



WORKFORCE DIVERSITY

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

NATIONAL NUCLEAR SECURITY ADMINISTRATION

Fiscal Year 2009

Prepared by
NNSA Service Center EEO and Diversity Program
EEO and Diversity: Collaborating for Mission Success
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TTY 1-866-872-1011

**Los Alamos Site Office (LASO)
2009 Workforce Diversity**

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**Summary of Staffing Changes for
the
Los Alamos Site Office
as of September 12, 2009**

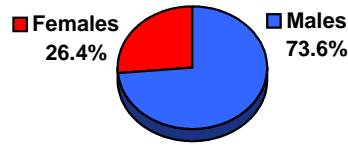
- LASO decreased staffing by 6 FTEs. FY 2008, 112 employees; FY 2009, 106.
- Minorities comprise 36.8% of LASO workforce a decrease from 38.4% in 2008, and 40.9% in 2007.
 - American Indian representation comprises 4.7%, no change in total population, 5.
 - There are no African American employees at LASO. There have been none on-board in the five-year period of analysis.
 - Asian American representation comprises 3.8%, no change in total population, 4. There are no Asian American females at LASO; there have been none in the five-year period of analysis.
 - Hispanic representation comprises 28.3% a decrease from 2008's 30.4% which was a decrease from 31.4% in 2007. Total number decreased by 4 to 30.
- White representation comprises 63.2%, an increase over 61.6% in 2008. Total population decreased by 2 to 67.
- Female representation as of 9/12/2009 was 26.4%, a decrease from 30.4% in 2008. There were 6 fewer females in 2009 than in 2008.
- The average age is 49.9 years, and the average length of service is 17.0 years. 2008 figures: 49.3 years of age and 16.9 years of service.
- Supervisory Analysis: The supervisor ratio is 5.2 to 1. There are 17 supervisors, an increase of 1 over 2008:
 - Males, 16, 94.1% of LASO supervisory staff, increase of 1
 - Females, 1, 5.9% of LASO supervisory staff, no change

	% of Supervisors	Increase or Decrease from 2008
○ Asian male, 1	5.9%	+1
○ Hispanic male, 4	23.5%	+1
○ White females, 1	5.9%	0
○ White males, 11	64.7%	-1

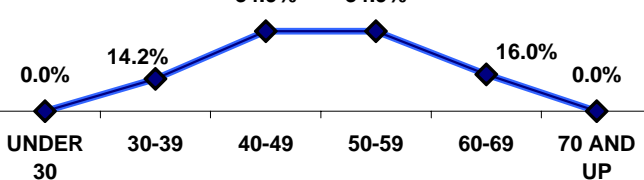
LOS ALAMOS SITE OFFICE
As of September 12, 2009

TOTAL	106
PAY PLAN	
ES	2
EJ/EK	17
EN V	1
EN IV	34
NN (Engineering)	20
NQ (Prof/Tech/Admin)	26
NU (Tech/Admin Support)	6
RETIREMENT	
ELIGIBLE TO RETIRE IMMEDIATELY	16 15.1%
ELIGIBLE TO RETIRE BY 09/12/2013	35 33.0%
GENDER	
Males	78 73.6%
Females	28 26.4%
AGE	
AVERAGE AGE	49.9 YRS
UNDER 30	0 0.0%
30-39	15 14.2%
40-49	37 34.9%
50-59	37 34.9%
60-69	17 16.0%
70 AND UP	0 0.0%
YEARS OF FEDERAL SERVICE	
AVERAGE LENGTH	17.0 YRS
LESS THAN 10 YEARS	29 27.4%
10-19 YEARS	33 31.1%
20-29 YEARS	33 31.1%
30-39 YEARS	11 10.4%
40-49 YEARS	0 0.0%
EDUCATION	
J.D./Ph.D./Sc.D Degrees	3 2.8%
Masters Degrees	36 34.0%
Bachelor Degrees	46 43.4%
No Degrees	21 19.8%
SUPERVISOR RATIO	
SUPERVISORS	17
SUPERVISORS RATIO	5.2 TO 1
DIVERSITY	
American Indian Male	2 1.9%
American Indian Female	3 2.8%
African American Male	0 0.0%
African American Female	0 0.0%
Asian Male	4 3.8%
Asian Female	0 0.0%
Hispanic Male	19 17.9%
Hispanic Female	11 10.4%
White Female	14 13.2%
White Male	53 50.0%
SPECIAL	
DISABILITY	8 7.5%
VETERANS	26 24.5%

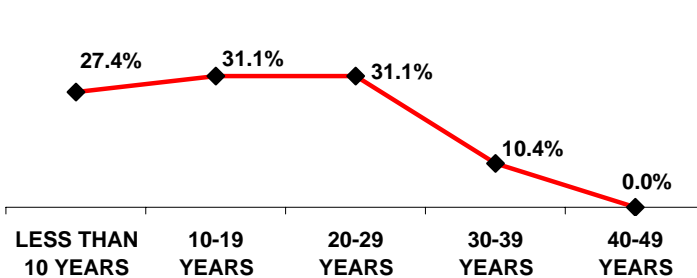
GENDER



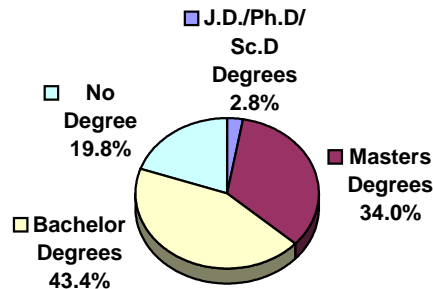
AGE GROUPS



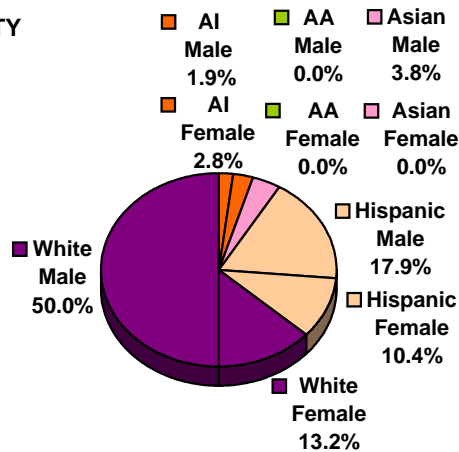
YEARS OF FEDERAL SERVICE



EDUCATION



DIVERSITY



LOS ALAMOS SITE OFFICE

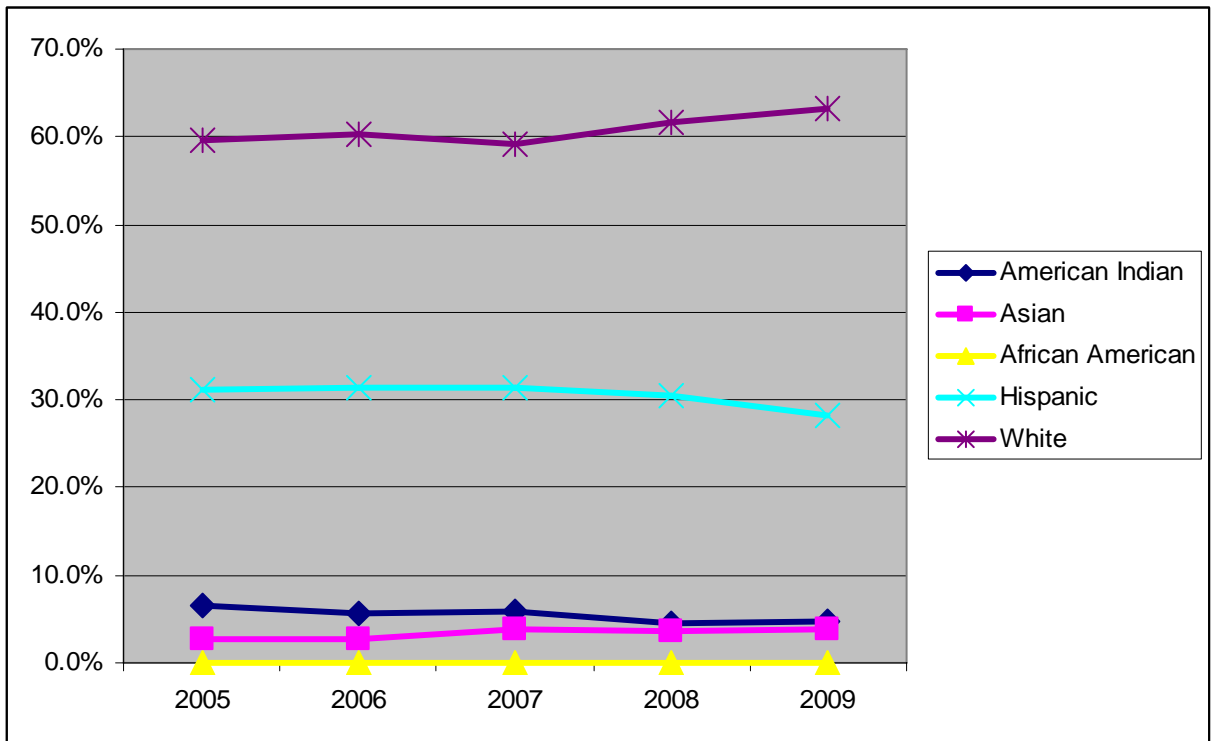
		Subtotal				American Indian				Asian				African American				Hispanic				White			
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
TOTAL	106	78	73.6%	28	26.4%	2	1.9%	3	2.8%	4	3.8%	0	0.0%	0	0.0%	0	0.0%	19	17.9%	11	10.4%	53	50.0%	14	13.2%
ELIGIBLE TO RETIRE IMMEDIATELY	16 15.1%	13	12.3%	3	2.8%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	2	1.9%	2	1.9%	10	9.4%	1	0.9%
ELIGIBLE TO RETIRE BY 09/12/2013	35 33.0%	28	26.4%	7	6.6%	0	0.0%	0	0.0%	2	1.9%	0	0.0%	0	0.0%	0	0.0%	4	3.8%	4	3.8%	22	20.8%	3	2.8%
AGE																									
AVERAGE AGE	49.9 YRS																								
AGE UNDER 30	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%
AGE 30-39	15 14.2%	7	6.6%	8	7.5%	0	0.0%	3	2.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	5.7%	2	1.9%	1	0.9%	3	2.8%
AGE 40-49	37 34.9%	26	24.5%	11	10.4%	1	0.9%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	7	6.6%	5	4.7%	17	16.0%	6	5.7%
AGE 50-59	37 34.9%	31	29.2%	6	5.7%	1	0.9%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	5	4.7%	3	2.8%	24	22.6%	3	2.8%
AGE 60-69	17 16.0%	14	13.2%	3	2.8%	0	0.0%	0	0.0%	2	1.9%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	1	0.9%	11	10.4%	2	1.9%
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%
FEDERAL SERVICE																									
AVERAGE LENGTH	17.0 YRS																								
LESS THAN 10 YEARS	29 27.4%	18	17.0%	11	10.4%	0	0.0%	3	2.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	5.7%	2	1.9%	12	11.3%	6	5.7%
10-19 YEARS	33 31.1%	28	26.4%	5	4.7%	1	0.9%	0	0.0%	3	2.8%	0	0.0%	0	0.0%	0	0.0%	7	6.6%	1	0.9%	17	16.0%	4	3.8%
20-29 YEARS	33 31.1%	23	21.7%	10	9.4%	1	0.9%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	4	3.8%	6	5.7%	17	16.0%	4	3.8%
30-39 YEARS	11 10.4%	9	8.5%	2	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.9%	2	1.9%	7	6.6%	0	0.0%
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%
EDUCATION																									
J.D./Ph.D/Sc.D DEGREES	3 2.8%	3	2.8%	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%	3	2.8%	0	0.0%
MASTERS DEGREES	36 34.0%	33	31.1%	3	2.8%	0	0.0%	0	0.0%	2	1.9%	0	0.0%	0	0.0%	0	0.0%	4	3.8%	0	0.0%	27	25.5%	3	2.8%
BACHELORS DEGREES	46 43.4%	33	31.1%	13	12.3%	1	0.9%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	14	13.2%	4	3.8%	17	16.0%	8	7.5%
NO DEGREE	21 19.8%	9	8.5%	12	11.3%	1	0.9%	2	1.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	7	6.6%	6	5.7%	3	2.8%
SUPERVISORS																									
SUPERVISORS	17 16.0%	16	15.1%	1	0.9%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	4	3.8%	0	0.0%	11	10.4%	1	0.9%
SUPERVISORS RATIO	5.2 TO 1																								
SPECIAL																									
DISABILITY	8 7.5%	4	3.8%	4	3.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	3	2.8%	3	2.8%
VETERANS PREFERENCE	26 24.5%	25	23.6%	1	0.9%	1	0.9%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	4	3.8%	0	0.0%	19	17.9%	1	0.9%

LASO 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	3.7%	2.8%	2.8%	2.8%	2.9%	2.9%	1.8%	2.7%	2.8%	1.9%
Asian	0.0%	2.8%	0.0%	2.8%	0.0%	3.8%	0.0%	3.6%	0.0%	3.8%
African American	0.0%	0.0%	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%	10.4%	17.9%
Total Minorities	15.6%	24.9%	15.8%	24.1%	16.2%	24.8%	14.3%	24.2%	13.2%	23.6%
Non-Minorities	12.8%	46.8%	13.9%	46.3%	14.3%	44.8%	15.2%	46.4%	13.2%	50.0%

Five-Year Trend

	American Indian	Asian	African American	Hispanic	White
2005	6.5%	2.8%	0.0%	31.2%	59.6%
2006	5.6%	2.8%	0.0%	31.5%	60.2%
2007	5.8%	3.8%	0.0%	31.4%	59.1%
2008	4.5%	3.6%	0.0%	30.4%	61.6%
2009	4.7%	3.8%	0.0%	28.3%	63.2%

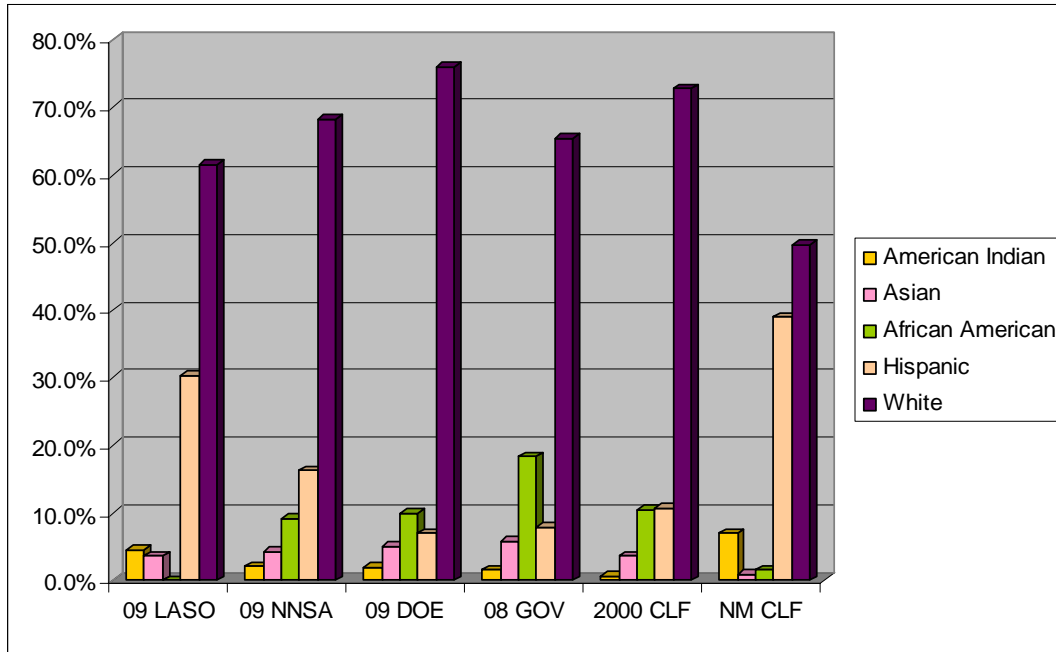


LASO, when given the opportunity to fill new or vacant positions, can look to focus efforts on recruitment to groups with no representation, or under-representation, see next page.

Comparison 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 New Mexico 2000 CLF.

	American Indian	Asian	African American	Hispanic	White
09 LASO	4.5%	3.6%	0.0%	30.4%	61.6%
09 NNSA	2.1%	4.2%	9.2%	16.3%	68.3%
09 DOE	2.0%	5.0%	10.0%	7.0%	76.0%
08 GOV	1.6%	5.9%	18.3%	7.9%	65.4%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%
NM CLF	7.0%	1.0%	1.6%	39.0%	49.7%



LASO representation:

- Above NNSA, Department of Energy (DOE), federal employment, and 2000 CLF for American Indian. Below for New Mexico CLF.
- Below NNSA, DOE, and federal employment for Asians. At the 2000 CLF, and above the NM CLF for Asians.
- Below all comparators, NNSA, DOE, federal employment, 2000 CLF, and NM CLF for African American.
- Above NNSA, DOE, federal employment, and 2000 CLF for Hispanic. Below NM CLF for Hispanics.
- Below NNSA, DOE, federal employment, and 2000 CLF for White. Above for NM CLF.

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
- No female 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

Accessions, LASO, continued

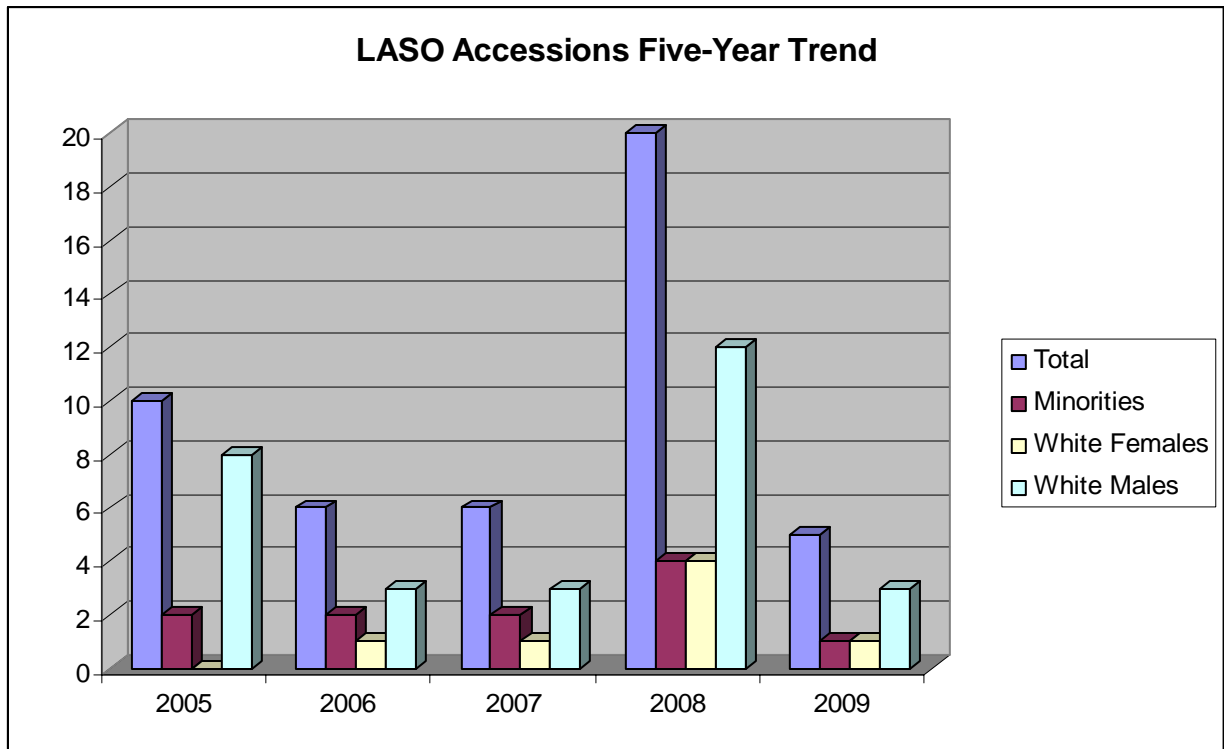
FY 2009

	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	1	1	3	1	4	5
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	60.0%	20.0%	80.0%	100.0%

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

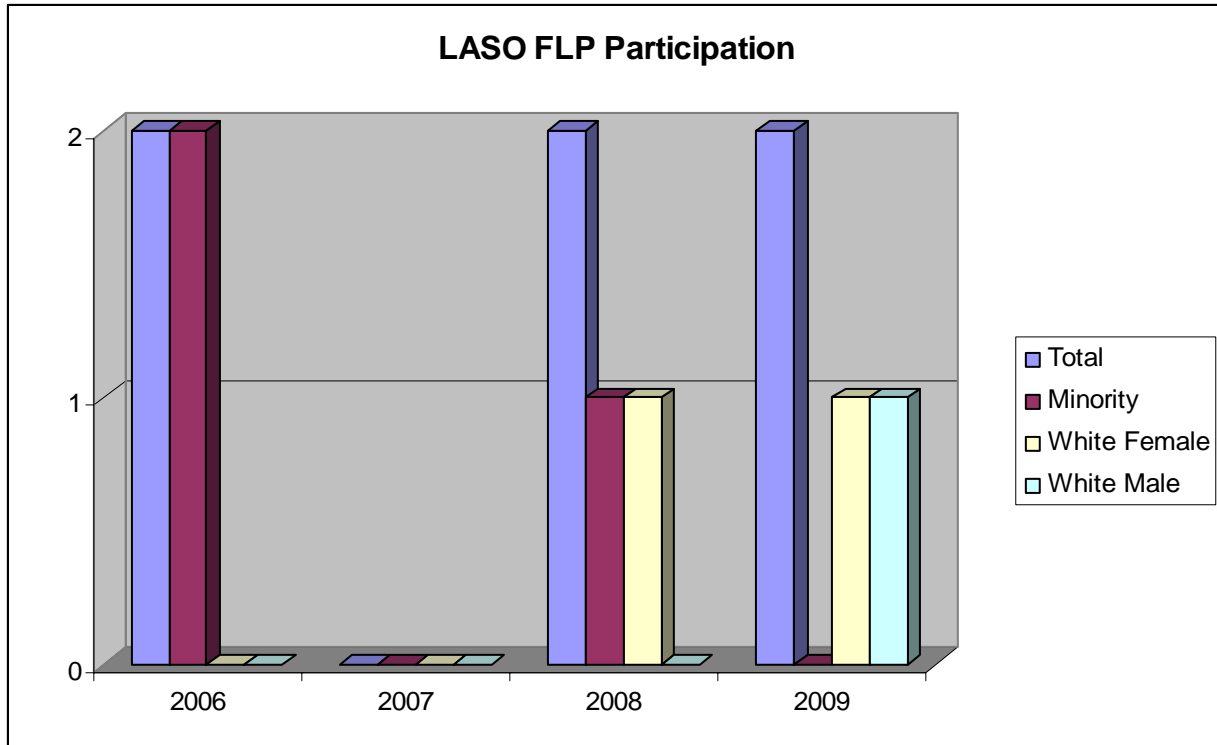
The five-year trend for Los Alamos Site Office:

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



LASO Participation in NNSA Future Leader's Program

Through the two-year Future Leader's Program (FLP), NNSA Headquarters brings students on-board and rotates them through locations throughout the various NNSA facilities to pursue work in business, engineering, administration, and security. Upon graduation from the program, FLP employees begin their permanent assignment at their home office. Until permanent assignment, FLP employees are coded as "Headquarters" employees. LASO participation in the NNSA FLP:



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

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

Separations LASO, continued:

FY 2009

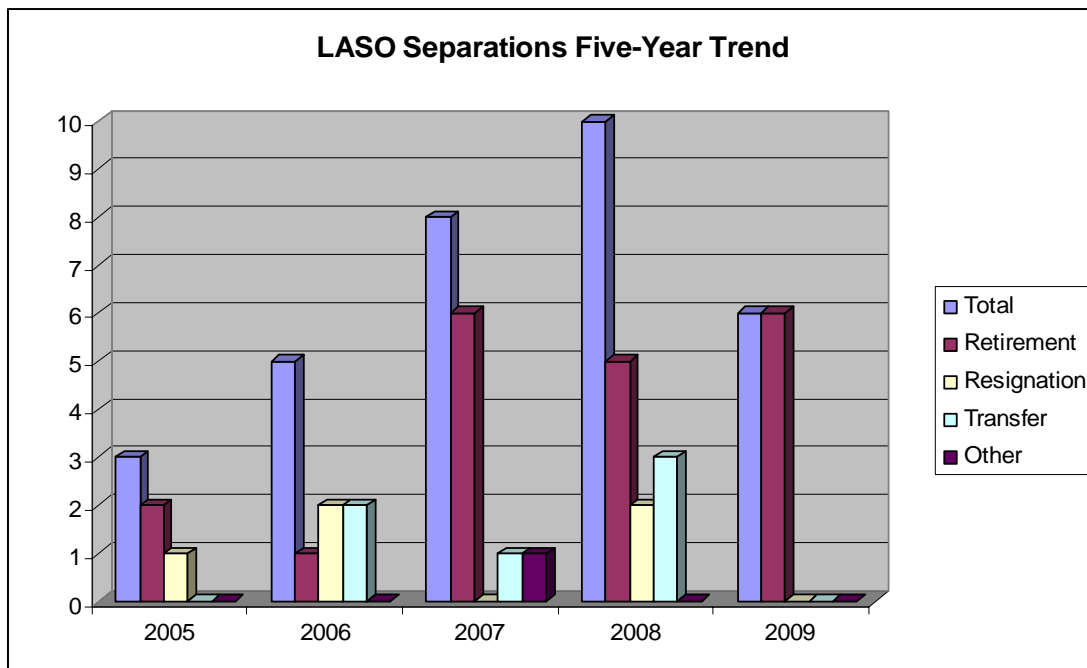
	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	0	0	0	0	0	0	1	1	2	2	3	3	6
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%	33.3%	33.3%	50.0%	50.0%	100.0%

- 1 Hispanic female, retirement-special option
- 1 Hispanic male, retirement-voluntary
- 1 White female, retirement-voluntary; 1 retirement-special option
- 2 White males, retirement-special option

The five-year trend for LASO:

- Minorities comprised 66.7%; 20.0%; 62.5%; 30.0%, 33.3% of separations in the five-year period.
- Females comprised 33.3%; 20.0%; 37.5%; 30.0%; and 50.0% of separations in the five-year period.

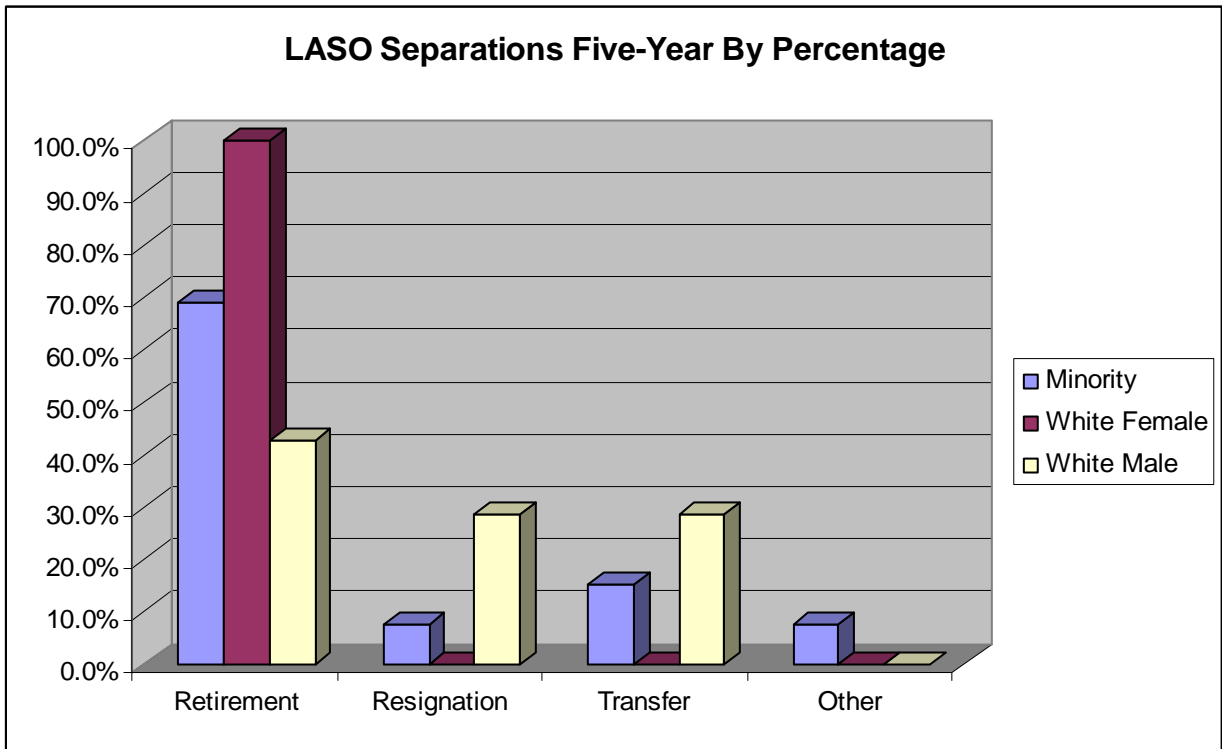
Separations for LASO progressively increased from 3 – 5 – 8 – 10, in the first four years, and decreased in 2009 to 6 separations. There were a total of 32 separations in the five year period. Retirements comprise 62.5% of separations over the five-year period followed by transfer to another federal agency at 18.8%; resignation at 15.6%, and other types of separation at 3.1%.



Separations, LASO, continued

Separations, by type over the five years: Minorities had a total of 13 separations, White females, 5, and White males, 14.

	Minority	White Female	White Male
Retirement	69.2%	100%	42.9%
Resignation	7.7%	0%	28.6%
Transfer	15.4%	0%	28.6%
Other	7.7%	0%	0%



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

Promotions, LASO, continued

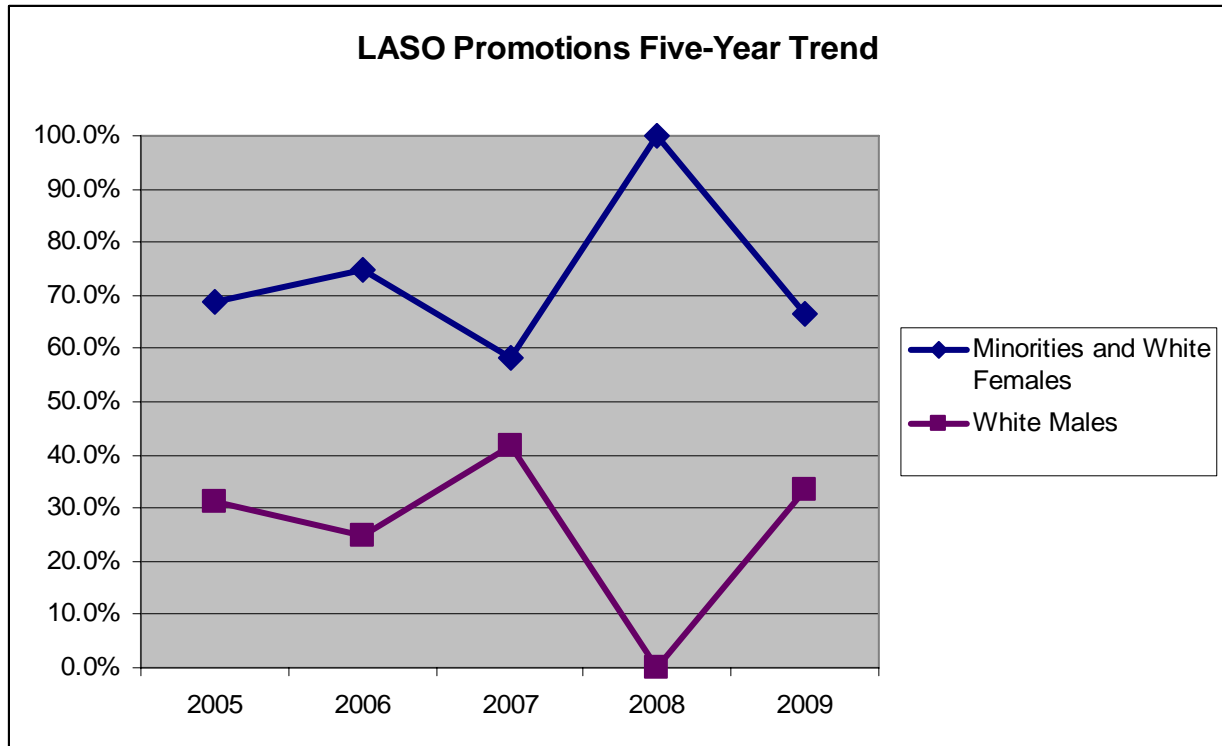
FY 2009

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

- Minorities comprised 66.7% of promotions
- Females comprised 33.3% of promotions

The five-year trend for LASO:

- Minorities comprised 50.0%; 68.8%; 58.3%; 100.0%; and 66.7% of promotions in the five-year period.
- Females comprised 43.8%; 43.8%; 41.7%; 75.0%; and 33.3% of promotions in the five-year period.
- There were a total 51 promotions in the five-year period. Minorities comprised 62.7%; White females 7.8%; and White males 29.4% of the total promotions over the five years.





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EEO and Diversity: Collaborating for Mission Success