



# **WORKFORCE DIVERSITY**

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

**NATIONAL NUCLEAR SECURITY ADMINISTRATION**

**Fiscal Year 2009**

Prepared by  
NNSA Service Center EEO and Diversity Program  
*EEO and Diversity: Collaborating for Mission Success*  
(505) 845-5517  
TTY 1-866-872-1011

**Pantex Site Office (PXSO)  
2009 Workforce Diversity**

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

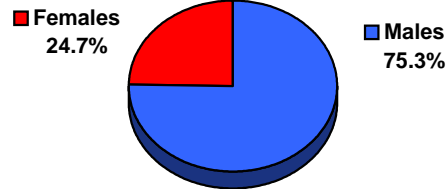
- PXSO increased staffing by 2 FTEs, from 75 in 2008 to 77 in 2009. Note, there were 82 employees in 2007.
- Minorities comprise 24.7% an increase over 22.7% in 2008 and the 24.4% in 2007.
  - American Indian representation comprises 1.3%, no change from 2008. Total number remained the same at 1. No females.
  - African American representation comprises 9.1% an increase over 8.0% in 2008 which was a decrease from 9.7% in 2007. Total number increased from 6 in 2008 to 7 in 2009. There 8 African American employees in 2007.
  - Asian American representation comprises 3.9%, slightly down from 4.0% in 2008. Total number remained the same at 3 employees. No Asian females.
  - Hispanic representation comprises 10.4%, an increase over 2008's 9.4%, which was slightly down from 9.7% in 2007. Total increased by 7 to 8.
- Female representation is 24.7%, an increase over 21.3% in 2008. Total number increased by 3.
- The average age is 50.4 years, and the average length of service is 18.4 years. 2008: 50.3 years of age, and 18.5 years of service.
- Supervisory Analysis: The supervisor ratio is 6.0 to1. There are 11 supervisors, no change from the previous year.
  - Males, 10, 91.0% of PXSO supervisory staff
  - Females, 1, 9.0% of PXSO supervisory staff

	% of Supervisors	Increase or Decrease from 2008
○ American Indian male, 1	9.1%	0
○ Hispanic male, 2	18.2%	0
○ White females, 1	9.1%	0
○ White males, 7	63.6%	0

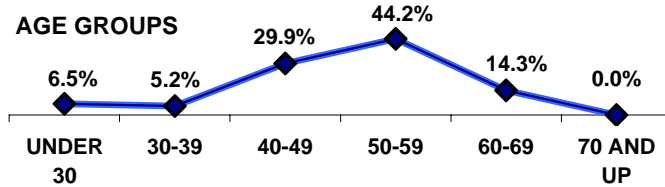
**Pantex Site Office  
As of September 12, 2009**

<b>TOTAL</b>	77
<b>PAY PLAN</b>	
SES	2
SL	1
EJ	1
EK	12
EN IV	20
EN III	3
NN (Engineering)	9
NQ (Prof/Tech/Admin)	24
NU (Tech/Admin Support)	5
<b>RETIREMENT</b>	
<b>ELIGIBLE TO RETIRE IMMEDIATELY</b>	10 13.0%
<b>ELIGIBLE TO RETIRE BY 9/12/2013</b>	27 35.1%
<b>GENDER</b>	
Males	58 75.3%
Females	19 24.7%
<b>AGE</b>	
<b>AVERAGE AGE</b>	50.4 YRS
UNDER 30	5 6.5%
30-39	4 5.2%
40-49	23 29.9%
50-59	34 44.2%
60-69	11 14.3%
70 AND UP	0 0.0%
<b>YEARS OF FEDERAL SERVICE</b>	
<b>AVERAGE LENGTH</b>	18.4 YRS
LESS THAN 10 YEARS	18 23.4%
10-19 YEARS	22 28.6%
20-29 YEARS	30 39.0%
30-39 YEARS	7 9.1%
40-49 YEARS	0 0.0%
<b>EDUCATION</b>	
J.D./Ph.D/Sc.D Degrees	0 0.0%
Masters Degrees	26 33.8%
Bachelor Degrees	36 46.8%
No Degrees	15 19.5%
<b>SUPERVISOR RATIO</b>	
<b>SUPERVISORS</b>	11
<b>SUPERVISORS RATIO</b>	6.0 TO 1
<b>DIVERSITY</b>	
American Indian Male	1 1.3%
American Indian Female	0 0.0%
African American Male	3 3.9%
African American Female	4 5.2%
Asian Male	3 3.9%
Asian Female	0 0.0%
Hispanic Male	5 6.5%
Hispanic Female	3 3.9%
White Female	12 15.6%
White Male	46 59.7%
<b>SPECIAL</b>	
<b>DISABILITY</b>	3 3.9%
<b>VETERANS</b>	22 28.6%

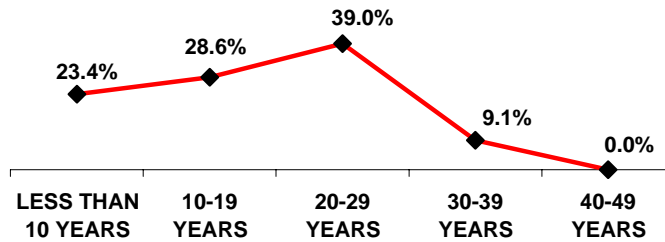
**GENDER**



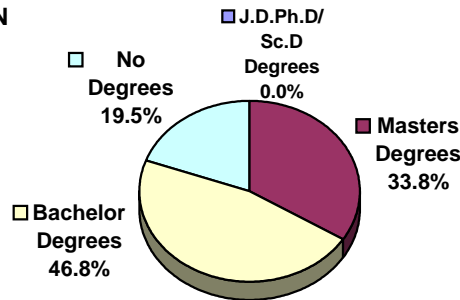
**AGE GROUPS**



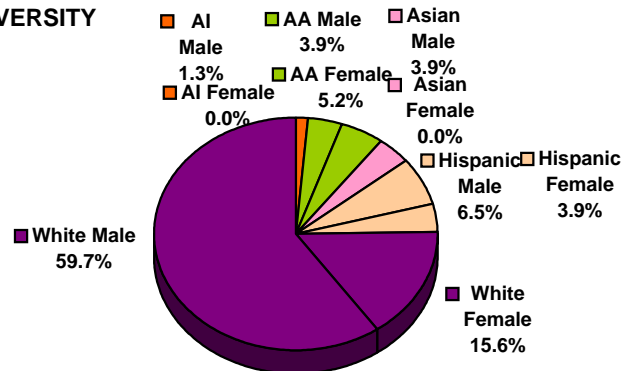
**YEARS OF FEDERAL SERVICE**



**EDUCATION**



**DIVERSITY**



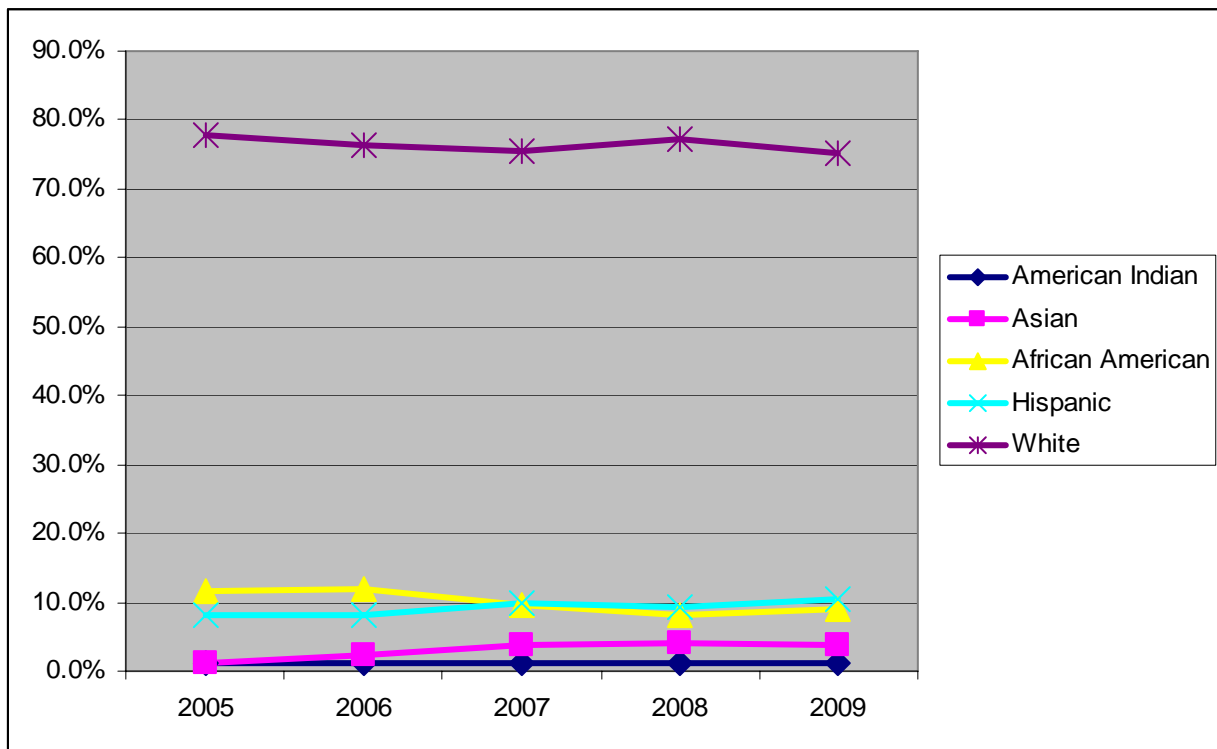
Pantex Site Office																										
		Subtotal				American Indian				Asian				African American				Hispanic				White				
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female						
TOTAL	77	58	75.3%	19	24.7%	1	1.3%	0	0.0%	3	3.9%	0	0.0%	3	3.9%	4	5.2%	5	6.5%	3	3.9%	46	59.7%	12	15.6%	
ELIGIBLE TO RETIRE IMMEDIATELY	10	13.0%	8	10.4%	2	2.6%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	7	9.1%	1	1.3%
ELIGIBLE TO RETIRE BY 9/12/2013	27	35.1%	23	29.9%	4	5.2%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	1	1.3%	1	1.3%	0	0.0%	1	1.3%	21	27.3%	2	2.6%
AGE																										
AVERAGE AGE	50.4 YRS																									
AGE UNDER 30	5	6.5%	1	1.3%	4	5.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	3.9%	0	0.0%	1	1.3%	1	1.3%	0	0.0%
AGE 30-39	4	5.2%	1	1.3%	3	3.9%	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%	3	3.9%
AGE 40-49	23	29.9%	18	23.4%	5	6.5%	0	0.0%	0	0.0%	2	2.6%	0	0.0%	1	1.3%	0	0.0%	3	3.9%	1	1.3%	12	15.6%	4	5.2%
AGE 50-59	34	44.2%	29	37.7%	5	6.5%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	2	2.6%	1	1.3%	25	32.5%	4	5.2%
AGE 60-69	11	14.3%	9	11.7%	2	2.6%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	8	10.4%	1	1.3%
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	18.4 YRS																									
LESS THAN 10 YEARS	18	23.4%	11	14.3%	7	9.1%	0	0.0%	0	0.0%	1	1.3%	0	0.0%	1	1.3%	3	3.9%	0	0.0%	1	1.3%	9	11.7%	3	3.9%
10-19 YEARS	22	28.6%	15	19.5%	7	9.1%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	2	2.6%	1	1.3%	2	2.6%	1	1.3%	10	13.0%	5	6.5%
20-29 YEARS	30	39.0%	25	32.5%	5	6.5%	0	0.0%	0	0.0%	2	2.6%	0	0.0%	0	0.0%	0	0.0%	3	3.9%	1	1.3%	20	26.0%	4	5.2%
30-39 YEARS	7	9.1%	7	9.1%	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%	7	9.1%	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%
EDUCATION																										
J.D./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%
MASTERS DEGREES	26	33.8%	21	27.3%	5	6.5%	0	0.0%	0	0.0%	3	3.9%	0	0.0%	2	2.6%	1	1.3%	1	1.3%	0	0.0%	15	19.5%	4	5.2%
BACHELORS DEGREES	36	46.8%	27	35.1%	9	11.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	1	1.3%	4	5.2%	2	2.6%	22	28.6%	6	7.8%
NO DEGREE	15	19.5%	10	13.0%	5	6.5%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.6%	0	0.0%	1	1.3%	9	11.7%	2	2.6%
SUPERVISORS																										
SUPERVISORS	11	14.3%	10	13.0%	1	1.3%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.6%	0	0.0%	7	9.1%	1	1.3%
SUPERVISORS RATIO	6.0	TO 1																								
SPECIAL																										
DISABILITY	3	3.9%	2	2.6%	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%	2	2.6%	1	1.3%
VETERANS PREFERENCE	22	28.6%	19	24.7%	3	3.9%	1	1.3%	0	0.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	2	2.6%	0	0.0%	15	19.5%	3	3.9%

# PXSO

## Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008		Sep 2009	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	0.0%	1.2%	0.0%	1.2%	0.0%	1.2%	0.0%	1.3%	0.0%	1.3%
Asian	0.0%	1.2%	0.0%	2.4%	0.0%	3.7%	0.0%	4.0%	0.0%	3.9%
African American	2.3%	9.3%	1.2%	10.6%	1.2%	8.5%	2.7%	5.3%	5.2%	3.9%
Hispanic	3.5%	4.7%	3.5%	4.7%	4.9%	4.9%	2.7%	6.7%	3.9%	6.5%
Total Minorities	5.8%	16.4%	4.7%	18.9%	6.1%	18.3%	5.4%	17.3%	9.1%	15.6%
Non-Minorities	15.1%	62.8%	14.1%	62.4%	14.6%	61.0%	16.0%	61.3%	15.6%	59.7%

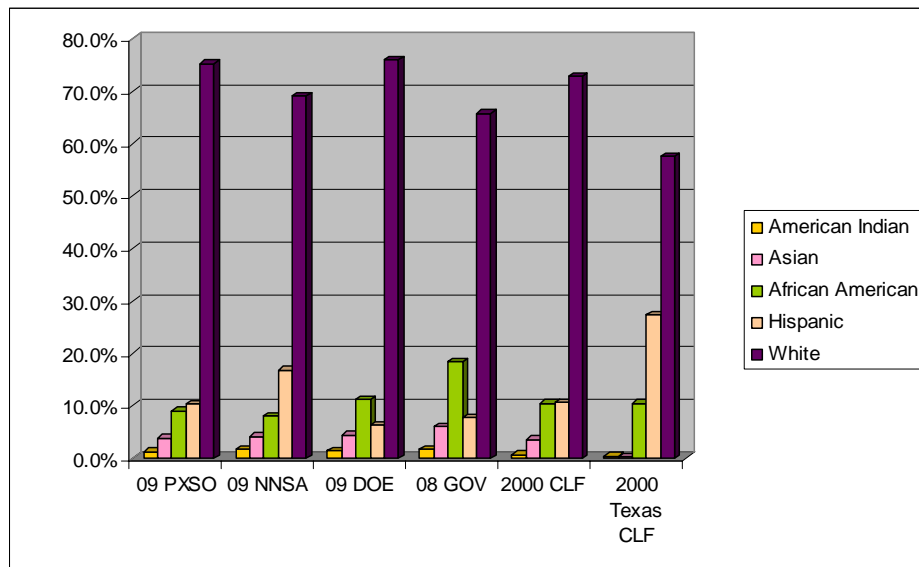
Five-Year Trend, PXSO: no American Indian females or Asian females in the five-year period. Significant decrease in African American males from 9.3% to 3.9% in the five-year period.



## 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 Texas 2000 CLF.

	American Indian	Asian	African American	Hispanic	White
<b>09 PXSO</b>	1.3%	3.9%	9.1%	10.4%	75.3%
<b>09 NNSA</b>	1.8%	4.2%	8.1%	16.8%	69.1%
<b>09 DOE</b>	1.5%	4.4%	11.2%	6.3%	75.9%
<b>08 GOV</b>	1.7%	6.0%	18.4%	7.8%	65.8%
<b>2000 CLF</b>	0.7%	3.6%	10.5%	10.7%	72.8%
<b>2000 Texas CLF</b>	0.4%	0.2%	10.5%	27.4%	57.60%



### PXSO representation:

- Below NNSA-wide representation in American Indian, Asian, and Hispanic populations. Above NNSA-wide representation for African American and White populations.
- Below Department of Energy (DOE) for all groups with the exception of Hispanic representation which is + 4.1 higher than DOE. The differences are slight for: American Indian, -0.2; and -0.6 for White employees.
- Below 2008 federal employment figures for American Indian, Asian, and African American. Above federal employment for Hispanic and White representation.
- Above 2000 CLF for American Indian, Asian, and White representation. And slightly below -0.3 for Asian and Hispanic. Below for African American, -1.4 lower than CLF.
- Above Texas CLF for American Indian, Asian, and White. Below for African American, -1.4, and -17.0 for Hispanic representation to the Texas CLF.

## 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 no accessions
- Females no 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 no 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%

- Minority comprised 100.0% of accessions
- Females, no accessions

### FY 2009

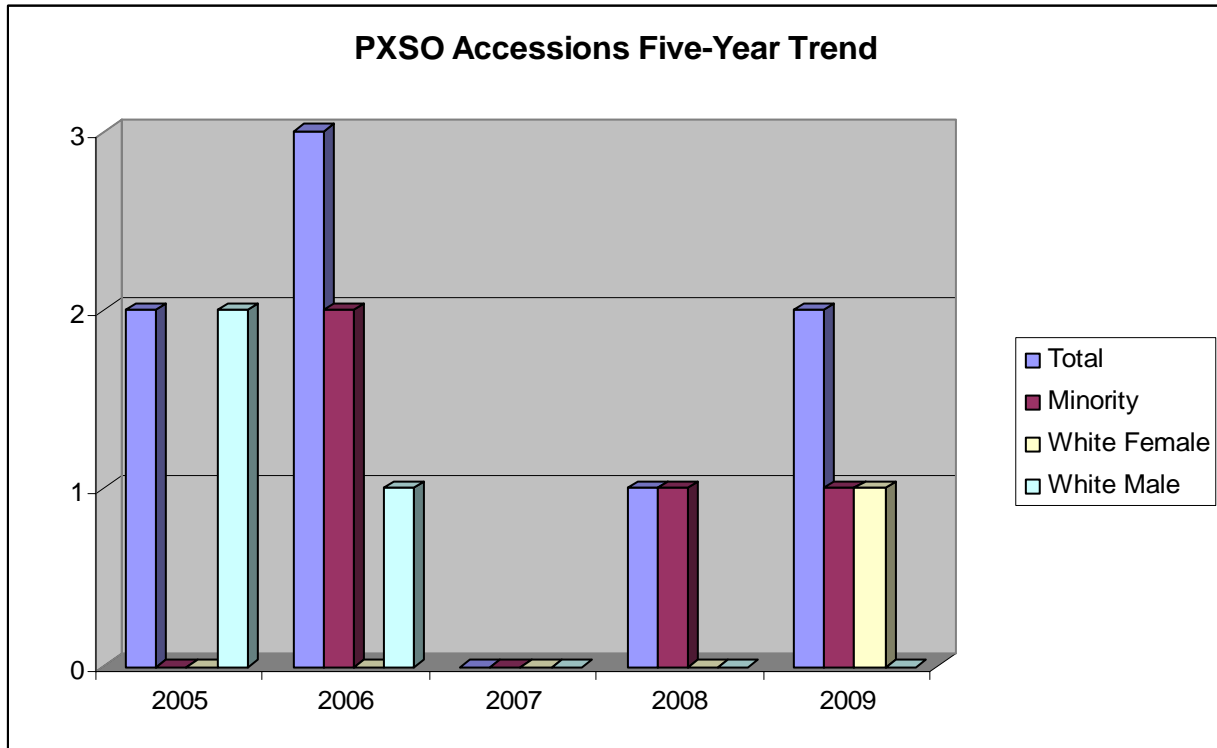
	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Race	0	0	0	0	0	0	1	0	1	0	2	0	2
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	100.0%	0.0%	100.0%

- Minority comprised 50.0% of accessions
- Females, 100.0% of accessions

**Accessions – PXSO, continued**

The five-year trend for PXSO:

- Minorities comprised 0.0%; 66.6%; 0.0% (no accessions in 2007); 100.0%; and 50.0% of accessions in the five-year period.
- Females comprised 0.0%; 0.0%; 0.0% (no accessions in 2007); 0.0%; and 100.0% of accessions in the five-year period.

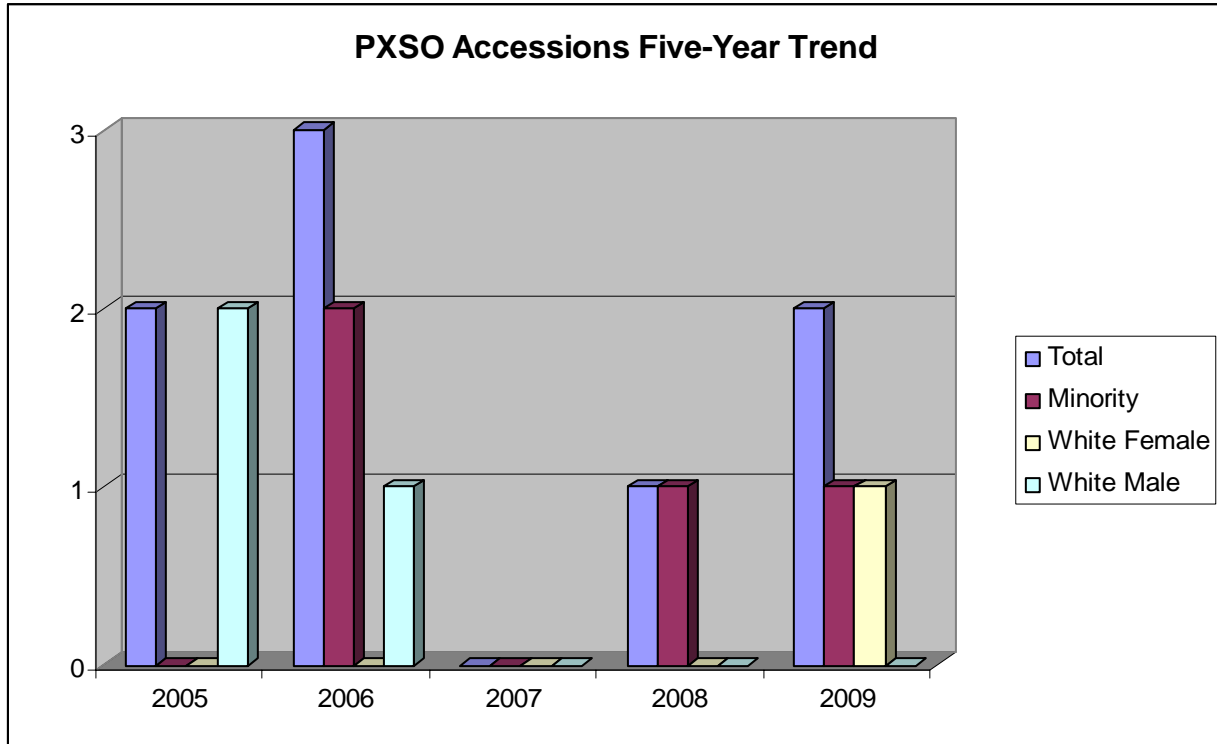


Minorities comprised 50.0% of 8 total accessions in the five-year period; White females, 12.5%; and White males, 37.5% of total accessions.

**Accessions – PXSO, continued**

The five-year trend for PXSO:

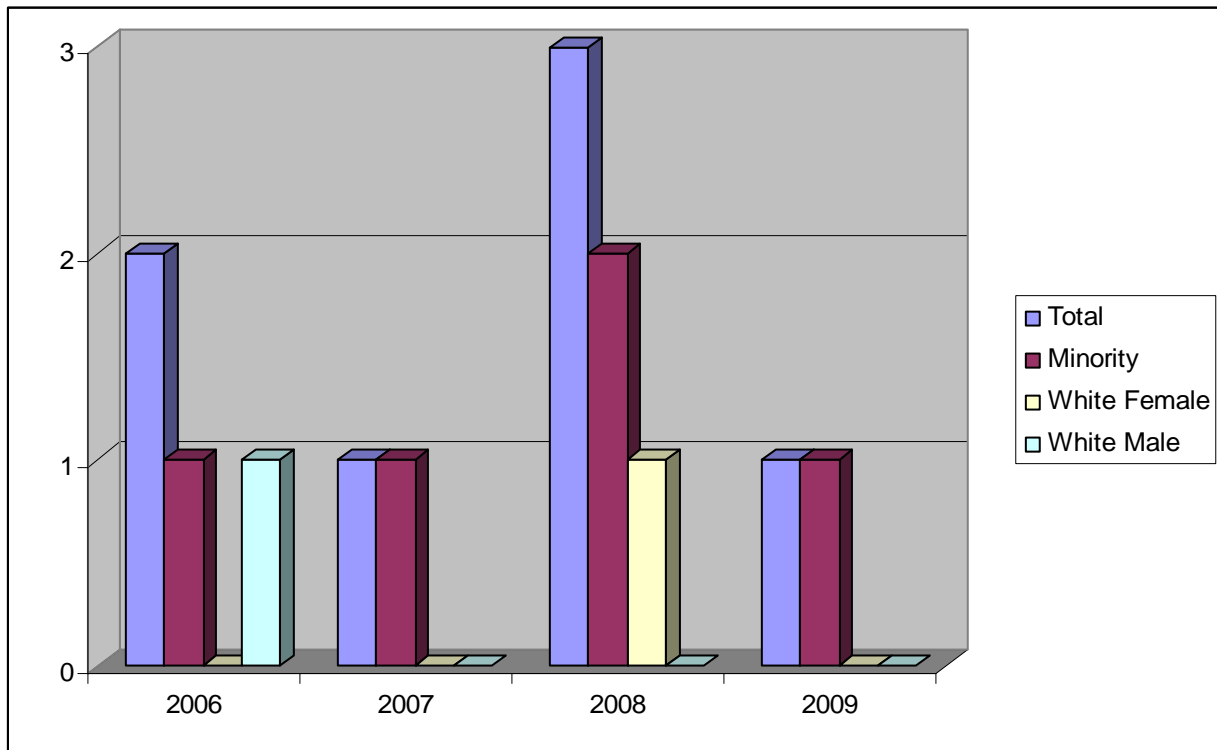
- Minorities comprised 0.0%; 66.6%; 100.0%; and 50.0% of accessions in the five-year period.
- Females comprised 0.0%; 0.0%; 0.0%; and 100.0% of accessions in the five-year period.



Minorities comprised 50.0% of 8 total accessions in the five-year period; White females, 12.5%; and White males, 37.5% of total accessions.

### PXSO 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. FLP employees working out of PXSO:



## Separations PXSO

### FY 2005

- 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\*
- 1 White male, separation other; 3 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	2	1	0	1	2	2	4	6
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	16.7%	0.0%	16.7%	33.3%	33.3%	66.7%	100.0%

- 1 African American male, retirement; 1 termination-appointment-I\*
- 1 Hispanic female, retirement
- 1 White female, retirement
- 1 White male, retirement; 1 resignation

### 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	0	0	0	1	0	1	0	1
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%

- 1 White female, retirement

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

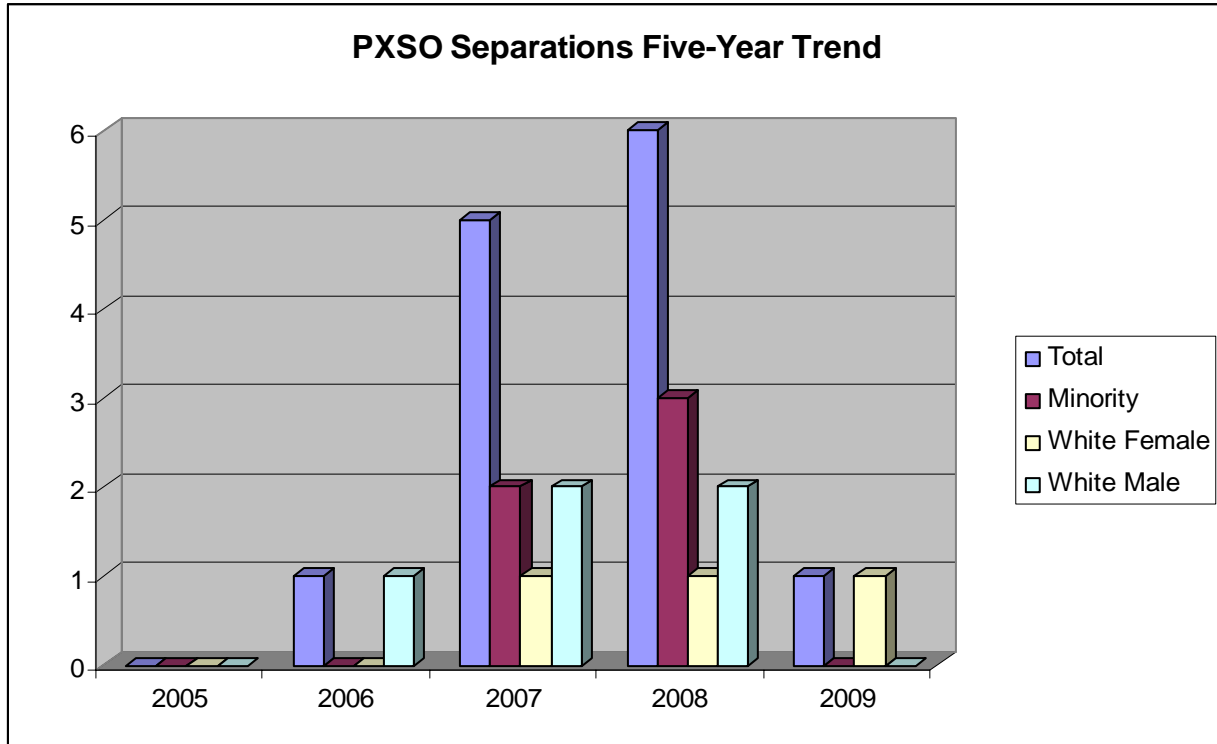
### Separations, PSXO, continued

The five-year trend for PSXO:

Minorities were 4 or 30.8% of separations in the five-year period.

White females were 2 or 15.4% of separations in the five-year period.

White males were 7 or 53.8% of separations in the five-year period.



In the five year period there were a total of 13 separations, with 69.2% due to retirement; 15.4% transfer to another federal agency (2 total, both by African American males); and 7.7% or 1 each due to “separation--other” and “resignation,” (both by White males).

## 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**]

### FY 2009

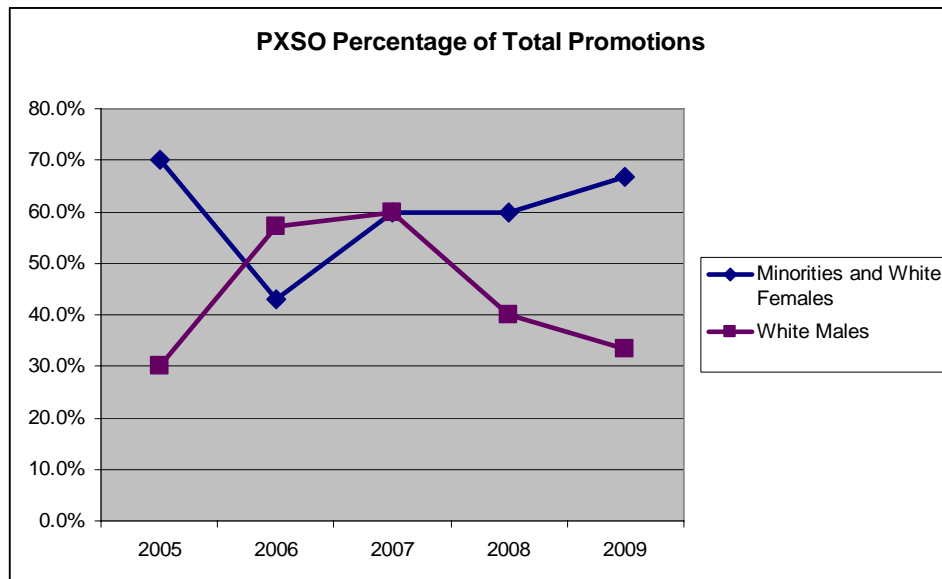
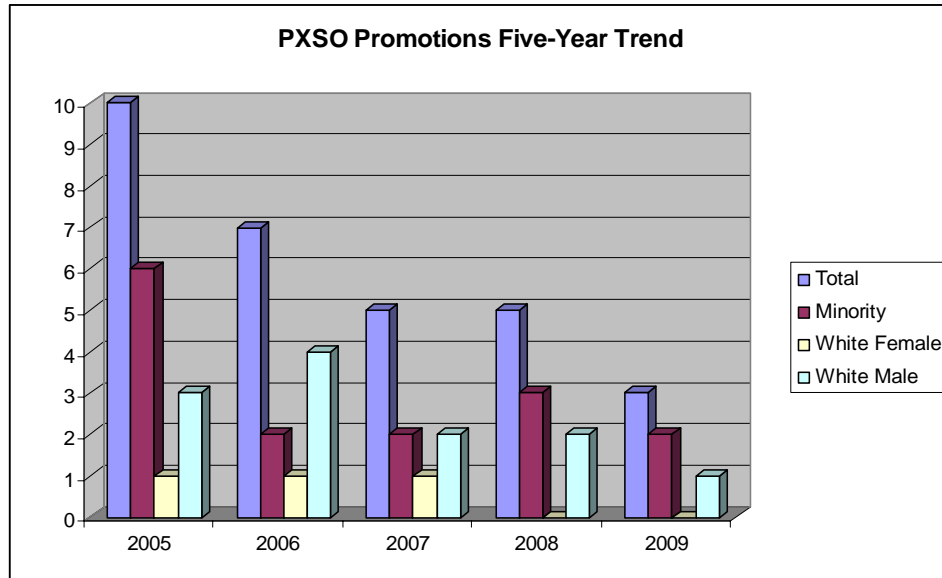
	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	0	0	0	0	2	0	0	0	0	1	2	1	3
% of Promotions	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	33.3%	100.0%

- Minorities comprised 66.7% of promotions
- Females comprised 66.7% of promotions

**Promotions – PXSO, continued**

The five-year trend for PXSO:

- Minorities comprised 60.0%; 28.6%; 40.0%; 60.0%; and 66.7% of promotions in the five-year period.
- Females comprised 40.0%; 28.6%; 20.0%; 40.0%; and 66.7% of promotions in the five-year period.





EEO and Diversity Program  
PO Box 5400  
Albuquerque, NM 87185  
(505) 845-5517  
[EEODiversityOffice@doeal.gov](mailto:EEODiversityOffice@doeal.gov)

*EEO and Diversity: Collaborating for Mission Success*