



# **WORKFORCE DIVERSITY**

## **LIVERMORE SITE OFFICE (LSO) OFFICE OF THE 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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**Livermore Site Office (LSO)  
2009 Workforce Diversity**

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**Summary of Staffing Changes for  
the  
Livermore Site Office (LSO)  
as of September 12, 2009**

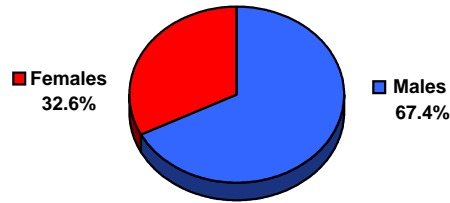
- LSO staffing remained at 95 in 2009 (95 in 2008).
- Minorities comprise 46.3% of LSO's workforce an increase over 44.2% in 2008.
  - American Indian representation comprises 3.2%, no changes from the previous year, 2008.
  - African American representation comprises 10.6%, with 1 loss, African American male, from 2008. Total population went from 10 to 9.
  - Asian representation comprises 27.4% an increase over 2008, 25.3%. Total population increased to 26 over 2008's 24.
  - Hispanic representation comprises 6.4%, an increase over 2008, 5.3%. total population increased to 6 over 2008's 5.
- White employees comprise 53.7% of LSO's workforce, a decrease from 55.8% in 2008. White females increased by 3 and White males decreased by 5.
- Female representation as of 9/12/2009 was 32.6%, an increase over 2008 representation of 29.5%. Total female population increased from 28 in 2008 to 31 in 2009.
- The average age is 50.7 years, and the average length of service is 21.7 years. 2008 figures: 50.1 years of age and 21.2 years of service.
- Supervisory Analysis: The supervisor ratio is 10.9 to1. There are 8 supervisors at LSO, which is the same as in 2007 and 2008. FY 2009 supervisors:
  - Males (6), 75.0% of LSO supervisory staff, no changes
  - Females (2), 25.0% of LSO supervisory staff, no changes

	% of Supervisors	Increase or Decrease from 2008
○ African American male (1)	12.5%	0
○ Asian female (0)	0.0%	-1
○ Asian male (1)	12.5%	0
○ White female (2)	25.0%	+1
○ White male (4)	50.0%	0

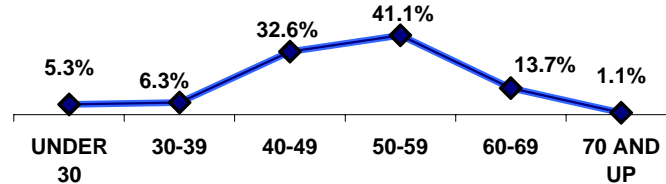
**Livermore Site Office  
As of September 12, 2009**

<b>TOTAL</b>	<b>95</b>
<b>PAY PLAN</b>	
SES	1
EK	6
EN V	2
EN IV	26
EN III	10
NN (Engineering)	17
NQ (Prof/Tech/Admin)	29
NU (Tech/Admin Support)	4
<b>RETIREMENT</b>	
<b>ELIGIBLE TO RETIRE IMMEDIATELY</b>	<b>18 18.9%</b>
<b>ELIGIBLE TO RETIRE BY 09/12/2013</b>	<b>36 37.9%</b>
<b>GENDER</b>	
Males	64 67.4%
Females	31 32.6%
<b>AGE</b>	
<b>AVERAGE AGE</b>	<b>50.7 YRS</b>
UNDER 30	5 5.3%
30-39	6 6.3%
40-49	31 32.6%
50-59	39 41.1%
60-69	13 13.7%
70 AND UP	1 1.1%
<b>YEARS OF FEDERAL SERVICE</b>	
<b>AVERAGE LENGTH</b>	<b>21.7 YRS</b>
LESS THAN 10 YEARS	13 13.7%
10-19 YEARS	22 23.2%
20-29 YEARS	45 47.4%
30-39 YEARS	15 15.8%
40-49 YEARS	0 0.0%
<b>EDUCATION</b>	
J.D./Ph.D/Sc.D Degrees	5 5.3%
Masters Degrees	23 24.2%
Bachelor Degrees	48 50.5%
No Degrees	19 20.0%
<b>SUPERVISOR RATIO</b>	
<b>SUPERVISORS</b>	<b>8</b>
<b>SUPERVISORS RATIO</b>	<b>10.9 TO 1</b>
<b>DIVERSITY</b>	
American Indian Male	2 2.1%
American Indian Female	1 1.1%
African American Male	6 6.3%
African American Female	3 3.2%
Asian Male	22 23.2%
Asian Female	4 4.2%
Hispanic Male	3 3.2%
Hispanic Female	3 3.2%
White Female	20 21.1%
White Male	31 32.6%
<b>SPECIAL</b>	
<b>DISABILITY</b>	<b>5 5.3%</b>
<b>VETERANS</b>	<b>15 15.8%</b>

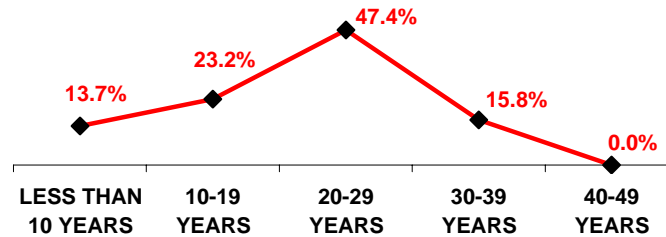
**GENDER**



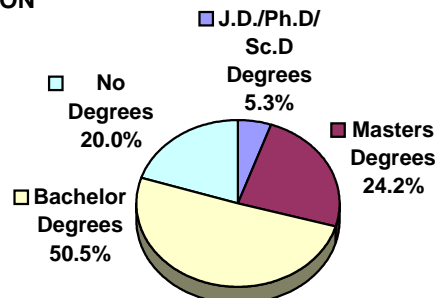
**AGE GROUPS**



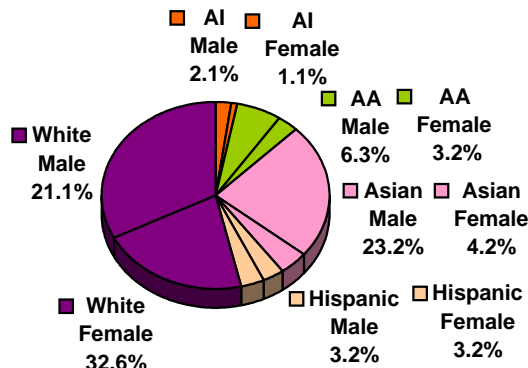
**YEARS OF FEDERAL SERVICE**



**EDUCATION**



**DIVERSITY**

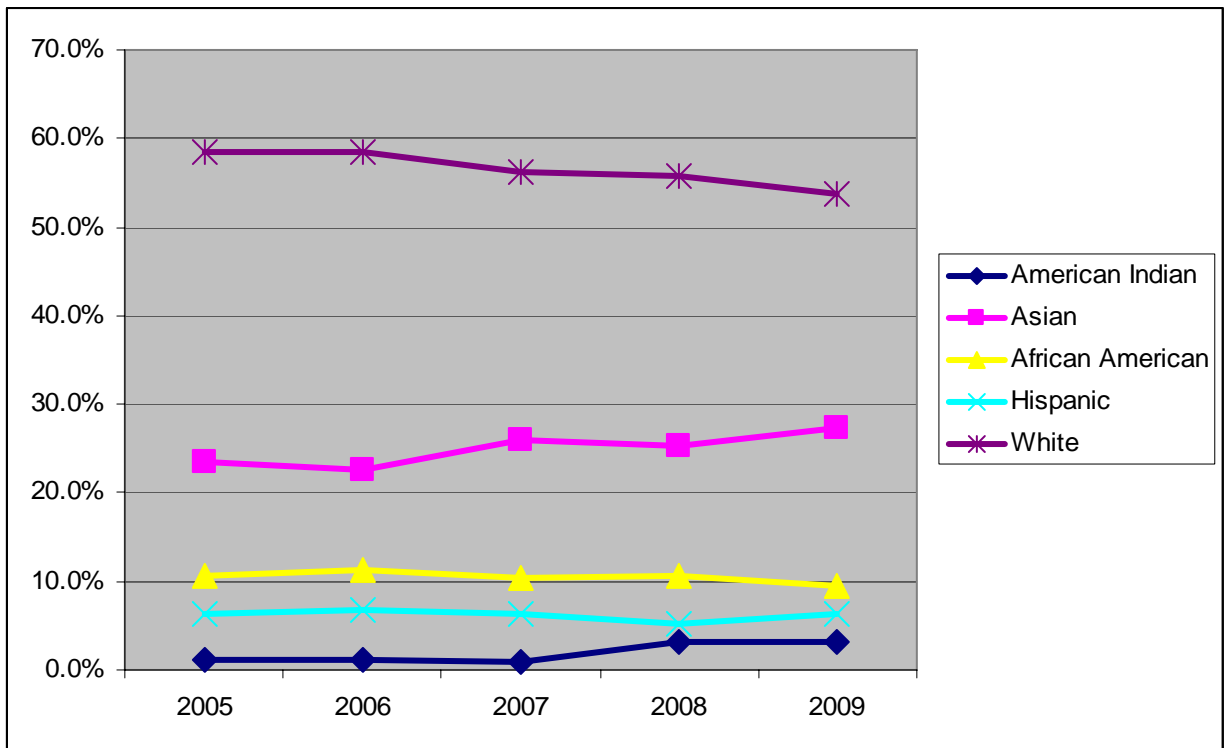


Livermore Site Office																											
		Subtotal				American Indian				Asian				African American				Hispanic				White					
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female			
TOTAL	95	64	67.4%	31	32.6%	2	2.1%	1	1.1%	22	23.2%	4	4.2%	6	6.3%	3	3.2%	3	3.2%	3	3.2%	31	32.6%	20	21.1%		
ELIGIBLE TO RETIRE IMMEDIATELY	18	18.9%	14	14.7%	4	4.2%	0	0.0%	0	0.0%	4	4.2%	1	1.1%	1	1.1%	0	0.0%	1	1.1%	0	0.0%	8	8.4%	3	3.2%	
ELIGIBLE TO RETIRE BY 09/12/2013	36	37.9%	25	26.3%	11	11.6%	0	0.0%	0	0.0%	6	6.3%	2	2.1%	5	5.3%	1	1.1%	1	1.1%	1	1.1%	13	13.7%	7	7.4%	
AGE																											
AVERAGE AGE	50.7 YRS																										
AGE UNDER 30	5	5.3%	5	5.3%	0	0.0%	0	0.0%	0	0.0%	3	3.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.1%	0	0.0%	
AGE 30-39	6	6.3%	5	5.3%	1	1.1%	0	0.0%	0	0.0%	2	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	3.2%	1	1.1%	
AGE 40-49	31	32.6%	20	21.1%	11	11.6%	2	2.1%	1	1.1%	9	9.5%	2	2.1%	0	0.0%	1	1.1%	1	1.1%	1	1.1%	8	8.4%	6	6.3%	
AGE 50-59	39	41.1%	24	25.3%	15	15.8%	0	0.0%	0	0.0%	6	6.3%	2	2.1%	6	6.3%	2	2.1%	1	1.1%	1	1.1%	11	11.6%	10	10.5%	
AGE 60-69	13	13.7%	9	9.5%	4	4.2%	0	0.0%	0	0.0%	2	2.1%	0	0.0%	0	0.0%	0	0.0%	1	1.1%	1	1.1%	6	6.3%	3	3.2%	
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	21.7 YRS																										
LESS THAN 10 YEARS	13	13.7%	12	12.6%	1	1.1%	1	1.1%	0	0.0%	5	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	6.3%	1	1.1%	
10-19 YEARS	22	23.2%	12	12.6%	10	10.5%	0	0.0%	1	1.1%	3	3.2%	0	0.0%	1	1.1%	0	0.0%	1	1.1%	3	3.2%	7	7.4%	6	6.3%	
20-29 YEARS	45	47.4%	30	31.6%	15	15.8%	1	1.1%	0	0.0%	11	11.6%	3	3.2%	3	3.2%	1	1.1%	1	1.1%	0	0.0%	14	14.7%	11	11.6%	
30-39 YEARS	15	15.8%	10	10.5%	5	5.3%	0	0.0%	0	0.0%	3	3.2%	1	1.1%	2	2.1%	2	2.1%	1	1.1%	0	0.0%	4	4.2%	2	2.1%	
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	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	23	24.2%	18	18.9%	5	5.3%	0	0.0%	0	0.0%	9	9.5%	0	0.0%	2	2.1%	0	0.0%	0	0.0%	1	1.1%	7	7.4%	4	4.2%	
BACHELORS DEGREES	48	50.5%	33	34.7%	15	15.8%	1	1.1%	0	0.0%	11	11.6%	2	2.1%	2	2.1%	3	3.2%	3	3.2%	0	0.0%	16	16.8%	10	10.5%	
NO DEGREE	19	20.0%	9	9.5%	10	10.5%	1	1.1%	1	1.1%	1	1.1%	2	2.1%	1	1.1%	0	0.0%	0	0.0%	2	2.1%	6	6.3%	5	5.3%	
SUPERVISORS																											
SUPERVISORS	8	8.4%	6	6.3%	2	2.1%	0	0.0%	0	0.0%	1	1.1%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	4	4.2%	2	2.1%	
SUPERVISORS RATIO	10.9	TO 1																									
SPECIAL																											
DISABILITY	5	5.3%	5	5.3%	0	3.0%	1	1.1%	0	0.0%	2	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.1%	0	0.0%	
VETERANS PREFERENCE	15	15.8%	15	15.8%	0	0.0%	1	1.1%	0	0.0%	2	2.1%	0	0.0%	3	3.2%	0	0.0%	1	1.1%	0	0.0%	8	8.4%	0	0.0%	

## LSO Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008		Sep 2009	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>American Indian</b>	0.0%	1.1%	0.0%	1.1%	0.0%	1.0%	1.1%	2.1%	1.1%	2.1%
<b>Asian</b>	4.3%	19.1%	4.5%	18.0%	5.2%	20.8%	5.3%	20.0%	4.2%	23.2%
<b>African American</b>	4.3%	6.4%	4.5%	6.7%	3.1%	7.3%	3.2%	7.4%	3.2%	6.3%
<b>Hispanic</b>	2.1%	4.3%	2.2%	4.5%	2.1%	4.2%	2.1%	3.2%	3.2%	3.2%
<b>Total Minorities</b>	10.7%	30.9%	11.2%	30.3%	10.4%	33.3%	11.7%	32.7%	11.7%	34.8%
<b>Non-Minorities</b>	21.3%	37.2%	20.2%	38.2%	19.8%	36.5%	17.9%	37.9%	21.1%	32.6%

### Five-Year Trend

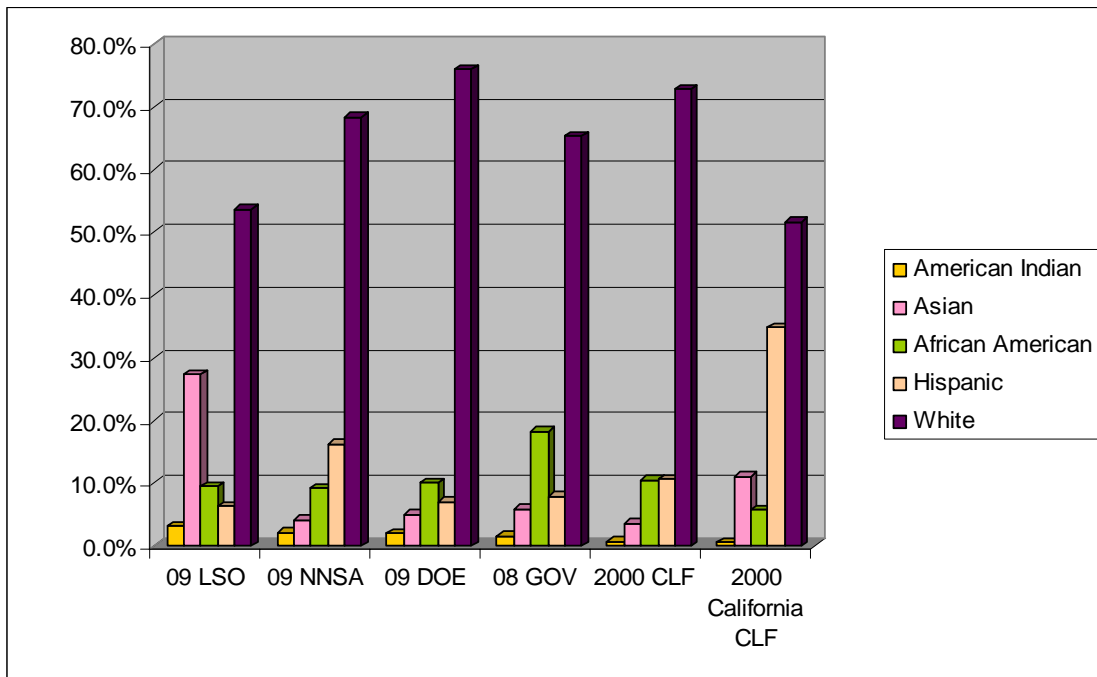


The five-year trend for LSO indicates a decrease in White and African American representation, increases in Asian, Hispanic, and American Indian representation. Decreases in the two populations are off-set by the increases in the other populations, resulting in the overall FTE's for LSO remaining at 95. The Asian population has the most noticeable gains.

## 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 California 2000 CLF.

	American Indian	Asian	African American	Hispanic	White
<b>09 LSO</b>	3.2%	27.4%	9.5%	6.4%	53.7%
<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 California CLF</b>	0.6%	11.1%	5.8%	34.8%	51.6%



### LSO representation:

- Above NNSA-wide for American Indian, Asian, and African American. Below NNSA-wide representation for Hispanic and White employees.
- Above Department of Energy (DOE) employment for American Indian and Asian. Below DOE for African American, Hispanic, and White.
- Above federal employment figures for American Indian and Asian. Below federal government employment for African American, Hispanic, and White.
- Above the 2000 CLF for American Indian and Asian. Below 2000 CLF for African American, Hispanic, and White.
- Above the California CLF for American Indian, Asian, African American, and White populations. Below California CLF for the Hispanic population.

## Accessions – Livermore Site Office (LSO)

### 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
- 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	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
- No female 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%

- 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	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

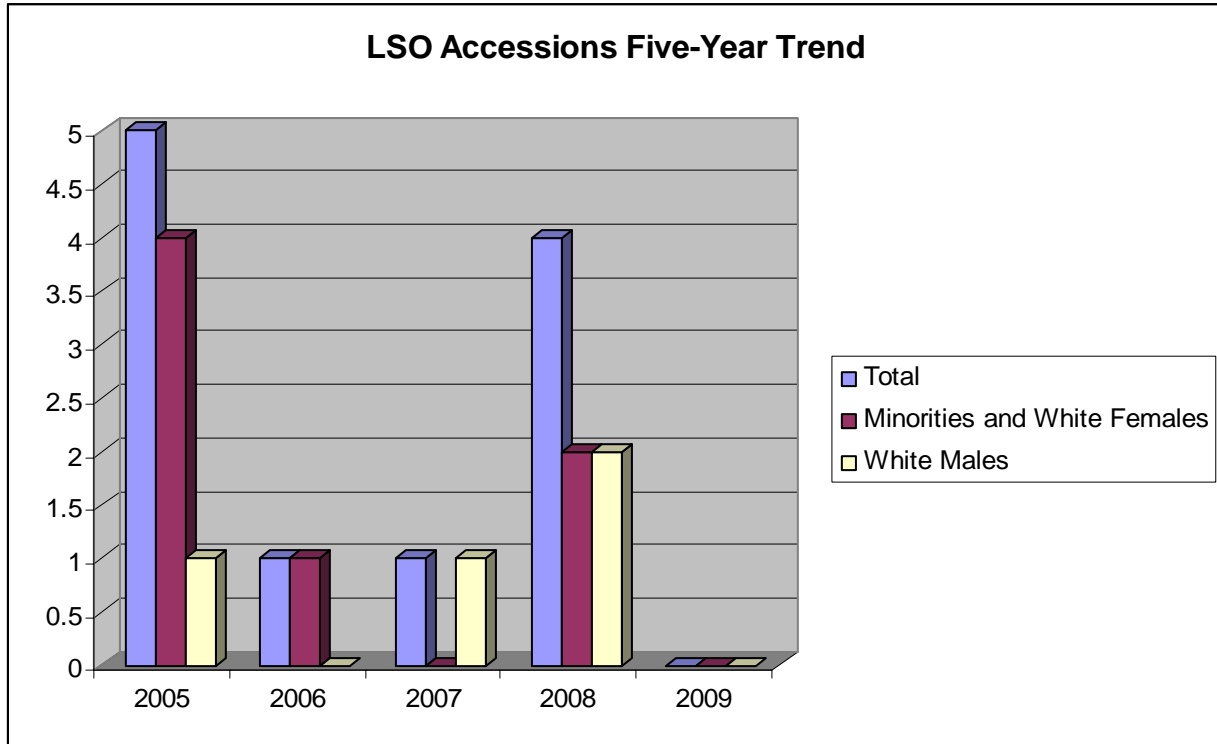
### FY 2009

No accessions in FY 2009

### Accessions – LSO, continued

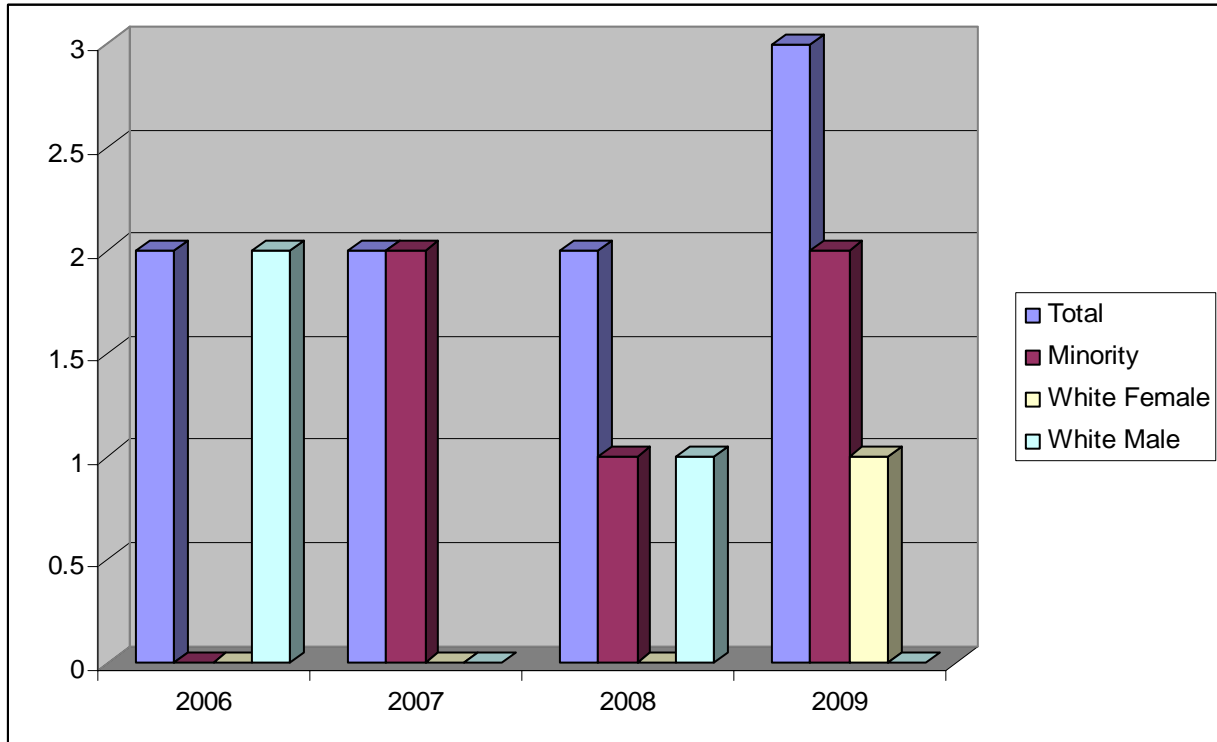
The five-year trend for Livermore Site Office:

- Minorities comprised 80.0%; 100.0%; 0.0%; and 25.0% of accessions in the five-year period.
- Females comprised 0.0% of accessions from 2005 to 2007 and 25.0% in 2008.
- There were a total of 11 accessions in the five-year period.



## LSO 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. LSO participation in the NNSA Future Leader's Program:



## 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 separation other
- 1 Hispanic male, retirement
- 1 White female resignation; 1 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%

- 1 African American female, retirement
- 2 White females, retirement
- 4 White males, 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	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
- 1 White female, retirement
- 3 White males, retirement

## Separations, LSO, continued

FY 2009

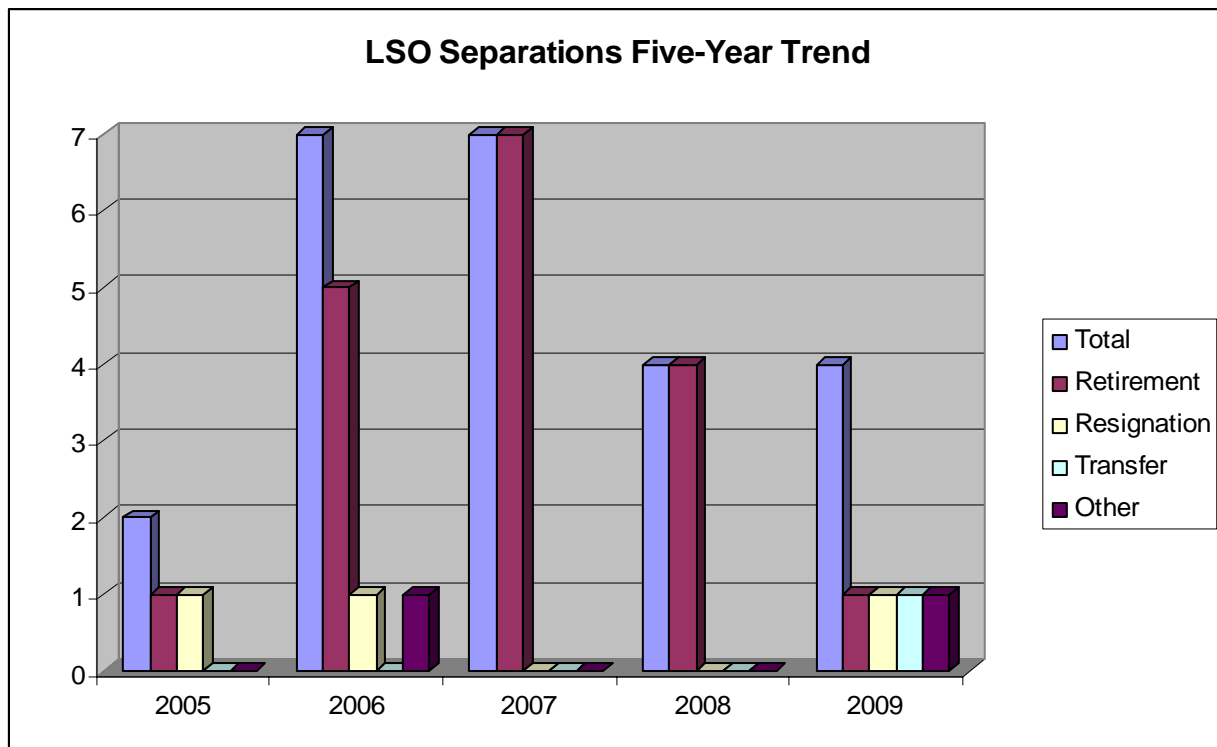
	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	0	0	0	0	0	1	0	0	0	3	0	4	4
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	75.0%	0.0%	100.0%	100.0%

- 1 African American male, separation-other
- 1 White male, resignation; 1 retirement-voluntary; 1 termination-appointment-I\*

The five-year trend for LSO:

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

There were 24 total separations in the five-year period. Retirements comprise 75.0% of separations. The appearance is that LSO employees remain with LSO. See page 4 above for specific information on average age and length of federal service. LSO does not have the transfer to other federal agency numbers that some other NNSA organizations experience. NNSA-wide, 18.4% of separations are transfer to another federal agency.



## 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

**LSO, Promotions, continued**

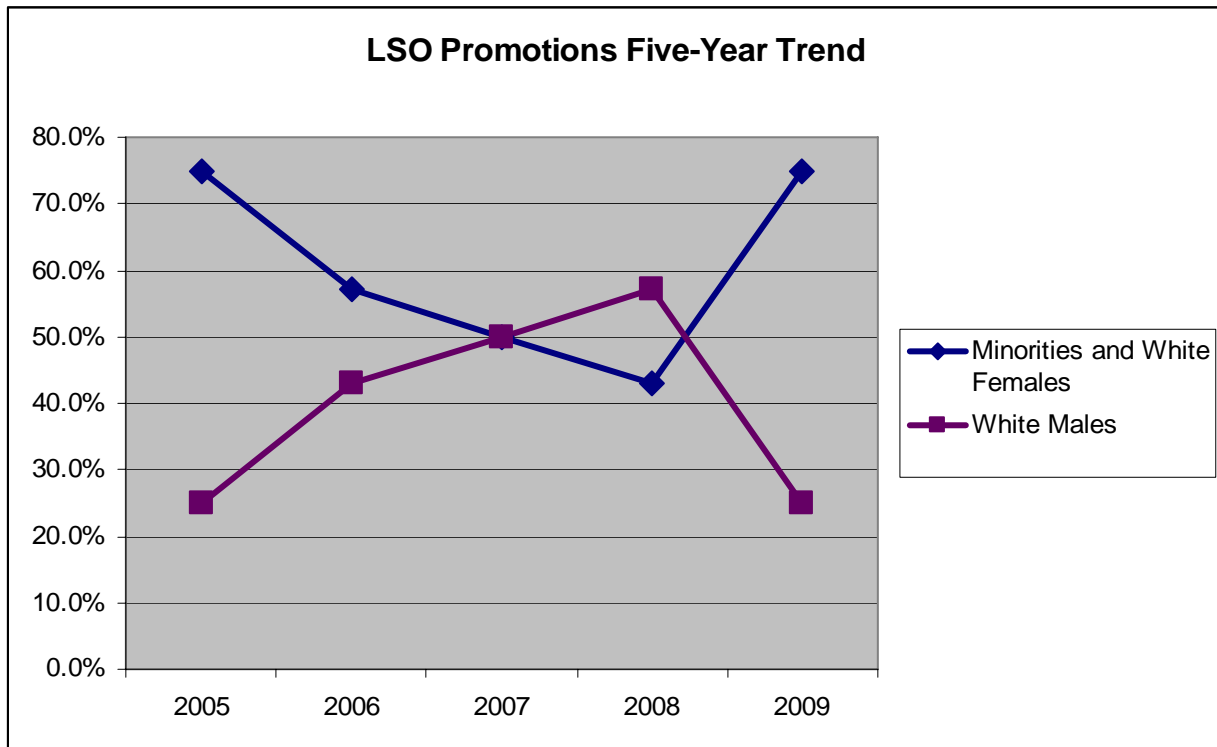
**FY 2009**

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

- Minorities comprised 75.0% of promotions
- No female promotions

The five-year trend for LSO:

- Minorities comprised 25.0%; 57.2%; 50.0%; 42.9%; and 75.0% of promotions in the five-year period.
- Females comprised 50.0%; 0.0%; 16.7%; 14.3%; and 0.0% of promotions in the five-year period.





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*EEO and Diversity: Collaborating for Mission Success*