



# **WORKFORCE DIVERSITY**

**ASSOCIATE ADMINISTRATOR FOR MANAGEMENT  
AND ADMINISTRATION  
NA-60**

**NATIONAL NUCLEAR SECURITY ADMINISTRATION  
SERVICE CENTER**

**Fiscal Year 2009**

Prepared by  
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**NA-60  
2009 Workforce Diversity**

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**Summary of Staffing Changes  
NA-60  
as of September 12, 2009**

- NA-60 increased staffing by 14 FTEs or 9.1%. The gains were in 9 African American males; 3 African American females; 1 Hispanic female; 3 White females; and 1 White male. Attrition included 1 American Indian male; 1 Asian male; and 1 Asian female.
- Minorities comprise 45.5% of NA-60's workforce, an increase over the 43.1% in 2008.
  - American Indian representation, 0.6%, a decrease from 1.4% in 2008. Employee number decreased from 2 to 1.
  - African American representation, 28.2%, an increase over the 22.8% in 2008. Employee number increased from 35 to 47.
  - Asian American representation, 5.4%, a decreased from 7.2% in 2008. Employee number decreased from 11 to 9.
  - Hispanic representation, 11.4%, a slight decrease in representation from 11.7% in 2008. Employee number increased from 18 to 19.
- White employees comprise 54.5%, a decrease from 56.9% in FY 2008. Employee number increased from 87 to 91.
- Female representation as of 9/12/2009 was 61.1% a decrease from September 2008 which was 62.7%. Employee number increased from 96 to 102.
- The average age is 38.2 years and the average length of service is 12.8 years (FY 2008: 39.9 years and 14.6 years of service).
- Supervisory Analysis: The supervisor ratio is 7.0 to 1. There are 21 supervisors within NA-60, an increase of 4 over 2008.
  - FY 2009 NA-60 supervisors:
    - Males, 8, 38.1% of NA-60 supervisory staff, a decrease of -1 from FY 2008.
    - Females, 13, 61.9% of NA-60 supervisory staff, an increase of +5 over FY 2008.

	<u>% of Supervisors</u>	<u>Increase or Decrease from FY 2008</u>
○ African American females, 2	9.5%	+1
○ African American male, 1	4.8%	+1
○ Hispanic females, 2	9.5%	+2
○ Hispanic males, 2	9.5%	+1
○ White females, 9	42.9%	+2
○ White males, 5	23.8%	-3



**Associate Administrator for Management and Administration**

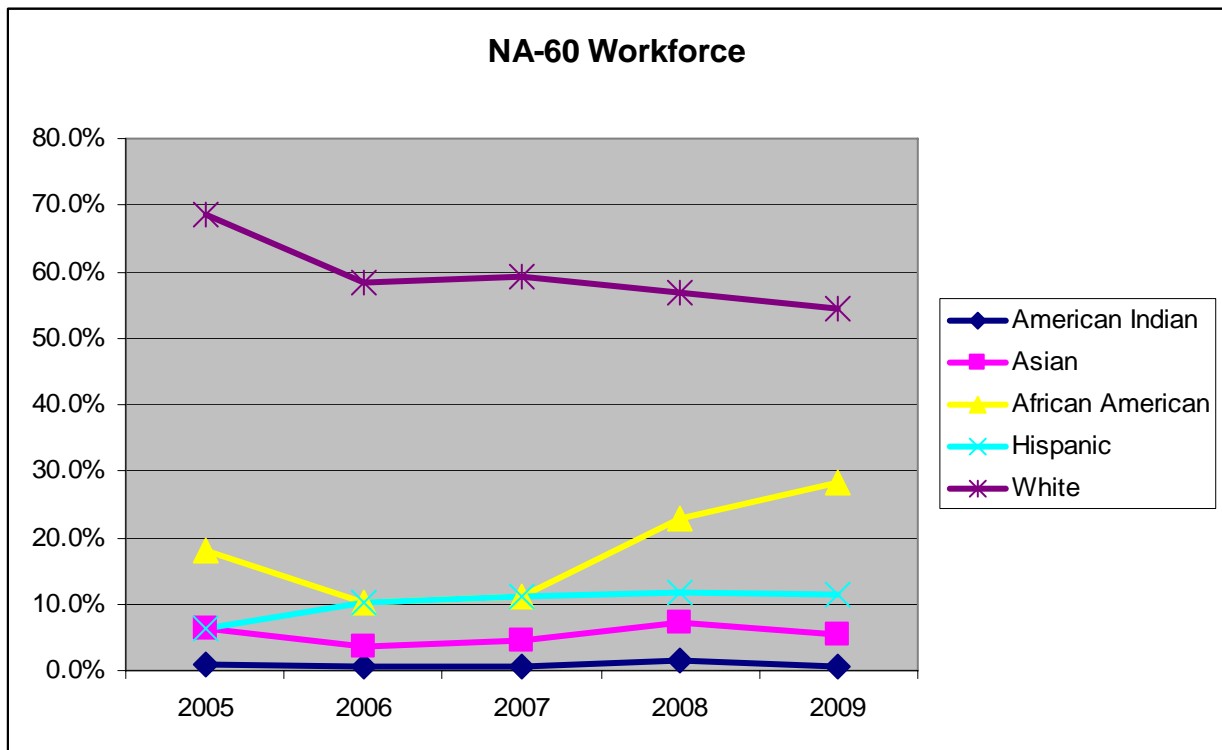
		Subtotal				American Indian				Asian				African American				Hispanic				White				
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
<b>TOTAL</b>	<b>167</b>	<b>65</b>	<b>38.9%</b>	<b>102</b>	<b>61.1%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>4</b>	<b>2.4%</b>	<b>5</b>	<b>3.0%</b>	<b>17</b>	<b>10.2%</b>	<b>30</b>	<b>18.0%</b>	<b>10</b>	<b>6.0%</b>	<b>9</b>	<b>5.4%</b>	<b>34</b>	<b>20.4%</b>	<b>57</b>	<b>34.1%</b>	
<b>ELIGIBLE TO RETIRE IMMEDIATELY</b>	<b>15</b>	<b>9.0%</b>	<b>3</b>	<b>1.8%</b>	<b>12</b>	<b>7.2%</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>1.8%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>1.8%</b>	<b>9</b>	<b>5.4%</b>		
<b>ELIGIBLE TO RETIRE BY 9/12/2013</b>	<b>34</b>	<b>20.4%</b>	<b>11</b>	<b>6.6%</b>	<b>23</b>	<b>13.8%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>6</b>	<b>3.6%</b>	<b>2</b>	<b>1.2%</b>	<b>0</b>	<b>0.0%</b>	<b>8</b>	<b>4.8%</b>	<b>17</b>	<b>10.2%</b>		
<b>AGE</b>																										
<b>AVERAGE AGE</b>	<b>38.2 YRS</b>																									
<b>AGE UNDER 30</b>	<b>64</b>	<b>38.3%</b>	<b>32</b>	<b>19.2%</b>	<b>32</b>	<b>19.2%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>1.2%</b>	<b>3</b>	<b>1.8%</b>	<b>10</b>	<b>6.0%</b>	<b>8</b>	<b>4.8%</b>	<b>4</b>	<b>2.4%</b>	<b>6</b>	<b>3.6%</b>	<b>16</b>	<b>9.6%</b>	<b>15</b>	<b>9.0%</b>
<b>AGE 30-39</b>	<b>28</b>	<b>16.8%</b>	<b>9</b>	<b>5.4%</b>	<b>19</b>	<b>11.4%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>4</b>	<b>2.4%</b>	<b>10</b>	<b>6.0%</b>	<b>2</b>	<b>1.2%</b>	<b>1</b>	<b>0.6%</b>	<b>3</b>	<b>1.8%</b>	<b>6</b>	<b>3.6%</b>
<b>AGE 40-49</b>	<b>33</b>	<b>19.8%</b>	<b>9</b>	<b>5.4%</b>	<b>24</b>	<b>14.4%</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>0.6%</b>	<b>2</b>	<b>1.2%</b>	<b>4</b>	<b>2.4%</b>	<b>2</b>	<b>1.2%</b>	<b>2</b>	<b>1.2%</b>	<b>5</b>	<b>3.0%</b>	<b>17</b>	<b>10.2%</b>
<b>AGE 50-59</b>	<b>35</b>	<b>21.0%</b>	<b>14</b>	<b>8.4%</b>	<b>21</b>	<b>12.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>1.2%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>6</b>	<b>3.6%</b>	<b>2</b>	<b>1.2%</b>	<b>0</b>	<b>0.0%</b>	<b>9</b>	<b>5.4%</b>	<b>15</b>	<b>9.0%</b>
<b>AGE 60-69</b>	<b>7</b>	<b>4.2%</b>	<b>1</b>	<b>0.6%</b>	<b>6</b>	<b>3.6%</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>2</b>	<b>1.2%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>4</b>	<b>2.4%</b>
<b>AGE 70 AND UP</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</b>		<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>	
<b>FEDERAL SERVICE</b>																										
<b>AVERAGE LENGTH</b>	<b>12.8 YRS</b>																									
<b>LESS THAN 10 YEARS</b>	<b>92</b>	<b>55.1%</b>	<b>45</b>	<b>26.9%</b>	<b>47</b>	<b>28.1%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>2</b>	<b>1.2%</b>	<b>4</b>	<b>2.4%</b>	<b>16</b>	<b>9.6%</b>	<b>16</b>	<b>9.6%</b>	<b>6</b>	<b>3.6%</b>	<b>7</b>	<b>4.2%</b>	<b>21</b>	<b>12.6%</b>	<b>19</b>	<b>11.4%</b>
<b>10-19 YEARS</b>	<b>20</b>	<b>12.0%</b>	<b>6</b>	<b>3.6%</b>	<b>14</b>	<b>8.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>4</b>	<b>2.4%</b>	<b>2</b>	<b>1.2%</b>	<b>1</b>	<b>0.6%</b>	<b>2</b>	<b>1.2%</b>	<b>9</b>	<b>5.4%</b>
<b>20-29 YEARS</b>	<b>32</b>	<b>19.2%</b>	<b>11</b>	<b>6.6%</b>	<b>21</b>	<b>12.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>1</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>5</b>	<b>3.0%</b>	<b>2</b>	<b>1.2%</b>	<b>1</b>	<b>0.6%</b>	<b>8</b>	<b>4.8%</b>	<b>14</b>	<b>8.4%</b>
<b>30-39 YEARS</b>	<b>22</b>	<b>13.2%</b>	<b>3</b>	<b>1.8%</b>	<b>19</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>5</b>	<b>3.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>1.8%</b>	<b>14</b>	<b>8.4%</b>
<b>40-49 YEARS</b>	<b>1</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</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>1</b>	<b>0.6%</b>
<b>EDUCATION</b>																										
<b>J.D./Ph.D/Sc.D DEGREES</b>	<b>1</b>	<b>0.6%</b>	<b>1</b>	<b>0.6%</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>1</b>	<b>0.6%</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>MASTERS DEGREES</b>	<b>59</b>	<b>35.3%</b>	<b>25</b>	<b>15.0%</b>	<b>34</b>	<b>20.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>2</b>	<b>1.2%</b>	<b>4</b>	<b>2.4%</b>	<b>11</b>	<b>6.6%</b>	<b>5</b>	<b>3.0%</b>	<b>6</b>	<b>3.6%</b>	<b>15</b>	<b>9.0%</b>	<b>15</b>	<b>9.0%</b>
<b>BACHELORS DEGREES</b>	<b>66</b>	<b>39.5%</b>	<b>34</b>	<b>20.4%</b>	<b>32</b>	<b>19.2%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>3</b>	<b>1.8%</b>	<b>2</b>	<b>1.2%</b>	<b>9</b>	<b>5.4%</b>	<b>7</b>	<b>4.2%</b>	<b>4</b>	<b>2.4%</b>	<b>1</b>	<b>0.6%</b>	<b>18</b>	<b>10.8%</b>	<b>21</b>	<b>12.6%</b>
<b>NO DEGREES</b>	<b>41</b>	<b>24.6%</b>	<b>5</b>	<b>3.0%</b>	<b>36</b>	<b>21.6%</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>0.6%</b>	<b>3</b>	<b>1.8%</b>	<b>12</b>	<b>7.2%</b>	<b>1</b>	<b>0.6%</b>	<b>2</b>	<b>1.2%</b>	<b>1</b>	<b>0.6%</b>	<b>21</b>	<b>12.6%</b>
<b>SUPERVISORS</b>																										
<b>SUPERVISORS</b>	<b>21</b>	<b>12.6%</b>	<b>8</b>	<b>4.8%</b>	<b>13</b>	<b>7.8%</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>0.6%</b>	<b>2</b>	<b>1.2%</b>	<b>2</b>	<b>1.2%</b>	<b>2</b>	<b>1.2%</b>	<b>5</b>	<b>3.0%</b>	<b>9</b>	<b>5.4%</b>
<b>SUPERVISORS RATIO</b>	<b>7.0</b>	<b>TO 1</b>																								
<b>SPECIAL</b>																										
<b>DISABILITY</b>	<b>4</b>	<b>2.4%</b>	<b>1</b>	<b>0.6%</b>	<b>3</b>	<b>1.8%</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>0.6%</b>	<b>3</b>	<b>1.8%</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>VETERANS PREFERENCE</b>	<b>14</b>	<b>8.4%</b>	<b>13</b>	<b>7.8%</b>	<b>1</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>1.8%</b>	<b>1</b>	<b>0.6%</b>	<b>5</b>	<b>3.0%</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>2.4%</b>	<b>0</b>	<b>0.0%</b>

## NA-60

### 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%	0.9%	0.0%	0.7%	0.0%	0.7%	0.7%	0.7%	0.6%	0.0%
<b>Asian</b>	1.8%	4.5%	2.9%	3.6%	3.0%	1.5%	3.9%	3.3%	3.0%	2.4%
<b>African American</b>	14.4%	3.6%	18.0%	6.5%	19.3%	5.2%	17.6%	5.2%	18.0%	10.2%
<b>Hispanic</b>	2.7%	3.6%	3.6%	6.5%	4.4%	6.7%	5.2%	6.5%	5.4%	6.0%
<b>Total Minorities</b>	18.9%	12.6%	24.5%	17.3%	26.7%	14.1%	27.4%	15.7%	27.0%	18.6%
<b>Non-Minorities</b>	35.1%	33.3%	30.2%	28.1%	34.1%	25.2%	35.3%	21.6%	34.1%	20.4%

### Five-Year Trend

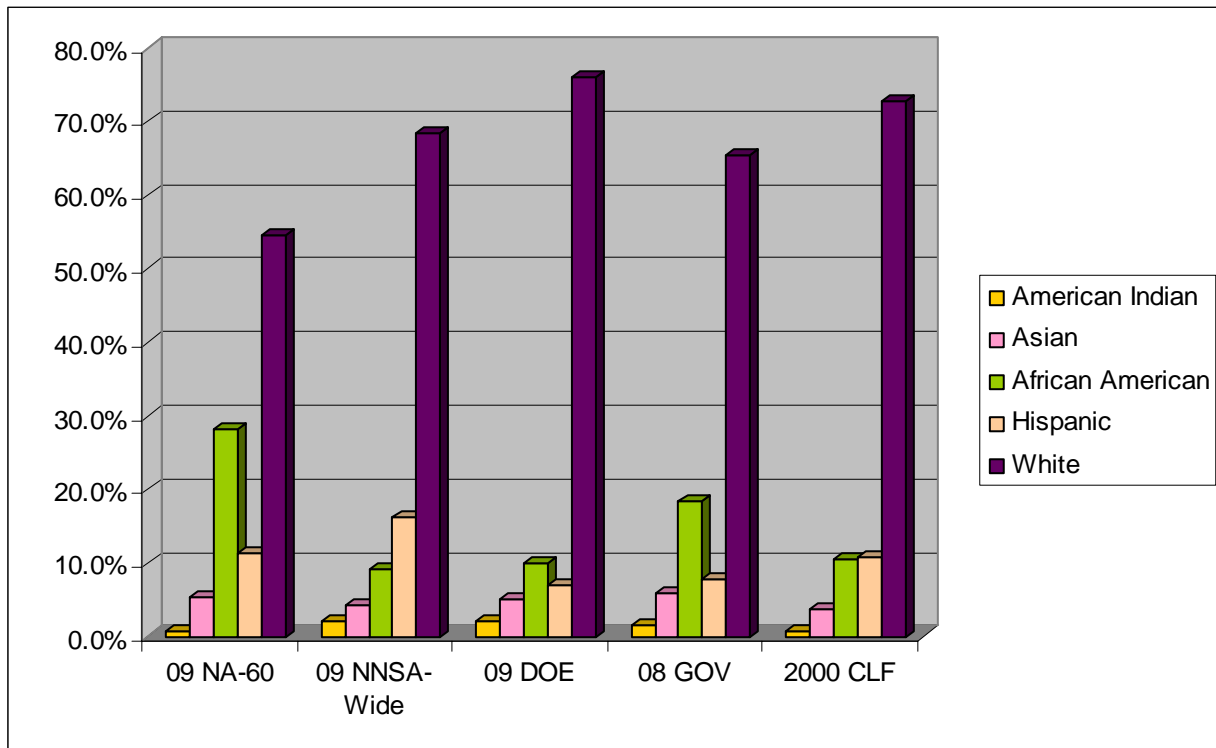


NA-60, in the five-year period of analysis, has increased its workforce from 111 – 139 – 135 – 153 – 167. NA-60 has representation from all groups. White representation is decreasing as a percentage of the total population; African American increasing; slight increases in Asian and Hispanic; and American Indian remaining consistent.

## Comparisons to Other Workforce Percentages

The Charts below depict the workforce diversity of NA-60 compared to: NNSA-wide; 2009 Department of Energy; the 2008 Executive Branch of Government (from EEOC.gov --2009 figures not available at the time of this report, October 2009), and the 2008 Department of Labor's Civilian Labor Force (CLF) for 2000.

	American Indian	Asian	African American	Hispanic	White
<b>09 NA-60</b>	0.6%	5.4%	28.2%	11.4%	54.5%
<b>09 NNSA-Wide</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%



NA-60 in 2009:

- Below all comparators for American Indian.
- Above NNSA-wide; 2009 DOE; and 2000 CLF for Asian representation. Below for 2008 federal employment of Asians.
- Above all comparators for African American.
- Below NNSA-wide for Hispanic representation. Above 2009 DOE; 2008 federal employment; and 2000 CLF for Hispanic representation.
- Below all comparators for White representation.

## Future Leader's Program

Planning for the future, NNSA is effectively utilizing the Future Leader's Program (FLP). FLP employees are all designated into NA-60 organization upon entry into the two-year program. However, they can be placed at any of the field offices during their two-year FLP participation, yet maintain their NA-60 organization code. Upon graduation from the program, the participant organization is changed to their permanent home office.

- o FY 2009, 5 FLP hires: minorities and females represent 100.0%.
- o FY 2008, 7 FLP hires: minorities and females represent 75.0%.
- o FY 2007, 12 FLP hires: minorities and females represent 58.3%.
- o FY 2006, 4 FLP hires: minorities and females represent 100.0%.
- o FY 2005, 2 FLP hires: minorities and females represent 100.0%.

	American Indian Female	American Indian Male	Asian Female	Asian Male	African American Female	African American Male	Hispanic Female	Hispanic Male	White Female	White Male	Total
<b>2005</b>	0	1	1	0	0	0	0	0	0	0	2
<b>2006</b>	0	0	1	0	1	0	2	0	0	0	4
<b>2007</b>	0	1	0	1	0	0	0	3	2	5	12
<b>2008</b>	0	0	0	0	1	1	1	2	1	1	7
<b>2009</b>	0	0	0	0	0	0	1	4	0	0	5

## Accessions – NA-60

### 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	1	5	6	3	3	4	8	11	18	24	42
% of Accessions	0.0%	2.4%	2.4%	11.9%	14.3%	7.1%	7.1%	9.5%	19.0%	26.2%	42.9%	57.1%	100.0%

- Minorities comprised 54.8% of accessions.
- Females comprised 42.9% 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	2	0	9	5	4	3	3	10	18	18	36
% of Accessions	0.0%	0.0%	5.6%	0.0%	25.0%	13.9%	11.1%	8.3%	8.3%	27.8%	50.0%	50.0%	100.0%

- Minorities comprised 63.9% 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	1	1	3	5	0	3	5	9	5	18	14	32
% of Accessions	0.0%	3.1%	3.1%	9.4%	15.6%	0.0%	9.4%	15.6%	28.1%	15.6%	56.3%	43.8%	100.0%

- Minorities comprised 56.3% of accessions.
- Females comprised 56.3% 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	1	0	5	1	7	8	4	2	8	12	25	23	48
% of Accessions	2.1%	0.0%	0.0%	0.0%	14.6%	16.7%	8.3%	4.2%	16.7%	25.0%	52.1%	47.9%	100.0%

- Minorities comprised 45.8% of accessions.
- Females comprised 52.1% of accessions.

**Accessions -- NA-60, continued**

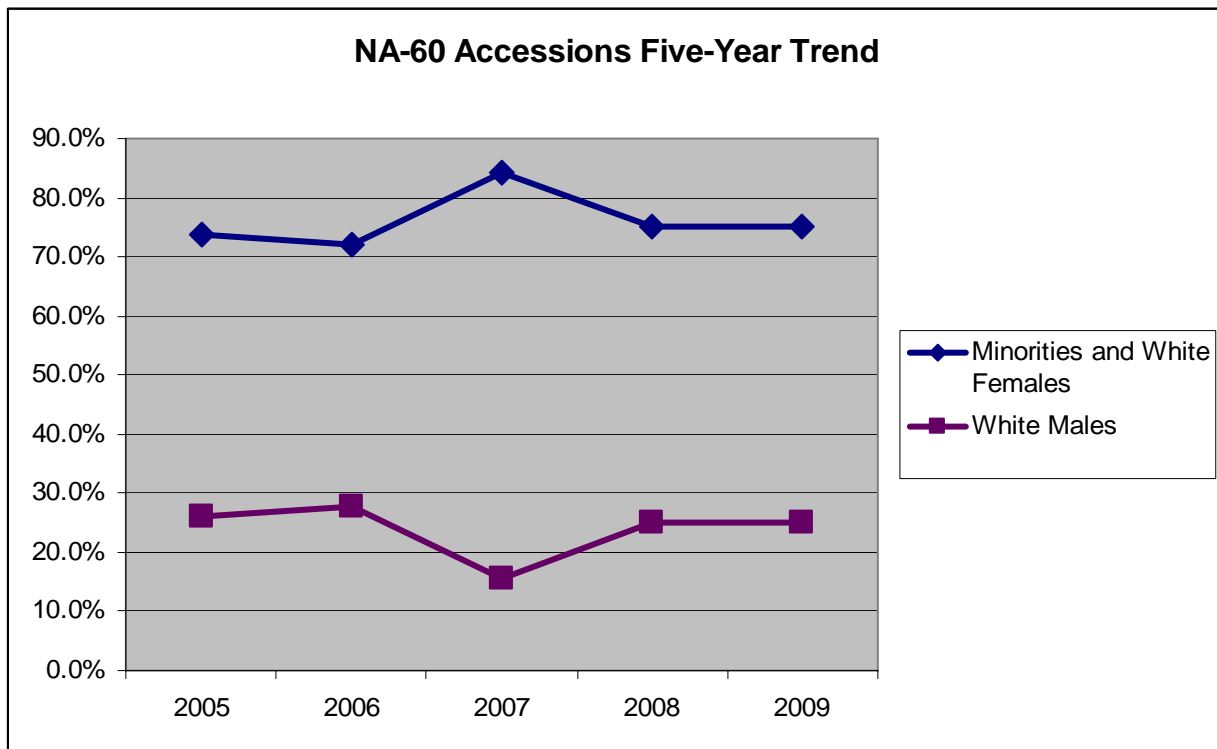
**FY 2009**

	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	1	1	8	9	2	4	5	10	16	24	40
% of Accessions	0.0%	0.0%	2.5%	2.5%	20.0%	22.5%	0.0%	10.0%	12.5%	25.0%	40.0%	60.0%	100.0%

- Minorities comprised 57.5% of accessions.
- Females comprised 40.0% of accessions.

**Five-Year Trend, NA-60**

- There were a total of 198 accessions in the five-year period.
- Minorities comprised 54.8%; 63.9%; 56.3%; 45.8%; and 57.5% of accessions in the five-year period.
- Minorities comprised 59.1% of the 198 total accessions.
- Females comprised 42.9%; 50.0%; 56.3%; 52.1%; and 40.0% of accessions in the five-year period.
- Females comprised 48.0% of the 198 total accessions.



## Separations – NA-60

### 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	1	0	0	3	1	1	1	3	4	7	7	14
% of Separations	0.0%	7.1%	0.0%	0.0%	21.4%	7.1%	7.1%	7.1%	21.4%	28.6%	50.0%	50.0%	100.0%

- 1 American Indian male, resignation
- 1 African American female, termination-appointment-I\*; 1 resignation; 1 retirement-voluntary
- 1 African American male, termination-appointment-I\*
- 1 Hispanic female, termination-expiration of appointment
- 1 Hispanic male, retirement-voluntary
- 1 White female, retirement-voluntary; 1 retirement-special option; 1 resignation
- 1 White male, termination-appointment-I\*; 1 resignation; 2 retirement voluntary

### 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	4	0	1	1	2	6	7	7	14
% of Separations	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%	7.1%	7.1%	14.3%	42.9%	50.0%	50.0%	100.0%

- 1 African American female, termination-appointment-I\*; 2 resignation; 1 retirement-special option
- 1 Hispanic female, resignation
- 1 Hispanic male, resignation
- 1 White female, resignation; 1 separation-other
- 1 White male, termination-expiration of appointment; 1 resignation; 4 retirement-voluntary

### 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	1	0	2	3	3	4	6	10
% of Separations	0.0%	0.0%	0.0%	0.0%	10.0%	10.0%	0.0%	20.0%	30.0%	30.0%	40.0%	60.0%	100.0%

- 1 African American female, termination-expiration of appointment
- 1 African American male, resignation
- 2 Hispanic females, resignation
- 1 White female, termination-appointment-I\*; 2 retirement-voluntary
- 1 White male, retirement-special option; 2 retirement-voluntary

**Separations -- NA-60, continued**

**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	1	0	2	3	0	1	3	0	6	4	10
% of Separations	0.0%	0.0%	10.0%	0.0%	20.0%	30.0%	0.0%	10.0%	30.0%	0.0%	60.0%	40.0%	100.0%

- 1 Asian female, resignation
- 2 African American females, retirement-voluntary
- 2 African American males, termination-appointment-I\*; 1 resignation
- 1 Hispanic male, resignation
- 1 White female resignation; 1 retirement-special option; 1 retirement-voluntary

**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	4	1	0	0	1	6	5	7	12
% of Separations	0.0%	0.0%	0.0%	0.0%	33.3%	8.3%	0.0%	0.0%	8.3%	50.0%	41.7%	58.3%	100.0%

- 1 African American female, termination-expiration of appointment; 1 termination-appointment-I\*; 1 resignation; 1 retirement-voluntary
- 1 African American male, separation-other
- 1 White female, retirement-voluntary
- 1 White male, termination-expiration of appointment; 5 retirement-voluntary

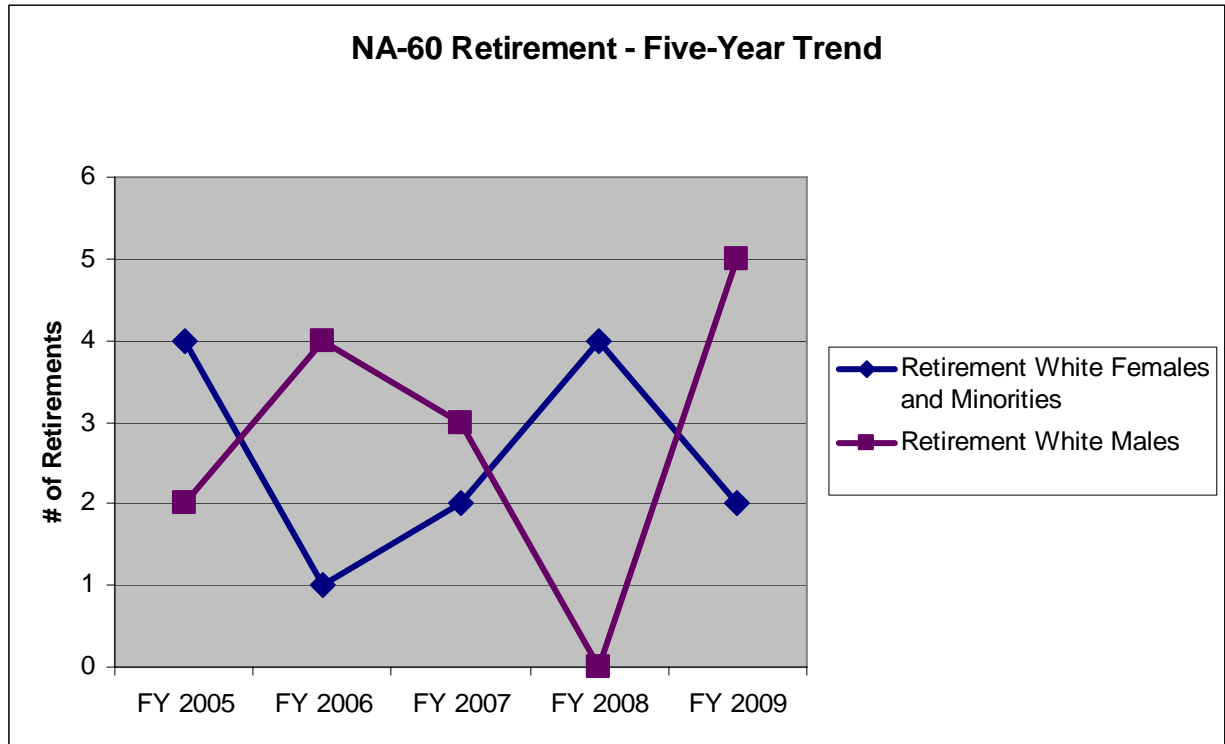
The five-year trend for NA-60:

- There were 60 separations in the five-year period.
- Minorities comprised 50.0%; 42.9%; 40.0%; 70.0%; and 41.7% of separations in the five-year period.
- Minorities comprised 48.3% of the 60 separations.
- Females comprised 50.0%; 50.0%; 40.0%; 60.0%; and 41.7% of separations in the five-year period.
- Females comprised 48.3% of the 60 of the total separations.

## Separations -- NA-60, continued

### Retirements

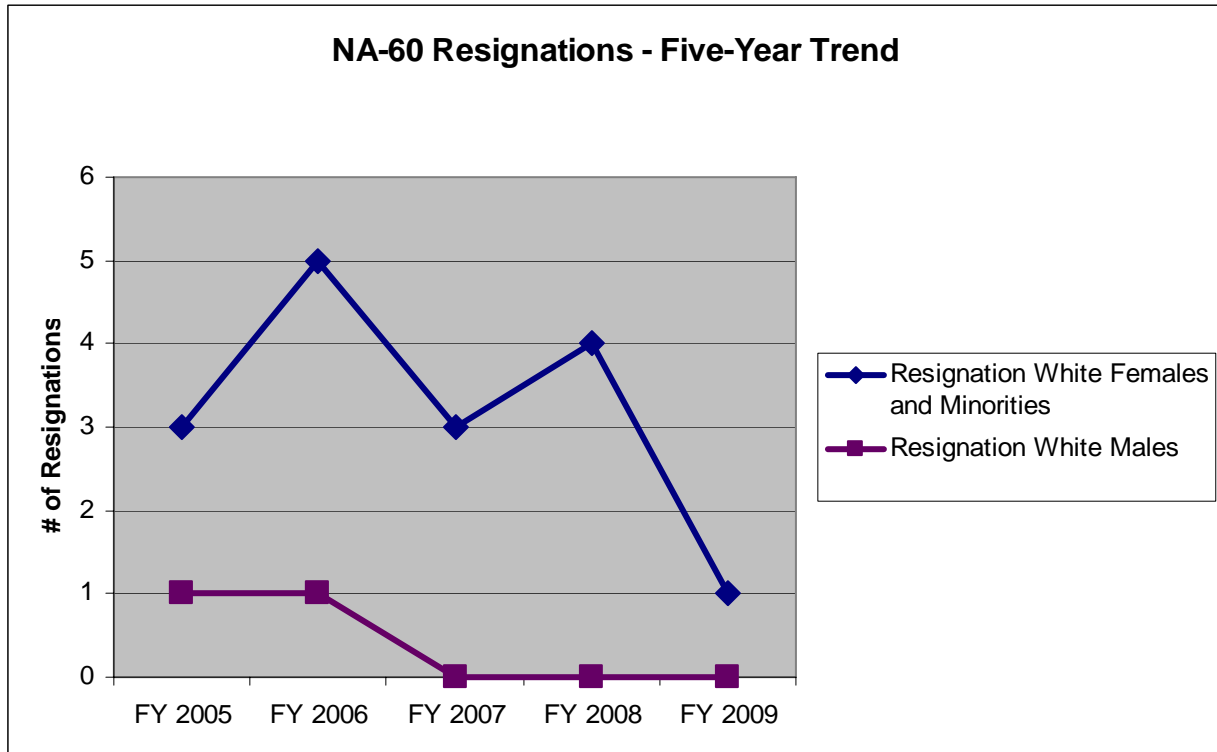
- There were 27 retirements in the five-year period.
- Retirements comprise 45.0% of separations for NA-60. Minority and White female retirements comprise 48.1% of total retirements. White males were 51.9% of retirements.
- Retirements comprise 31.7% of minority and White female separations.
- Retirements comprise 73.7% of White male separations.



## Separations -- NA-60, continued

### Resignations

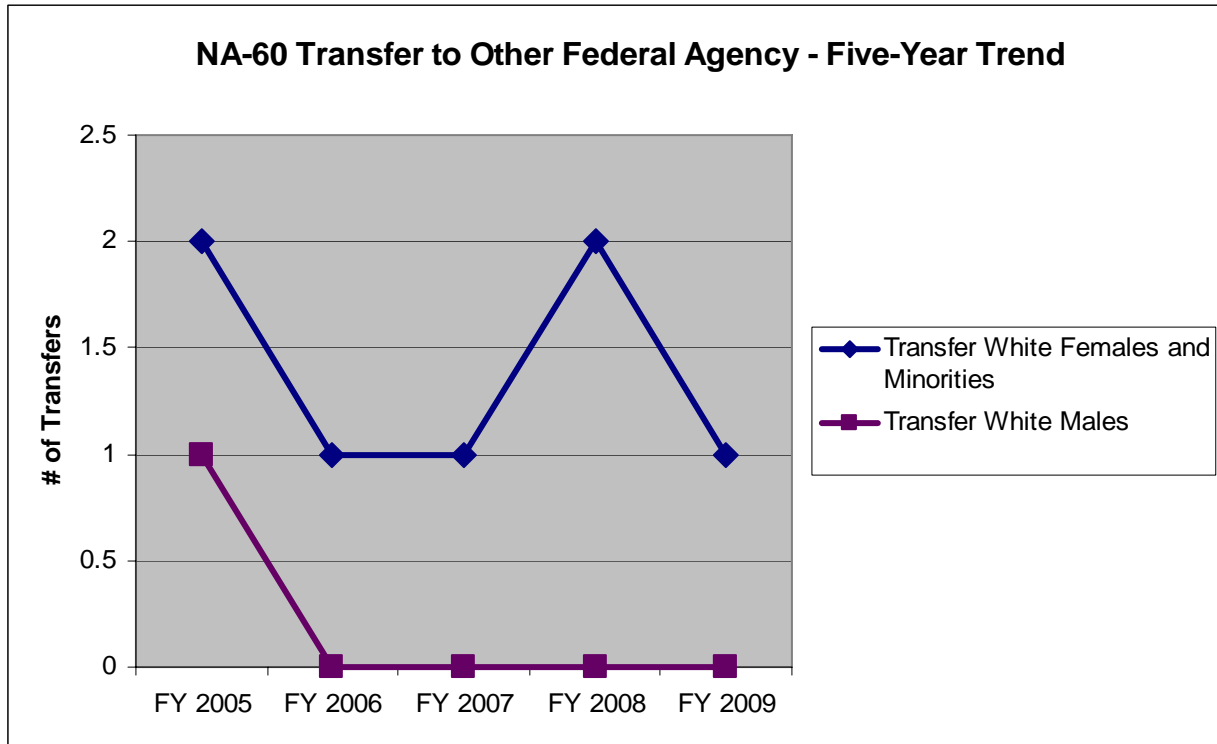
- There were 18 resignations in the five-year period.
- Resignations comprise 30.0% of separations for NA-60. Minority and White female resignations comprise 88.9% of total resignations. White males were 11.1% of resignations.
- Retirements comprise 39.0% of minority and White female separations.
- Retirements comprise 10.5% of White male separations.



**Separations, -- NA-60, continued**

**Transfer to Other Federal Agency**

- There were 8 transfers to other federal agency in the five-year period.
- Transfers comprise 13.3% of separations for NA-60. Minority and White female transfers comprise 87.5% of total transfers. White males were 12.5% of transfers.
- Transfers comprise 17.1% of minority and White female separations.
- Transfers comprise 5.3% of White male separations.



**Promotions – NA-60**

**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	1	0	0	1	2	0	0	1	13	2	16	4	20
% of Promotions	5.0%	0.0%	0.0%	5.0%	10.0%	0.0%	0.0%	5.0%	65.0%	10.0%	80.0%	20.0%	100.0%

- Minorities comprised 25.0% of promotions
- Females comprised 80.0% 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	1	2	3	3	0	2	4	11	6	18	14	32
% of Promotions	0.0%	3.1%	6.3%	9.4%	9.4%	0.0%	6.3%	12.5%	34.4%	18.8%	56.3%	43.8%	100.0%

- Minorities comprised 46.9% of promotions
- Females comprised 56.3% 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	1	2	1	6	4	4	1	7	6	19	13	32
% of Promotions	0.0%	3.1%	6.3%	3.1%	18.8%	12.5%	12.5%	3.1%	21.9%	18.8%	59.4%	40.6%	100.0%

- Minorities comprised 59.4% of promotions
- Females comprised 59.4% 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	2	0	7	2	3	5	5	6	17	13	30
% of Promotions	0.0%	0.0%	6.7%	0.0%	23.3%	6.7%	10.0%	16.7%	16.7%	20.0%	56.7%	43.3%	100.0%

- Minorities comprised 63.3% of promotions
- Females comprised 56.7% of promotions

**Promotions – NA-60, continued**

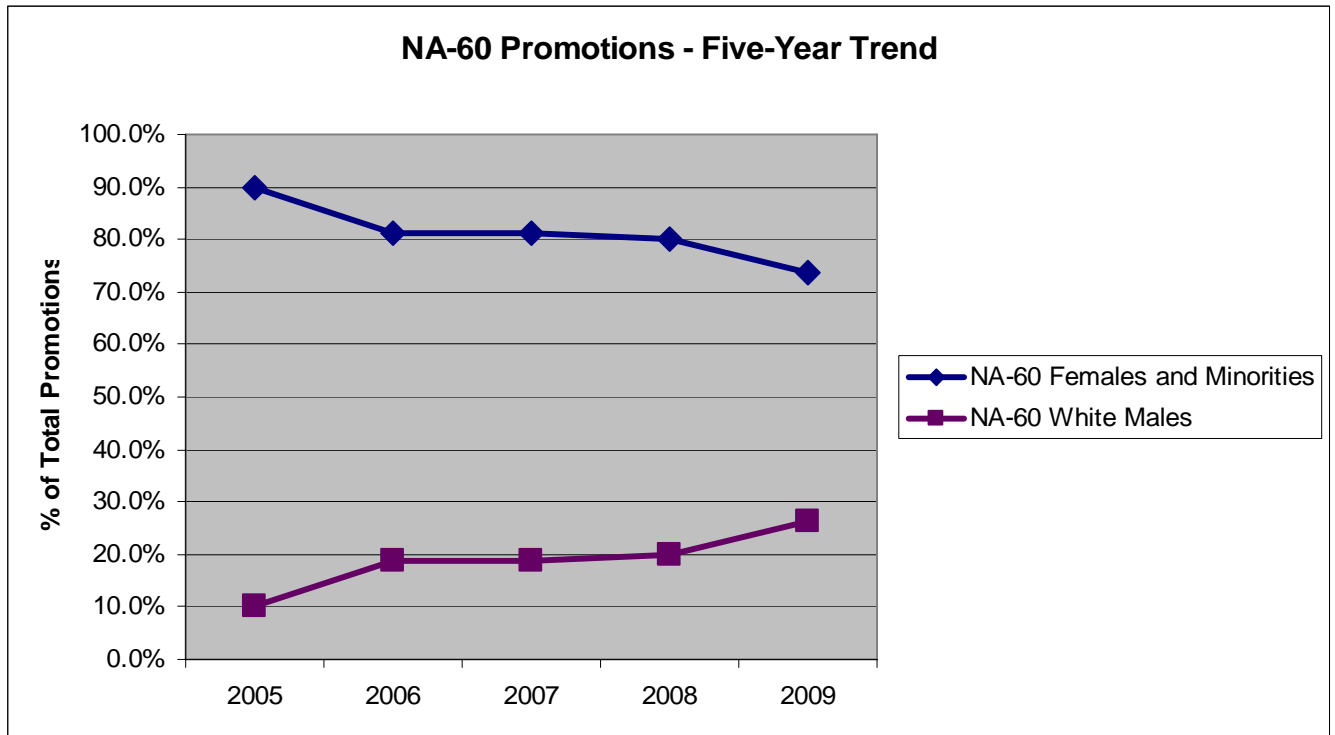
**FY 2009**

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	1	0	4	1	8	3	2	4	8	11	23	19	42
% of Promotions	2.4%	0.0%	9.5%	2.4%	19.0%	7.1%	4.8%	9.5%	19.0%	26.2%	54.8%	45.2%	100.0%

- Minorities comprised 54.8% of promotions.
- Females comprised 54.8% of promotions.

The five-year trend for OOD:

- There were a total of 156 promotions in the five-year period.
- Minorities comprised 25.0%; 46.9%; 59.4%; 63.3%; and 54.8% of promotions.
- Females comprised 80.0%; 56.3%; 59.4%; 56.7%; and 54.8% of promotions.





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*EEO and Diversity: Collaborating for Mission Success*