



**NEVADA SITE OFFICE (NSO)  
SITE OFFICE MANAGER**

**NATIONAL NUCLEAR SECURITY ADMINISTRATION**

**Fiscal Year 2008**

Prepared by  
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*EEO and Diversity: Collaborating for Mission Success*  
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Summary of Staffing Changes for  
the  
Nevada Site Office (NSO)  
as of September 27, 2008:

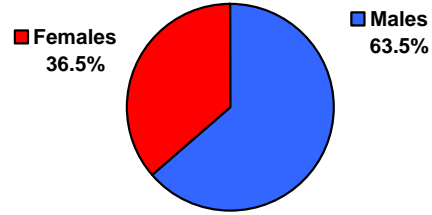
- NSO increased staffing by 1 FTE.
- Attrition included 7 FTEs, all retirements.
- Minorities comprise 27.1% of NSO workforce, slightly up from 26.3% in 2007.
  - American Indian representation comprises 2.0%, with no change in the employee number.
  - African American representation comprises 7.3%, down from 7.4% in 2007; the employee number did not change.
  - Asian American representation comprises 5.2%, down from 6.4% in 2007; the employee number went from 6 in 2007, to 5 in 2008.
  - Hispanic representation comprises 12.6%, up from 10.6%, or 12 employees in 2008, compared to 10 in 2007.
- Female representation as of 9/15/2007 was 34.7% and increased to 36.5% in 2008, or two additional females on staff in 2008.
- The average age is 49.0 years, and the average length of service is 17.4 years.
- Supervisory Analysis: The supervisor ratio is 8.6:1. There are 10 supervisors:
  - Males, 5, 50.0% of NSO supervisory staff
  - Females, 5, 50.0% of NSO supervisory staff

	% of Supervisors	% of NSO Population
○ Asian female, 1	10.0%	1.0%
○ Hispanic female, 1	10.0%	1.0%
○ Hispanic male, 1	10.0%	1.0%
○ White females, 3	30.0%	3.1%
○ White males, 4	40.0%	4.3%
- Separations out number accessions over the four-year period, 33 to 23. Separations are 87.9% due to retirement. NSO employees make a career out of their NSO employment.
- Minorities had representation in the last two years in promotions at NSO; females had representation in three of the four years.

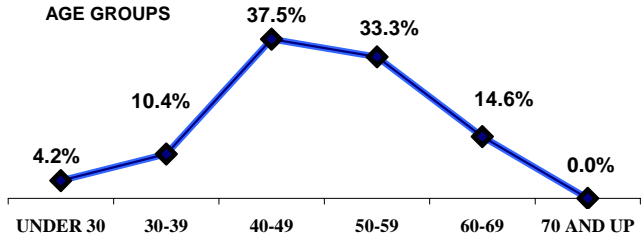
**NEVADA SITE OFFICE**  
As of September 27, 2008

TOTAL	96	
<b>PAY PLAN</b>		
SES	1	
EJ/EK	8	
EN V	1	
EN IV	35	
NN	19	
NQ	29	
NU	3	
<b>RETIREMENT</b>		
ELIGIBLE TO RETIRE IMMEDIATELY	14	14.6%
ELIGIBLE TO RETIRE BY 09/27/2012	29	30.2%
<b>GENDER</b>		
Males	61	63.5%
Females	35	36.5%
<b>AGE</b>		
AVERAGE AGE	49.0 YRS	
UNDER 30	4	4.2%
30-39	10	10.4%
40-49	36	37.5%
50-59	32	33.3%
60-69	14	14.6%
70 AND UP	0	0.0%
<b>YEARS OF FEDERAL SERVICE</b>		
AVERAGE LENGTH	17.4 YRS	
LESS THAN 10 YEARS	23	24.0%
10-19 YEARS	36	37.5%
20-29 YEARS	28	29.2%
30-39 YEARS	7	7.3%
40-49 YEARS	2	2.1%
<b>EDUCATION</b>		
Ph.D/Sc.D Degree	2	2.1%
Masters Degrees	24	25.0%
Bachelor Degrees	53	55.2%
No Degrees	17	17.7%
<b>SUPERVISOR RATIO</b>		
SUPERVISORS	10	
SUPERVISORS RATIO	8.6 TO 1	
<b>DIVERSITY</b>		
American Indian Male	1	1.0%
American Indian Female	1	1.0%
African American Male	1	1.0%
African American Female	6	6.3%
Asian Male	2	2.1%
Asian Female	3	3.1%
Hispanic Male	6	6.3%
Hispanic Female	6	6.3%
White Female	19	19.8%
White Male	51	53.1%
<b>SPECIAL</b>		
DISABILITY	6	6.3%
VETERANS	24	25.0%

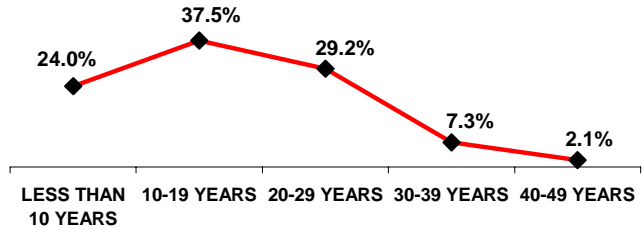
**GENDER**



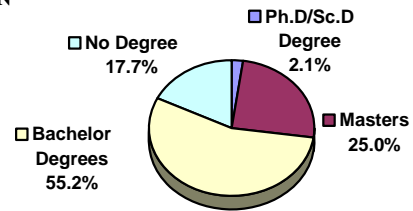
**AGE GROUPS**



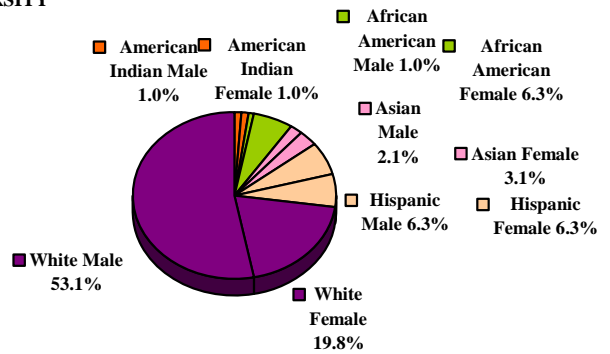
**YEARS OF FEDERAL SERVICE**



**EDUCATION**



**DIVERSITY**



NEVADA SITE OFFICE																										
		Subtotal				American Indian				Asian				African American				Hispanic				White				
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female			
TOTAL	96	61	63.5%	35	36.5%	1	1.0%	1	1.0%	2	2.1%	3	3.1%	1	1.0%	6	6.3%	6	6.3%	6	6.3%	51	53.1%	19	19.8%	
<b>ELIGIBLE TO RETIRE IMMEDIATELY</b>	<b>14</b> <b>14.6%</b>	12	12.5%	2	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	12	12.5%	1	1.0%	
<b>ELIGIBLE TO RETIRE BY 09/27/2012</b>	<b>29</b> <b>30.2%</b>	22	22.9%	7	7.3%	0	0.0%	0	0.0%	2	2.1%	0	0.0%	0	0.0%	0	0.0%	4	4.2%	4	4.2%	16	16.7%	3	3.1%	
<b>AGE</b>																										
AVERAGE AGE	49.0 YRS																									
AGE UNDER 30	4	4.2%	2	2.1%	2	2.1%	0	0.0%	0	0.0%	1	1.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.0%	1	1.0%
AGE 30-39	10	10.4%	9	9.4%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.1%	1	1.0%	7	7.3%	0	0.0%
AGE 40-49	36	37.5%	19	19.8%	17	17.7%	1	1.0%	0	0.0%	1	1.0%	2	2.1%	1	1.0%	2	2.1%	4	4.2%	3	3.1%	12	12.5%	10	10.4%
AGE 50-59	32	33.3%	19	19.8%	13	13.5%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	3	3.1%	0	0.0%	2	2.1%	19	19.8%	7	7.3%
AGE 60-69	14	14.6%	12	12.5%	2	2.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	12	12.5%	1	1.0%
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%
<b>FEDERAL SERVICE</b>																										
AVERAGE LENGTH	17.4 YRS																									
LESS THAN 10 YEARS	23	24.0%	13	13.5%	10	10.4%	0	0.0%	0	0.0%	1	1.0%	2	2.1%	0	0.0%	1	1.0%	0	0.0%	2	2.1%	12	12.5%	5	5.2%
10-19 YEARS	36	37.5%	24	25.0%	12	12.5%	1	1.0%	1	1.0%	1	1.0%	1	1.0%	0	0.0%	3	3.1%	5	5.2%	1	1.0%	17	17.7%	6	6.3%
20-29 YEARS	28	29.2%	18	18.8%	10	10.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.0%	2	2.1%	1	1.0%	1	1.0%	16	16.7%	7	7.3%
30-39 YEARS	7	7.3%	4	4.2%	3	3.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.1%	4	4.2%	1	1.0%
40-49 YEARS	2	2.1%	2	2.1%	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%	2	2.1%	0	0.0%
<b>EDUCATION</b>																										
Ph.D/Sc.D DEGREES	2	2.1%	2	2.1%	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%	2	2.1%	0	0.0%
MASTERS DEGREES	24	25.0%	17	17.7%	7	7.3%	1	1.0%	0	0.0%	1	1.0%	1	1.0%	0	0.0%	1	1.0%	2	2.1%	2	2.1%	13	13.5%	3	3.1%
BACHELORS DEGREES	53	55.2%	35	36.5%	18	18.8%	0	0.0%	0	0.0%	1	1.0%	2	2.1%	1	1.0%	2	2.1%	4	4.2%	3	3.1%	29	30.2%	11	11.5%
NO DEGREE	17	17.7%	7	7.3%	10	10.4%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	3	3.1%	0	0.0%	1	1.0%	7	7.3%	5	5.2%
<b>SUPERVISORS</b>																										
SUPERVISORS	10		5	5.2%	5	5.2%	0	0.0%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	1	1.0%	1	1.0%	4	4.2%	3	3.1%
SUPERVISORS RATIO	8.6	TO 1																								
<b>SPECIAL</b>																										
DISABILITY	6	6.3%	3	3.1%	3	3.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	3	3.1%	2	2.1%
VETERANS PREFERENCE	24	25.0%	21	21.9%	3	3.1%	0	0.0%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	1	1.0%	0	0.0%	1	1.0%	21	21.9%	0	0.0%

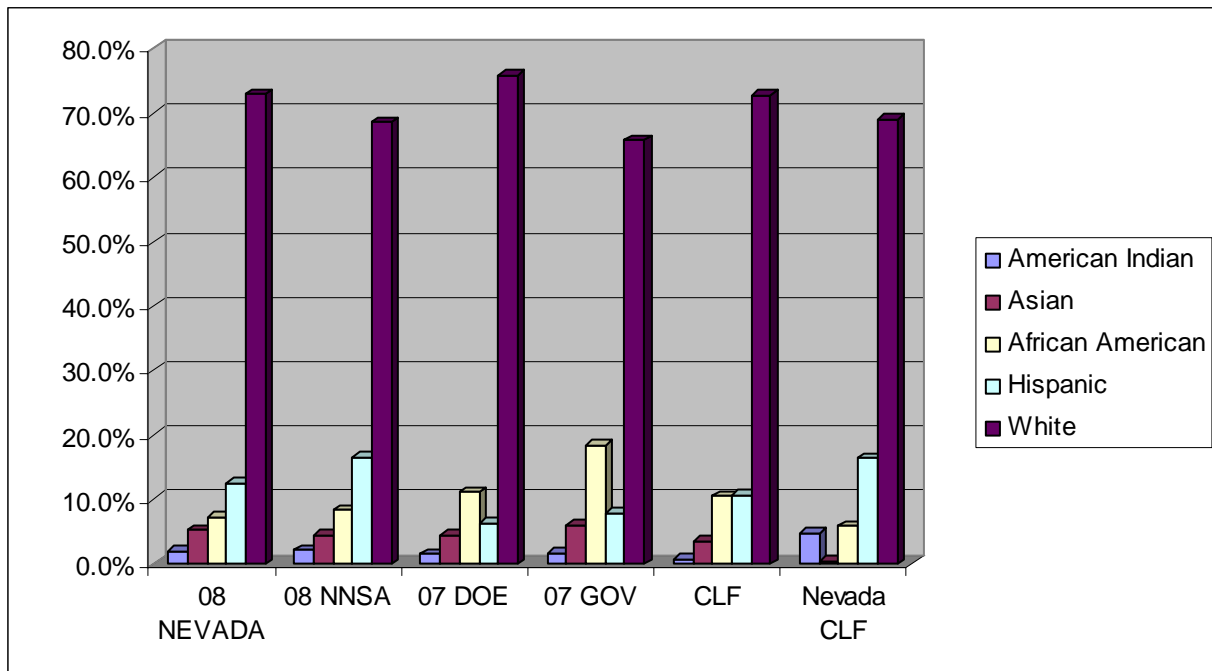
## Nevada Site Office

### Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008	
	Female	Male	Female	Male	Female	Male	Female	Male
<b>American Indian</b>	1.0%	1.0%	1.0%	1.0%	1.1%	1.1%	1.0%	1.0%
<b>Asian</b>	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.1%	2.1%
<b>African American</b>	6.9%	0.0%	6.0%	1.0%	6.3%	1.0%	6.3%	1.0%
<b>Hispanic</b>	2.0%	6.9%	2.0%	7.0%	3.2%	7.4%	6.3%	6.3%
<b>Total Minorities</b>	12.9%	10.9%	12.0%	12.0%	13.8%	12.7%	16.7%	10.4%
<b>Non-Minorities</b>	26.7%	49.5%	22.0%	54.2%	21.1%	52.6%	19.8%	53.1%

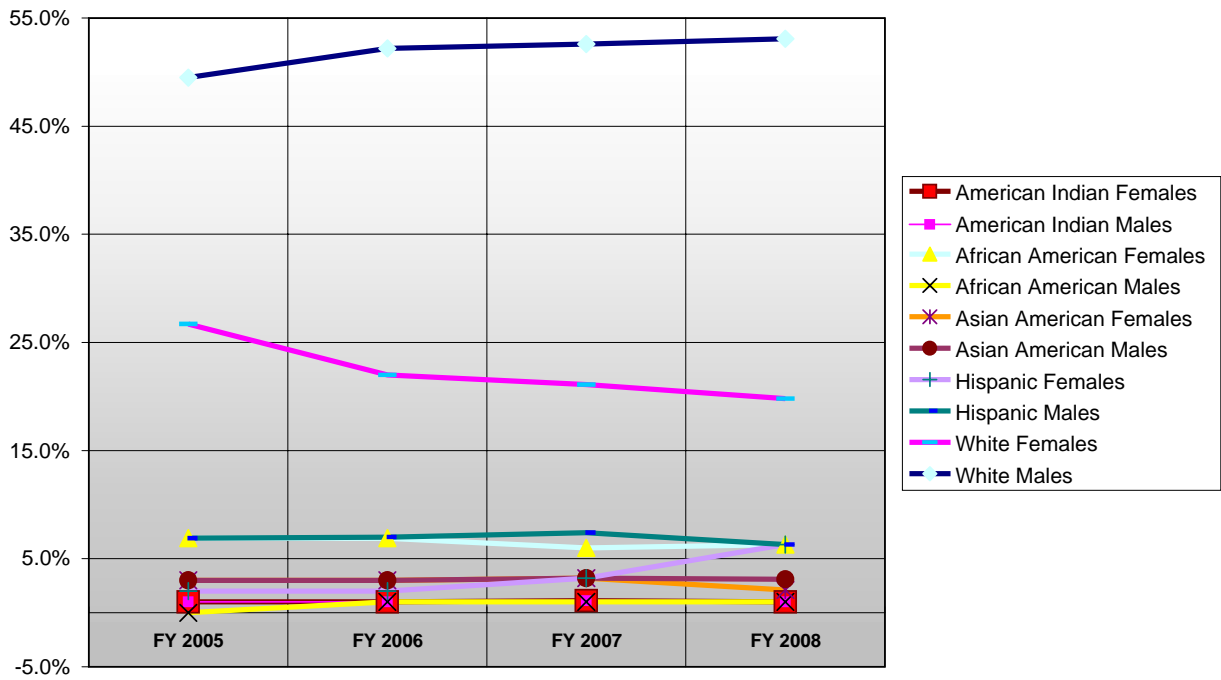
The Charts below depict the workforce diversity compared to the 2000 Department of Labor's Civilian Labor Force (CLF), 2000 State of Texas CLF, the 2007 Executive Branch of Government, the 2007 Department of Energy (DOE), and 2008 NNSA-wide.

	American Indian	Asian	African American	Hispanic	White
<b>08 NEVADA</b>	2.0%	5.2%	7.3%	12.6%	72.9%
<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>Nevada CLF</b>	4.7%	0.5%	5.9%	16.4%	69.1%



The four-year trend for NSO indicates White males slightly increasing as a percentage of the work force, White females decreasing from 26.7% to 19.8%, and minorities remaining consistent in representation, the exception is Hispanic females, who show an increase from 2.0% to 6.3% in the four-year period.

**Nevada Site Office 4-Year Workforce Trend**



## Accessions – Nevada Site Office

### 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	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%

- Minorities comprised 50.0% of accessions
- Females comprised 100.0% 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	1	0	0	1	0	0	1	9	2	10	12
% of Accessions	0.0%	0.0%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	8.3%	75.0%	16.7%	83.3%	100.0%

- Minorities comprised 16.6% of accessions
- Females comprised 16.7% 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	0	0	0	0	0	0	0	0	1	1	1	1	2
% 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%

- Minorities comprised 0.0% of 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	1	0	0	0	3	0	0	3	4	3	7
% of Accessions	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	42.9%	0.0%	0.0%	42.9%	57.1%	42.9%	100.0%

- Minorities comprised 57.2% of accessions
- Females comprised 57.1% of accessions

## **Accessions – Nevada Site Office, continued**

The four-year trend for Nevada Site Office:

- Minorities comprised 50.0%; 16.6%; 0.0%; and 57.2% of accessions in the four-year period.
- Females comprised 100%; 16.7%; 50%; and 57.1% of accessions in the four-year period.

Accessions for Nevada Site Office went from 2 to 12 back to 2 and up to 7 in the four year period. Minorities were represented in three of the years, and females were represented in all four years.

## Separations – Nevada Site Office

### 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	2	0	7	0	9	9
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	0.0%	77.8%	0.0%	100.0%	100.0%

- 1 Hispanic male termination
- 1 Hispanic male retirement
- 1 White male resignation
- 6 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	0	0	0	0	0	0	0	0	6	5	6	5	11
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	54.5%	45.5%	54.5%	45.5%	100.0%

- 1 White female resignation
- 5 White females retirement
- 5 White males 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	1	0	0	0	0	2	3	2	4	6
% of Separations	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	33.3%	50.0%	33.3%	66.7%	100.0%

- 1 Asian male retirement
- 2 White females retirement
- 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	2	1	0	0	0	0	1	3	3	4	7
% of Separations	0.0%	0.0%	28.6%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	42.9%	42.9%	57.1%	100.0%

## Separations – Nevada Site Office, continued

### FY 2008

- 2 Asian females retirement
- 1 Asian male retirement
- 1 White female retirement
- 3 White males retirement

The four-year trend for Nevada:

- Minorities comprised 22.2%; 0.0%; 16.7%; and 42.9% of separations in the four-year period.
- Females comprised 0.0%; 54.5%; 33.3%; 42.9% of separations in the four-year period.

One termination in the four year period was of a minority; and there were two resignations (a White male and a White female). 87.9% of separations over the four-year period are due to retirement.

Separations, 33, exceed accessions, 23, in the four-year period.

## Promotions – Nevada Site Office

### 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	0	0	3	2	3	2	5
% of Promotions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	40.0%	60.0%	40.0%	100.0%

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

- Minorities comprised 40.0% of promotions
- Females comprised 40.0% 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	1	0	0	0	0	0	1	2	2	2	4
% of Promotions	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	50.0%	50.0%	100.0%

- Minorities comprised 25.0% of promotions
- Females comprised 50.0% of promotions

## **Promotions – Nevada Site Office, continued**

### **FY 2008**

The four-year trend for Nevada Site Office:

- Minorities comprised 0.0%; 0.0%; 40.0%; and 25.0% of promotions in the four-year period.
- Females comprised 60.0%; 0.0%; 40.0%; 50.0% of promotions in the four-year period.

The number of promotions for NSO went from 5 to 1 to 5 to 4 in the four-year period. No minorities were represented in two of the four years. Females had no representation in one of the four years.