



**SAVANNAH RIVER SITE OFFICE (SRSO)  
SITE OFFICE MANAGER**

**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  
Savannah River Site Office (SRSO)  
as of September 27, 2008:

- SRSO increased staffing by 4 FTEs.
  - Increases were to African American male; Asian male; White males and females.
- Attrition included 2 FTEs.
  - Two White males.
- Minorities comprise 24.4% of SRSO workforce, slightly up from 24.3 in 2007.
  - American Indian representation comprises 2.7%, 3.0% in 2007, although the employee number did not change.
  - African American representation comprises 13.5%, down from 15.2% in 2007, the employee number did not change.
  - Asian American representation comprises 8.1%, up from 6.0% in 2007, the employee number went from 2 in 2007 to 3 in 2008.
  - There is no Hispanic representation.
- Female representation as of 9/15/2007 was 39.4% and decreased to 37.8% in 2008, however there was an increase of one additional female on staff in 2008.
- The average age is 48.7 years, and the average length of service is 18.9 years.
- Supervisory Analysis: The supervisor ratio is 4.3:1. There are 7 supervisors:
  - Males, 5, 71.4% of SRSO supervisory staff
  - Females, 2, 28.6% of SRSO supervisory staff

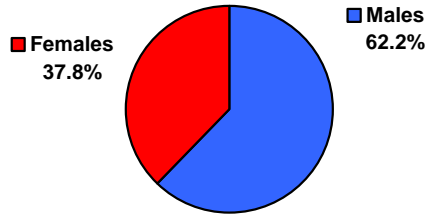
	<u>% of Supervisors</u>	<u>% of SRSO Population</u>
○ American Indian female, 1	14.3%	2.7%
○ White female, 1	14.3%	2.7%
○ White males, 5	71.4%	13.5%

- Accessions slightly out number separations over the four-year period. However, separations are 100.0% due to retirement. SRSO employees make a career out of their SRSO employment.
- Minorities and White males had representation in promotions at SRSO in all four years; females in only one of the four years.

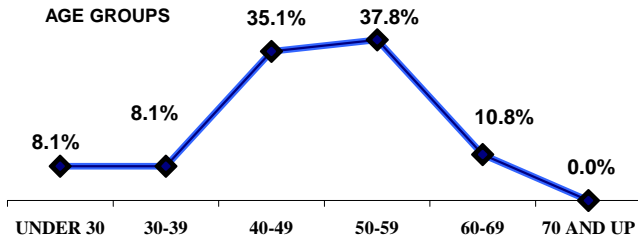
**SAVANNAH RIVER SITE OFFICE**  
As of September 27, 2008

<b>TOTAL</b>	<b>37</b>	
<b>PAY PLAN</b>		
SES	1	
EK	4	
EN V	1	
EN IV	6	
EN III	2	
NN	7	
NQ	15	
NU	1	
<b>RETIREMENT</b>		
ELIGIBLE TO RETIRE IMMEDIATELY	7	18.9%
ELIGIBLE TO RETIRE BY 09/27/2012	11	29.7%
<b>GENDER</b>		
Males	23	62.2%
Females	14	37.8%
<b>AGE</b>		
AVERAGE AGE	48.7 YRS	
UNDER 30	3	8.1%
30-39	3	8.1%
40-49	13	35.1%
50-59	14	37.8%
60-69	4	10.8%
70 AND UP	0	0.0%
<b>YEARS OF FEDERAL SERVICE</b>		
AVERAGE LENGTH	18.9 YRS	
LESS THAN 10 YEARS	8	21.6%
10-19 YEARS	12	32.4%
20-29 YEARS	12	32.4%
30-39 YEARS	5	13.5%
40-49 YEARS	0	0.0%
<b>EDUCATION</b>		
Ph.D/Sc.D Degree	0	0.0%
Masters Degrees	12	32.4%
Bachelor Degrees	20	54.1%
No Degrees	5	13.5%
<b>SUPERVISOR RATIO</b>		
SUPERVISORS	7	
SUPERVISORS RATIO	4.3 TO 1	
<b>DIVERSITY</b>		
American Indian Male	0	0.0%
American Indian Female	1	2.7%
African American Male	3	8.1%
African American Female	2	5.4%
Asian Male	2	5.4%
Asian Female	1	2.7%
Hispanic Male	0	0.0%
Hispanic Female	0	0.0%
White Female	10	27.0%
White Male	18	48.6%
<b>SPECIAL</b>		
DISABILITY	1	2.7%
VETERANS	7	18.9%

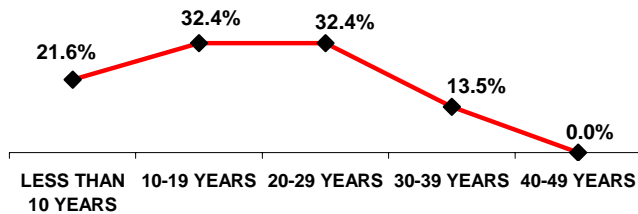
**GENDER**



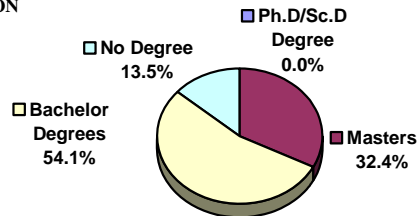
**AGE GROUPS**



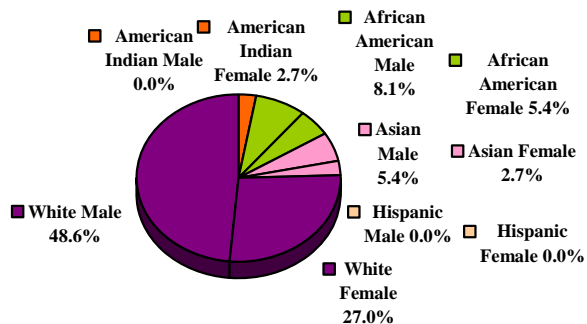
**YEARS OF FEDERAL SERVICE**



**EDUCATION**



**DIVERSITY**



SAVANNAH SITE OFFICE																										
		Subtotal				American Indian				Asian				African American				Hispanic				White				
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		
TOTAL	37	23	62.2%	14	37.8%	0	0.0%	1	2.7%	2	5.4%	1	2.7%	3	8.1%	2	5.4%	0	0.0%	0	0.0%	18	48.6%	10	27.0%	
<b>ELIGIBLE TO RETIRE IMMEDIATELY</b>	<b>7</b>	<b>18.9%</b>	4	10.8%	3	8.1%	0	0.0%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	3	8.1%	2	5.4%
<b>ELIGIBLE TO RETIRE BY 09/27/2012</b>	<b>11</b>	<b>29.7%</b>	7	18.9%	4	10.8%	0	0.0%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	6	16.2%	3	8.1%
AGE																										
AVERAGE AGE	48.7 YRS																									
AGE UNDER 30	3	8.1%	2	5.4%	1	2.7%	0	0.0%	0	0.0%	0	0.0%	1	2.7%	1	2.7%	0	0.0%	0	0.0%	0	0.0%	1	2.7%	0	0.0%
AGE 30-39	3	8.1%	3	8.1%	0	0.0%	0	0.0%	0	0.0%	1	2.7%	0	0.0%	2	5.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
AGE 40-49	13	35.1%	9	24.3%	4	10.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	9	24.3%	3	8.1%
AGE 50-59	14	37.8%	7	18.9%	7	18.9%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	18.9%	6	16.2%
AGE 60-69	4	10.8%	2	5.4%	2	5.4%	0	0.0%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	1	2.7%	1	2.7%
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	18.9 YRS																									
LESS THAN 10 YEARS	8	21.6%	5	13.5%	3	8.1%	0	0.0%	0	0.0%	1	2.7%	1	2.7%	2	5.4%	0	0.0%	0	0.0%	0	0.0%	2	5.4%	2	5.4%
10-19 YEARS	12	32.4%	7	18.9%	5	13.5%	0	0.0%	1	2.7%	1	2.7%	0	0.0%	1	2.7%	1	2.7%	0	0.0%	0	0.0%	5	13.5%	3	8.1%
20-29 YEARS	12	32.4%	7	18.9%	5	13.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	7	18.9%	4	10.8%
30-39 YEARS	5	13.5%	4	10.8%	1	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%	4	10.8%	1	2.7%
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	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	12	32.4%	8	21.6%	4	10.8%	0	0.0%	1	2.7%	2	5.4%	0	0.0%	1	2.7%	1	2.7%	0	0.0%	0	0.0%	5	13.5%	2	5.4%
BACHELORS DEGREES	20	54.1%	15	40.5%	5	13.5%	0	0.0%	0	0.0%	0	0.0%	1	2.7%	2	5.4%	0	0.0%	0	0.0%	0	0.0%	13	35.1%	4	10.8%
NO DEGREE	5	13.5%	0	0.0%	5	13.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	0	0.0%	4	10.8%
SUPERVISORS																										
SUPERVISORS	7		5	13.5%	2	5.4%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	13.5%	1	2.7%
SUPERVISORS RATIO	4.3	TO 1																								
SPECIAL																										
DISABILITY	1	2.7%	1	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%	1	2.7%	0	0.0%
VETERANS PREFERENCE	7	18.9%	3	8.1%	4	10.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	8.1%	4	10.8%

## SRSO Personnel by Percentage

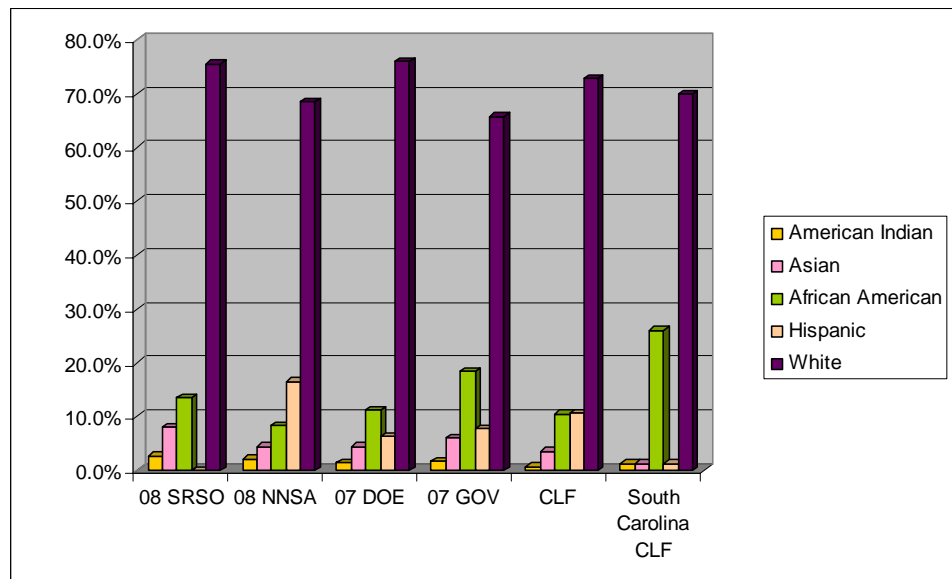
	Sep 2005		Sep 2006		Sep 2007		Sep 2008	
	Female	Male	Female	Male	Female	Male	Female	Male
<b>American Indian</b>	4.2%	0.0%	4.3%	0.0%	3.0%	0.0%	2.7%	0.0%
<b>Asian</b>	0.0%	0.0%	0.0%	0.0%	3.0%	3.0%	2.7%	5.4%
<b>African American</b>	4.2%	4.2%	4.3%	4.3%	9.1%	6.1%	5.4%	8.1%
<b>Hispanic</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Minorities</b>	8.4%	4.2%	8.6%	4.3%	15.1%	9.1%	10.8%	13.5%
<b>Non-Minorities</b>	16.7%	70.8%	17.4%	69.6%	24.2%	51.5%	27.0%	48.6%

The Charts below depicts the workforce diversity compared to the Department of Labor’s Civilian Labor Force (CLF) for 2000, Department of Labor South Carolina CLF for 2000 [Note: numbers available for White and African American only, an “all others category of 4.0% is all other races], the Executive Branch of Government (FY 2007); the Department of Energy (DOE, FY 2007); and NNSA-wide.

	American Indian	Asian	African American	Hispanic	White
<b>08 SRSO</b>	2.7%	8.1%	13.5%	0.0%	75.6%
<b>08 NNSA</b>	2.2%	4.4%	8.4%	16.5%	68.5%
<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>South Carolina CLF</b>	1.3%	1.3%	26.0%	1.3%	70.0%

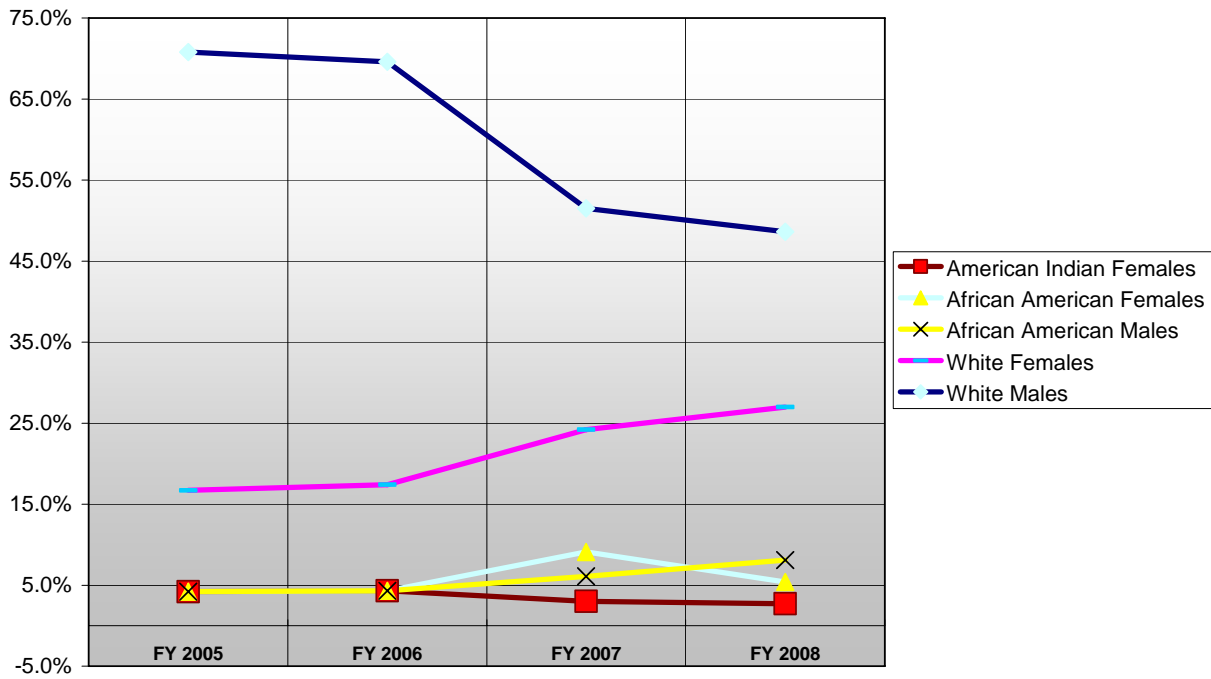
Source for the South Carolina CLF data:

<http://www.scstatehouse.gov/reports/HumanAffairsComm/2008AnnualReport.pdf>



SRSO experiences very little movement, with only 1 to 4 employees coming in each year (accessions), and 1 to 2 employees leaving (separations) each year due to retirement. White male representation has decreased 22.2% and White females have most of those gains, from 16.7% to 27.0% of the workforce.

**SRSO 4 Year Workforce Trend**



**Accessions – SRSO**

**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	4	0	4	4
% 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%

- No minority accessions
- No females 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	0	0	0	0	0	0	1	0	1	1
% 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%

- No minority accessions
- No females 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	0	0	0	0	0	0	0	2	2	2	2	4
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	100.0%

- No minority accessions
- Females comprised 50.0% 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	0	0	0	0	0	1	0	1	0	1
% of Accessions	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%

- No minority accessions
- 1 female accession, 100.0%

The four year trend for Savannah River Site Office:

- No minority accessions.
- Females comprised 50.0% of accessions in 2007 and 100.0% in 2008. No accessions in 2005 and 2006.

## Separations SRSO

### 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	1	1	1	1	2
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	100.0%

- 1 White female retirement
- 1 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	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	0	0	0	0	2	0	2	2
% 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%

- 2 White male retirements

### 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	0	0	0	0	2	0	2	2
% 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%

- 2 White male retirements

The four-year trend for SRSO:

- No minority separations in the four-year period.
- Females comprised 50.0% of separations in one of the four years.

All separations at SRSO are due to retirement. The lack of minority separations may indicate the intention to remain at SRSO, which may be reflective of retention efforts, or other reasons.

**Promotions – SRSO**

**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	0	1	0	0	0	3	0	
% of Promotions	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	75.0%	0.0%	100.0%	100.0%

- Minorities comprised 25.0% of promotions
- Females comprised 0.0% 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	0	1	0	0	0	1	0	
% of Promotions	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	100.0%	100.0%

- Minorities comprised 50.0% of promotions
- Females comprised 0.0% 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	1	1	1	1	0	0	1	3	3	
% of Promotions	0.0%	0.0%	12.5%	12.5%	12.5%	12.5%	0.0%	0.0%	12.5%	37.5%	37.5%	62.5%	100.0%

- Minorities comprised 50.0% of promotions
- Females comprised 37.5% 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	3	0	0	0	2	0	
% of Promotions	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	40.0%	0.0%	100.0%	100.0%

- Minorities comprised 60.0% of promotions [**Note:** 1 African American male received a temporary and a permanent promotion in the year]
- Females comprised 0.0% of promotions

## **Promotions – SRSO, continued**

The four-year trend for SRSO:

- Minorities comprised 25.0%; 50.0%; 50.0%; 60.0% of promotions in the four year period.
- Females comprised 0.0%; 0.0%; 37.0%; and 0.0% of promotions in the four year period.

Promotions for SRSO went from 4 – 2 – 8 - 5 in the four year period. Minorities were represented in each of the four years. Females were represented in one of the four years.