



WORKFORCE DIVERSITY

LIVERMORE SITE OFFICE (LASO) 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
the
Livermore Site Office
as of September 27, 2008:

- NNSA decreased staffing by 1 FTE, 96 in FY 2007, 95 in FY 2008. 1 reduction in White male population.
- Minorities comprise 44.2% of LSO's workforce a slight increase over 43.7% in 2007.
 - American Indian representation comprises 3.2%.
 - African American representation comprises 10.6%.
 - Asian representation comprises 25.3%.
 - Hispanic representation comprises 5.3%.
- Female representation as of 9/15/2007 was 34.4% and decreased to 29.5% as of September 27, 2008.
- The average age is 50.1 years, and the average length of service is 21.0 years.
- Supervisory Analysis: The supervisor ratio is 10.9:1. There are 8 supervisors at LSO, which is the same as in 2007. FY 2008 supervisors:
 - Males (6), 75.0% of LSO supervisory staff
 - Females (2), 25.0% of LSO supervisory staff

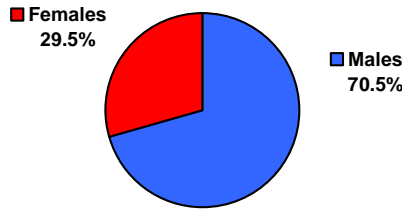
	<u>% of Supervisors</u>	<u>% of LSO Population</u>
○ African American M (1)	12.5%	1.1%
○ Asian F (1)	12.5%	1.1%
○ Asian M (2)	25.0%	2.1%
○ White M (5)	50.0%	5.3%

- There are very few accessions at LSO in the four year period. Female accessions were evident in one of the four years, so perhaps efforts on recruitment efforts can be considered here.
- Minorities and females are represented in promotions.
- Separations are 85.0% due to retirement; it appears that LSO employees come to LSO and make a career of LSO employment.
- LSO, perhaps due to the geographic area, experiences representation from all groups, with female employment being the significant underrepresented group (29.5%) when compared to the Civilian Labor Force (46.8%).

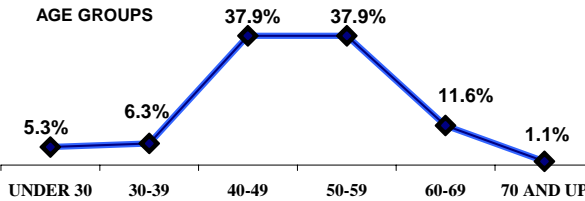
LIVERMORE SITE OFFICE
As of September 27, 2008

TOTAL	95
PAY PLAN	
SES	1
EK	7
EN V	2
EN IV	25
EN III	10
NN	14
NQ	33
NU	3
RETIREMENT	
ELIGIBLE TO RETIRE IMMEDIATELY	18 18.9%
ELIGIBLE TO RETIRE BY 09/27/2012	35 36.8%
GENDER	
Males	67 70.5%
Females	28 29.5%
AGE	
AVERAGE AGE	50.1 YRS
UNDER 30	5 5.3%
30-39	6 6.3%
40-49	36 37.9%
50-59	36 37.9%
60-69	11 11.6%
70 AND UP	1 1.1%
YEARS OF FEDERAL SERVICE	
AVERAGE LENGTH	21.0 YRS
LESS THAN 10 YEARS	14 14.7%
10-19 YEARS	24 25.3%
20-29 YEARS	42 44.2%
30-39 YEARS	15 15.8%
40-49 YEARS	0 0.0%
EDUCATION	
Ph.D/Sc.D Degree	5 5.3%
Masters Degrees	24 25.3%
Bachelor Degrees	47 49.5%
No Degrees	19 20.0%
SUPERVISOR RATIO	
SUPERVISORS	8
SUPERVISORS RATIO	10.9 TO 1
DIVERSITY	
American Indian Male	2 2.1%
American Indian Female	1 1.1%
African American Male	7 7.4%
African American Female	3 3.2%
Asian Male	19 20.0%
Asian Female	5 5.3%
Hispanic Male	3 3.2%
Hispanic Female	2 2.1%
White Female	17 17.9%
White Male	36 37.9%
SPECIAL	
DISABILITY	3 3.2%
VETERANS	19 20.0%

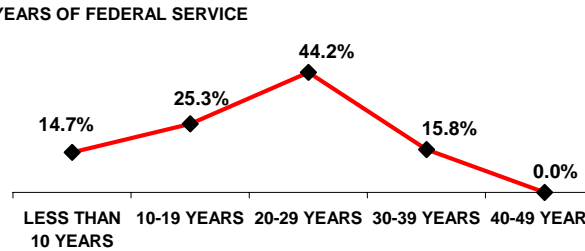
GENDER



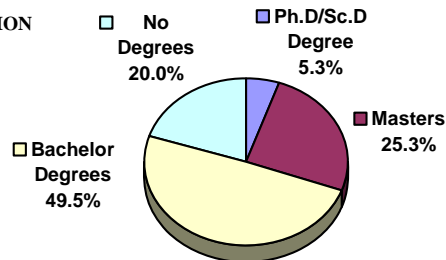
AGE GROUPS



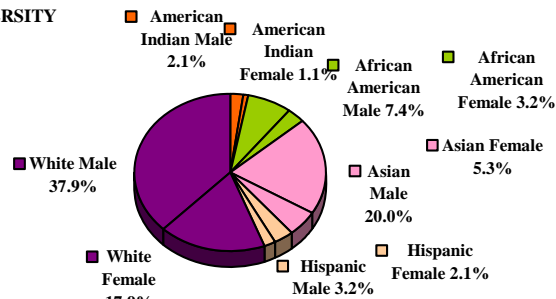
YEARS OF FEDERAL SERVICE



EDUCATION



DIVERSITY



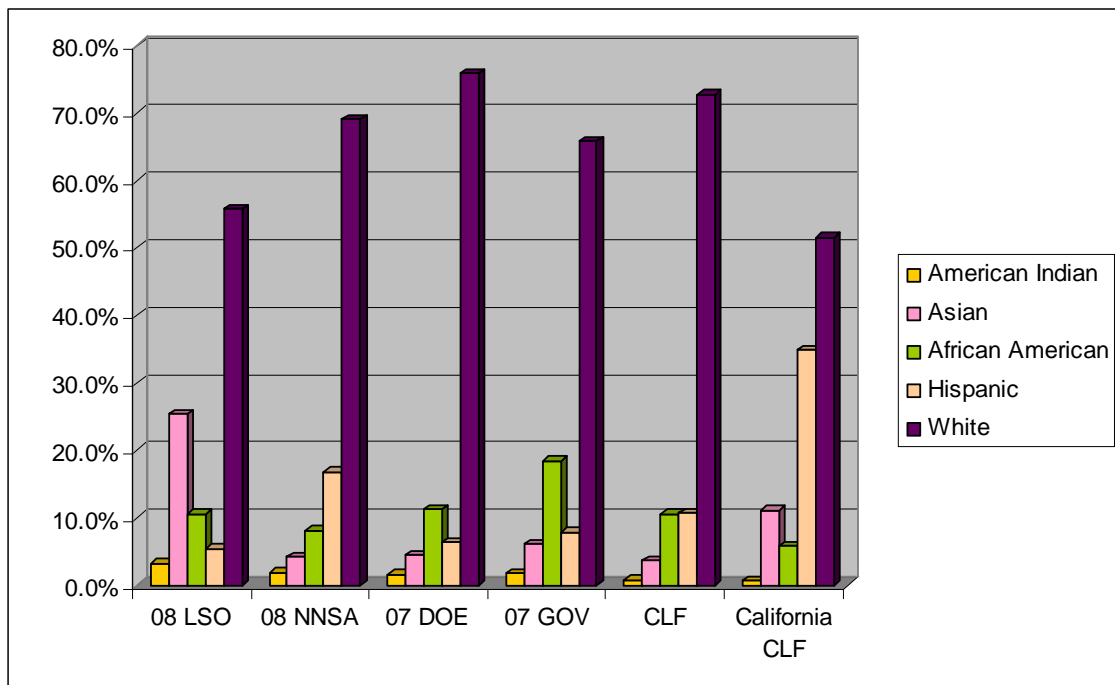
LIVERMORE SITE OFFICE																											
		Subtotal				American Indian				Asian				African American				Hispanic				White					
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female				
TOTAL	95	67	70.5%	28	29.5%	2	2.1%	1	1.1%	19	20.0%	5	5.3%	7	7.4%	3	3.2%	3	3.2%	2	2.1%	36	37.9%	17	17.9%		
ELIGIBLE TO RETIRE IMMEDIATELY	18	18.9%	14	14.7%	4	4.2%	0	0.0%	0	0.0%	4	4.2%	2	2.1%	1	1.1%	0	0.0%	1	1.1%	0	0.0%	8	8.4%	2	2.1%	
ELIGIBLE TO RETIRE BY 09/27/2012	35	36.8%	26	27.4%	9	9.5%	0	0.0%	0	0.0%	6	6.3%	3	3.2%	4	4.2%	1	1.1%	1	1.1%	0	0.0%	15	15.8%	5	5.3%	
AGE																											
AVERAGE AGE	50.1 YRS																										
AGE UNDER 30	5	5.3%	5	5.3%	0	0.0%	0	0.0%	0	0.0%	2	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	3.2%	0	0.0%	
AGE 30-39	6	6.3%	5	5.3%	1	1.1%	0	0.0%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	4.2%	1	1.1%	
AGE 40-49	36	37.9%	22	23.2%	14	14.7%	2	2.1%	1	1.1%	8	8.4%	2	2.1%	1	1.1%	2	2.1%	1	1.1%	1	1.1%	10	10.5%	8	8.4%	
AGE 50-59	36	37.9%	25	26.3%	11	11.6%	0	0.0%	0	0.0%	6	6.3%	3	3.2%	6	6.3%	1	1.1%	2	2.1%	1	1.1%	11	11.6%	6	6.3%	
AGE 60-69	11	11.6%	9	9.5%	2	2.1%	0	0.0%	0	0.0%	2	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	7.4%	2	2.1%	
AGE 70 AND UP	1	1.1%	1	1.1%	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%	1	1.1%	0	0.0%	
FEDERAL SERVICE																											
AVERAGE LENGTH	21.2 YRS																										
LESS THAN 10 YEARS	14	14.7%	13	13.7%	1	1.1%	1	1.1%	0	0.0%	4	4.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	8.4%	1	1.1%	
10-19 YEARS	24	25.3%	15	15.8%	9	9.5%	0	0.0%	1	1.1%	3	3.2%	1	1.1%	1	1.1%	0	0.0%	1	1.1%	2	2.1%	10	10.5%	5	5.3%	
20-29 YEARS	42	44.2%	29	30.5%	13	13.7%	1	1.1%	0	0.0%	10	10.5%	2	2.1%	4	4.2%	1	1.1%	1	1.1%	0	0.0%	13	13.7%	10	10.5%	
30-39 YEARS	15	15.8%	10	10.5%	5	5.3%	0	0.0%	0	0.0%	2	2.1%	2	2.1%	2	2.1%	2	2.1%	1	1.1%	0	0.0%	5	5.3%	1	1.1%	
40-49 YEARS	0	0.0%	0		0		0		0		0		0		0		0		0		0		0		0		
EDUCATION																											
Ph.D/Sc.D DEGREES	5	5.3%	4	4.2%	1	1.1%	0	0.0%	0	0.0%	1	1.1%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	2	2.1%	1	1.1%	
MASTERS DEGREES	24	25.3%	20	21.1%	4	4.2%	0	0.0%	0	0.0%	8	8.4%	0	0.0%	2	2.1%	0	0.0%	0	0.0%	1	1.1%	10	10.5%	3	3.2%	
BACHELORS DEGREES	47	49.5%	33	34.7%	14	14.7%	1	1.1%	0	0.0%	9	9.5%	3	3.2%	2	2.1%	3	3.2%	3	3.2%	0	0.0%	18	18.9%	8	8.4%	
NO DEGREE	19	20.0%	10	10.5%	9	9.5%	1	1.1%	1	1.1%	1	1.1%	2	2.1%	2	2.1%	0	0.0%	0	0.0%	1	1.1%	6	6.3%	5	5.3%	
SUPERVISORS																											
SUPERVISORS	8		6	6.3%	2	2.1%	0	0.0%	0	0.0%	1	1.1%	1	1.1%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	4	4.2%	1	1.1%	
SUPERVISORS RATIO	10.9	TO 1																									
SPECIAL																											
DISABILITY	3	3.2%	3	3.2%	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	3.2%	0	0.0%	
VETERANS PREFERENCE	19	20.0%	19	20.0%	0	0.0%	1	1.1%	0	0.0%	2	2.1%	0	0.0%	4	4.2%	0	0.0%	1	1.1%	0	0.0%	11	11.6%	0	0.0%	

LSO Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008	
	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	0.0%	1.1%	0.0%	1.1%	0.0%	1.0%	1.1%	2.1%
Asian	4.3%	19.1%	4.5%	18.0%	5.2%	20.8%	5.3%	20.0%
African American	4.3%	6.4%	4.5%	6.7%	3.1%	7.3%	3.2%	7.4%
Hispanic	2.1%	4.3%	2.2%	4.5%	2.1%	4.2%	2.1%	3.2%
Total Minorities	10.7%	30.9%	11.2%	30.3%	10.4%	33.3%	11.7%	32.7%
Non-Minorities	21.3%	37.2%	20.2%	38.2%	19.8%	36.5%	17.9%	37.9%

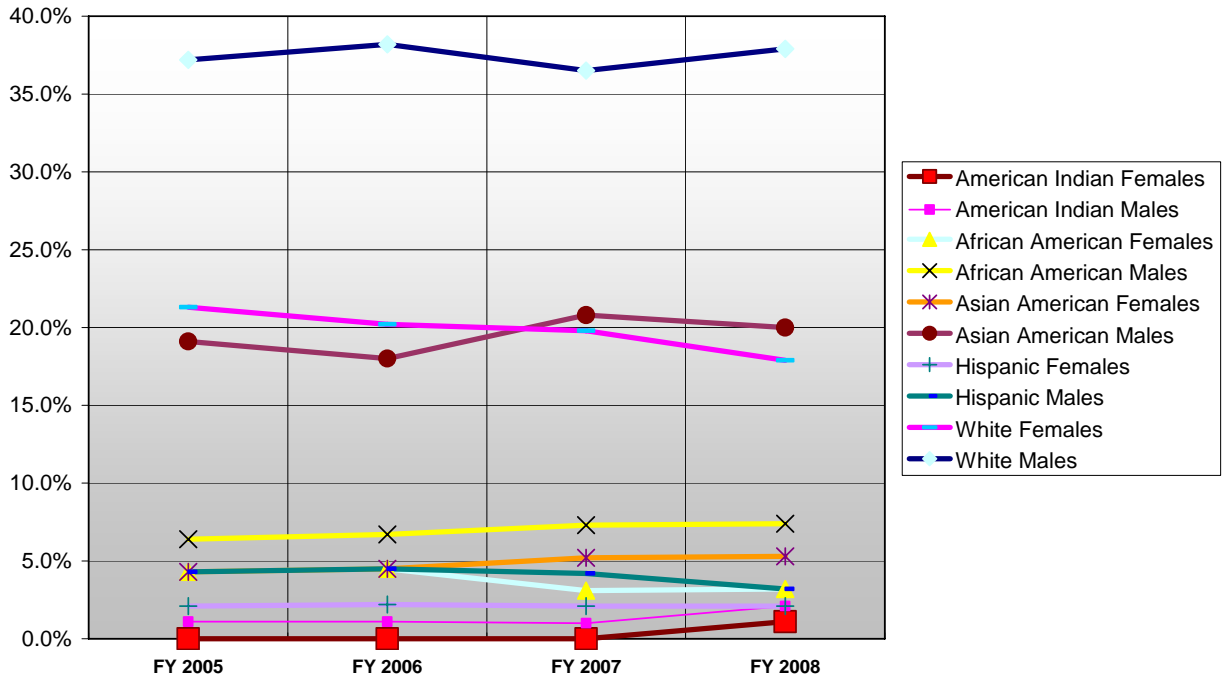
The Charts below depicts the workforce diversity compared to the Department of Labor's Civilian Labor Force (CLF) for 2000, the 2000 California CLF, the 2007 Executive Branch of Government, the 2007 Department of Energy (DOE) and 2008 NNSA-wide.

	American Indian	Asian	African American	Hispanic	White
08 LSO	3.2%	25.3%	10.6%	5.3%	55.8%
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%
California CLF	0.6%	11.1%	5.8%	34.8%	51.6%



LSO experiences the diverse population of the San Francisco Bay Area and has representation in all areas. The four-year trend for representation among the various groups at LSO:

Livermore Site Office 4-Year Workforce Trend



Accessions – Livermore 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	0	0	3	0	1	0	0	0	1	0	5	5
% of Accessions	0.0%	0.0%	0.0%	60.0%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	0.0%	100.0%	100.0%

- Minorities comprised 80.0% 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	0	1	0	0	0	1	1
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%

- Minorities comprised 100.0% of accessions
- Females comprised 0.0% 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	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%

- Minorities comprised 0.0% of accessions
- Females comprised 0.0% 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	1	0	0	0	0	0	0	1	2	1	3	4
% of Accessions	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	25.0%	75.0%	100.0%

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

The four-year trend for Livermore Site Office:

- With only 1 accession in 2 of the 4 years, there is not a lot of opportunity for diversity among accessions.
- Minorities comprised 80.0%; 100.0%; 0.0%; and 25.0% of accessions in the four-year period.
- Females comprised 0.0% of accessions from 2005 to 2007 and 25.0% in 2008.

Separations LSO

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	1	1	1	1	2
% 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%

- 1 White female retirement
- 1 White male resignation

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	2	0	0	0	1	2	2	2	5	7
% of Separations	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	14.3%	28.6%	28.6%	28.6%	71.4%	100.0%

- 1 Asian male retirement; 1 Asian male separation other
- 1 Hispanic male, retirement
- 1 White female resignation; 1 White female retirement
- 2 White males 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	1	0	0	0	2	4	3	4	7
% of Separations	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	28.6%	57.1%	42.9%	57.1%	100.0%

- All separations were retirements

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	0	0	1	3	1	3	4
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	75.0%	25.0%	75.0%	100.0%

- No minority separations
- All separations were retirements, 3 White males and 1 White female

The four year trend for LSO:

- Minorities comprised 0.0%; 42.9%; 14.3% and 0.0% of separations in the four-year period.
- Females comprised 50.0%; 28.6%; 42.9%; and 25.0% of separations in the four-year period.

There were 20 total separations in the four-year period. Retirements comprise 85.0% of separations.

Promotions – LSO

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	1	0	0	0	0	2	1	2	2	4
% of Promotions	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	50.0%	50.0%	100.0%

- Minorities comprised 25.0% 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	2	0	2	0	0	0	0	0	3	0	7	7
% of Promotions	0.0%	28.6%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	42.9%	0.0%	100.0%	100.0%

- Minorities comprised 57.2% of promotions
- Females comprised 0.0% 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	0	0	0	1	1	1	0	0	0	3	1	5	6
% of Promotions	0.0%	0.0%	0.0%	16.7%	16.7%	16.7%	0.0%	0.0%	0.0%	50.0%	16.7%	83.3%	100.0%

- Minorities comprised 50.0% of promotions
- Females comprised 16.7%% 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	0	0	0	2	0	0	1	0	0	4	1	6	7
% of Promotions	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	14.3%	0.0%	0.0%	57.1%	14.3%	85.7%	100.0%

- Minorities comprised 42.9% of promotions
- Females comprised 14.3% of promotions

The four-year trend for LSO:

- Minorities comprised 25.0%; 57.2%; 50.0%; and 42.9% of promotions in the four-year period.
- Females comprised 50.0%; 0.0%; 16.7%; and 14.3% of promotions in the four-year period.