



**PANTEX SITE OFFICE (PXSO)  
SITE OFFICE MANAGER**

**NATIONAL NUCLEAR SECURITY ADMINISTRATION**

**Fiscal Year 2008**

Prepared by  
EEO and Diversity Program  
*EEO and Diversity: Collaborating for Mission Success*  
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Summary of Staffing Changes for  
the  
Pantex Site Office (PXSO)  
as of September 30, 2008:

- PXSO decreased staffing by 7 FTEs, from 82 employees in 2007 to 75 in 2008.
- Attrition included 5 FTEs: 4 retirements and 1 resignation.
- Minorities comprise 22.7% of PXSO workforce, a decrease from 24.4% in 2007.
  - American Indian representation comprises 1.3%, a very slight increase from 1.2% in 2007. Total number remained the same at 1. No females.
  - African American representation comprises 8.0%, a decrease from 9.7% in 2007. Total number decreased from 8 in 2007 to 6 in 2008.
  - Asian American representation comprises 4.0%, slightly up from 3.7%. Total number remained the same at 3. No females.
  - Hispanic representation comprises 9.4%, slightly down from 9.7% in 2007. Total number decreased by 1, from 8 to 7 in 2008.
- Female representation is 21.3%, an increase from 20.7% in 2007, although the total number decreased from 17 to 16.
- The average age is 50.3 years, and the average length of service is 18.5 years.
- Supervisory Analysis: The supervisor ratio is 5.8:1. There are 11 supervisors:
  - Males, 10, 91.0% of PXSO supervisory staff
  - Females, 1, 9.0% of PXSO supervisory staff

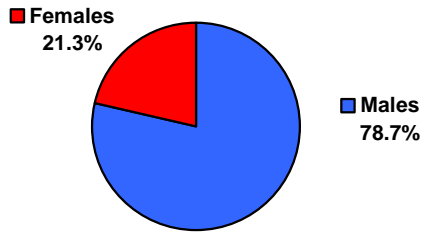
	% of Supervisors	% of PXSO Population
○ American Indian male, 1	9.0%	1.3%
○ Hispanic male, 2	18.2%	2.7%
○ White females, 1	9.0%	1.3%
○ White males, 7	63.6%	9.3%

- Separations out number separations over the four-year period, 11 to 6. No separations in 2005. In the four year period there were a total of 11 separations, with 72.7% due to retirement. There were no accessions in one of the four years, and minorities were included in accessions in each of those other three years. There have been no female accessions in the four-year period. Note that accessions at PXSO are 3 or less each year.
- Minorities and females had representation in all four years in promotions at PXSO.

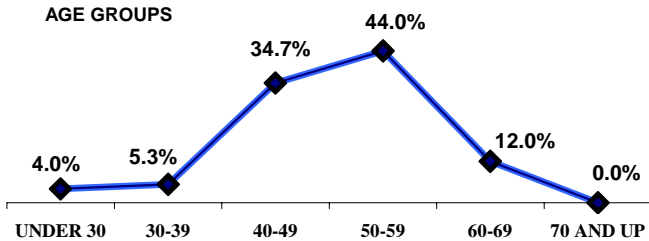
**PANTEX SITE OFFICE**  
As of September 27, 2008

TOTAL	75	
<b>PAY PLAN</b>		
SES	1	
EJ/EK	17	
EN IV	21	
EN III	2	
NN	7	
NQ	22	
NU	5	
<b>RETIREMENT</b>		
ELIGIBLE TO RETIRE IMMEDIATELY	9	12.0%
ELIGIBLE TO RETIRE BY 09/27/2012	26	34.7%
<b>GENDER</b>		
Males	59	78.7%
Females	16	21.3%
<b>AGE</b>		
AVERAGE AGE	50.3 YRS	
UNDER 30	3	4.0%
30-39	4	5.3%
40-49	26	34.7%
50-59	33	44.0%
60-69	9	12.0%
70 AND UP	0	0.0%
<b>YEARS OF FEDERAL SERVICE</b>		
AVERAGE LENGTH	18.5 YRS	
LESS THAN 10 YEARS	17	22.7%
10-19 YEARS	21	28.0%
20-29 YEARS	32	42.7%
30-39 YEARS	5	6.7%
40-49 YEARS	0	0.0%
<b>EDUCATION</b>		
Ph.D/Sc.D Degree	0	0.0%
Masters Degrees	26	34.7%
Bachelor Degrees	34	45.3%
No Degrees	15	20.0%
<b>SUPERVISOR RATIO</b>		
SUPERVISORS	11	
SUPERVISORS RATIO	5.8 TO 1	
<b>DIVERSITY</b>		
American Indian Male	1	1.3%
American Indian Female	0	0.0%
African American Male	4	5.3%
African American Female	2	2.7%
Asian Male	3	4.0%
Asian Female	0	0.0%
Hispanic Male	5	6.7%
Hispanic Female	2	2.7%
White Female	12	16.0%
White Male	46	61.3%
<b>SPECIAL</b>		
DISABILITY	2	2.7%
VETERANS	24	32.0%

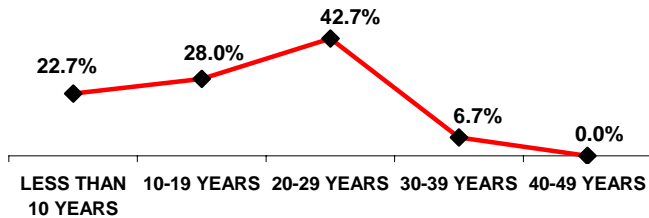
**GENDER**



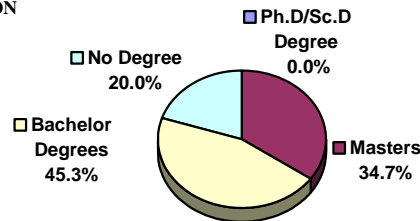
**AGE GROUPS**



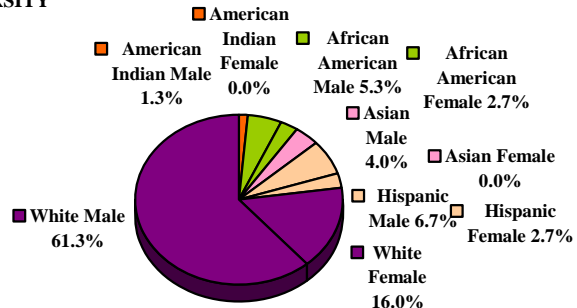
**YEARS OF FEDERAL SERVICE**



**EDUCATION**



**DIVERSITY**



PANTEX SITE OFFICE																									
		Subtotal				American Indian				Asian				African American				Hispanic				White			
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female					
TOTAL	75	59	78.7%	16	21.3%	1	1.3%	0	0.0%	3	4.0%	0	0.0%	4	5.3%	2	2.7%	5	6.7%	2	2.7%	46	61.3%	12	16.0%
<b>ELIGIBLE TO RETIRE IMMEDIATELY</b>	<b>9</b> <b>12.0%</b>	<b>7</b> <b>9.3%</b>	<b>2</b> <b>2.7%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>1.3%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>1.3%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>1.3%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>1.3%</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>6</b> <b>8.0%</b>	<b>1</b> <b>1.3%</b>				
<b>ELIGIBLE TO RETIRE BY 09/27/2012</b>	<b>26</b> <b>34.7%</b>	<b>21</b> <b>28.0%</b>	<b>5</b> <b>6.7%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>1.3%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>1.3%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>1.3%</b>	<b>1</b> <b>1.3%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>1.3%</b>	<b>1</b> <b>1.3%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>1.3%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>1.3%</b>	<b>19</b> <b>25.3%</b>	<b>3</b> <b>4.0%</b>				
AGE																									
AVERAGE AGE	50.3 YRS																								
AGE UNDER 30	3 4.0%	1 1.3%	2 2.7%	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%	1 1.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	1 1.3%	0 0.0%	1 1.3%	0 0.0%	
AGE 30-39	4 5.3%	2 2.7%	2 2.7%	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%	1 1.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	2 2.7%	2 2.7%	0 0.0%	
AGE 40-49	26 34.7%	22 29.3%	4 5.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 2.7%	0 0.0%	0 0.0%	0 0.0%	2 2.7%	0 0.0%	0 0.0%	3 4.0%	0 0.0%	0 0.0%	3 4.0%	15 20.0%	4 5.3%	4 5.3%	0 0.0%	
AGE 50-59	33 44.0%	27 36.0%	6 8.0%	1 1.3%	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 1.3%	0 0.0%	0 0.0%	2 2.7%	1 1.3%	1 1.3%	2 2.7%	23 30.7%	5 6.7%	5 6.7%	0 0.0%	
AGE 60-69	9 12.0%	7 9.3%	2 2.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	6 8.0%	1 1.3%	1 1.3%	0 0.0%	
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%	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	18.5 YRS																								
LESS THAN 10 YEARS	17 22.7%	12 16.0%	5 6.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	1 1.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	10 13.3%	3 4.0%	3 4.0%	0 0.0%	
10-19 YEARS	21 28.0%	16 21.3%	5 6.7%	1 1.3%	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%	2 2.7%	1 1.3%	0 0.0%	3 4.0%	0 0.0%	0 0.0%	3 4.0%	10 13.3%	4 5.3%	4 5.3%	0 0.0%	
20-29 YEARS	32 42.7%	26 34.7%	6 8.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 2.7%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	0 0.0%	0 0.0%	2 2.7%	1 1.3%	1 1.3%	2 2.7%	21 28.0%	5 6.7%	5 6.7%	0 0.0%	
30-39 YEARS	5 6.7%	5 6.7%	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%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	5 6.7%	0 0.0%	0 0.0%	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%	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	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%	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%	
MASTERS DEGREES	26 34.7%	22 29.3%	4 5.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 4.0%	0 0.0%	0 0.0%	0 0.0%	3 4.0%	0 0.0%	0 0.0%	1 1.3%	0 0.0%	0 0.0%	1 1.3%	15 20.0%	4 5.3%	4 5.3%	0 0.0%	
BACHELORS DEGREES	34 45.3%	27 36.0%	7 9.3%	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%	1 1.3%	0 0.0%	0 0.0%	4 5.3%	1 1.3%	1 1.3%	4 5.3%	22 29.3%	6 8.0%	6 8.0%	0 0.0%	
NO DEGREE	15 20.0%	10 13.3%	5 6.7%	1 1.3%	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%	2 2.7%	0 0.0%	0 0.0%	1 1.3%	1 1.3%	0 0.0%	9 12.0%	2 2.7%	2 2.7%	0 0.0%	
SUPERVISORS																									
SUPERVISORS	11	10 13.3%	1 1.3%	1 1.3%	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%	2 2.7%	0 0.0%	0 0.0%	2 2.7%	7 9.3%	1 1.3%	1 1.3%	0 0.0%	
SUPERVISORS RATIO	5.8 TO 1																								
SPECIAL																									
DISABILITY	2 2.7%	1 1.3%	1 1.3%	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%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	1 1.3%	1 1.3%	0 0.0%	
VETERANS PREFERENCE	24 32.0%	21 28.0%	3 4.0%	1 1.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 1.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 2.7%	0 0.0%	0 0.0%	2 2.7%	17 22.7%	3 4.0%	3 4.0%	0 0.0%	

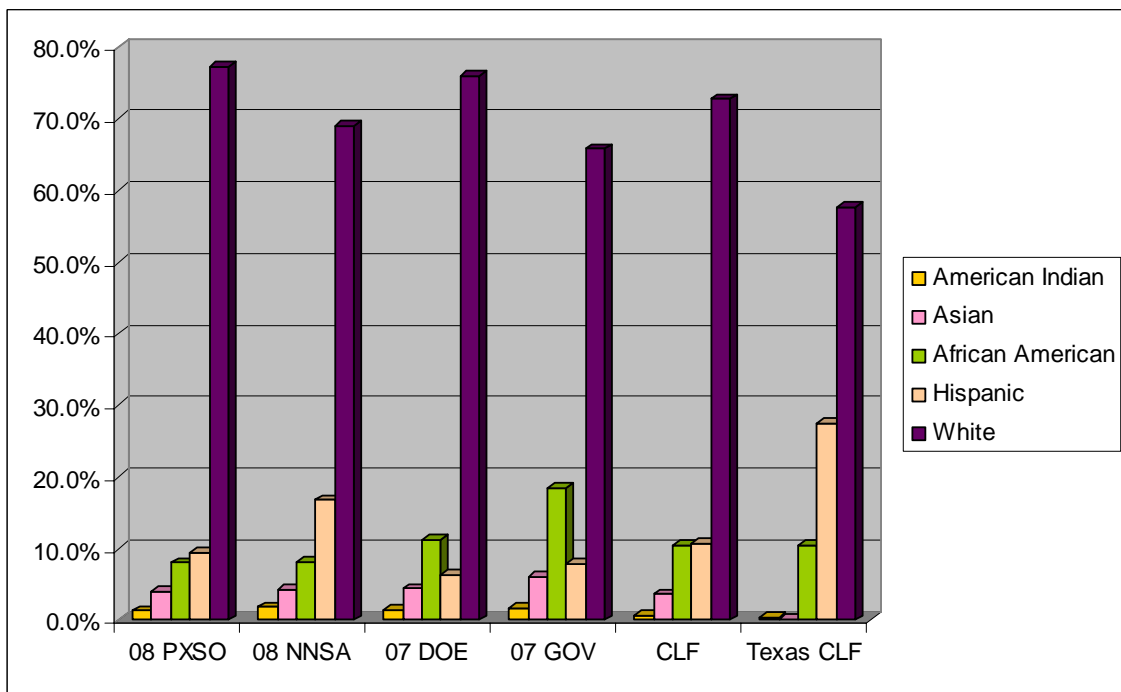
# PXSO

## Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008	
	Female	Male	Female	Male	Female	Male	Female	Male
<b>American Indian</b>	0.0%	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%	1.3%
<b>Asian</b>	0.0%	1.2%	0.0%	2.4%	0.0%	3.7%	0.0%	4.0%
<b>African American</b>	2.3%	9.3%	1.2%	10.6%	1.2%	8.5%	2.7%	5.3%
<b>Hispanic</b>	3.5%	4.7%	3.5%	4.7%	4.9%	4.9%	2.7%	6.7%
<b>Total Minorities</b>	5.8%	16.4%	4.7%	18.9%	6.1%	18.3%	5.4%	17.3%
<b>Non-Minorities</b>	15.1%	62.8%	14.1%	62.4%	14.6%	61.0%	16.0%	61.3%

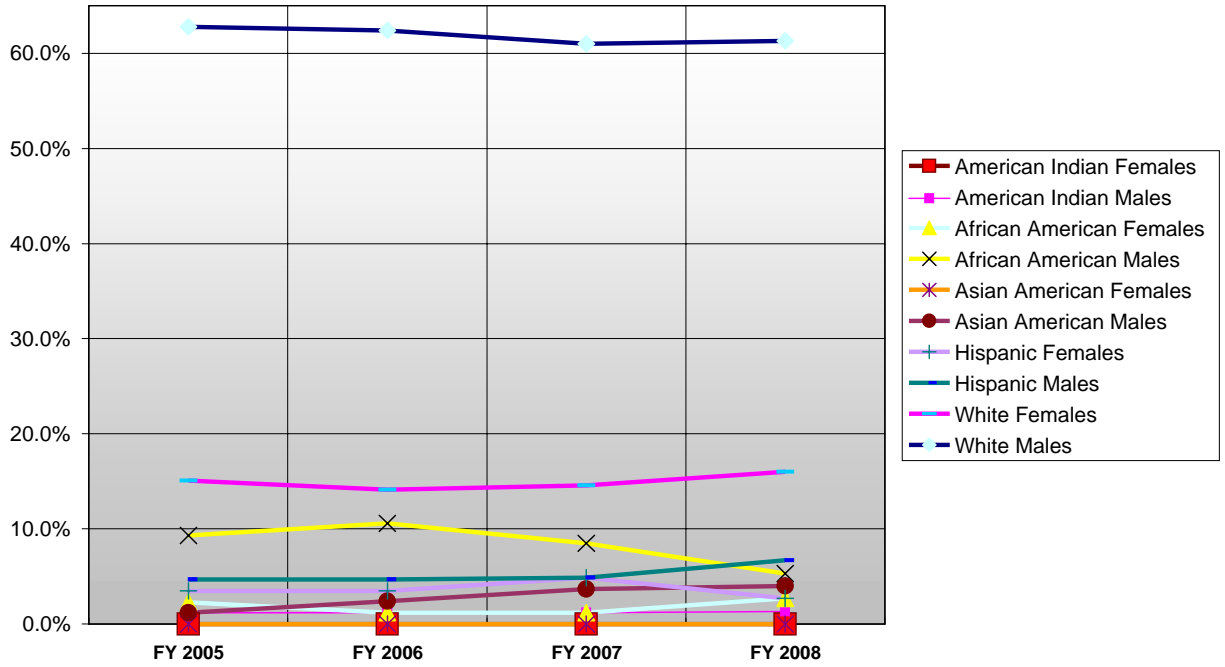
The Charts below depicts the workforce diversity compared to the 2000 Department of Labor's Civilian Labor Force (CLF), 2000 CLF for the state of Texas, 2007 Executive Branch of Government, 2007 Department of Energy (DOE), and 2008 NNSA-wide.

	American Indian	Asian	African American	Hispanic	White
<b>08 PXSO</b>	1.3%	4.0%	8.0%	9.4%	77.3%
<b>08 NNSA</b>	1.8%	4.2%	8.1%	16.8%	69.1%
<b>07 DOE</b>	1.5%	4.4%	11.2%	6.3%	75.9%
<b>07 GOV</b>	1.7%	6.0%	18.4%	7.8%	65.8%
<b>CLF</b>	0.7%	3.6%	10.5%	10.7%	72.8%
<b>Texas CLF</b>	0.4%	0.2%	10.5%	27.4%	57.60%



Four-Year Trend, PXSO: no American Indian females or Asian females in the four-year period. Significant decrease in African American males from 9.3% to 5.3%

**PXSO 4-Year Workforce Trend**



**Accessions - PXSO**

**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	0	0	0	0	0	0	2	0	2	2
% 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 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	1	0	1	0	0	0	1	0	3	3
% of Accessions	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	100.0%	100.0%

- Minorities comprised 66.6% of accessions
- Females comprised 0.0% of accessions

**FY 2007 – no 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	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%

- 1 accession, a minority comprised 100.0% of accessions

The four-year trend for PXSO:

- Minorities comprised 0.0% and 66.6% of accessions in FY 2005 and FY 2006; and 100.0% in FY 2008.
- Females comprised 0.0% of accessions in FY 2005, 2006, and 2008.

## Separations PXSO

### 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	0	0	0	0	0
% of Separations													

- No separations in FY 2005

### 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	0	0	0	0	1	0	1	1
% of Separations	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%

- 1 White male 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	1	0	0	0	4	0	5	5
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	80.0%	0.0%	100.0%	100.0%

- 1 African American male, termination appointment-I\* (transfer to another federal agency)
- 1 White male, separation other; 3 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	1	0	1	1	2	1	4	5
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	20.0%	20.0%	40.0%	20.0%	80.0%	100.0%

- 1 African American male, retirement
- 1 Hispanic female, retirement
- 1 White female, retirement
- 1 White male, retirement; 1 White male, resignation

The four year trend for PXSO:

No separations in 2005. In the four year period there were a total of 11 separations, with 72.7% due to retirement.

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

**Promotions – PXSO**

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

- Minorities comprised 60.0% of promotions
- Females comprised 40.0% 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	0	0	0	1	1	0	0	1	4	2	5	7
% of Promotions	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	14.3%	57.1%	28.6%	71.4%	100.0%

- Minorities comprised 28.6% of promotions
- Females comprised 28.6% 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	0	0	0	1	1	2	1	4	5
% of Promotions	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	40.0%	20.0%	80.0%	100.0%

- Minorities comprised 40.0% of promotions
- Females comprised 20.0% 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	0	0	1	2	0	0	2	2	3	5
% of Promotions	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	40.0%	0.0%	0.0%	40.0%	40.0%	60.0%	100.0%

- Minorities comprised 60.0% of promotions
- Females comprised 40.0% of promotions [**Note: 1 female with two promotion dates in the year**]

## **Promotions – PXSO, continued**

The four-year trend for PXSO:

- Minorities comprised 60.0%; 28.6%; 40.0%; 60.0% of promotions in the four-year period.
- Females comprised 40.0%; 28.6%; 20.0%; and 40.0% of promotions in the four-year period.