



**SANDIA SITE OFFICE (SSO)
SITE OFFICE MANAGER**

NATIONAL NUCLEAR SECURITY ADMINISTRATION

Fiscal Year 2008

Prepared by
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Summary of Staffing Changes for
Sandia Site Office (SSO)
as of September 27, 2008:

- SSO increased staffing by 1 FTE.
- Minorities comprise 41.6% of SSO workforce, a decrease from 44.5% in FY 2007.
 - American Indian representation comprises 2.4%, no change from 2007.
 - African American representation comprises 1.2%, no change from 2007.
 - Asian American representation comprises 1.2%, no change from 2007.
 - Hispanic representation comprises 36.9%, down from 39.8% in 2007.
- Female representation is 44.0% in 2008 down from 44.6% in 2007; however, the total number of female employees did not change.
- The average age is 47.7 years, and the average length of service is 20.2 years.
- Supervisory Analysis: The supervisor ratio is 8.3:1. There are 9 supervisors:
 - Males, 6, 66.7% of SSO supervisory staff
 - Females, 3, 33.3% of SSO supervisory staff

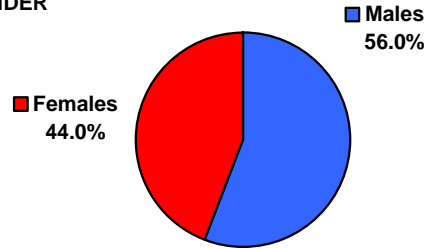
| | % of Supervisors | % of SSO Population |
|--------------------|------------------|------------------------|
| ○ White females, 3 | 33.3% | 3.6% |
| ○ White males, 6 | 66.7% | 7.1% |

- Accessions out number separations over the four-year period, 13 to 8. Minorities and females are represented in two of the four years in accessions. Minorities were represented in one of the four years in separations, a transfer to another agency and a resignation. Females were represented in two of the four years, in separations.
- Minorities and females had representation in all four years, in promotions, at SSO.

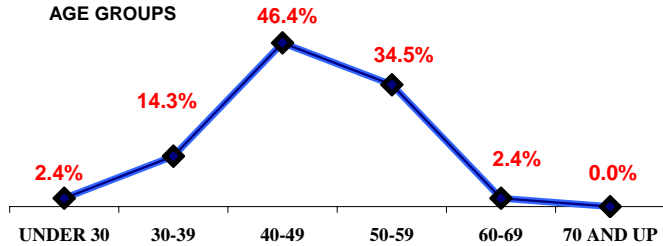
SANDIA SITE OFFICE
As of September 27, 2008

| | | |
|----------------------------------|----------|-------|
| TOTAL | 84 | |
| PAY PLAN | | |
| SES | 2 | |
| EK | 9 | |
| EN IV | 16 | |
| EN III | 1 | |
| NN | 24 | |
| NQ | 32 | |
| RETIREMENT | | |
| ELIGIBLE TO RETIRE IMMEDIATELY | 7 | 8.3% |
| ELIGIBLE TO RETIRE BY 09/27/2012 | 19 | 22.6% |
| GENDER | | |
| Males | 47 | 56.0% |
| Females | 37 | 44.0% |
| AGE | | |
| AVERAGE AGE | 47.7 YRS | |
| UNDER 30 | 2 | 2.4% |
| 30-39 | 12 | 14.3% |
| 40-49 | 39 | 46.4% |
| 50-59 | 29 | 34.5% |
| 60-69 | 2 | 2.4% |
| 70 AND UP | 0 | 0.0% |
| YEARS OF FEDERAL SERVICE | | |
| AVERAGE LENGTH | 20.2 YRS | |
| LESS THAN 10 YEARS | 14 | 16.7% |
| 10-19 YEARS | 26 | 31.0% |
| 20-29 YEARS | 35 | 41.7% |
| 30-39 YEARS | 9 | 10.7% |
| 40-49 YEARS | 0 | 0.0% |
| EDUCATION | | |
| Ph.D/Sc.D Degree | 0 | 0.0% |
| Masters Degrees | 17 | 20.2% |
| Bachelor Degrees | 48 | 57.1% |
| No Degrees | 19 | 22.6% |
| SUPERVISOR RATIO | | |
| SUPERVISORS | 9 | |
| SUPERVISORS RATIO | 8.3 TO 1 | |
| DIVERSITY | | |
| American Indian Male | 0 | 0.0% |
| American Indian Female | 2 | 2.4% |
| African American Male | 0 | 0.0% |
| African American Female | 1 | 1.2% |
| Asian Male | 1 | 1.2% |
| Asian Female | 0 | 0.0% |
| Hispanic Male | 11 | 13.1% |
| Hispanic Female | 20 | 23.8% |
| White Female | 14 | 16.7% |
| White Male | 35 | 41.7% |
| SPECIAL | | |
| DISABILITY | 2 | 2.4% |
| VETERANS | 17 | 20.2% |

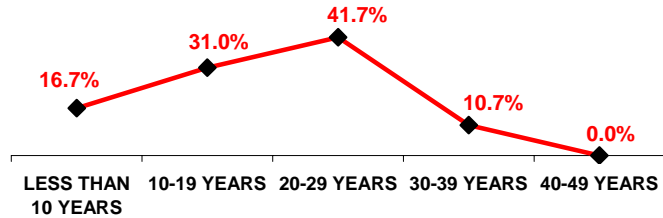
GENDER



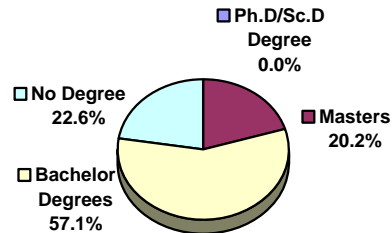
AGE GROUPS



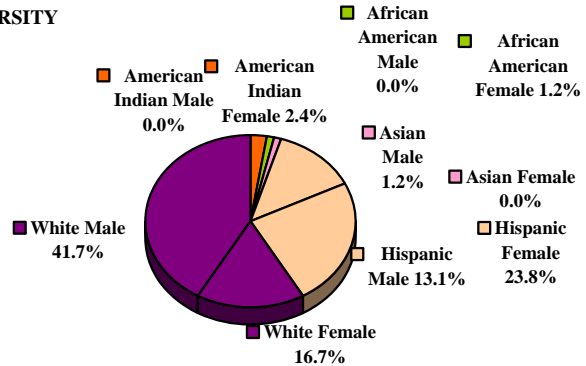
YEARS OF FEDERAL SERVICE



EDUCATION



DIVERSITY



| SANDIA SITE OFFICE | | | | | | | | | | | | | | | | | | | | | | | | | |
|----------------------------------|----------|----------|--------|------|--------|-----------------|--------|------|--------|-------|--------|------|--------|------------------|--------|------|--------|----------|--------|------|--------|-------|-------|----|-------|
| | | Subtotal | | | | American Indian | | | | Asian | | | | African American | | | | Hispanic | | | | White | | | |
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | |
| TOTAL | 84 | 47 | 56.0% | 37 | 44.0% | 0 | 0.0% | 2 | 2.4% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% | 1 | 1.2% | 11 | 13.1% | 20 | 23.8% | 35 | 41.7% | 14 | 16.7% |
| ELIGIBLE TO RETIRE IMMEDIATELY | 7 | 3 | 3.6% | 4 | 4.8% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 3 | 3.6% | 3 | 3.6% | 1 | 1.2% |
| ELIGIBLE TO RETIRE BY 09/27/2012 | 19 | 11 | 13.1% | 8 | 9.5% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 5 | 6.0% | 11 | 13.1% | 3 | 3.6% |
| AGE | | | | | | | | | | | | | | | | | | | | | | | | | |
| AVERAGE AGE | 47.7 YRS | | | | | | | | | | | | | | | | | | | | | | | | |
| AGE UNDER 30 | 2 | 1 | 1.2% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 1.2% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% |
| AGE 30-39 | 12 | 5 | 6.0% | 7 | 8.3% | 0 | 0.0% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 2 | 2.4% | 4 | 4.8% | 3 | 3.6% | 2 | 2.4% |
| AGE 40-49 | 39 | 24 | 28.6% | 15 | 17.9% | 0 | 0.0% | 1 | 1.2% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% | 1 | 1.2% | 5 | 6.0% | 8 | 9.5% | 18 | 21.4% | 5 | 6.0% |
| AGE 50-59 | 29 | 16 | 19.0% | 13 | 15.5% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 3 | 3.6% | 7 | 8.3% | 13 | 15.5% | 6 | 7.1% |
| AGE 60-69 | 2 | 1 | 1.2% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 1.2% | 1 | 1.2% |
| 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% |
| FEDERAL SERVICE | | | | | | | | | | | | | | | | | | | | | | | | | |
| AVERAGE LENGTH | 20.2 YRS | | | | | | | | | | | | | | | | | | | | | | | | |
| LESS THAN 10 YEARS | 14 | 8 | 9.5% | 6 | 7.1% | 0 | 0.0% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 2 | 2.4% | 4 | 4.8% | 6 | 7.1% | 1 | 1.2% |
| 10-19 YEARS | 26 | 16 | 19.0% | 10 | 11.9% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 1.2% | 5 | 6.0% | 4 | 4.8% | 11 | 13.1% | 5 | 6.0% |
| 20-29 YEARS | 35 | 20 | 23.8% | 15 | 17.9% | 0 | 0.0% | 1 | 1.2% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 3 | 3.6% | 8 | 9.5% | 16 | 19.0% | 6 | 7.1% |
| 30-39 YEARS | 9 | 3 | 3.6% | 6 | 7.1% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 1.2% | 4 | 4.8% | 2 | 2.4% | 2 | 2.4% |
| 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% |
| 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% |
| MASTERS DEGREES | 17 | 12 | 14.3% | 5 | 6.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 1.2% | 12 | 14.3% | 4 | 4.8% |
| BACHELORS DEGREES | 48 | 29 | 34.5% | 19 | 22.6% | 0 | 0.0% | 1 | 1.2% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% | 1 | 1.2% | 8 | 9.5% | 12 | 14.3% | 20 | 23.8% | 5 | 6.0% |
| NO DEGREE | 19 | 6 | 7.1% | 13 | 15.5% | 0 | 0.0% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 3 | 3.6% | 7 | 8.3% | 3 | 3.6% | 5 | 6.0% |
| SUPERVISORS | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUPERVISORS | 9 | 6 | 7.1% | 3 | 3.6% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 6 | 7.1% | 3 | 3.6% |
| SUPERVISORS RATIO | 8.3 | TO 1 | | | | | | | | | | | | | | | | | | | | | | | |
| SPECIAL | | | | | | | | | | | | | | | | | | | | | | | | | |
| DISABILITY | 2 | 2 | 2.4% | 0 | 0.0% | 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 | 2.4% | 0 | 0.0% |
| VETERANS PREFERENCE | 17 | 16 | 19.0% | 1 | 1.2% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 16 | 19.0% | 1 | 1.2% |

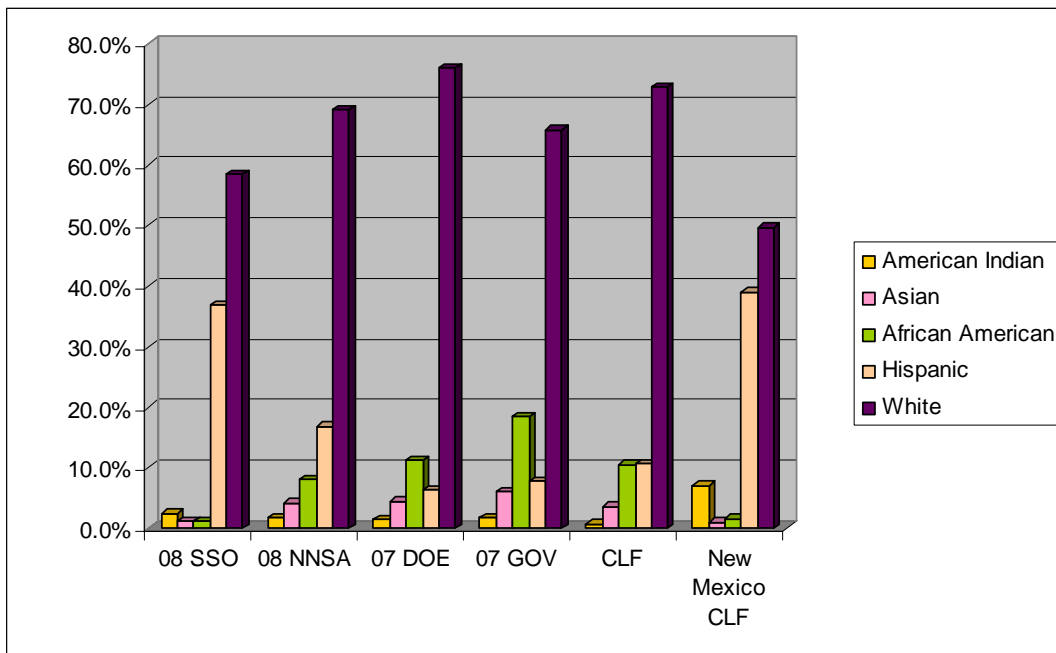
SSO

Personnel by Percentage

| | Sep 2005 | | Sep 2006 | | Sep 2007 | | Sep 2008 | |
|-------------------------|----------|-------|----------|-------|----------|-------|----------|-------|
| | Female | Male | Female | Male | Female | Male | Female | Male |
| American Indian | 2.2% | 0.0% | 2.3% | 0.0% | 2.4% | 0.0% | 2.4% | 0.0% |
| Asian | 0.0% | 2.2% | 0.0% | 2.3% | 0.0% | 1.2% | 0.0% | 1.2% |
| African American | 1.1% | 0.0% | 1.1% | 0.0% | 1.2% | 0.0% | 1.2% | 0.0% |
| Hispanic | 23.6% | 15.7% | 23.0% | 16.1% | 24.1% | 15.7% | 23.8% | 13.1% |
| Total Minorities | 26.9% | 17.9% | 26.4% | 18.4% | 27.7% | 16.9% | 27.4% | 14.3% |
| Non-Minorities | 16.9% | 38.2% | 16.1% | 39.1% | 16.9% | 38.6% | 16.7% | 41.7% |

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

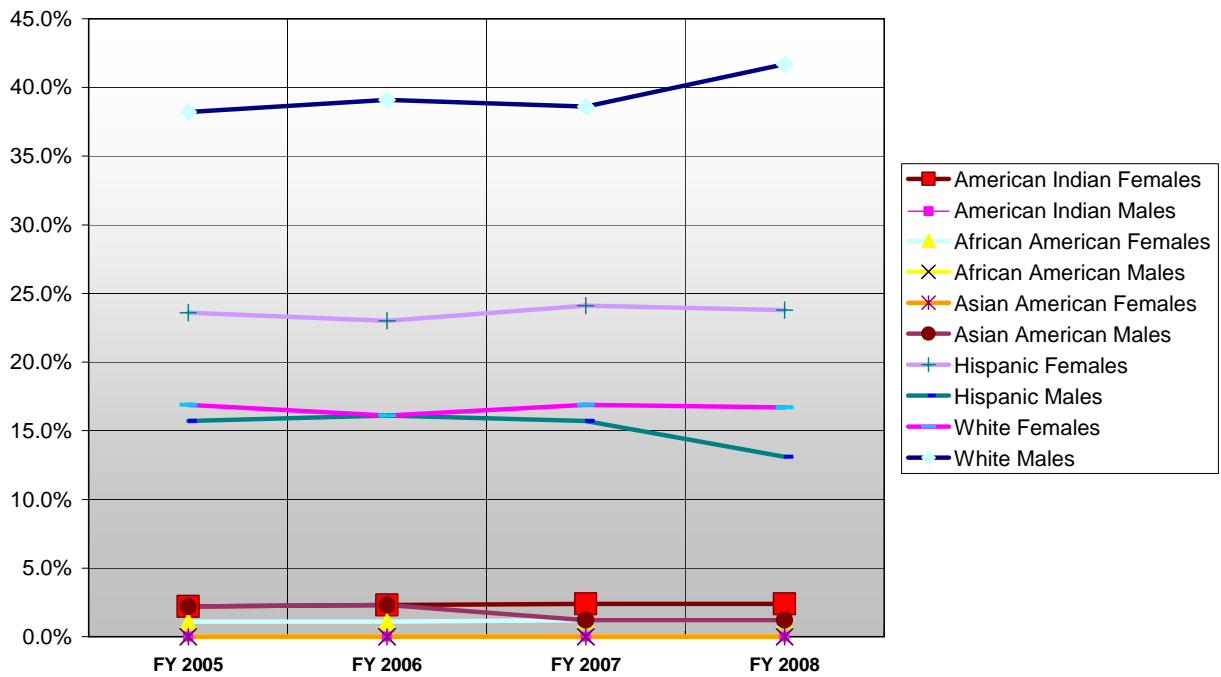
| | American Indian | Asian | African American | Hispanic | White |
|-----------------------|-----------------|-------|------------------|----------|-------|
| 08 SSO | 2.4% | 1.2% | 1.2% | 36.9% | 58.4% |
| 08 NNSA | 1.8% | 4.2% | 8.1% | 16.8% | 69.1% |
| 07 DOE | 1.5% | 4.4% | 11.2% | 6.3% | 75.9% |
| 07 GOV | 1.7% | 6.0% | 18.4% | 7.8% | 65.8% |
| CLF | 0.7% | 3.6% | 10.5% | 10.7% | 72.8% |
| New Mexico CLF | 7.0% | 1.0% | 1.6% | 39.0% | 49.7% |



Four-Year Trend Sandia Site Office

There are no American Indian males, no Asian females, and no African American males in the four-year period. White male representation is increasing; Hispanic female and male representation is decreasing, and White female and Asian male representation remaining fairly constant.

Sandia Site Office 4-Year Workforce Trend



Accessions – SSO

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 | 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 female 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 | 3 | 0 | 3 | 3 |
| % 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 female 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 | 2 | 0 | 0 | 0 | 2 | 0 | 2 |
| % of Accessions | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 100.0% |

- Minorities comprised 100.0% of accessions
- Females comprised 100.0% 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 | 2 | 5 | 2 | 5 | 7 |
| % of Accessions | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 28.6% | 71.4% | 28.6% | 71.4% | 100.0% |

- Minorities comprised 0.0% of accessions
- Females comprised 28.6% of accessions

The four-year trend for Sandia Site Office:

- Minorities comprised 100.0% of accessions in one year, FY 2007, no accessions in the previous two years, or in FY 2008.
- Females comprised 100.0% of accessions in one year, FY 2007, no accessions in the previous two years, and 28.6% of accessions in FY 2008.

Separations SSO

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 | |
| % 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 | |
| % 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 | |
| % 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 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 | 0 | 1 | 1 | 0 | 1 | 1 | |
| % of Separations | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 33.3% | 33.3% | 0.0% | 33.3% | 33.3% | 66.7% | 100.0% |

- 1 Hispanic female, transfer to another agency
- 1 Hispanic male, resignation
- 1 White male, transfer to another agency

The four-year trend for SSO:

- No minority separations from 2005-2007; two in 2008.
- Females comprised 50.0% in 2005 and 33.3% in 2008.

Separations for SSO are 71.4% due to retirement in the four-year period.

Promotions – SSO

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 | 0 | 3 | 3 | 0 | 1 | 3 | 4 | 7 |
| % of Promotions | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 42.9% | 42.9% | 0.0% | 14.3% | 42.9% | 57.1% | 100.0% |

- Minorities comprised 85.7% of promotions
- Females comprised 42.9% 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 | 0 | 0 | 0 | 2 | 2 | 1 | 1 | 3 | 5 | 8 |
| % of Promotions | 0.0% | 25.0% | 0.0% | 0.0% | 0.0% | 0.0% | 25.0% | 25.0% | 12.5% | 12.5% | 37.5% | 62.5% | 100.0% |

- Minorities comprised 75.0% of promotions
- Females comprised 37.5% 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 | 0 | 0 | 0 | 1 | 2 | 0 | 2 | 1 | 4 | 5 |
| % of Promotions | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 20.0% | 40.0% | 0.0% | 40.0% | 20.0% | 80.0% | 100.0% |

- Minorities comprised 60.0% 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 | 0 | 5 | 1 | 0 | 1 | 5 | 2 | 7 |
| % of Promotions | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 71.4% | 14.3% | 0.0% | 14.3% | 71.4% | 28.6% | 100.0% |

- Minorities comprised 85.7% of promotions
- Females comprised 71.4% of promotions

Promotions – SSO, continued

The four-year trend for SSO:

- Minorities comprised 85.7%; 75.0%; 60.0%; 85.7% of promotions in the four-year period.
- Females comprised 42.9%; 37.5%; 20.0%; 71.4% of promotions in the four-year period.

Promotions for SSO in the four year period went from 7 – 8 – 5 – 7. Minorities and females had representation in each of the four years.