



**SERVICE CENTER
OFFICE OF THE DIRECTOR**

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
National Nuclear Security Administration Service Center**
as of September 27, 2008

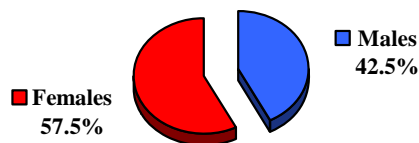
- NNSA Service Center increased staffing by 35 FTEs (438 in FY 2007; 473 in FY 2008)
- Minorities comprise 52.9% of the Service Center workforce, an increase over FY 2007 of 1.9%
 - American Indian representation comprises 5.1%.
 - African American representation comprises 7.4%.
 - Asian American/Pacific Islander representation comprises 2.8%.
 - Hispanic representation comprises 37.6%.
- Female representation as of 9/27/2008 was 57.5% an increase of 1.6% over September 15, 2007 which was 55.9%
- The average age is 49 years, an increase over 2007's average of 47 years.
- Supervisory Analysis: The supervisor ratio is 6.1 to 1. There are 67 supervisors at the Service Center, down from 72 in 2007. FY 2008:
 - Males (29), 43.3% of Service Center supervisory staff
 - Females (38), 56.7% of Service Center supervisory staff

	% of Supervisors	% of Service Center Population
○ American Indian Females (2)	2.9%	.4%
○ African American Females (4)	6.1%	.8%
○ African American Males (2)	2.9%	.4%
○ Asian Male (1)	1.5%	.2%
○ Hispanic Female (14)	20.9%	3.0%
○ Hispanic Males (14)	20.9%	3.0%
○ White Females (18)	26.9%	3.8%
○ White Males (12)	17.9%	2.5%

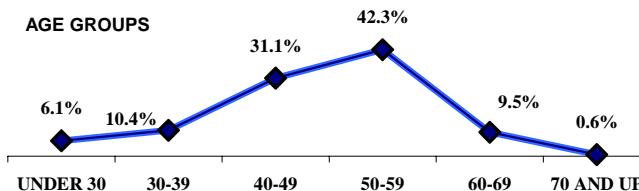
**Service Center
As of September 27, 2008**

TOTAL	473	
GRADES		
SES	7	
EJ/EK	7	
EN V	3	
EN IV	15	
EN III	4	
NN (Engineering)	49	
NQ (Prof/Tech/Admin)	341	
NU (Tech/Admin Support)	47	
RETIREMENT		
ELIGIBLE TO RETIRE IMMEDIATELY	76	16.1%
ELIGIBLE TO RETIRE BY 9/27/2012	154	32.6%
GENDER		
Males	201	42.5%
Females	272	57.5%
AGE		
AVERAGE AGE	49.2 YRS	
UNDER 30	29	6.1%
30-39	49	10.4%
40-49	147	31.1%
50-59	200	42.3%
60-69	45	9.5%
70 AND UP	3	0.6%
YEARS OF FEDERAL SERVICE		
AVERAGE LENGTH	19.4 YRS	
LESS THAN 10 YEARS	112	23.7%
10-19 YEARS	109	23.0%
20-29 YEARS	172	36.4%
30-39 YEARS	80	16.9%
40-49 YEARS	0	0.0%
EDUCATION		
Ph.D/Sc.D Degree	11	2.3%
Masters Degrees	115	24.3%
Bachelor Degrees	167	35.3%
Without Degrees	180	38.1%
SUPERVISOR RATIO		
SUPERVISORS	67	
SUPERVISORS RATIO	6.1 TO 1	
DIVERSITY		
American Indian Male	5	1.1%
American Indian Female	19	4.0%
African American Male	9	1.9%
African American Female	26	5.5%
Asian Male	7	1.5%
Asian Female	6	1.3%
Hispanic Male	63	13.3%
Hispanic Female	115	24.3%
White Male	117	24.7%
White Female	106	22.4%
SPECIAL		
DISABILITY	47	9.9%
VETERANS	88	18.6%

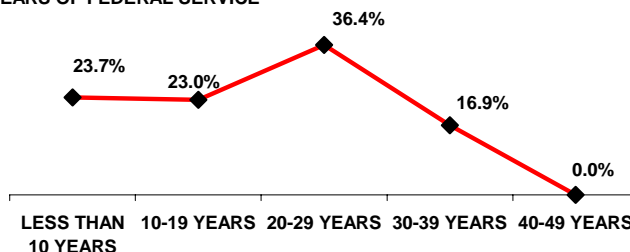
GENDER



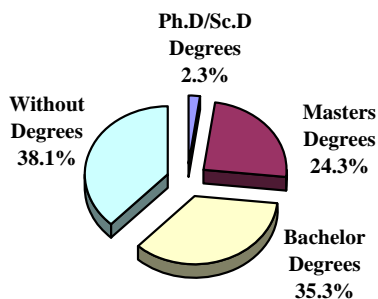
AGE GROUPS



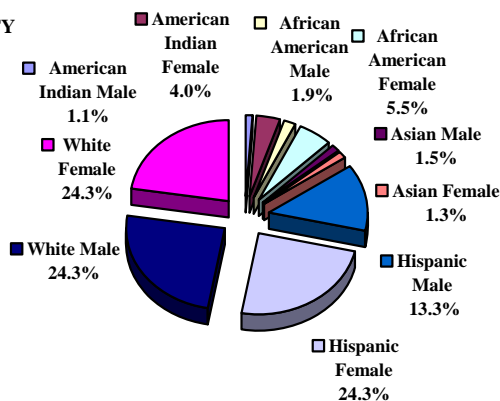
YEARS OF FEDERAL SERVICE



EDUCATION



DIVERSITY

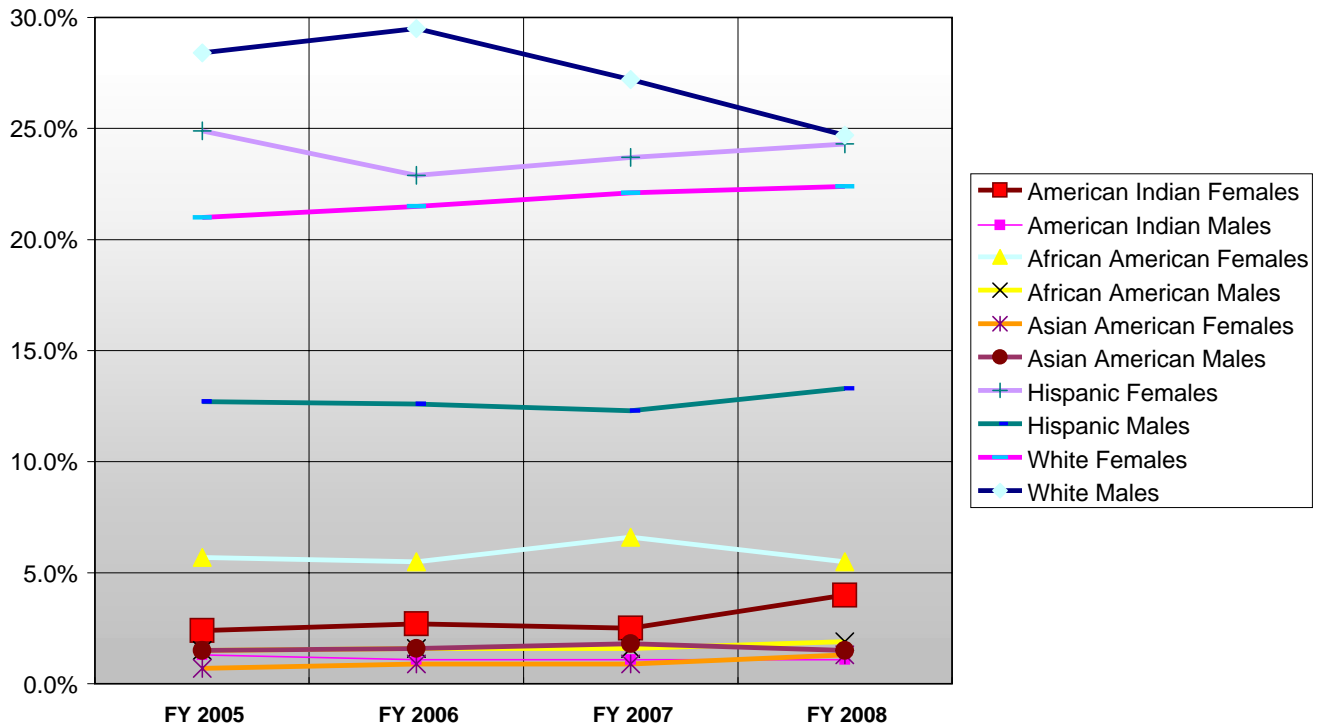


Service Center

Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008	
	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	2.4%	1.3%	2.7%	1.1%	2.5%	1.1%	4.0%	1.1%
Asian	0.7%	1.5%	0.9%	1.6%	0.9%	1.8%	1.3%	1.5%
African American	5.7%	1.5%	5.5%	1.6%	6.6%	1.6%	5.5%	1.9%
Hispanic	24.9%	12.7%	22.9%	12.6%	23.7%	12.3%	24.3%	13.3%
Total Minorities	33.7%	17.0%	32.0%	16.9%	33.7%	16.8%	35.1%	17.8%
Non-Minorities	21.0%	28.4%	21.5%	29.5%	22.1%	27.2%	22.4%	24.7%

Service Center 4 Year Workforce Trend



American Indian females have increased over the four-year period; American Indian males remain constant (within 1%); Asian American/Pacific Islanders have increased in both male and female; African American males and females remain close to the same percentage in the four-year period, with a significant gain in FY 2007 over FY 2006, however, lost in FY 2008; Hispanic males and females have slight increases; and White females remain fairly constant, while White male representation is reducing as a percentage of the workforce.

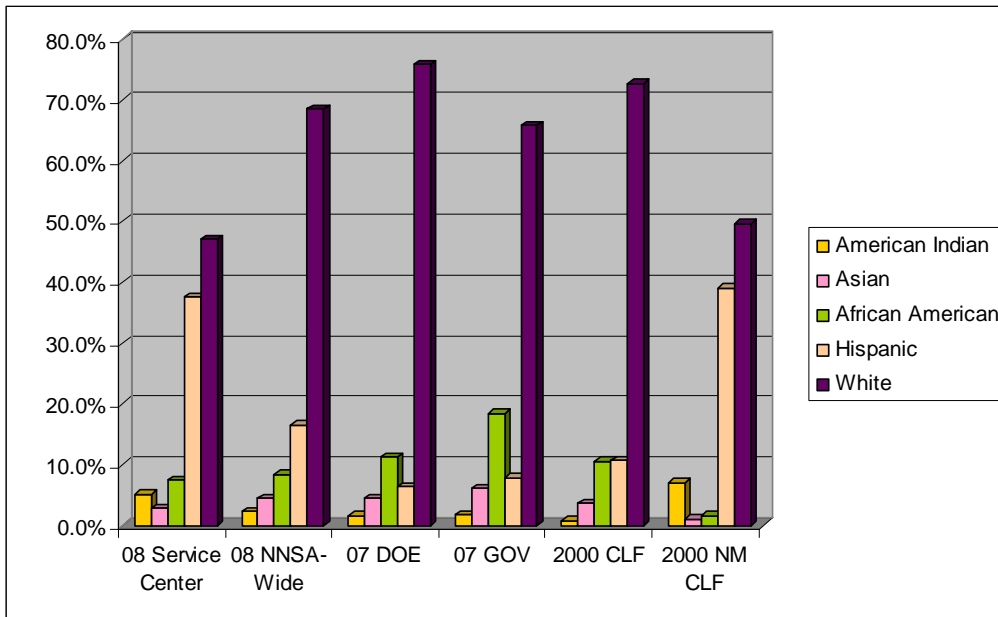
The Service Center has been significantly helped in workforce diversity representation through hires in the Student Career Experience Program (SCEP). In FY 2008, the Service Center placed 13 SCEP employees: 1 white female; 5 American Indian females; 1 African American female; 5 Hispanic females; and 1 Hispanic male.

The Future Leaders Program (FLP) brings in scientists, engineers, business specialists, and other degree fields. While the FLP employees are assigned out of headquarters, the Service Center benefits in the potential to make these employees career assignments with the Service Center. In FY 2008, the Service Center placed 7 FLP employees: 1 African American male; 1 Hispanic female; 1 Hispanic male; 3 White females; and 1 White male.

Transitioning these FLP and SCEP employees into career positions with the Service Center through various retention initiatives, can be a consideration for all supervisors and managers at the Service Center.

Service Center Workforce comparison to NNSA-Wide; Department of Energy; Federal Government*; and 2000 Civilian Labor Force*. *As reported by EEOC, note Native Hawaiian counted as a separate category by EEOC Annual Reports.

	American Indian	Asian	African American	Hispanic	White
08 Service Center	5.1%	2.8%	7.4%	37.6%	47.1%
08 NNSA-Wide	2.2%	4.4%	8.4%	16.5%	68.5%
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%
2000 NM CLF	7.0%	1.0%	1.6%	39.0%	49.7%



Accessions – Service Center

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	4	0	0	2	7	1	31	17	34	39	76	59	135
% of Accessions	3.0%	0.0%	0.0%	1.5%	5.2%	0.7%	23.0%	12.6%	25.2%	28.9%	56.3%	43.7%	100.0%

- Minorities comprised 45.9% of accessions
- Females comprised 56.3% 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	4	0	1	0	1	0	5	3	6	11	17	14	31
% of Accessions	12.9%	0.0%	3.2%	0.0%	3.2%	0.0%	16.1%	9.7%	19.4%	35.5%	54.8%	45.2%	100.0%

- Minorities comprised 45.2% of accessions
- Females comprised 54.8% 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	1	0	0	2	3	1	8	6	11	10	23	19	42
% of Accessions	2.4%	0.0%	0.0%	4.8%	7.1%	2.4%	19.0%	14.3%	26.2%	23.8%	54.8%	45.2%	100.0%

- Minorities comprised 50.0% of accessions
- Females comprised 54.8% 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	7	0	1	1	5	2	17	10	21	16	51	29	80
% of Accessions	8.8%	0.0%	1.3%	1.3%	6.3%	2.5%	21.3%	12.5%	26.3%	20.0%	63.8%	36.3%	100.0%

The four-year trend for the Service Center:

- From 2005 to 2008, minorities comprised 45.9%; 45.2%; 50.0%; and 53.8%; of accessions in the four-year period. With the exception of a very slight decline from '05 to '06, steadily increasing in representation.
- Females comprised 56.3%; 54.8%; 54.8%; and 63.8% of accessions in the four-year period.

Accessions for the Service Center went from 135 in FY 2005 to 31 in FY 2006, 42 in FY 2007 and 80 in 2008. In 2008 there was more opportunity to hire minorities and females. Minorities and females had representation in each of the four years, with females well above 50.0% in each of the four years. American Indian males are not represented in accessions in any of the four years, and perhaps recruitment efforts could be concentrated here.

Separations Service Center

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	1	0	2	2	6	1	7	2	7	14	23	19	42
% of Separations	2.4%	0.0%	4.8%	4.8%	14.3%	2.4%	16.7%	4.8%	16.7%	33.3%	54.8%	45.2%	100.0%

- 1 American Indian female, retirement
- 1 Asian female, retirement; 1 Asian female, termination appointment-I* (transfer to another agency)
- 1 Asian male, termination appointment-I*; 1 Asian male, retirement
- 4 African American females, retirement; 1 African American female, termination appointment-I*; 1 African American female resignation
- 1 African American male, termination appointment-I*
- 1 Hispanic female resignation; 1 Hispanic female termination appointment-I*; 5 Hispanic females, retirement
- 2 Hispanic males, retirement
- 2 White females, termination appointment-I*; 5 White females, retirement
- 4 White male resignations; 3 White male termination appointment-I*; 7 White males, 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	3	1	0	0	5	0	15	6	9	12	32	19	51
% of Separations	5.9%	2.0%	0.0%	0.0%	9.8%	0.0%	29.4%	11.8%	17.6%	23.5%	62.7%	37.3%	100.0%

- 1 American Indian female resignation; 2 American Indian female, termination appointment-I*
- 1 American Indian male, separation, other
- 1 African American female resignation; 3 African American females, termination appointment-I*; 1 African American female, retirement
- 3 Hispanic females, resignation; 2 Hispanic females, termination appointment-I*; 4 Hispanic females, expiration of appointment; 6 Hispanic females, retirement
- 2 Hispanic males, resignation; 1 Hispanic male termination appointment-I*; 2 Hispanic males, retirement; 1 Hispanic male, separation other
- 1 White female resignation; 5 White females, termination appointment-I*; 3 White females, retirement
- 2 White males, resignation; 3 White males termination appointment-I*; 7 White males, retirement

Note: "termination appointment-I*" is a transfer to another federal agency

Separations Service Center, continued

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	1	1	0	0	2	1	10	2	10	14	23	18	41
% of Separations	2.4%	2.4%	0.0%	0.0%	4.9%	2.4%	24.4%	4.9%	24.4%	34.1%	56.1%	43.9%	100.0%

- 1 American Indian female termination appointment-I*
- 1 American Indian male, retirement
- 1 African American female, resignation; 1 African American female termination appointment-I*
- 1 African American male, separation, other
- 1 Hispanic female resignation; 4 Hispanic females, termination appointment-I*; 4 Hispanic females, expiration of appointment; 1 Hispanic female, retirement
- 1 Hispanic male, removal; 1 Hispanic male, retirement
- 1 White female resignation; 4 White females termination appointment-I*; 5 White females, retirement
- 1 White male resignation; 1 White male, termination during probation; 1 White male, termination appointment-I*; 11 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	9	1	5	7	12	10	26	18	44
% of Separations	0.0%	0.0%	0.0%	0.0%	20.5%	2.3%	11.4%	15.9%	27.3%	22.7%	59.1%	40.9%	100.0%

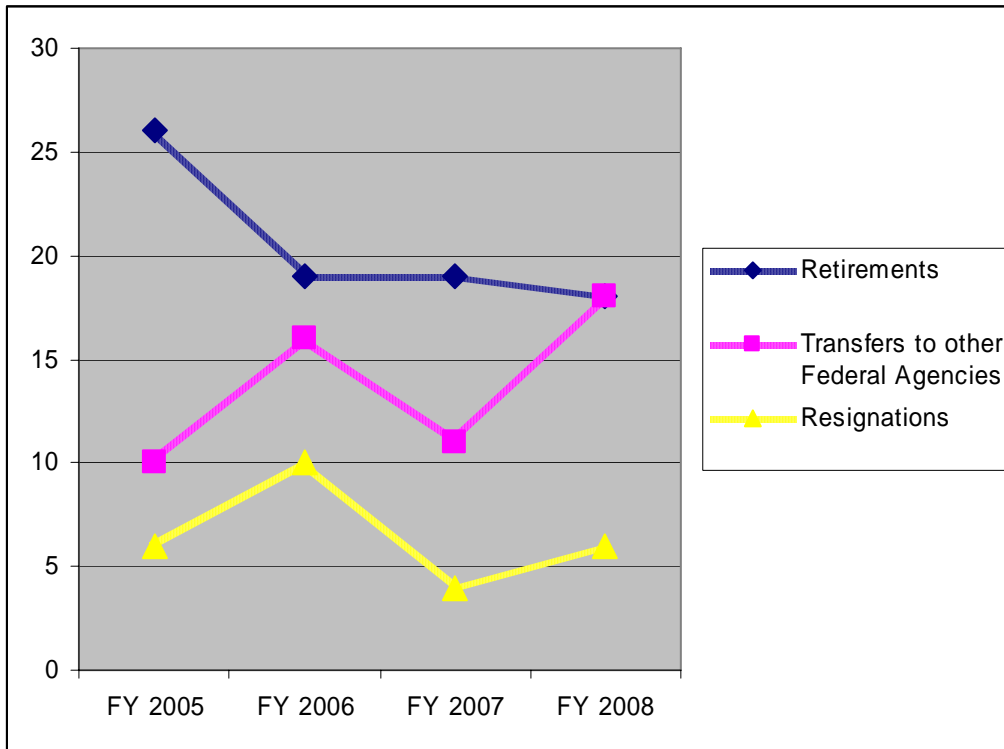
- 2 African American female, resignation; 3 African American female termination appointment-I*; 1 Removal; 2 Retirement; 1 Death
- 1 African American male, resignation
- 2 Hispanic female resignation; 2 Hispanic females, termination appointment-I*; 1 Hispanic female, retirement
- 5 Hispanic male, retirement; 2 Hispanic male, termination appointment-I*
- 1 White female resignation; 8 White females termination appointment-I*; 3 White females, retirement
- 3 White male, termination appointment-I*; 6 White males, retirement; 1 White male, disability retirement.

The four-year trend for the Service Center:

- Minorities comprised 48.8%; 58.8%; 41.5%; 50.0% of separations in the four-year period.
- Females comprised 53.7%; 62.7%; 56.1%; and 59.1% of separations in the four-year period.
- There were a total of 178 separations from the Service Center in the four-year period compared to 288 accessions in the four-year period.
- Retirements comprised 46.0% of separations; transfers to other federal agencies, 30.8%; resignations, 14.6%; and other types of separations the remainder.

Note: "termination appointment-I*" is a transfer to another federal agency

**Service Center, Four-Year Trend
Retirements – Transfer to Other Federal Agencies – Resignations**



Transfers to other federal agencies increased in 2006 and in 2008. The percentage of separations due to transfer, 46% over the four-year period, warrants a deeper examination. For example, is the transfer due to promotion; personal relocation; job or agency dissatisfaction, or other? This could be accomplished by the use of exit interviews.

Minorities and White females were 63.2% of resignations in the four-year period.

Minorities and White females were 81.1% of transfers to other federal agencies in the four-year period.

Retirements are 64.0% of the separations for White males, in other words, they make a career out of NNSA employment at a much higher rate than minorities and white females.

Promotions – Service Center

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	3	2	1	1	6	2	33	10	14	16	57	
% of Promotions	3.4%	2.3%	1.1%	1.1%	6.8%	2.3%	37.5%	11.4%	15.9%	18.2%	64.8%	35.2%	100.0%

- Minorities comprised 65.9% of promotions
- Females comprised 64.8% 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	4	1	0	0	6	1	19	10	13	15	42	
% of Promotions	5.8%	1.4%	0.0%	0.0%	8.7%	1.4%	27.5%	14.5%	18.8%	21.7%	60.9%	39.1%	100.0%

- Minorities comprised 59.4% of promotions
- Females comprised 60.9% 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	3	0	2	1	6	2	21	12	23	16	55	
% of Promotions	3.5%	0.0%	2.3%	1.2%	7.0%	2.3%	24.4%	14.0%	26.7%	18.6%	64.0%	36.0%	100.0%

- Minorities comprised 54.7% of promotions
- Females comprised 64.0% 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	3	0	2	2	6	1	28	16	20	12	55	
% of Promotions	3.3%	0.0%	2.2%	2.2%	6.7%	1.1%	31.1%	17.8%	22.2%	13.3%	61.1%	34.4%	95.6%

The four-year trend for the Service Center:

- Minorities comprised 65.9%; 59.4%; 54.7%; and 64.4% of promotions in the four-year period.
- Females comprised 64.8%; 60.9%; 64.0%; and 61.1% of promotions in the four-year period.

Promotions for the Service Center went from 88 – 69 – 86 - 90 in the four-year period. Minorities and females were represented in each of the four years. Minorities were at or above 54.0% in all four years; and females were at or above 60.9% in all four years.