

**AFFIRMATION OF BOARD VOTING RECORD**

**SUBJECT: Executive Compensation Directive**

**Doc Control#2016-035**

The Board, with Board Member(s) Joyce L. Connery, Jessie H. Roberson *approving*, Board Member(s) Sean Sullivan, Daniel J. Santos, Bruce Hamilton *disapproving*, Board Member(s) none *abstaining*, and Board Member(s) none *recusing*, have voted to disapprove the above document on March 11, 2016.

The votes were recorded as:

	APRVD	DISAPRVD	ABSTAIN	NOT PARTICIPATING*	COMMENT	DATE
Joyce L. Connery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	03/08/16
Jessie H. Roberson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	03/08/16
Sean Sullivan	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	03/11/16
Daniel J. Santos	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	03/10/16
Bruce Hamilton	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	03/11/16

\*Reason for Not Participating:

This Record contains a summary of voting on this matter together with the individual vote sheets, views and comments of the Board Members.



Executive Secretary to the Board

Attachments:

1. Voting Summary
2. Board Member Vote Sheets

cc: Board Members  
OGC  
OGM Records Officer  
OTD

**Shelby Qualls**

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**From:** Joyce Connery  
**Sent:** Tuesday, March 08, 2016 12:09 PM  
**To:** Shelby Qualls  
**Cc:** Lotus Smith  
**Subject:** Re: Notational Vote: Doc#2016-035, Executive Compensation Directive - BLUE FOLDER

I approve  
No comment  
Sent from my iPhone

On Mar 8, 2016, at 9:50 AM, Shelby Qualls <[REDACTED]> wrote:

This email is an electronic record of Notational Vote. Voting ballot will follow shortly. Also, accepting electronic votes.

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD  
NOTATIONAL VOTE RESPONSE SHEET**

**FROM: Members of the Board**  
**SUBJECT: Executive Compensation Directive**

**DOC#2016-035**

**Approved**\_\_\_\_\_  
**Disapproved**\_\_\_\_\_  
**Abstain**\_\_\_\_\_  
**Recusal – Not Participating**\_\_\_\_\_

**COMMENTS:**

**Below**\_\_\_\_\_  
**Attached**\_\_\_\_\_  
**None**\_\_\_\_\_

Shelby Qualls  
Assistant Executive Secretary  
Office of the Chairman

<Notational Vote Doc#2016-035, Executive Compensation Directive.pdf>

<JLC 2016-035.docx>

<JHR 2016-035.docx>

<SS 2016-035.docx>

<DJS 2016-035.docx>

<BH 2016-035.docx>

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD  
NOTATIONAL VOTE RESPONSE SHEET**

**FROM:** Jessie H. Roberson

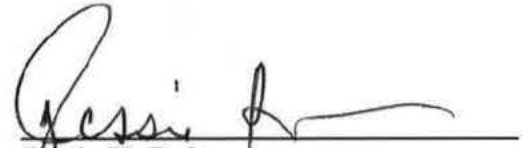
**SUBJECT:** Executive Compensation Directive

**Doc Control#**2016-035

Approved  Disapproved \_\_\_\_\_ Abstain \_\_\_\_\_  
Recusal - Not Participating \_\_\_\_\_

**COMMENTS:** Below \_\_\_\_\_ Attached \_\_\_\_\_ None

I support this directive and it brings the Board up to date as it relates to SES compensation strategies with the rest of the government. Unfortunately, it is taking far too long to revise and issue directives that reflect current requirements and the Board needs to address this.

  
\_\_\_\_\_  
Jessie H. Roberson  
March 8, 2016  
\_\_\_\_\_  
Date

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**NOTATIONAL VOTE RESPONSE SHEET**

**FROM:** Sean Sullivan

**SUBJECT:** Executive Compensation Directive

**Doc Control#**2016-035

**Approved** \_\_\_\_\_ **Disapproved**  X  **Abstain** \_\_\_\_\_

**Recusal – Not Participating** \_\_\_\_\_

**COMMENTS:** Below  X  Attached \_\_\_\_\_ None \_\_\_\_\_

My questions regarding the proposed directive have not been adequately addressed by the staff.



Sean Sullivan

3/11/16

Date

**Shelby Qualls**

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**From:** Daniel J. Santos  
**Sent:** Thursday, March 10, 2016 2:56 PM  
**To:** Shelby Qualls; Lotus Smith  
**Subject:** Re: Notational Vote: Doc#2016-035, Executive Compensation Directive - BLUE FOLDER

Disapproved without comments.

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**From:** Shelby Qualls  
**Sent:** Tuesday, March 8, 2016 11:50 AM  
**To:** Bruce Hamilton; Daniel J. Santos; Jessie Roberson; Joyce Connery; Sean Sullivan  
**Cc:** Lotus Smith; Shelby Qualls; James Biggins; Katherine Herrera  
**Subject:** Notational Vote: Doc#2016-035, Executive Compensation Directive - BLUE FOLDER

This email is an electronic record of Notational Vote. Voting ballot will follow shortly. Also, accepting electronic votes.

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD  
NOTATIONAL VOTE RESPONSE SHEET**

**FROM: Members of the Board**  
**TO: Executive Compensation Directive**

**6-035**

\_\_\_\_\_  
/ed\_\_\_\_\_

\_\_\_\_\_  
**Not Participating**\_\_\_\_\_

**NTS:**

\_\_\_\_\_  
**None**\_\_\_\_\_

Shelby Qualls  
Assistant Executive Secretary  
Office of the Chairman

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**  
**NOTATIONAL VOTE RESPONSE SHEET**

**FROM:** Bruce Hamilton

**SUBJECT:** Executive Compensation Directive

**Doc Control#2016-035**

Approved \_\_\_\_\_ Disapproved X Abstain \_\_\_\_\_

Recusal - Not Participating \_\_\_\_\_

**COMMENTS:** Below X Attached \_\_\_\_\_ None \_\_\_\_\_

There are several concerns I have about this directive. A Presidential Directive was incorporated into the directive *after* the original Orange Folder routing was conducted. At least one Board member did not receive answers to questions he posed during the review process. A pre-existing directive, Administrative Directive AD 133.1, covers Senior Executive Service Employees performance awards and pay adjustments, but it is not canceled by this directive (although the General Manager has proposed a plan to manage this conflict with the issuance of a Notice).

Given this accumulation of concerns, this directive needs to be run through the *General Correspondence Review and Approval* process again. I therefore Disapprove.

  
Bruce Hamilton

11 March 2016  
Date