



WORKFORCE DIVERSITY

**LOS ALAMOS SITE OFFICE (LASO)
SITE OFFICE MANAGER**

NATIONAL NUCLEAR SECURITY ADMINISTRATION

Fiscal Year 2008

Prepared by
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EEO and Diversity: Collaborating for Mission Success
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Summary of Staffing Changes for
the
Los Alamos Site Office
as of September 30, 2008:

- LASO increased staffing by 7 FTEs. Increases were at Hispanic male (+1); White females (+2); and White males (+5).
- Attrition included 10 FTEs: 5 retirements; 2 resignations; and 3 transfers to other federal agencies
- Minorities comprise 38.4% of LASO workforce, a decrease from 40.9% in 2007.
 - American Indian representation comprises 4.5% a decrease from 5.8% in 2007.
 - There are no African American employees at LASO.
 - Asian American representation comprises 3.6%, slightly down from 3.8% in 2007, the employee number remained the same, 4. There are no Asian American females at LASO.
 - Hispanic representation comprises 30.4% slightly down from 31.4% 2007.
- Female representation as of 9/15/2007 was 30.4% very slightly down from 30.5% in 2007. There were two more females in 2008 than in 2007.
- The average age is 49.3 years, and the average length of service is 16.9 years.
- Supervisory Analysis: The supervisor ratio is 6.0:1. There are 16 supervisors:
 - Males, 15, 93.8% of LASO supervisory staff
 - Females, 1, 6.2% of LASO supervisory staff

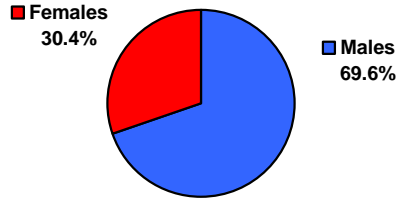
	% of Supervisors	% of LASO <u>Population</u>
○ Hispanic male, 3	18.8%	2.7%
○ White females, 1	6.2%	0.8%
○ White males, 12	75.0%	10.7%

- Accessions out number separations over the four year period, 42 to 26. Minorities have representation in all four years in accessions, and females have representation in three of the four years. Retirements comprise 53.8% of separations over the four year period, and minority separations, total of 14 in the four-year period, are 57.1% due to retirement. Female separations, total of 8 in the four-year period are 88.0% due to retirement.
- Minorities and females had representation in all four years in promotions at LASO.

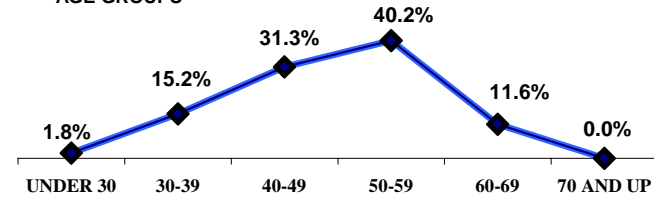
LOS ALAMOS SITE OFFICE
As of September 27, 2008

TOTAL	112	
PAY PLAN		
SES	2	
EJ/EK	23	
EN V	1	
EN IV	36	
NN	17	
NQ	28	
NU	5	
RETIREMENT		
ELIGIBLE TO RETIRE IMMEDIATELY	13	11.6%
ELIGIBLE TO RETIRE BY 09/27/2012	29	25.9%
GENDER		
Males	78	69.6%
Females	34	30.4%
AGE		
AVERAGE AGE	49.3 YRS	
UNDER 30	2	1.8%
30-39	17	15.2%
40-49	35	31.3%
50-59	45	40.2%
60-69	13	11.6%
70 AND UP	0	0.0%
YEARS OF FEDERAL SERVICE		
AVERAGE LENGTH	16.9 YRS	
LESS THAN 10 YEARS	36	32.1%
10-19 YEARS	28	25.0%
20-29 YEARS	39	34.8%
30-39 YEARS	9	8.0%
40-49 YEARS	0	0.0%
EDUCATION		
Ph.D/Sc.D Degree	2	1.8%
Masters Degrees	38	33.9%
Bachelor Degrees	49	43.8%
No Degrees	23	20.5%
SUPERVISOR RATIO		
SUPERVISORS	16	
SUPERVISORS RATIO	6.0 TO 1	
DIVERSITY		
American Indian Male	2	1.8%
American Indian Female	3	2.7%
African American Male	0	0.0%
African American Female	0	0.0%
Asian Male	4	3.6%
Asian Female	0	0.0%
Hispanic Male	20	17.9%
Hispanic Female	14	12.5%
White Female	17	15.2%
White Male	52	46.4%
SPECIAL		
DISABILITY	9	8.0%
VETERANS	23	20.5%

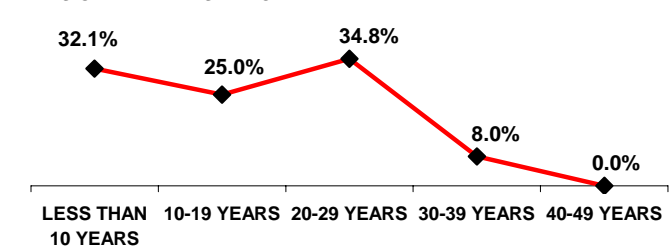
GENDER



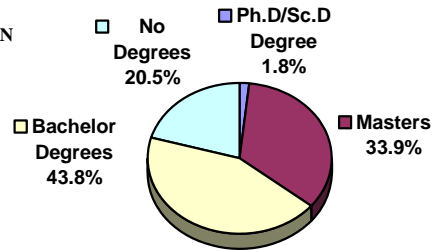
AGE GROUPS



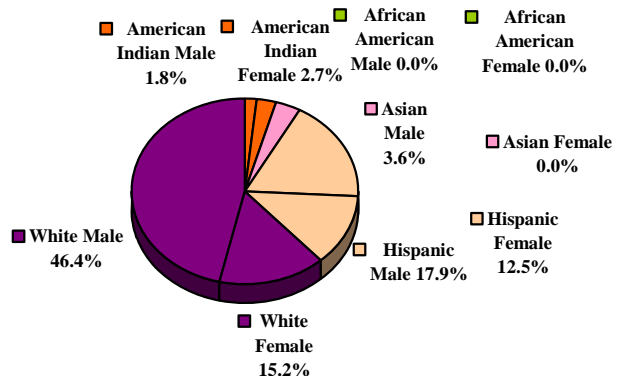
YEARS OF FEDERAL SERVICE



EDUCATION



DIVERSITY



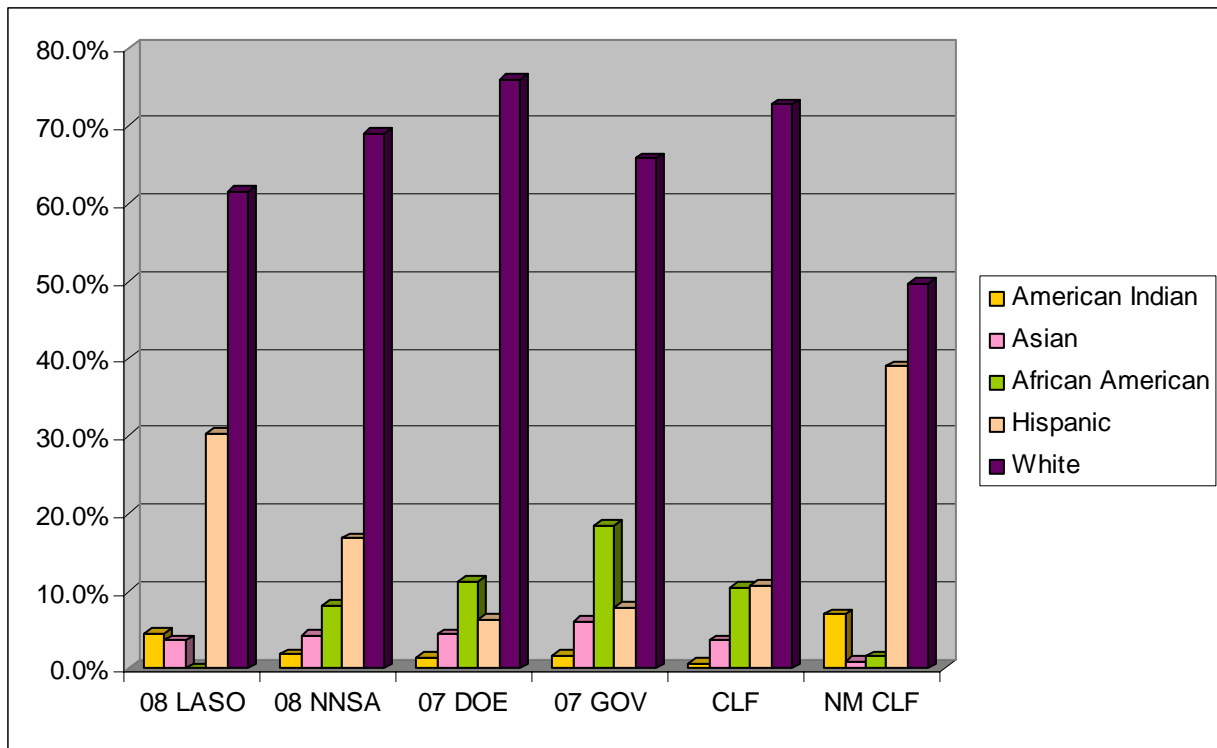
LOS ALAMOS SITE OFFICE																												
		Subtotal				American Indian				Asian				African American				Hispanic				White						
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female					
TOTAL	112	78	69.6%	34	30.4%	2	1.8%	3	2.7%	4	3.6%	0	0.0%	0	0.0%	0	0.0%	20	17.9%	14	12.5%	52	46.4%	17	15.2%			
ELIGIBLE TO RETIRE IMMEDIATELY	13	11.6%	9	8.0%	4	3.6%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	2	1.8%	2	1.8%	6	5.4%	2	1.8%		
ELIGIBLE TO RETIRE BY 09/27/2012	29	25.9%	22	19.6%	7	6.3%	0	0.0%	0	0.0%	2	1.8%	0	0.0%	0	0.0%	0	0.0%	4	3.6%	4	3.6%	16	14.3%	3	2.7%		
AGE																												
AVERAGE AGE	49.3 YRS																											
AGE UNDER 30	2	1.8%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%
AGE 30-39	17	15.2%	8	7.1%	9	8.0%	0	0.0%	3	2.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	6.3%	3	2.7%	1	0.9%	3	2.7%	1	0.9%
AGE 40-49	35	31.3%	26	23.2%	9	8.0%	1	0.9%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	6	5.4%	4	3.6%	18	16.1%	5	4.5%	18	16.1%
AGE 50-59	45	40.2%	32	28.6%	13	11.6%	1	0.9%	0	0.0%	2	1.8%	0	0.0%	0	0.0%	0	0.0%	4	3.6%	5	4.5%	25	22.3%	8	7.1%	8	7.1%
AGE 60-69	13	11.6%	11	9.8%	2	1.8%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	2	1.8%	1	0.9%	8	7.1%	1	0.9%	0	0.0%
AGE 70 AND UP	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%	0	0.0%	0	0.0%
FEDERAL SERVICE																												
AVERAGE LENGTH	16.9 YRS																											
LESS THAN 10 YEARS	36	32.1%	23	20.5%	13	11.6%	0	0.0%	3	2.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	8.0%	4	3.6%	14	12.5%	6	5.4%	14	12.5%
10-19 YEARS	28	25.0%	23	20.5%	5	4.5%	2	1.8%	0	0.0%	3	2.7%	0	0.0%	0	0.0%	0	0.0%	5	4.5%	1	0.9%	13	11.6%	4	3.6%	13	11.6%
20-29 YEARS	39	34.8%	26	23.2%	13	11.6%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	5	4.5%	7	6.3%	20	17.9%	6	5.4%	20	17.9%
30-39 YEARS	9	8.0%	6	5.4%	3	2.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	2	1.8%	5	4.5%	1	0.9%	5	4.5%
40-49 YEARS	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%	0	0.0%	0	0.0%
EDUCATION																												
Ph.D/Sc.D DEGREES	2	1.8%	2	1.8%	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	1.8%	0	0.0%	2	1.8%
MASTERS DEGREES	38	33.9%	32	28.6%	6	5.4%	0	0.0%	0	0.0%	2	1.8%	0	0.0%	0	0.0%	0	0.0%	4	3.6%	1	0.9%	26	23.2%	5	4.5%	26	23.2%
BACHELORS DEGREES	49	43.8%	36	32.1%	13	11.6%	1	0.9%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	16	14.3%	5	4.5%	18	16.1%	7	6.3%	18	16.1%
NO DEGREE	23	20.5%	8	7.1%	15	13.4%	1	0.9%	2	1.8%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	7.1%	6	5.4%	5	4.5%	6	5.4%
SUPERVISORS																												
SUPERVISORS	16		15	13.4%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	2.7%	0	0.0%	12	10.7%	1	0.9%	12	10.7%
SUPERVISORS RATIO	6.0	TO 1																										
SPECIAL																												
DISABILITY	9	8.0%	4	3.6%	5	4.5%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.8%	3	2.7%	3	2.7%	3	2.7%
VETERANS PREFERENCE	23	20.5%	23	20.5%	0	0.0%	1	0.9%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	3	2.7%	0	0.0%	18	16.1%	0	0.0%	18	16.1%

LASO Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008	
	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	3.7%	2.8%	2.8%	2.8%	2.9%	2.9%	1.8%	2.7%
Asian	0.0%	2.8%	0.0%	2.8%	0.0%	3.8%	0.0%	3.6%
African American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic	11.9%	19.3%	13.0%	18.5%	13.3%	18.1%	12.5%	17.9%
Total Minorities	15.6%	24.9%	15.8%	24.1%	16.2%	24.8%	14.3%	24.2%
Non-Minorities	12.8%	46.8%	13.9%	46.3%	14.3%	44.8%	15.2%	46.4%

The Chart below depicts the workforce diversity compared to the 2000 Department of Labor's Civilian Labor Force (CLF), 2000 CLF for New Mexico, 2007 Executive Branch of Government, 2007 Department of Energy (DOE) and FY 2008 NNSA-wide.

	American Indian	Asian	African American	Hispanic	White
08 LASO	4.5%	3.6%	0.0%	30.4%	61.6%
08 NNSA	1.8%	4.2%	8.1%	16.8%	69.1%
07 DOE	1.5%	4.4%	11.2%	6.3%	75.9%
07 GOV	1.7%	6.0%	18.4%	7.8%	65.8%
CLF	0.7%	3.6%	10.5%	10.7%	72.8%
NM CLF	7.0%	1.0%	1.6%	39.0%	49.7%



Accessions – Los Alamos Site Office

FY 2005

	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	1	0	0	0	0	0	1	0	8	0	10	10
% of Accessions	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	80.0%	0.0%	100.0%	100.0%

- Minorities comprised 20.0% of accessions
- Females comprised 0.0% of 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	2	0	1	3	3	3	6
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	16.7%	50.0%	50.0%	50.0%	100.0%

- Minorities comprised 33.3% of accessions
- Females comprised 50.0% of accessions

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	1	0	0	0	1	1	3	1	5	6
% of Accessions	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	16.7%	16.7%	50.0%	16.7%	83.3%	100.0%

- Minorities comprised 33.3% of accessions
- Females comprised 16.7% of 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	0	0	1	3	4	12	5	15	20
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	15.0%	20.0%	60.0%	25.0%	75.0%	100.0%

- Minorities comprised 20.0% of accessions
- Females comprised 25.0% of accessions

The four-year trend for Los Alamos Site Office:

- Minorities comprised 20.0%; 33.3%; 33.3%; 20.0% of accessions in the four-year period.
- Females comprised 0.0%; 50.0%; 16.7%; and 25.0% of accessions in the four-year period.

Minorities were represented in all four years; and females in three of the four years.

Separations LASO

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	1	0	0	0	1	1	0	1	2	3
% of Separations	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	33.3%	66.7%	100.0%

- 1 Asian male, retirement
- 1 Hispanic male, resignation
- 1 White female, retirement

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

- 1 American Indian female, termination appointment-I* (transfer to another federal agency)
- 2 White males, resignation; 1 White male, termination appointment-I*; 1 White male 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	2	3	1	2	3	5	8
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	37.5%	12.5%	25.0%	37.5%	62.5%	100.0%

- 1 Hispanic female, termination during probation; 1 Hispanic female, retirement
- 3 Hispanic male, retirement
- 1 White female, retirement
- 1 White male, termination appointment-I*; 1 White male 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	0	0	2	1	1	6	3	7	10
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	10.0%	10.0%	60.0%	30.0%	70.0%	100.0%

- 2 Hispanic females, retirement
- 1 Hispanic male, termination appointment-I*
- 1 White female, retirement
- 2 White male, termination appointment-I*; 2 White male retirement; 2 White male resignation

Note: termination appointment-I* = transfer to another federal agency

Separations LASO, continued:

The four-year trend for LASO:

- Minorities comprised 66.7%; 20.0%; 62.5%; and 30.0% of separations in the four-year period.
- Females comprised 33.3%; 20.0%; 37.5%; and 30.0% of separations in the four-year period.

Separations for LASO progressively increased from 3 – 5 – 8 – 10, in the four year period. Retirements comprise 53.8% of separations over the four-year period, and minority separations, total of 14 in the four-year period, are 57.1% due to retirement.

Promotions – LASO

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	2	1	0	0	0	0	2	3	3	5	7	9	16
% of Promotions	12.5%	6.3%	0.0%	0.0%	0.0%	0.0%	12.5%	18.8%	18.8%	31.3%	43.8%	56.3%	100.0%

- Minorities comprised 50.0% of promotions
- Females comprised 43.8% 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	2	0	0	0	0	0	4	5	1	4	7	9	16
% of Promotions	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	31.3%	6.3%	25.0%	43.8%	56.3%	100.0%

- Minorities comprised 68.8% of promotions
- Females comprised 43.8% 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	4	2	0	5	5	7	12
% of Promotions	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	16.7%	0.0%	41.7%	41.7%	58.3%	100.0%

- Minorities comprised 58.3% of promotions
- Females comprised 41.7% 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	1	0	0	0	0	0	2	1	0	0	3	1	4
% of Promotions	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%	75.0%	25.0%	100.0%

- Minorities comprised 100.0% of promotions
- Females comprised 75.0% of promotions

The four year trend for LASO:

- Minorities comprised 50.0%; 68.8%; 58.3%; and 100.0% of promotions in the four-year period.
- Females comprised 43.8%; 43.8%; 41.7% and 75.0% of promotions in the four-year period.