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December 2, 1992

POLICY ISSUE

(NEGATIVE CONSENT)

SECY-92-401

For: The Commissioners

From: James M. Taylor
Executive Director for Operations

Subject: WAITING PERIOD CHANGE FOR PERFORMANCE BASED CHANGES TO
BASE PAY FOR MEMBERS OF THE SENIOR LEVEL SYSTEM (SLS)

Purpose: To advise the Commission of a change in the waiting
period requirements to effect performance based
changes in pay for NRC SLS members.

Background: When the SLS was established by the Commission by
SECY-91-274, one of the principles was that there
would be a minimum one year waiting period for
performance-based adjustments to base pay within a pay
band.

At the time the current SLS members were converted to
the new system on December 1, 1991, the initial pay
adjustment reflected both the conversion pay and a 5%
performance based conversion increase. Thus, the one
year waiting period before another performance based
increase to base pay was set. This was reflected on
the SF 50 Personnel Notification Form for each SLS
member.

SECY-91-294 also changed the performance appraisal
period from October 1 through September 30 to July 1
through June 30 to bring it in line with the
performance appraisal period for the SES.

As a result of the waiting period now applicable to
most individuals in the SLS and the appraisal period
change, there is an extended period which occurs
between the Senior Level Review Panel recommendations
and final decision concerning performance based

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adjustments to base pay (which occur in the August/September timeframe) and when such decisions can be implemented (December).

Discussion:

To avoid continuing this disparity between the date of the pay decision and the date that the pay adjustment is actually made, the forthcoming Management Directive 10.145, "Senior Level System" is being changed to revise the phrasing of the waiting period so that instead of a waiting period of 12 months (following the exact language of the OPM rule - which we have used as a guide for NRC's Senior Level System), the waiting period would be changed to reflect that a performance based base pay adjustment could be made only once for each appraisal period (July 1 through June 30.)

This change would be effective beginning with the July 1, 1992 through June 30, 1993 appraisal period. While in the future this would have the same effect as a one year waiting period, there will be a one time waiver for this initial change period so that any base pay adjustments made based on the June 30, 1993 appraisal can be made as close to the date of the final decision as possible. Subsequently, any approved base pay adjustments would be on the same cycle as the annual appraisals.

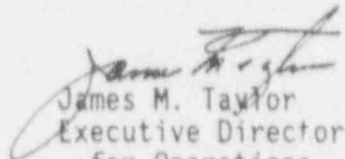
Coordination:

The Office of the General Counsel has no legal objection.

Recommendation:

That the Commission:

Note that it is my intention to revise the Management Directive as indicated above after 10 working days from the date of this paper unless instructed otherwise by the Commission.


James M. Taylor
Executive Director
for Operations

SECY NOTE: In the absence of instructions to the contrary, SECY will notify the staff on Friday, December 18, 1992, that the Commission, by negative consent, assents to the action proposed in this paper.

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