



# **WORKFORCE DIVERSITY**

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

**NATIONAL NUCLEAR SECURITY ADMINISTRATION**

**Fiscal Year 2009**

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

**Kansas City Site Office (KCSO)  
2009 Workforce Diversity**

**TABLE OF CONTENTS**

**Summary of Changes, page 3**

**Graphic two-page report, pages 4 - 5**

**Personnel by Percentage, page 6**

**Comparison to NNSA-wide; DOE; federal government; Kansas and  
Missouri**

**2000 CLF and Department of Labor 2000 CLF, page 7**

**Accessions, pages 8 – 9**

**Separations, pages 10 – 11**

**Promotions, pages 12 – 13**

**Summary of Staffing Changes for  
Kansas City Site Office (KCSO)  
as of September 12, 2009**

Approved by NA-1, the KCSO has shifted to a formal Oversight Model to improve and streamline Federal oversight based on strong management assurance by its Management and Operating contractor. The changes in oversight are targeted to reduce the overall operating costs for accomplishing the non-nuclear mission work assigned to the KCP, leverage commercial production, and provide for a smaller and more responsive facility for non-nuclear production.

- KCSO decreased staffing by 8 FTE's<sup>1</sup>. Decreases were in African American male -1; White female -2; and White male -5.
- Minorities comprise 17.2% of KCSO's workforce, and increase over the 16.7% in 2008.
  - American Indian representation comprises 2.9%, a percentage increase over FY 2008, however, the same total population of one (1).
  - African American representation comprises 14.3%, an increase over 13.9% in FY 2008. Population decreased by one (1).
  - There is no Asian or Hispanic representation.
- Female representation as of 9/12/2009 was 34.3% or 12 on-board, compared to 32.6% in FY 2008 or 14 on-board.
- The average age is 49.6 years with 19.2 years of service compared to FY 2008, 50.6 years, and 21 years of service.
- Supervisory Analysis: The supervisor ratio is 6.0:1. There are five (5) supervisors at KCSO, a reduction of 1 from FY 2008:
  - Males, 4, 80% of KCSO supervisory staff
  - Females, 1, 20% of KCSO supervisory staff

	% of Supervisors	Increase or Decrease from FY 2008
○ African American female, 1	16.7%	0
○ African American male, 0	0%	-1
○ White males, 4	66.7%	0

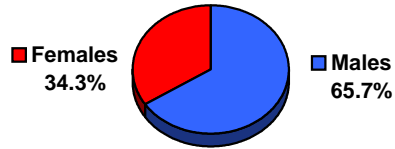
---

<sup>1</sup> The shift to the formal oversight model directly affected the decrease in KCSO FTE's. Subsequently, the percentage to total population of other statistics provided. e.g., American Indian population remains at one (1) individual for FY '08 and FY '09, but the % to total population increases.

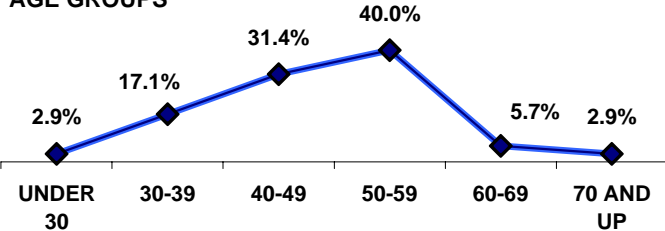
**Kansas City Site Office  
As of September 12, 2009**

<b>TOTAL</b>	<b>35</b>
<b>PAY PLAN</b>	
EN IV	13
EN III	1
NN (Engineering)	6
NQ (Prof/Tech/Admin)	11
NU (Tech/Admin Support)	4
<b>RETIREMENT</b>	
<b>ELIGIBLE TO RETIRE IMMEDIATELY</b>	<b>5 14.3%</b>
<b>ELIGIBLE TO RETIRE BY 09/12/2013</b>	<b>11 31.4%</b>
<b>GENDER</b>	
Males	23 65.7%
Females	12 34.3%
<b>AGE</b>	
<b>AVERAGE AGE</b>	<b>49.6 YRS</b>
UNDER 30	1 2.9%
30-39	6 17.1%
40-49	11 31.4%
50-59	14 40.0%
60-69	2 5.7%
70 AND UP	1 2.9%
<b>YEARS OF FEDERAL SERVICE</b>	
<b>AVERAGE LENGTH</b>	<b>19.2 YRS</b>
LESS THAN 10 YEARS	5 14.3%
10-19 YEARS	16 45.7%
20-29 YEARS	10 28.6%
30-39 YEARS	3 8.6%
40-49 YEARS	1 2.9%
<b>EDUCATION</b>	
J.D./Ph.D./Sc.D Degrees	0 0.0%
Masters Degrees	13 37.1%
Bachelor Degrees	14 40.0%
No Degrees	8 22.9%
<b>SUPERVISOR RATIO</b>	
<b>SUPERVISORS</b>	<b>5</b>
<b>SUPERVISORS RATIO</b>	<b>6.0 TO 1</b>
<b>DIVERSITY</b>	
American Indian Male	0 0.0%
American Indian Female	1 2.9%
African American Male	0 0.0%
African American Female	5 14.3%
Asian Male	0 0.0%
Asian Female	0 0.0%
Hispanic Male	0 0.0%
Hispanic Female	0 0.0%
White Male	6 17.1%
White Female	23 65.7%
<b>SPECIAL</b>	
<b>DISABILITY</b>	<b>2 5.7%</b>
<b>VETERANS</b>	<b>11 31.4%</b>

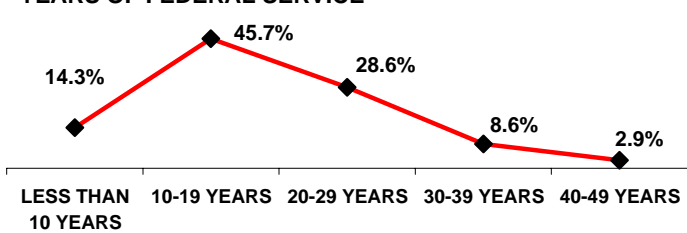
**GENDER**



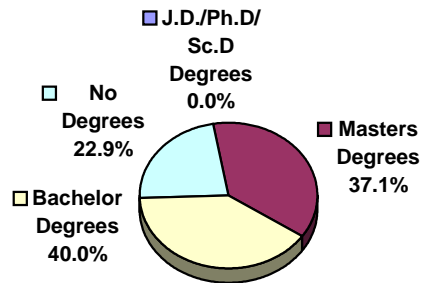
**AGE GROUPS**



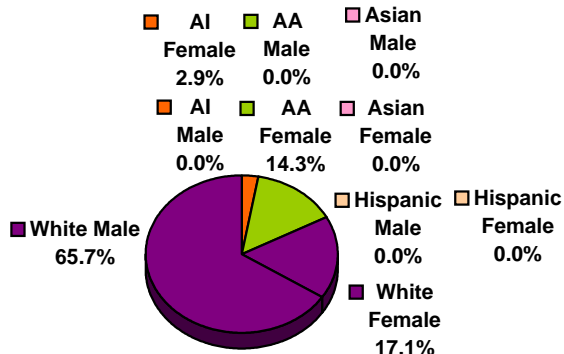
**YEARS OF FEDERAL SERVICE**



**EDUCATION**



**DIVERSITY**



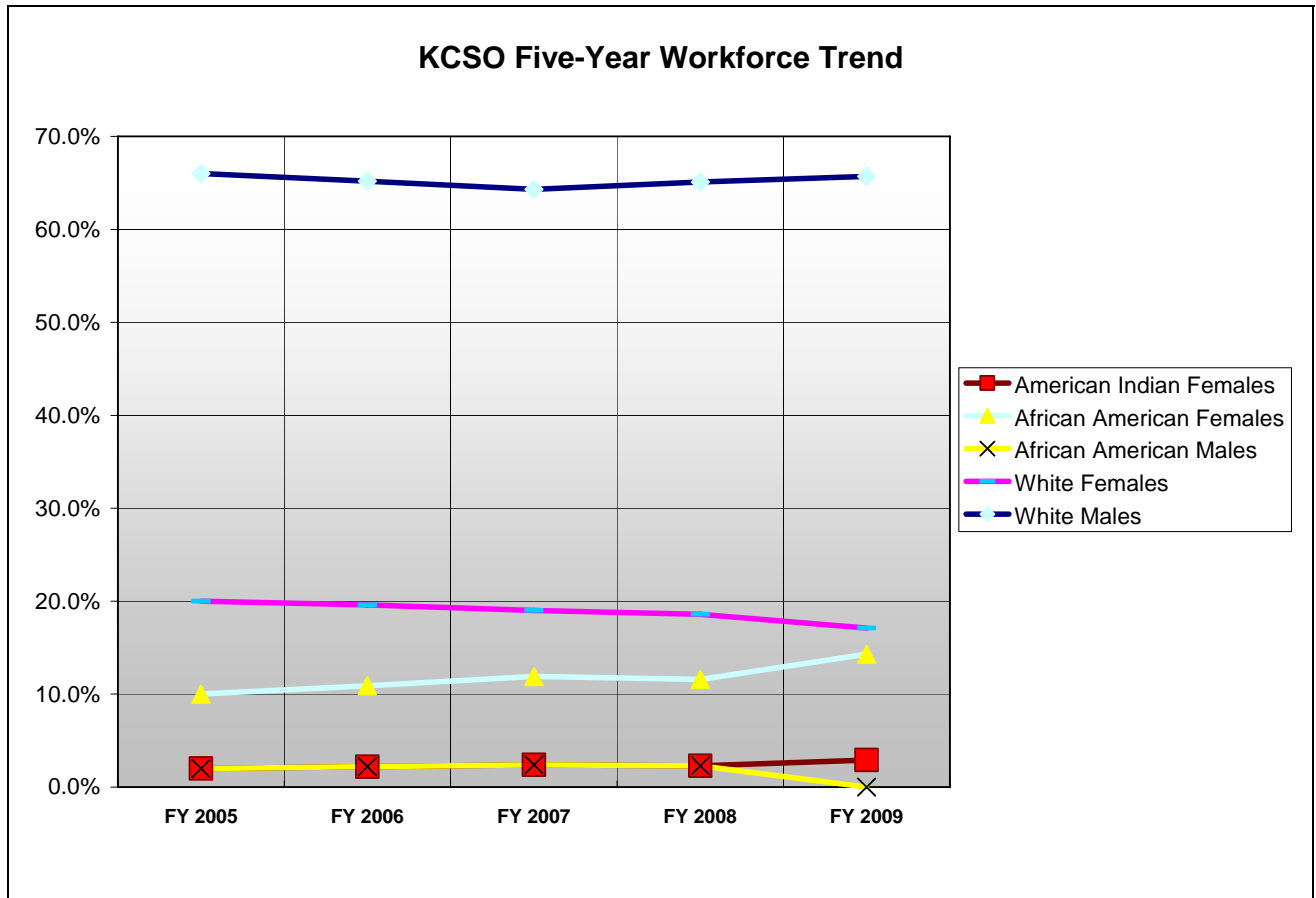
**Kansas City Site Office**

		Subtotal				American Indian				Asian				African American				Hispanic				White			
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
<b>TOTAL</b>	<b>35</b>	<b>23</b>	<b>65.7%</b>	<b>12</b>	<b>34.3%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>5</b>	<b>14.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>23</b>	<b>65.7%</b>	<b>6</b>	<b>17.1%</b>
<b>ELIGIBLE TO RETIRE IMMEDIATELY</b>	<b>5</b> <b>14.3%</b>	<b>4</b>	<b>11.4%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>11.4%</b>	<b>0</b>	<b>0.0%</b>
<b>ELIGIBLE TO RETIRE BY 09/12/2013</b>	<b>11</b> <b>31.4%</b>	<b>9</b>	<b>25.7%</b>	<b>2</b>	<b>5.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>9</b>	<b>25.7%</b>	<b>1</b>	<b>2.9%</b>
<b>AGE</b>																									
<b>AVERAGE AGE</b>	<b>49.6 YRS</b>																								
<b>AGE UNDER 30</b>	<b>1</b> <b>2.9%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>
<b>AGE 30-39</b>	<b>6</b> <b>17.1%</b>	<b>2</b>	<b>5.7%</b>	<b>4</b>	<b>11.4%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>5.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>5.7%</b>	<b>1</b>	<b>2.9%</b>
<b>AGE 40-49</b>	<b>11</b> <b>31.4%</b>	<b>6</b>	<b>17.1%</b>	<b>5</b>	<b>14.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>6</b>	<b>17.1%</b>	<b>4</b>	<b>11.4%</b>
<b>AGE 50-59</b>	<b>14</b> <b>40.0%</b>	<b>13</b>	<b>37.1%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>13</b>	<b>37.1%</b>	<b>0</b>	<b>0.0%</b>
<b>AGE 60-69</b>	<b>2</b> <b>5.7%</b>	<b>1</b>	<b>2.9%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>1</b>	<b>2.9%</b>
<b>AGE 70 AND UP</b>	<b>1</b> <b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>FEDERAL SERVICE</b>																									
<b>AVERAGE LENGTH</b>	<b>19.2 YRS</b>																								
<b>LESS THAN 10 YEARS</b>	<b>5</b> <b>14.3%</b>	<b>3</b>	<b>8.6%</b>	<b>2</b>	<b>5.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>8.6%</b>	<b>2</b>	<b>5.7%</b>
<b>10-19 YEARS</b>	<b>16</b> <b>45.7%</b>	<b>8</b>	<b>22.9%</b>	<b>8</b>	<b>22.9%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>8.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>8</b>	<b>22.9%</b>	<b>4</b>	<b>11.4%</b>
<b>20-29 YEARS</b>	<b>10</b> <b>28.6%</b>	<b>9</b>	<b>25.7%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>9</b>	<b>25.7%</b>	<b>0</b>	<b>0.0%</b>
<b>30-39 YEARS</b>	<b>3</b> <b>8.6%</b>	<b>3</b>	<b>8.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>8.6%</b>	<b>0</b>	<b>0.0%</b>
<b>40-49 YEARS</b>	<b>1</b> <b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>EDUCATION</b>																									
<b>J.D./Ph.D./Sc.D DEGREES</b>	<b>0</b> <b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>MASTERS DEGREES</b>	<b>13</b> <b>37.1%</b>	<b>9</b>	<b>25.7%</b>	<b>4</b>	<b>11.4%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>5.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>9</b>	<b>25.7%</b>	<b>1</b>	<b>2.9%</b>
<b>BACHELORS DEGREES</b>	<b>14</b> <b>40.0%</b>	<b>10</b>	<b>28.6%</b>	<b>4</b>	<b>11.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>5.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>10</b>	<b>28.6%</b>	<b>2</b>	<b>5.7%</b>
<b>NO DEGREE</b>	<b>8</b> <b>22.9%</b>	<b>4</b>	<b>11.4%</b>	<b>4</b>	<b>11.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>11.4%</b>	<b>3</b>	<b>8.6%</b>
<b>SUPERVISORS</b>																									
<b>SUPERVISORS</b>	<b>5</b> <b>14.3%</b>	<b>4</b>	<b>11.4%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>11.4%</b>	<b>0</b>	<b>0.0%</b>
<b>SUPERVISORS RATIO</b>	<b>6.0 TO 1</b>																								
<b>SPECIAL</b>																									
<b>DISABILITY</b>	<b>2</b> <b>5.7%</b>	<b>2</b>	<b>5.7%</b>	<b>0</b>	<b>3.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>5.7%</b>	<b>0</b>	<b>0.0%</b>
<b>VETERANS PREFERENCE</b>	<b>11</b> <b>31.4%</b>	<b>10</b>	<b>28.6%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>10</b>	<b>28.6%</b>	<b>1</b>	<b>2.9%</b>

# KCSO

## Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008		Sep 2009	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	2.0%	0.0%	2.2%	0.0%	2.4%	0.0%	2.3%	0.0%	2.9%	0.0%
Asian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
African American	10.0%	2.0%	10.9%	2.2%	11.9%	2.4%	11.6%	2.3%	14.3%	0.0%
Hispanic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Minorities	12.0%	2.0%	13.1%	2.2%	14.3%	2.4%	13.9%	2.3%	17.2%	0.0%
Non-Minorities	20.0%	66.0%	19.6%	65.2%	19.0%	64.3%	18.6%	65.1%	17.1%	65.7%



Over the five-year period, the KCSO population stays fairly consistent. A gain or loss of one (1) employee in minority or White female populations is obvious in the trend chart and percentage of total workforce. Over the five years, there were no self-identified Asian or Hispanic employees on-board.

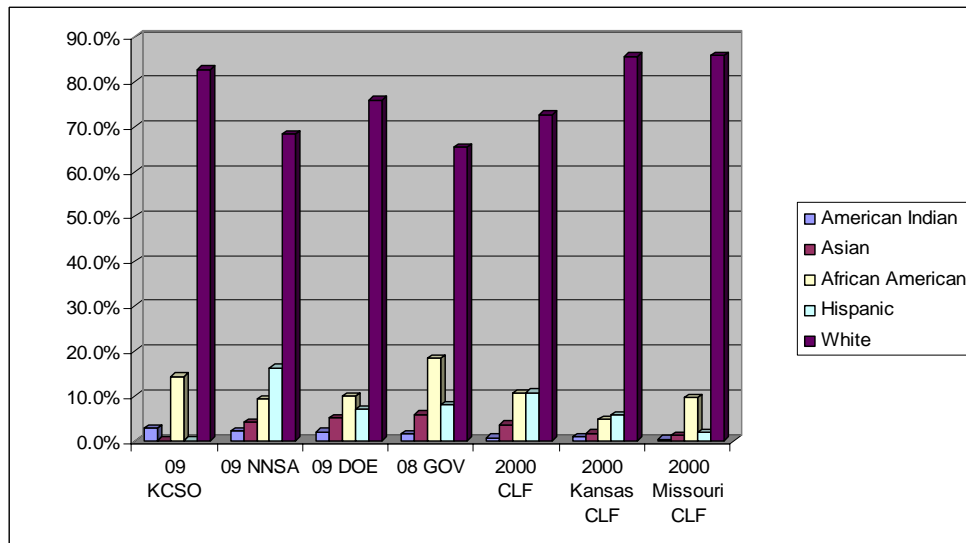
## Comparisons to Other Workforce Percentages

The Charts below depict the workforce diversity compared to 2009 NNSA-wide; 2009 Department of Energy (DOE); the 2008 Executive Branch of Government, (as of the writing of this report, EEOC did not have 2009 government-wide information available); the Department of Labor’s Civilian Labor Force (CLF) for 2000, the Kansas and Missouri 2000 CLF.

	American Indian	Asian	African American	Hispanic	White
<b>09 KCSO</b>	2.9%	0.0%	14.3%	0.0%	82.8%
<b>09 NNSA</b>	2.1%	4.2%	9.2%	16.3%	68.3%
<b>09 DOE</b>	2.0%	5.0%	10.0%	7.0%	76.0%
<b>08 GOV</b>	1.6%	5.9%	18.3%	7.9%	65.4%
<b>2000 CLF</b>	0.7%	3.6%	10.5%	10.7%	72.8%
<b>2000 Kansas CLF</b>	0.8%	1.7%	4.7%	5.8%	85.7%
<b>2000 Missouri CLF</b>	0.4%	1.1%	9.5%	1.9%	85.9%

KCSO is:

- Above NNSA-wide employment in American Indian; African American and White representation. Below for Asian and Hispanic.
- Above Department of Energy in American Indian, African American, and White representation. Below for Asian and Hispanic.
- Above federal employment figures for American Indian and White representation. Below for Asian, African American and Hispanic.
- Above the 2000 CLF for American Indian, African American, and White representation. Below for Asian and Hispanic.
- Above the Kansas and Missouri 2000 CLF for American Indian, and African American. Below for Asian, Hispanic and White.



**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

**FY 2009**

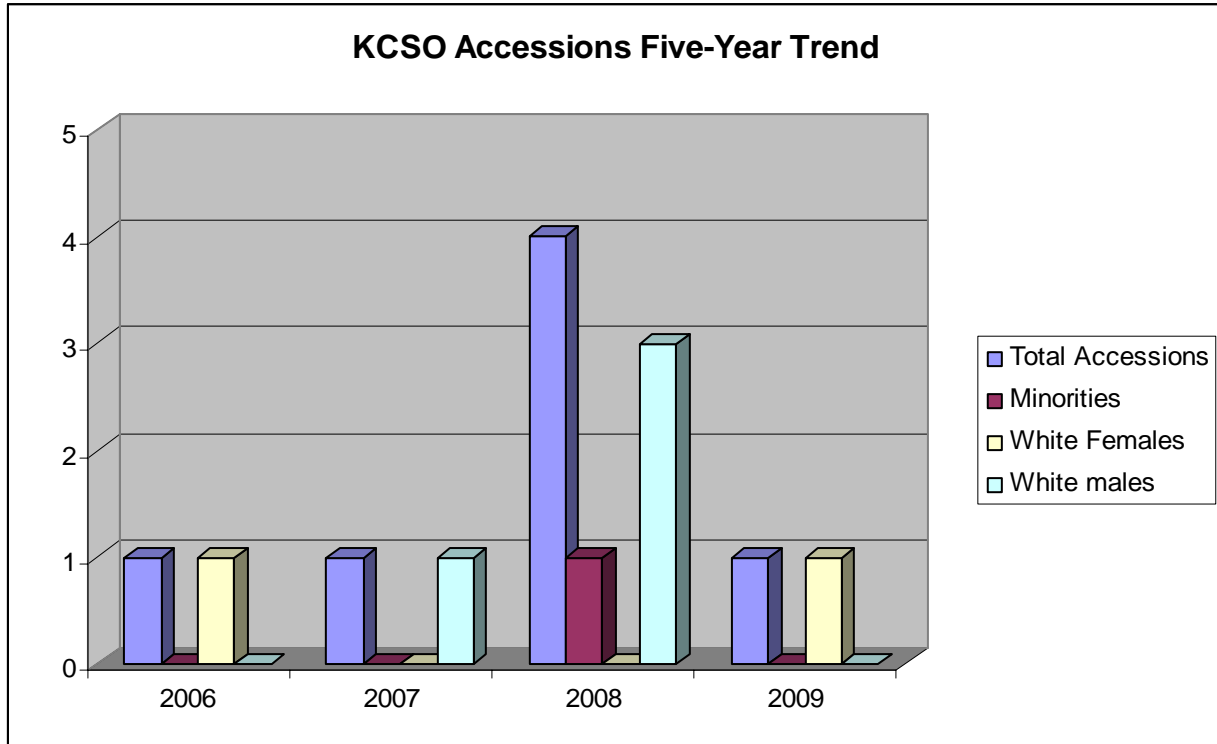
	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Race	0	0	0	0	0	0	0	0	1	0	1	0	1
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%

- No minority accessions
- 1 female accession

## Accessions – KCSO, continued

The five-year trend for KCSO:

- Seven (7) accessions over the five-year period. White males, 4 or 57.1%; 1 minority female accession, 14.3%; and 1 White female accession, 28.6%.



## 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	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

### FY 2009

	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	1	0	0	1	3	1	4	5
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	60.0%	20.0%	80.0%	100.0%

- All separations were retirement

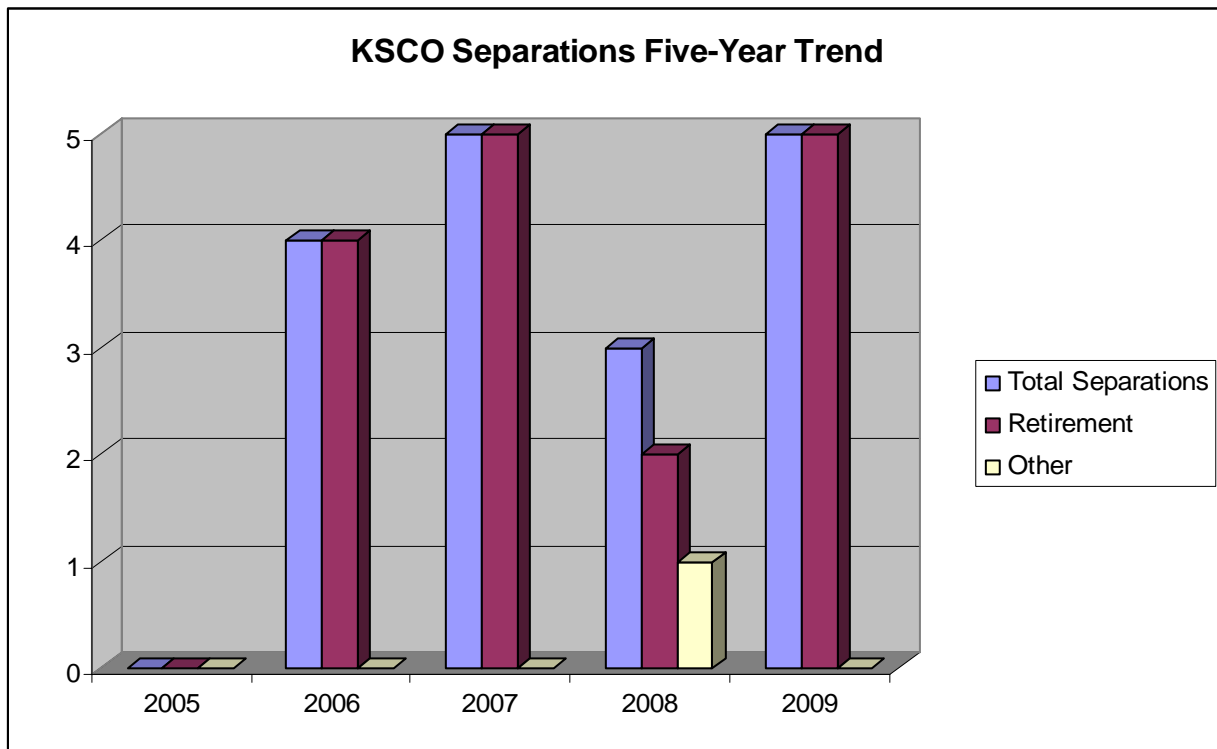
## Separations KCSO , continued

The five year trend for KCSO:

There were a total of 17 separations in the five-year period, and retirements comprise 94.1% of separations. Unlike some other NNSA facilities, see the [EEO Website, "NNSA-wide"](#) report for 2009, KCSO has no separations due to:

- Resignations (including in lieu of involuntary action)
- Terminations during appointment, due to transfer to another federal agency
- Termination during probation
- Resignation or retirement in lieu of involuntary action
- Termination, Expiration of Appointment

KCSO employees, as seen in the average age and length of service, page three (3) above, stay employed at the KCSO.



**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

**Promotions, KCSO, continued**

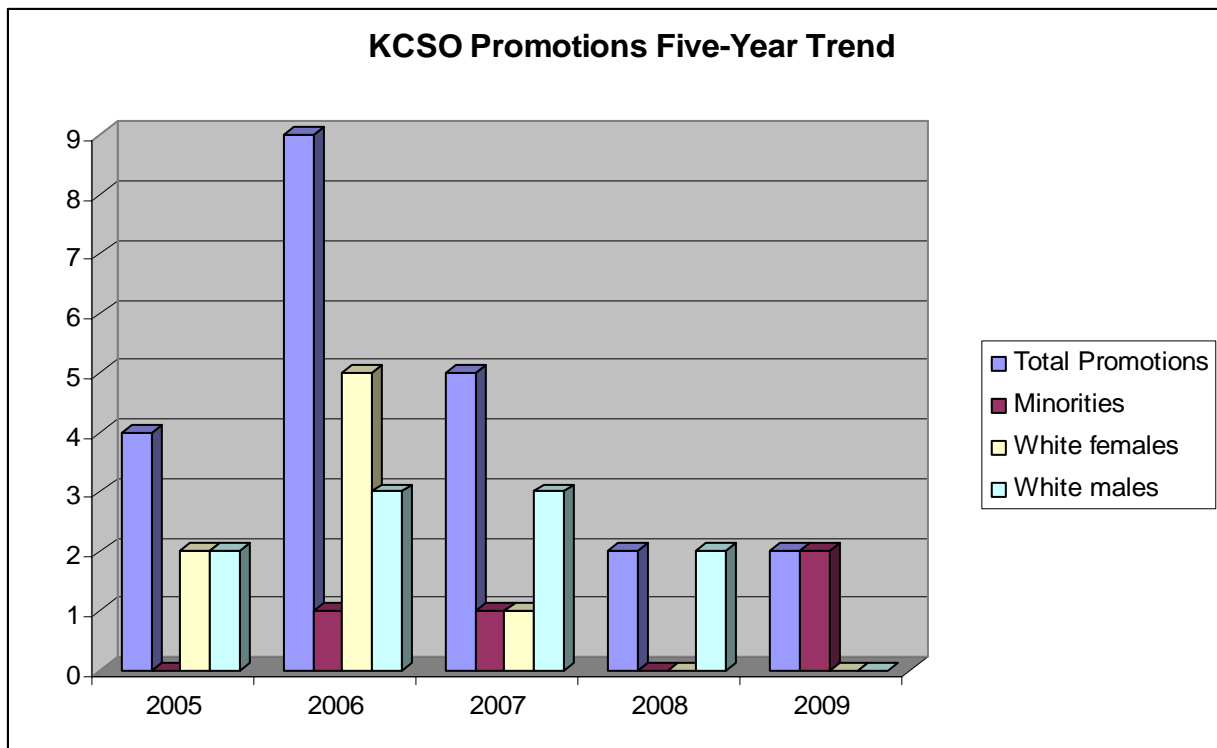
**FY 2009**

	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	2	0	0	0	0	0	2	0	2
% of Promotions	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%

- Minorities comprised 100.0% of promotions
- Females comprised 100.0% of promotions

The five-year trend for KCSO:

- KCSO is the smallest Site Office as far as staffing, and the number of promotional opportunities through the five-year period is going to be reflective of that. Promotions ranges from a low of 2 for the year, to a high of 9 in FY 2006. In all other years, there were five or less promotions.
- Minorities comprised 0.0%; 11.1%; 20.0%; 0.0%; and 100.0% of promotions in the five-year period.
- Females comprised 50.0%; 66.7%; 40.0%; 0.0%; and 100.0% of promotions in the five-year period.





EEO and Diversity Program  
PO Box 5400  
Albuquerque, NM 87185  
(505) 845-5517  
[EEODiversityOffice@doeal.gov](mailto:EEODiversityOffice@doeal.gov)

*EEO and Diversity: Collaborating for Mission Success*