



OFFICE OF MISSION OPERATIONS
ASSISTANT DEPUTY ADMINISTRATOR FOR SECURE TRANSPORTATION

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
Office of Secure Transportation
as of September 30, 2008:

- OST increased staffing by 30 FTEs.
- Minorities comprise 27.4% of OST workforce, a decrease from 28.5% in FY 2007.
 - American Indian representation comprises 2.1%, no change from 2007. The total number increased from 11 in 2007 to 12 in 2008.
 - African American representation comprises 3.9%, no change from 2007. The total number increased from 21 in 2007 to 22 in 2008.
 - Asian American representation comprises 1.4%, a slight increase from 1.3% in 2007. The total number increased from 7 in 2007 to 8 in 2008.
 - Hispanic representation comprises 20.0%, down from 21.3% in 2007. Total number in 2007, 114, and 113 in 2008.
- Female representation is 7.8% in 2008, down from 8.9% in 2007. The total number of female employees went from 48 in 2007 to 44 in 2008.
- The average age is 40.1 years, and the average length of service is 13.3 years.
- Supervisory Analysis: The supervisor ratio is 3.8:1. There are 117 supervisors:
 - Males, 114, 97.4% of OST supervisory staff
 - Females, 3, 2.6% of OST supervisory staff

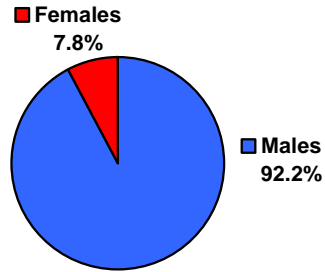
	% of Supervisors	% of OST Population
○ American Indian male, 3	2.6%	0.5%
○ Asian female, 1	0.9%	0.2%
○ African American male, 4	3.4%	0.7%
○ Hispanic female, 2	1.7%	0.4%
○ Hispanic male, 17	14.5%	3.0%
○ White males, 90	76.9%	15.9%

- Minorities and White females are represented in total OST accessions in each of the four years, however in reduced percentages over the four-year period. The number of accessions of minorities and White females exceed the number of separations.
- Minorities and females had representation in all four years, in promotions, at OST.

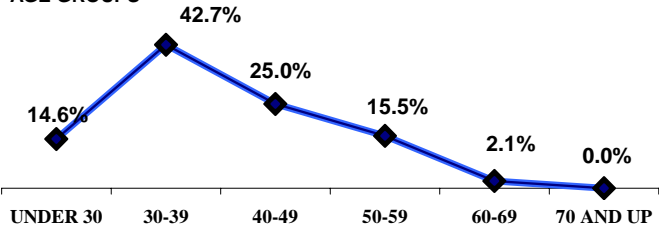
OFFICE OF SECURE TRANSPORTATION
As of September 27, 2008

TOTAL	567	
PAY PLAN		
SES	2	
EJ/EK	2	
EN IV	1	
NN	13	
NQ	184	
NU	2	
NV	363	
RETIREMENT		
ELIGIBLE TO RETIRE IMMEDIATELY	46	8.1%
ELIGIBLE TO RETIRE BY 09/27/2012	115	20.3%
GENDER		
Males	523	92.2%
Females	44	7.8%
AGE		
AVERAGE AGE	40.1 YRS	
UNDER 30	83	14.6%
30-39	242	42.7%
40-49	142	25.0%
50-59	88	15.5%
60-69	12	2.1%
70 AND UP	0	0.0%
YEARS OF FEDERAL SERVICE		
AVERAGE LENGTH	13.3 YRS	
LESS THAN 10 YEARS	264	46.6%
10-19 YEARS	163	28.7%
20-29 YEARS	107	18.9%
30-39 YEARS	33	5.8%
40-49 YEARS	0	0.0%
EDUCATION		
Ph.D/Sc.D Degree	1	0.2%
Masters Degrees	31	5.5%
Bachelor Degrees	71	12.5%
No Degrees	464	81.8%
SUPERVISOR RATIO		
SUPERVISORS	117	
SUPERVISORS RATIO	3.8 TO 1	
DIVERSITY		
American Indian Male	9	1.6%
American Indian Female	3	0.5%
African American Male	21	3.7%
African American Female	1	0.2%
Asian Male	7	1.2%
Asian Female	1	0.2%
Hispanic Male	90	15.9%
Hispanic Female	23	4.1%
White Female	16	2.8%
White Male	396	69.8%
SPECIAL		
DISABILITY	19	3.4%
VETERANS	324	57.1%

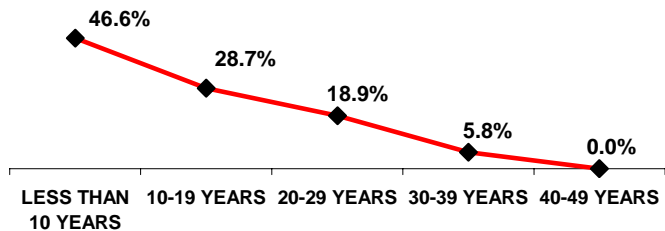
GENDER



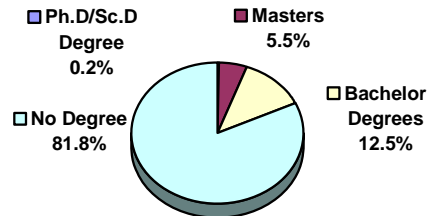
AGE GROUPS



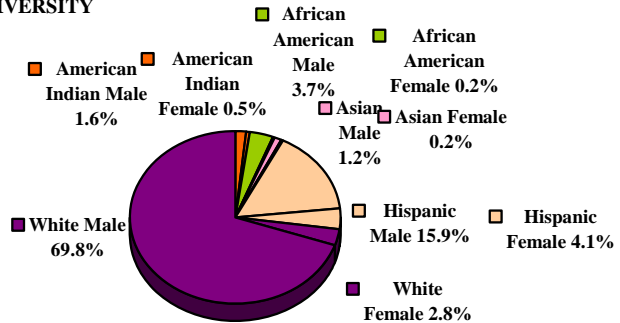
YEARS OF FEDERAL SERVICE



EDUCATION



DIVERSITY



OFFICE OF SECURE TRANSPORTATION																										
		Subtotal				American Indian				Asian				African American				Hispanic				White				
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female			
TOTAL	567	523	92.2%	44	7.8%	9	1.6%	3	0.5%	7	1.2%	1	0.2%	21	3.7%	1	0.2%	90	15.9%	23	4.1%	396	69.8%	16	2.8%	
ELIGIBLE TO RETIRE IMMEDIATELY	46	8.1%	40	7.1%	6	1.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.7%	0	0.0%	7	1.2%	4	0.7%	28	4.9%	2	0.4%
ELIGIBLE TO RETIRE BY 09/27/2012	115	20.3%	101	17.8%	14	2.5%	4	0.7%	0	0.0%	0	0.0%	0	0.0%	7	1.2%	1	0.2%	20	3.5%	8	1.4%	70	12.3%	5	0.9%
AGE																										
AVERAGE AGE	40.1 YRS																									
AGE UNDER 30	83	14.6%	82	14.5%	1	0.2%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	2	0.4%	0	0.0%	10	1.8%	0	0.0%	69	12.2%	1	0.2%
AGE 30-39	242	42.7%	234	41.3%	8	1.4%	5	0.9%	1	0.2%	6	1.1%	1	0.2%	9	1.6%	0	0.0%	37	6.5%	5	0.9%	177	31.2%	1	0.2%
AGE 40-49	142	25.0%	130	22.9%	12	2.1%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	7	1.2%	0	0.0%	28	4.9%	9	1.6%	94	16.6%	3	0.5%
AGE 50-59	88	15.5%	69	12.2%	19	3.4%	3	0.5%	2	0.4%	0	0.0%	0	0.0%	2	0.4%	1	0.2%	14	2.5%	6	1.1%	50	8.8%	10	1.8%
AGE 60-69	12	2.1%	8	1.4%	4	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	1	0.2%	3	0.5%	6	1.1%	1	0.2%
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	13.3 YRS																									
LESS THAN 10 YEARS	264	46.6%	258	45.5%	6	1.1%	4	0.7%	1	0.2%	3	0.5%	0	0.0%	11	1.9%	0	0.0%	34	6.0%	0	0.0%	206	36.3%	5	0.9%
10-19 YEARS	163	28.7%	151	26.6%	12	2.1%	2	0.4%	0	0.0%	4	0.7%	1	0.2%	4	0.7%	0	0.0%	30	5.3%	9	1.6%	111	19.6%	2	0.4%
20-29 YEARS	107	18.9%	93	16.4%	14	2.5%	2	0.4%	1	0.2%	0	0.0%	0	0.0%	5	0.9%	0	0.0%	23	4.1%	7	1.2%	63	11.1%	6	1.1%
30-39 YEARS	33	5.8%	21	3.7%	12	2.1%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	1	0.2%	1	0.2%	3	0.5%	7	1.2%	16	2.8%	3	0.5%
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%
EDUCATION																										
Ph.D/Sc.D DEGREES	1	0.2%	1	0.2%	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%	1	0.2%	0	0.0%
MASTERS DEGREES	31	5.5%	27	4.8%	4	0.7%	2	0.4%	1	0.2%	0	0.0%	0	0.0%	1	0.2%	0	0.0%	1	0.2%	0	0.0%	23	4.1%	3	0.5%
BACHELORS DEGREES	71	12.5%	63	11.1%	8	1.4%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	3	0.5%	0	0.0%	14	2.5%	4	0.7%	45	7.9%	3	0.5%
NO DEGREE	464	81.8%	432	76.2%	32	5.6%	6	1.1%	1	0.2%	7	1.2%	1	0.2%	17	3.0%	1	0.2%	75	13.2%	19	3.4%	327	57.7%	10	1.8%
SUPERVISORS																										
SUPERVISORS	117		114	20.1%	3	0.5%	3	0.5%	0	0.0%	0	0.0%	1	0.2%	4	0.7%	0	0.0%	17	3.0%	2	0.4%	90	15.9%	0	0.0%
SUPERVISORS RATIO	3.8	TO 1																								
SPECIAL																										
DISABILITY	19	3.4%	11	1.9%	8	1.4%	0	0.0%	2	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.4%	0	0.0%	9	1.6%	6	1.1%
VETERANS PREFERENCE	324	57.1%	319	56.3%	5	0.9%	6	1.1%	1	0.2%	4	0.7%	0	0.0%	16	2.8%	0	0.0%	51	9.0%	0	0.0%	242	42.7%	4	0.7%

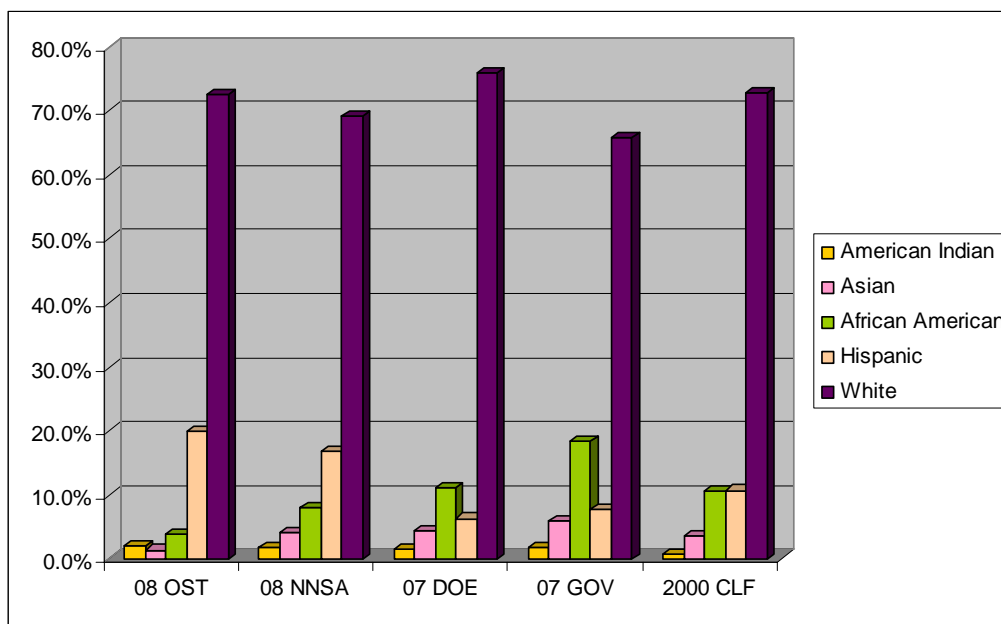
OST

Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008	
	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	0.6%	0.6%	0.6%	1.0%	0.6%	1.5%	0.5%	1.6%
Asian	0.2%	0.8%	0.2%	1.2%	0.2%	1.1%	0.2%	1.2%
African American	0.2%	4.2%	0.2%	3.7%	0.2%	3.7%	0.2%	3.7%
Hispanic	4.8%	17.3%	4.7%	16.6%	4.5%	16.8%	4.1%	15.9%
Total Minorities	5.8%	22.9%	5.7%	22.5%	5.5%	23.1%	5.0%	22.4%
Non-Minorities	3.6%	67.6%	3.5%	68.3%	3.5%	68.0%	2.8%	69.8%

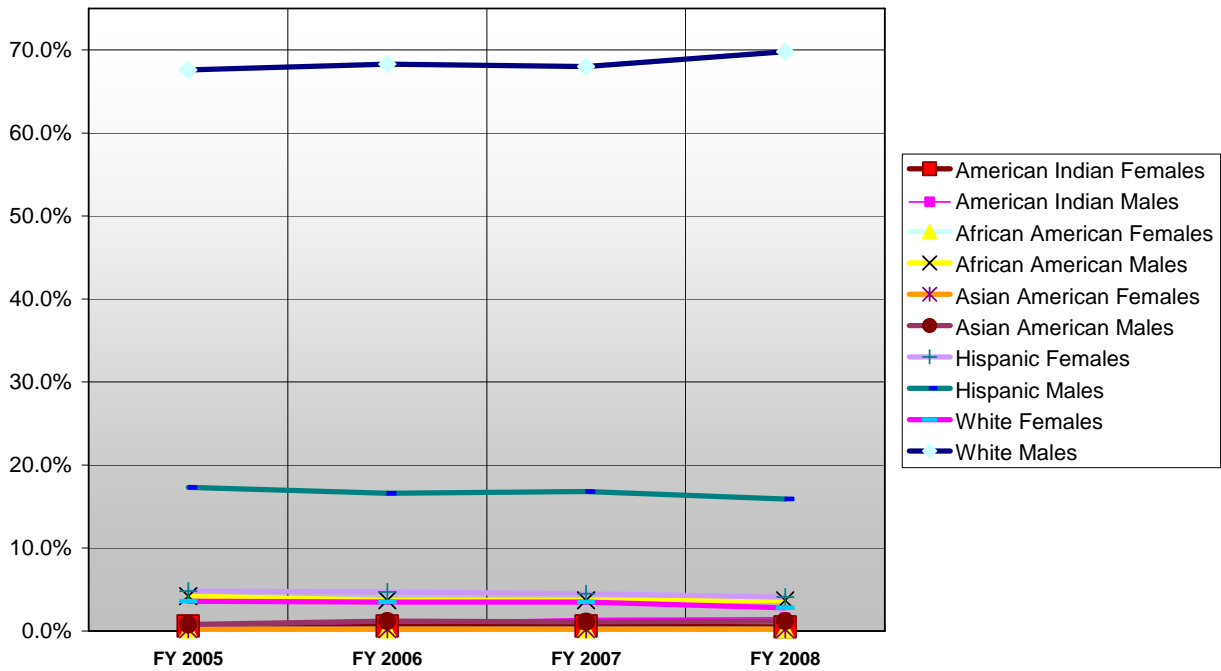
The Charts below depict the workforce diversity compared to the Department of Labor's Civilian Labor Force (CLF) for 2000, the 2007 Executive Branch of Government, the 2007 Department of Energy (DOE), and 2008 NNSA-wide.

	American Indian	Asian	African American	Hispanic	White
08 OST	2.1%	1.4%	3.9%	20.0%	72.6%
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%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%



The four-year workforce trend for OST indicates slight upward trend in the percentage of representation of all White males; and slight decreases in African American males, Hispanic females and males, and White females. The other races/genders remain within .5% of the previous year percentage:

OST 4-Year Workforce Trend



Accessions – NA-15 OST

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	2	0	4	2	16	3	50	5	72	77
% of Accessions	0.0%	0.0%	0.0%	2.6%	0.0%	5.2%	2.6%	20.8%	3.9%	64.9%	6.5%	93.5%	100.0%

- Minorities comprised 31.2% of accessions
- Females comprised 6.5% 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	2	0	2	0	3	0	6	2	49	2	62	64
% of Accessions	0.0%	3.1%	0.0%	3.1%	0.0%	4.7%	0.0%	9.4%	3.1%	76.6%	3.1%	96.9%	100.0%

- Minorities comprised 20.3% of accessions
- Females comprised 3.1% 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	2	0	1	0	4	1	8	3	44	4	59	63
% of Accessions	0.0%	3.2%	0.0%	1.6%	0.0%	6.3%	1.6%	12.7%	4.8%	69.8%	6.3%	93.7%	100.0%

- Minorities comprised 25.4% of accessions
- Females comprised 6.3% 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	0	0	0	1	0	4	1	8	0	70	1	83	84
% of Accessions	0.0%	0.0%	0.0%	1.2%	0.0%	4.8%	1.2%	9.5%	0.0%	83.3%	1.2%	98.8%	100.0%

- Minorities comprised 16.7% of accessions
- Females comprised 1.2% of accessions

Accessions – NA-15 OST (continued)

The four-year trend for NA-15 OST:

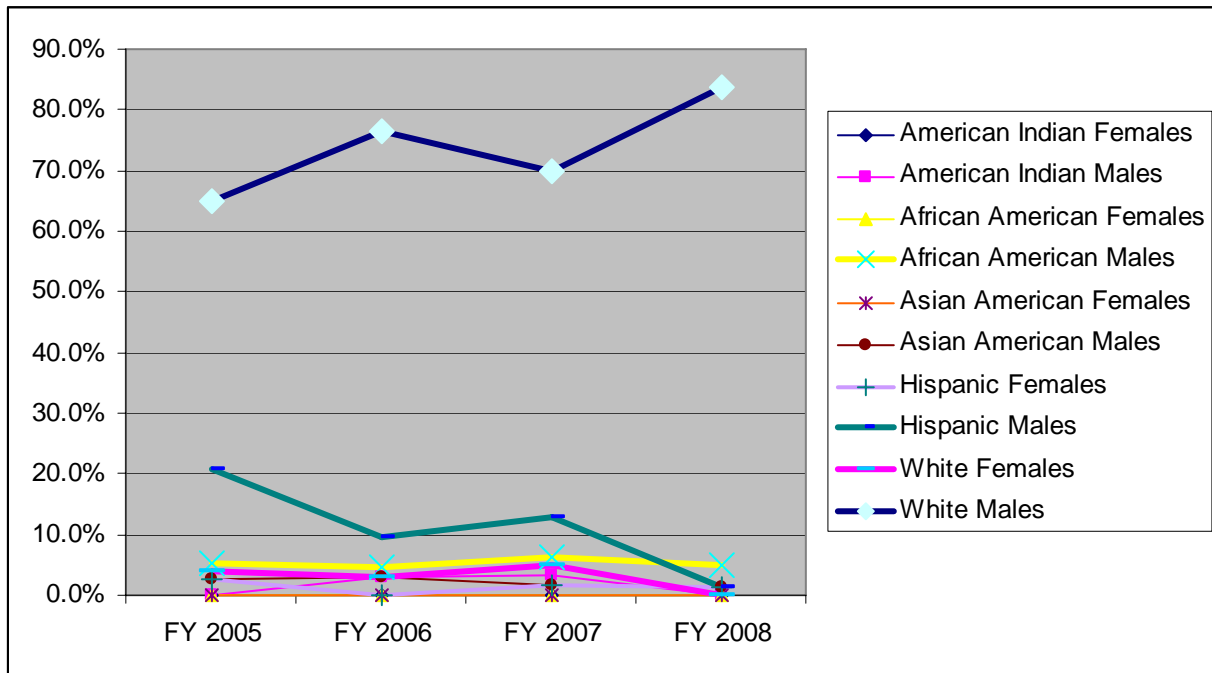
OST consistently has the majority of accessions for NNSA, due to the Agent Candidate classes, two per year with up to 30 participants in each class.

While minorities and females are represented in total OST accessions in each of the four years, the numbers are dwindling:

Minorities: 31.2%, 20.3%, 25.4%, and 16.7% over the four-year period.

Females: 6.5%, 3.1%, 6.3%, and 1.2% over the four-year period.

There were no American Indian female, Asian female, or African American female accessions in the four-year period.



Separations - OST

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	3	0	6	0	21	0	31	31
% of Separations	0.0%	0.0%	0.0%	3.2%	0.0%	9.7%	0.0%	19.4%	0.0%	67.7%	0.0%	100.0%	100.0%

- 1 Asian male, resignation
- 3 African American males, resignation
- 3 Hispanic males, resignation; 3 Hispanic males, retirement
- 8 White male resignation; 1 White male, termination appointment-I* (transfer to another federal agency); 12 White male 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	0	0	0	0	0	5	1	9	1	30	2	44	46
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	2.2%	19.6%	2.2%	65.2%	4.3%	95.7%	100.0%

- 3 African American male resignation; 2 African American male retirement
- 1 Hispanic female termination appointment-I*
- 3 Hispanic male resignation; 1 Hispanic male termination appointment-I*; 5 Hispanic males, retirement
- 1 White female, retirement
- 10 White males, resignation; 2 White males, termination appointment-I*; 1 White male, removal; 1 White male, termination during probation; and 16 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	0	3	2	5	0	29	2	37	39
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	5.1%	12.8%	0.0%	74.4%	5.1%	94.9%	100.0%

- 2 African American males, resignation
- 1 African American male, retirement
- 2 Hispanic females, retirement
- 2 Hispanic males, resignation; 1 Hispanic male, termination appointment-I*; 2 Hispanic males, retirement
- 10 White male resignations; 5 White male termination appoint-I*; 2 White male, removal; 2 White male terminated during probation; 10 White male retirements

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

SEPARATIONS, OST (continued)

FY 2008 – note an enhancement in the analysis this year, to separate retirement mandatory from retirement voluntary

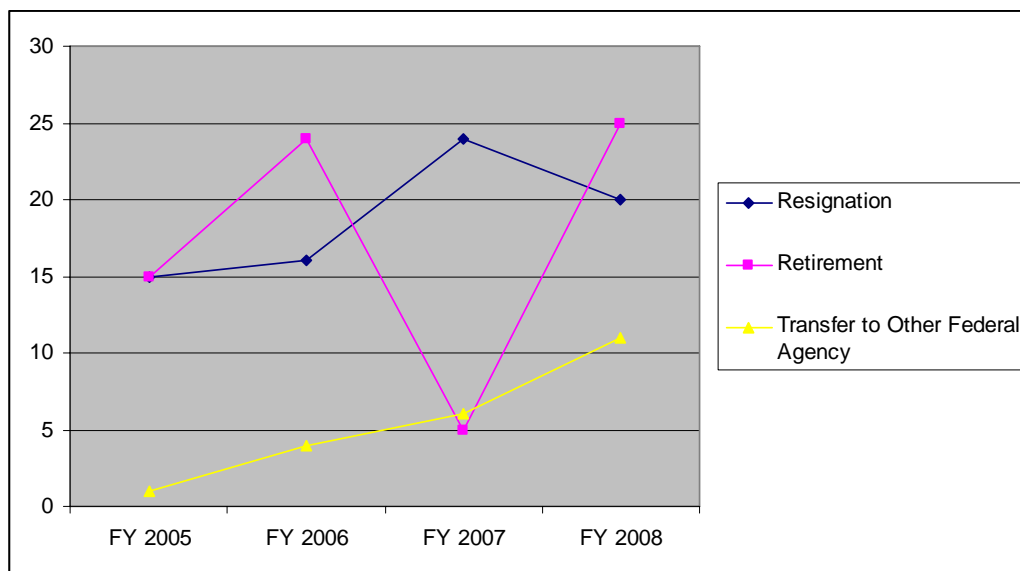
Separations by Race	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	0	1	0	0	0	2	2	10	1	43	3	56	59
% of Separations	0.0%	1.7%	0.0%	0.0%	0.0%	16.9%	3.4%	3.4%	1.7%	72.9%	5.1%	94.9%	100.0%

- 1 American Indian Male, resignation
- 2 African American males, resignation
- 1 Hispanic female retirement, voluntary; 1 termination appointment-I*
- 4 Hispanic male, termination appointment-I*; 2 mandatory retirement ; 4 voluntary retirement
- 1 White female, termination appointment-I*
- 17 White male resignations; 5 termination appoint-I*; 3 removal; 9 retirement-voluntary; 9 retirement mandatory

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

The four-year trend for OST separations:

- There were a total of 175 separations from OST in the four-year period compared to 288 accessions in the four year period.
- Among the 175 separations: Retirements comprise 45.1% of separations; resignations comprise 37.1% of separations; and transfer to other federal agency, 12.6%.



SEPARATIONS, OST (continued)

- Minorities comprised 28.6% of separations in the four-year period. Resignations comprise 40.0% of separations for minorities, versus 36.6% for White males; retirement for minorities is 44.0%, close to the 45.5% for White males, and transfer to other federal agencies is 16.0% for minorities and 10.6% of separations for White males.
- White females comprised 1.1% of separations, and all females comprised 4.0% of separations in the four-year period.

Promotions – OST

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	2	0	2	1	5	6	36	3	142	10	187	197
% of Promotions	0.0%	1.0%	0.0%	1.0%	0.5%	2.5%	3.0%	18.3%	1.5%	72.1%	5.1%	94.9%	100.0%

- Minorities comprised 26.4% of promotions
- Females comprised 5.1% 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	4	0	13	5	52	3	177	8	248	256
% of Promotions	0.0%	0.8%	0.0%	1.6%	0.0%	5.1%	2.0%	20.3%	1.2%	69.1%	3.1%	96.9%	100.0%

- Minorities comprised 29.7% of promotions
- Females comprised 3.1% 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	2	0	4	1	6	6	23	8	169	16	204	220
% of Promotions	0.5%	0.9%	0.0%	1.8%	0.5%	2.7%	2.7%	10.5%	3.6%	76.8%	7.3%	92.7%	100.0%

- Minorities comprised 19.5% of promotions
- Females comprised 7.3% 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	1	0	2	0	4	0	20	2	104	2	131	133
% of Promotions	0.0%	0.8%	0.0%	1.5%	0.0%	3.0%	0.0%	15.0%	1.5%	78.2%	1.5%	98.5%	100.0%

- Minorities comprised 20.3% of promotions
- Females comprised 1.5% of promotions

PROMOTIONS, OST (continued):

The four-year trend for OST:

OST promotions increased each year in the four year period from 197 – 256 -- 220, and decreased in 2008 to 133. Minorities and females had representation in each of the four years. Minorities were below 30.0% and females below 7.5% of promotions in each of the four years.

- Minorities comprised 26.4%; 29.7%; 19.5%, and 20.3% of promotions in the four-year period.
- Females comprised 5.1%; 3.1%; 7.3%, and 1.5% of promotions in the four-year period.