OF ITS EARLY OUT/BUYOUT AUTHORITY

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Status of Recommendations

Recommendation 2: Develop written procedures for implementing a VERA/VSIP program, which include

- a. Integrating the strategic workforce plan into VERA/VSIP planning and requests to OPM,
- b. Determining surplus positions at the office-level, and
- c. Developing a single tracking system to link VERA/VSIP separations to specific positions identified for elimination and restructuring, where possible.

Agency Response Dated
December 28, 2018:

Agree. OCHCO Staff will develop written procedures for implementing a VERA/VSIP program that includes the items noted in the OIG recommendation.

Target Date for Completion: November 4, 2019
Point of Contact: Ramona Bouling, HROP

OIG Analysis: The proposed corrective action addresses the intent of OIG's recommendation. This recommendation will be closed when OIG receives documentation showing finalized written procedures that includes the items indicated in OIG's recommendation.

Status: Resolved.