



# **WORKFORCE DIVERSITY**

## **KANSAS CITY SITE OFFICE (KCSO) SITE OFFICE MANAGER**

**NATIONAL NUCLEAR SECURITY ADMINISTRATION**

**Fiscal Year 2008**

Prepared by  
EEO and Diversity Program  
*EEO and Diversity: Collaborating for Mission Success*  
(505) 845-5517  
TTY 1-866-872-1011

Summary of Staffing Changes for  
Kansas City Site Office  
as of September 27, 2008

- KCSO increased staffing by 1 FTE.
  - Gain consisted of one White male
- Attrition included 3 FTEs.
  - 1 African American female
  - 2 White males
- Minorities comprise 16.7% of KCSO's workforce, down from 17.0% in 2007.
  - American Indian representation comprises 2.4%, same as in 2007.
  - African American representation comprises 14.3%, up from 14.0% in 2007.
  - There is no Asian or Hispanic representation.
- Female representation as of 9/15/2007 was 33.3% and remained the same in 2008.
- The average age is 50.6 years, and the average length of service is 17.8 years.
- Supervisory Analysis: The supervisor ratio is 6.2:1. There are 6 supervisors at KCSO:
  - Males, 5 83.3% of KCSO supervisory staff
  - Females, 1, 16.7% of KCSO supervisory staff

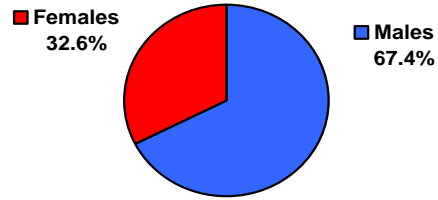
	% of Supervisors	% of KCSO Population
○ African American female, 1	16.7%	2.3%
○ African American male, 1	16.7%	2.3%
○ White males, 4	66.7%	9.3%

- Separations outnumber accessions over the four-year period. However, separations are largely due, 91.7% due to retirement. KCSO employees make a career out of their KCSO employment. Accessions exist in three of the four years, and two of those years had only one accession in the year.
- Minorities and females each had representation in promotions at KCSO in three of the four years.

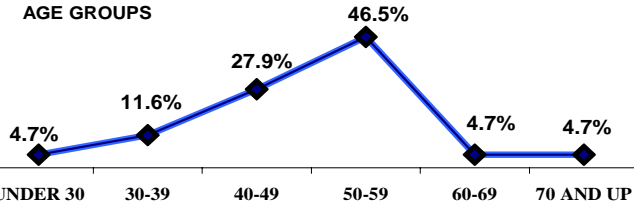
**KANSAS CITY SITE OFFICE**  
As of September 27, 2008

TOTAL	43	
<b>PAY PLAN</b>		
SES	1	
EN IV	15	
EN III	2	
NN	7	
NQ	14	
NU	4	
<b>RETIREMENT</b>		
ELIGIBLE TO RETIRE IMMEDIATELY	8	18.6%
ELIGIBLE TO RETIRE BY 09/27/2012	16	37.2%
<b>GENDER</b>		
Males	29	67.4%
Females	14	32.6%
<b>AGE</b>		
AVERAGE AGE	50.6 YRS	
UNDER 30	2	4.7%
30-39	5	11.6%
40-49	12	27.9%
50-59	20	46.5%
60-69	2	4.7%
70 AND UP	2	4.7%
<b>YEARS OF FEDERAL SERVICE</b>		
AVERAGE LENGTH	21.0 YRS	
LESS THAN 10 YEARS	5	11.6%
10-19 YEARS	16	37.2%
20-29 YEARS	13	30.2%
30-39 YEARS	7	16.3%
40-49 YEARS	2	4.7%
<b>EDUCATION</b>		
Ph.D/Sc.D Degree	0	0.0%
Masters Degrees	16	37.2%
Bachelor Degrees	16	37.2%
No Degrees	11	25.6%
<b>SUPERVISOR RATIO</b>		
SUPERVISORS	6	
SUPERVISORS RATIO	6.2 TO 1	
<b>DIVERSITY</b>		
American Indian Male	0	0.0%
American Indian Female	1	2.3%
African American Male	1	2.3%
African American Female	5	11.6%
Asian Male	0	0.0%
Asian Female	0	0.0%
Hispanic Male	0	0.0%
Hispanic Female	0	0.0%
White Female	8	18.6%
White Male	28	65.1%
<b>SPECIAL</b>		
DISABILITY	2	4.7%
VETERANS	15	34.9%

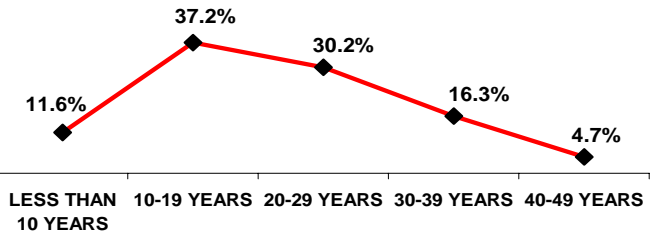
**GENDER**



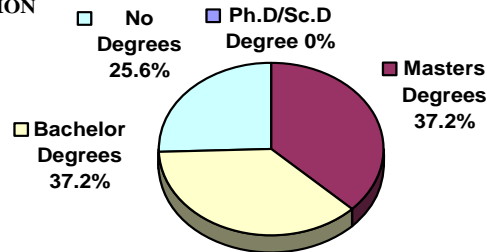
**AGE GROUPS**



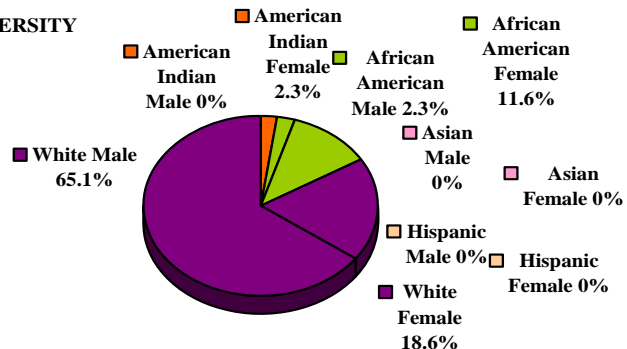
**YEARS OF FEDERAL SERVICE**



**EDUCATION**



**DIVERSITY**



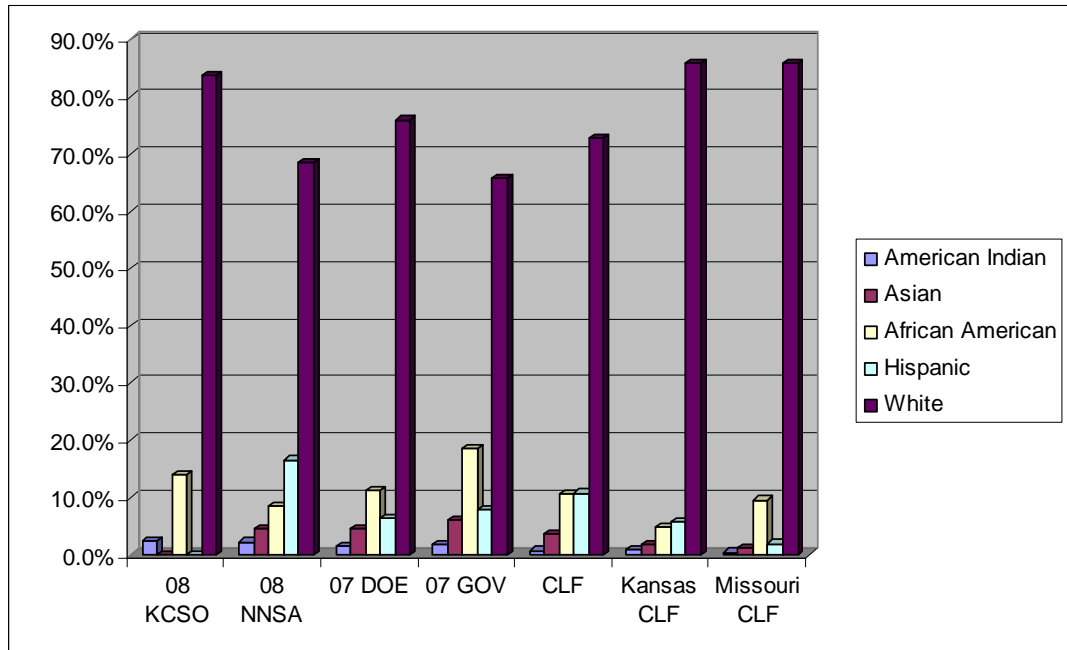
KANSAS CITY SITE OFFICE																										
		Subtotal				American Indian				Asian				African American				Hispanic				White				
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female						
TOTAL	43	29	67.4%	14	32.6%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	1	2.3%	5	11.6%	0	0.0%	0	0.0%	28	65.1%	8	18.6%	
<b>RETIREMENT</b>																										
<b>ELIGIBLE TO RETIRE IMMEDIATELY</b>	<b>8</b>	<b>18.6%</b>	6	14.0%	2	4.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	1	2.3%	0	0.0%	0	0.0%	5	11.6%	1	2.3%
<b>ELIGIBLE TO RETIRE BY 09/27/2012</b>	<b>16</b>	<b>37.2%</b>	13	30.2%	3	7.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	1	2.3%	0	0.0%	0	0.0%	12	27.9%	2	4.7%
<b>AGE</b>																										
<b>AVERAGE AGE</b>	<b>50.6 YRS</b>																									
<b>AGE UNDER 30</b>	<b>2</b>	<b>4.7%</b>	1	2.3%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	1	2.3%
<b>AGE 30-39</b>	<b>5</b>	<b>11.6%</b>	2	4.7%	3	7.0%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	2	4.7%	0	0.0%	0	0.0%	2	4.7%	0	0.0%
<b>AGE 40-49</b>	<b>12</b>	<b>27.9%</b>	6	14.0%	6	14.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	6	14.0%	5	11.6%
<b>AGE 50-59</b>	<b>20</b>	<b>46.5%</b>	17	39.5%	3	7.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	17	39.5%	2	4.7%
<b>AGE 60-69</b>	<b>2</b>	<b>4.7%</b>	2	4.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	0	0.0%
<b>AGE 70 AND UP</b>	<b>2</b>	<b>4.7%</b>	1	2.3%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	1	2.3%	0	0.0%
<b>FEDERAL SERVICE</b>																										
<b>AVERAGE LENGTH</b>	<b>21.0 YRS</b>																									
<b>LESS THAN 10 YEARS</b>	<b>5</b>	<b>11.6%</b>	3	7.0%	2	4.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	7.0%	2	4.7%
<b>10-19 YEARS</b>	<b>16</b>	<b>37.2%</b>	8	18.6%	8	18.6%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	3	7.0%	0	0.0%	0	0.0%	8	18.6%	4	9.3%
<b>20-29 YEARS</b>	<b>13</b>	<b>30.2%</b>	11	25.6%	2	4.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	11	25.6%	1	2.3%
<b>30-39 YEARS</b>	<b>7</b>	<b>16.3%</b>	6	14.0%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	14.0%	1	2.3%
<b>40-49 YEARS</b>	<b>2</b>	<b>4.7%</b>	1	2.3%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>EDUCATION</b>																										
<b>Ph.D/Sc.D DEGREES</b>	<b>0</b>	<b>0.0%</b>	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>MASTERS DEGREES</b>	<b>16</b>	<b>37.2%</b>	11	25.6%	5	11.6%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	2	4.7%	0	0.0%	0	0.0%	11	25.6%	2	4.7%
<b>BACHELORS DEGREES</b>	<b>16</b>	<b>37.2%</b>	11	25.6%	5	11.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	2	4.7%	0	0.0%	0	0.0%	10	23.3%	3	7.0%
<b>NO DEGREE</b>	<b>11</b>	<b>25.6%</b>	7	16.3%	4	9.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	0	0.0%	0	0.0%	7	16.3%	3	7.0%
<b>SUPERVISORS</b>																										
<b>SUPERVISORS</b>	<b>6</b>		5	11.6%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%	1	2.3%	0	0.0%	0	0.0%	4	9.3%	0	0.0%
<b>SUPERVISORS RATIO</b>	<b>6.2 TO 1</b>																									
<b>SPECIAL</b>																										
<b>DISABILITY</b>	<b>2</b>	<b>4.7%</b>	2	4.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	4.7%	0	0.0%
<b>VETERANS PREFERENCE</b>	<b>15</b>	<b>34.9%</b>	14	32.6%	1	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	14	32.6%	1	2.3%

## KCSO Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008	
	Female	Male	Female	Male	Female	Male	Female	Male
<b>American Indian</b>	2.0%	0.0%	2.2%	0.0%	2.4%	0.0%	2.3%	0.0%
<b>Asian</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>African American</b>	10.0%	2.0%	10.9%	2.2%	11.9%	2.4%	11.6%	2.3%
<b>Hispanic</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Minorities</b>	12.0%	2.0%	13.1%	2.2%	14.3%	2.4%	13.9%	2.3%
<b>Non-Minorities</b>	20.0%	66.0%	19.6%	65.2%	19.0%	64.3%	18.6%	65.1%

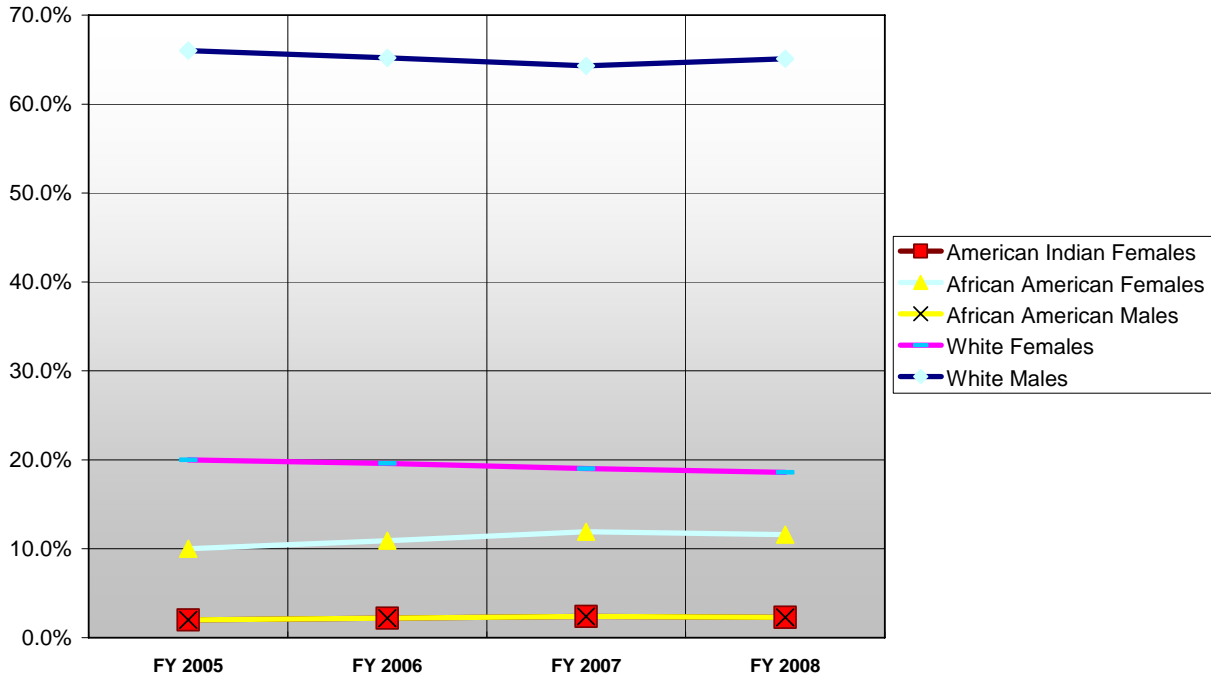
The Charts below depict the workforce diversity compared to the Department of Labor's Civilian Labor Force (CLF) for 2000, the Kansas and Missouri 2000 CLF, the 2007 Executive Branch of Government, the 2007 Department of Energy (DOE) and 2008 NNSA-wide.

	American Indian	Asian	African American	Hispanic	White
<b>08 KCSO</b>	2.3%	0.0%	13.9%	0.0%	83.7%
<b>08 NNSA</b>	2.2%	4.4%	8.4%	16.5%	68.5%
<b>07 DOE</b>	1.5%	4.4%	11.2%	6.3%	75.9%
<b>07 GOV</b>	1.7%	6.0%	18.4%	7.8%	65.8%
<b>CLF</b>	0.7%	3.6%	10.5%	10.7%	72.8%
<b>Kansas CLF</b>	0.8%	1.7%	4.7%	5.8%	85.7%
<b>Missouri CLF</b>	0.4%	1.1%	9.5%	1.9%	85.9%



KCSO experiences very little movement, with only 1 to 5 employees coming in, accessions, and 1 to 5 employees leaving, primarily due to retirement. Therefore, White male, minority and female representation remains consistent over the four years.

**KCSO 4 Year Workforce Trend**



**Accessions – KCSO**

**FY 2005 – no accessions**

**FY 2006**

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Race	0	0	0	0	0	0	0	0	1	0	1	0	1
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%

- No minority accessions
- One (1) female accession

**FY 2007**

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Race	0	0	0	0	0	0	0	0	0	1	0	1	1
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%

- No minority accessions
- No female accessions

**FY 2008**

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Race	0	0	0	0	1	0	0	0	0	3	1	3	4
% of Accessions	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	75.0%	100.0%

- 1 minority accession
- 1 female accession

The four year trend for KCSO:

- Six accessions over the four year period, White males 83.3%; and 1 minority female accession, 16.7%

## Separations KCSO

### FY 2005

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	0	0	0	0	0	0	0	0	0	0	0	0	0
% of Separations													

- No separations on file

### FY 2006

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	0	0	0	0	0	0	0	0	2	2	2	2	4
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	100.0%

- All separations were retirement

### FY 2007

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	0	0	0	0	0	0	0	0	1	4	1	4	5
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	80.0%	20.0%	80.0%	100.0%

- All separations were retirement

### FY 2008

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	0	0	0	0	1	0	0	0	0	2	1	2	3
% of Separations	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	66.7%	100.0%

- 1 African American female, death
- 2 White males retirement

The four year trend for KCSO:

KCSO has no resignations or terminations during appointment, due to transfer to another federal agency. There were a total of 12 separations in the four-year period, and retirements comprise 91.7% of separations.

**Promotions – KCSO**

**FY 2005**

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	0	0	0	0	0	0	0	0	2	2	2	2	4
% of Promotions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	100.0%

- Minorities comprised 0.0% of promotions
- Females comprised 50.0% of promotions

**FY 2006**

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	0	0	0	0	1	0	0	0	5	3	6	3	9
% of Promotions	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	55.6%	33.3%	66.7%	33.3%	100.0%

- Minorities comprised 11.1% of promotions
- Females comprised 66.7% of promotions

**FY 2007**

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	1	0	0	0	0	0	0	0	1	3	2	3	5
% of Promotions	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%	40.0%	60.0%	100.0%

- Minorities comprised 20.0% of promotions
- Females comprised 40.0% of promotions

**FY 2008**

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	0	0	0	0	0	0	0	0	0	2	0	2	2
% of Promotions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%

- No minority or female promotions

The four year trend for KCSO:

- Minorities comprised 0.0%; 11.1%; 20.0%; and 0.0% of promotions in the four year period.
- Females comprised 50.0%; 66.7%; 40.0%; and 0.0% of promotions in the four year period.