



# **WORKFORCE DIVERSITY**

**NEVADA SITE OFFICE (NSO)**

**OFFICE OF THE MANAGER**

**NATIONAL NUCLEAR SECURITY ADMINISTRATION**

**Fiscal Year 2009**

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

**Nevada Site Office (NSO)  
2009 Workforce Diversity**

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

- NSO decreased staffing by 4 FTE's. There was a gain in Hispanic Male (1); and loses in White female (1); and White male (4).
- Minorities comprise 29.4% of NSO workforce, up from 27.1% in 2008.
  - American Indian representation comprises 2.2%, with no change in the employee number.
  - African American representation comprises 7.6%, with no change in the employee number.
  - Asian American representation comprises 5.5%, with no change in the employee number.
  - Hispanic representation comprises 14.1%, up from 12.6% in 2008. Total number increased by 1 over 2008.
- White employees comprise 70.7%, down from 72.9% in 2008. Total number decreased by 5 employees.
- Female representation as of 9/12/2009 was 37.0% an increase over 2008's 36.5%. Total number decreased by 1.
- The average age is 49.5 years, and the average length of service is 17.6 years. 2008 figures: 49.0 years with 17.4 years of service.
- Supervisory Analysis: The supervisor ratio is 9.2 to 1. There are 9 supervisors at NSO, a decrease from 2008 of 1:
  - Males, 4, 44.4% of NSO supervisory staff, decrease of 1 from 2008
  - Females, 5, 55.6% of NSO supervisory staff, no change

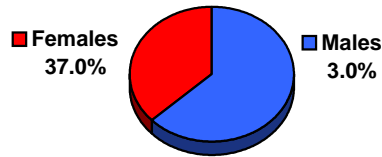
	% of Supervisors	Increase or Decrease from 2008
○ Asian female, 1	11.1%	0
○ Hispanic female, 1	11.1%	0
○ Hispanic male, 1	11.1%	0
○ White females, 3	33.3%	0
○ White males, 3	33.3%	-1

Note: percentage of representation increases in almost all categories, while total number remains the same as in the previous year, 2008, due to the decrease in the number of FTE's for NSO.

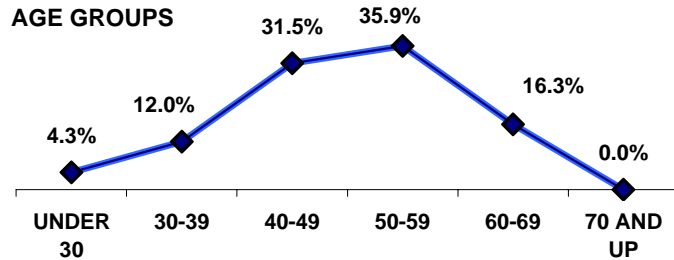
**Nevada Site Office**  
As of September 12, 2009

TOTAL	92
<b>PAY PLAN</b>	
SES	2
EJ/EK	7
EN IV	32
EN 00	1
NN (Engineering)	19
NQ (Prof/Tech/Admin)	29
NU (Tech/Admin Support)	2
<b>RETIREMENT</b>	
ELIGIBLE TO RETIRE IMMEDIATELY	14 15.2%
ELIGIBLE TO RETIRE BY 09/12/2013	30 32.6%
<b>GENDER</b>	
Males	58 63.0%
Females	34 37.0%
<b>AGE</b>	
AVERAGE AGE	49.5 YRS
UNDER 30	4 4.3%
30-39	11 12.0%
40-49	29 31.5%
50-59	33 35.9%
60-69	15 16.3%
70 AND UP	0 0.0%
<b>YEARS OF FEDERAL SERVICE</b>	
AVERAGE LENGTH	17.6 YRS
LESS THAN 10 YEARS	24 26.1%
10-19 YEARS	26 28.3%
20-29 YEARS	29 31.5%
30-39 YEARS	11 12.0%
40-49 YEARS	2 2.2%
<b>EDUCATION</b>	
J.D./Ph.D./Sc.D Degrees	2 2.2%
Masters Degrees	25 27.2%
Bachelor Degrees	49 53.3%
No Degrees	16 17.4%
<b>SUPERVISOR RATIO</b>	
SUPERVISORS	9
SUPERVISORS RATIO	9.2 TO 1
<b>DIVERSITY</b>	
American Indian Male	1 1.1%
American Indian Female	1 1.1%
African American Male	1 1.1%
African American Female	6 6.5%
Asian Male	2 2.2%
Asian Female	3 3.3%
Hispanic Male	7 7.6%
Hispanic Female	6 6.5%
White Female	18 19.6%
White Male	47 51.1%
<b>SPECIAL</b>	
DISABILITY	6 6.5%
VETERANS	24 26.1%

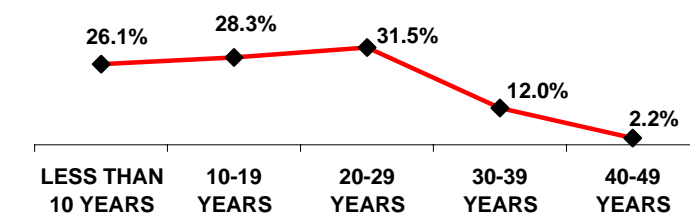
**GENDER**



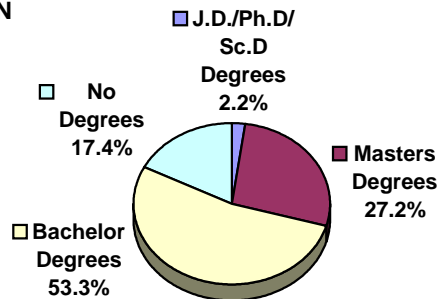
**AGE GROUPS**



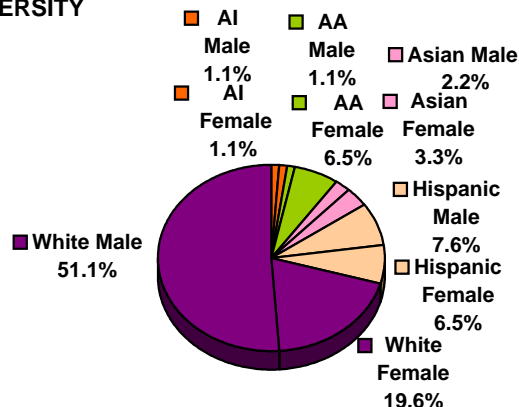
**YEARS OF FEDERAL SERVICE**



**EDUCATION**



**DIVERSITY**



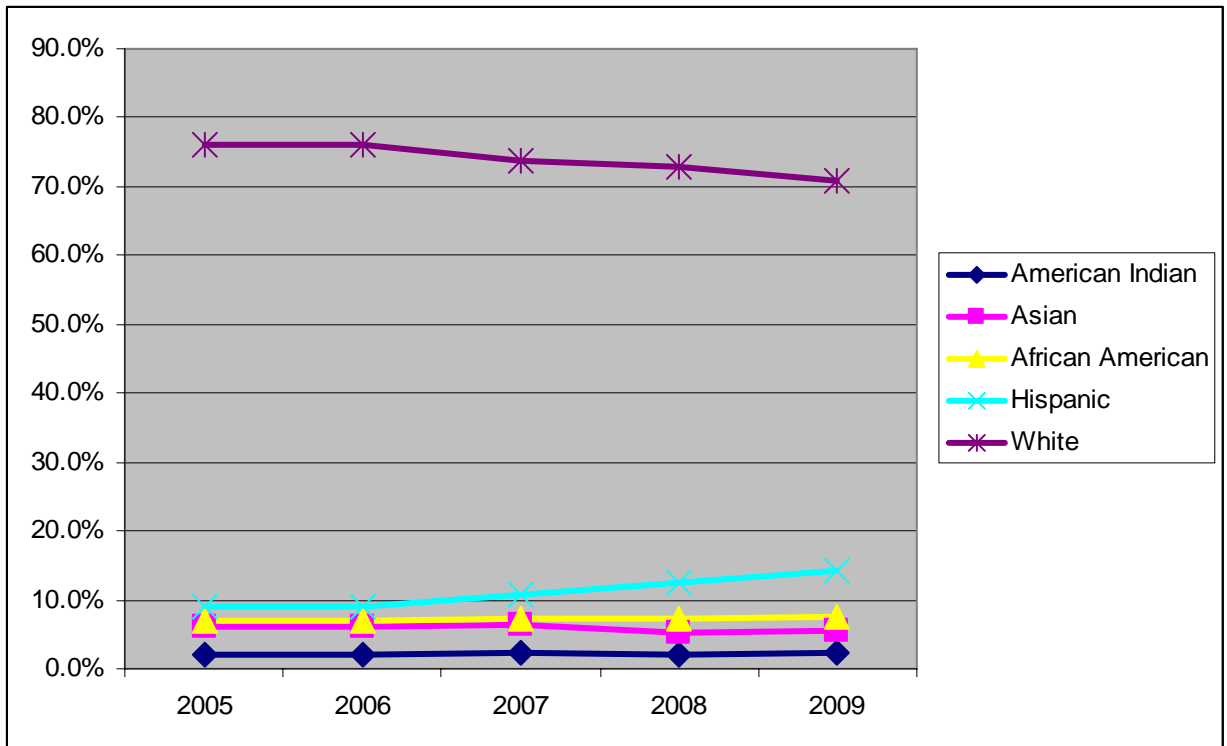
Nevada Site Office																										
		Subtotal				American Indian				Asian				African American				Hispanic				White				
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female						
TOTAL	92	58	63.0%	34	37.0%	1	1.1%	1	1.1%	2	2.2%	3	3.3%	1	1.1%	6	6.5%	7	7.6%	6	6.5%	47	51.1%	18	19.6%	
ELIGIBLE TO RETIRE IMMEDIATELY	14	15.2%	12	13.0%	2	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	12	13.0%	1	1.1%		
ELIGIBLE TO RETIRE BY 09/12/2013	30	32.6%	21	22.8%	9	9.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.2%	0	0.0%	1	1.1%	21	22.8%	6	6.5%		
AGE																										
AVERAGE AGE	49.5 YRS																									
AGE UNDER 30	4	4.3%	2	2.2%	2	2.2%	0	0.0%	0	0.0%	1	1.1%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.1%	1	1.1%
AGE 30-39	11	12.0%	9	9.8%	2	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	3.3%	2	2.2%	6	6.5%	0	0.0%
AGE 40-49	29	31.5%	15	16.3%	14	15.2%	1	1.1%	0	0.0%	1	1.1%	2	2.2%	1	1.1%	2	2.2%	4	4.3%	2	2.2%	8	8.7%	8	8.7%
AGE 50-59	33	35.9%	19	20.7%	14	15.2%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	3	3.3%	0	0.0%	2	2.2%	19	20.7%	8	8.7%
AGE 60-69	15	16.3%	13	14.1%	2	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	13	14.1%	1	1.1%
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	17.6 YRS																									
LESS THAN 10 YEARS	24	26.1%	14	15.2%	10	10.9%	0	0.0%	0	0.0%	1	1.1%	2	2.2%	0	0.0%	1	1.1%	1	1.1%	3	3.3%	12	13.0%	4	4.3%
10-19 YEARS	26	28.3%	18	19.6%	8	8.7%	1	1.1%	1	1.1%	1	1.1%	0	0.0%	0	0.0%	3	3.3%	3	3.3%	1	1.1%	13	14.1%	3	3.3%
20-29 YEARS	29	31.5%	18	19.6%	11	12.0%	0	0.0%	0	0.0%	0	0.0%	1	1.1%	1	1.1%	0	0.0%	3	3.3%	1	1.1%	14	15.2%	9	9.8%
30-39 YEARS	11	12.0%	6	6.5%	5	5.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.2%	0	0.0%	1	1.1%	6	6.5%	2	2.2%
40-49 YEARS	2	2.2%	2	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.2%	0	0.0%
EDUCATION																										
J.D./Ph.D/Sc.D DEGREES	2	2.2%	2	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2.2%	0	0.0%
MASTERS DEGREES	25	27.2%	17	18.5%	8	8.7%	1	1.1%	0	0.0%	1	1.1%	1	1.1%	0	0.0%	1	1.1%	3	3.3%	2	2.2%	12	13.0%	4	4.3%
BACHELORS DEGREES	49	53.3%	31	33.7%	18	19.6%	0	0.0%	0	0.0%	1	1.1%	2	2.2%	1	1.1%	2	2.2%	4	4.3%	4	4.3%	25	27.2%	10	10.9%
NO DEGREE	16	17.4%	8	8.7%	8	8.7%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	3	3.3%	0	0.0%	0	0.0%	8	8.7%	4	4.3%
SUPERVISORS																										
SUPERVISORS	9	9.8%	4	4.3%	5	5.4%	0	0.0%	0	0.0%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	1	1.1%	1	1.1%	3	3.3%	3	3.3%
SUPERVISORS RATIO	9.2	TO 1																								
SPECIAL																										
DISABILITY	6	6.5%	3	3.3%	3	3.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	3	3.3%	2	2.2%
VETERANS PREFERENCE	24	26.1%	21	22.8%	3	3.3%	0	0.0%	0	0.0%	0	0.0%	1	1.1%	0	0.0%	1	1.1%	0	0.0%	1	1.1%	21	22.8%	0	0.0%

## Nevada Site Office

### Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008		Sep 2009	
	Female	Male	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%	1.1%	1.1%
<b>Asian</b>	3.0%	3.0%	3.0%	3.0%	3.2%	3.2%	3.1%	2.1%	3.3%	2.2%
<b>African American</b>	6.9%	0.0%	6.0%	1.0%	6.3%	1.0%	6.3%	1.0%	6.5%	1.1%
<b>Hispanic</b>	2.0%	6.9%	2.0%	7.0%	3.2%	7.4%	6.3%	6.3%	6.5%	7.6%
<b>Total Minorities</b>	12.9%	10.9%	12.0%	12.0%	13.8%	12.7%	16.7%	10.4%	17.4%	12.0%
<b>Non-Minorities</b>	26.7%	49.5%	22.0%	54.2%	21.1%	52.6%	19.8%	53.1%	19.6%	51.1%

### Five-Year Trend

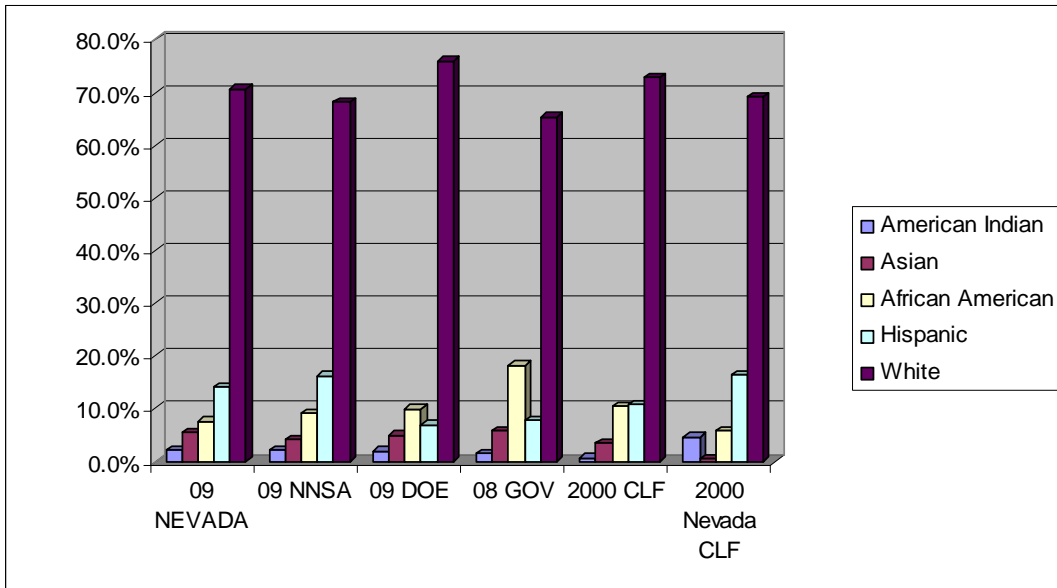


The five-year trend for NSO indicates an increase in Hispanic employees, decrease in White employees (a consistent decrease in White females from each of the prior years; White males were higher in 2009 than in 2005), and all other groups, plus or minus 1 or 2 employees for each of the five years, maintaining an otherwise steady composition in NSO representation.

## 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 Nevada 2000 CLF.

	American Indian	Asian	African American	Hispanic	White
<b>09 NEVADA</b>	2.2%	5.5%	7.6%	14.1%	70.7%
<b>09 NNSA</b>	2.1%	4.2%	9.2%	16.3%	68.3%
<b>09 DOE</b>	2.0%	5.0%	10.0%	7.0%	76.0%
<b>08 GOV</b>	1.6%	5.9%	18.3%	7.9%	65.4%
<b>2000 CLF</b>	0.7%	3.6%	10.5%	10.7%	72.8%
<b>2000 Nevada CLF</b>	4.7%	0.5%	5.9%	16.4%	69.1%



### NSO representation:

- Above NNSA-wide representation for American Indian; Asian; and White employees. Below NNSA-wide representation for African American and Hispanic.
- Above 2009 Department of Energy (DOE) representation for American Indian; Asian, and Hispanic. Below 2009 DOE representation for African American and White.
- Below 2008 federal government-wide representation for American Indian; Asian; and African American. Above federal government-wide representation for Hispanic and White employees.
- Above the 2000 CLF for American Indian; Asian; and Hispanic populations. Below 2000 CLF for African American and White populations.
- Below 2000 Nevada CLF for American Indian and Hispanic populations. Above 2000 Nevada CLF for Asian; African American and White populations.

## 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%

- 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	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

FY 2009

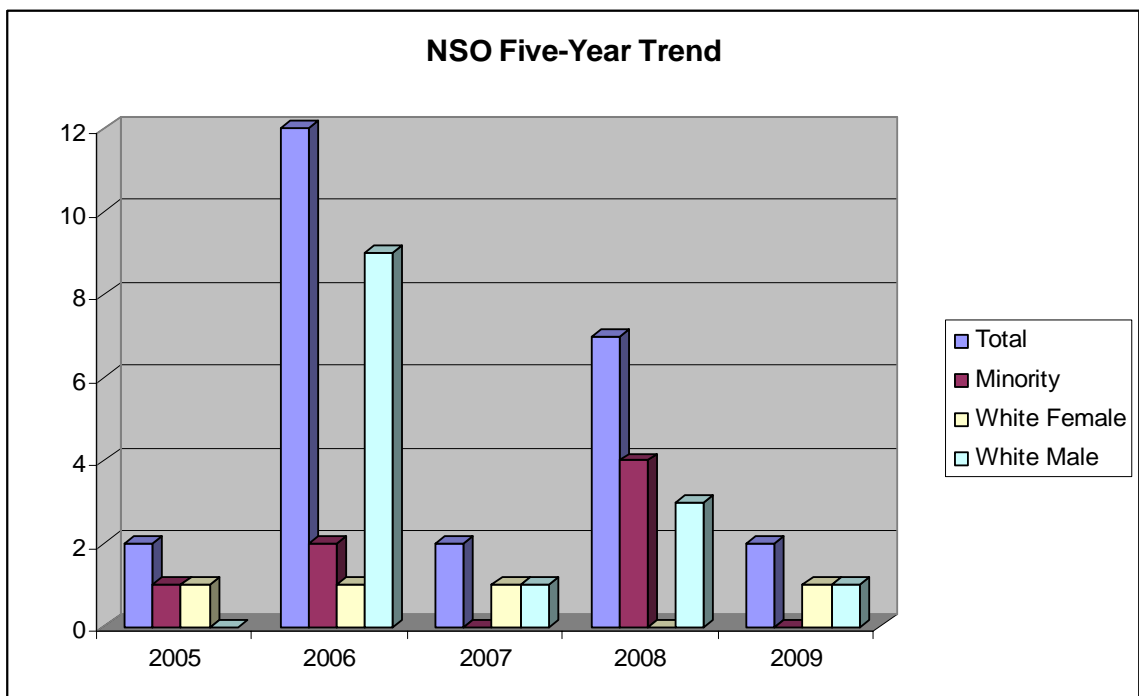
	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Accessions by Race	0	0	0	0	0	0	0	0	1	1	1	1	2
% of Accessions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	100.0%

- No minority accessions
- Females comprised 50.0% of accessions

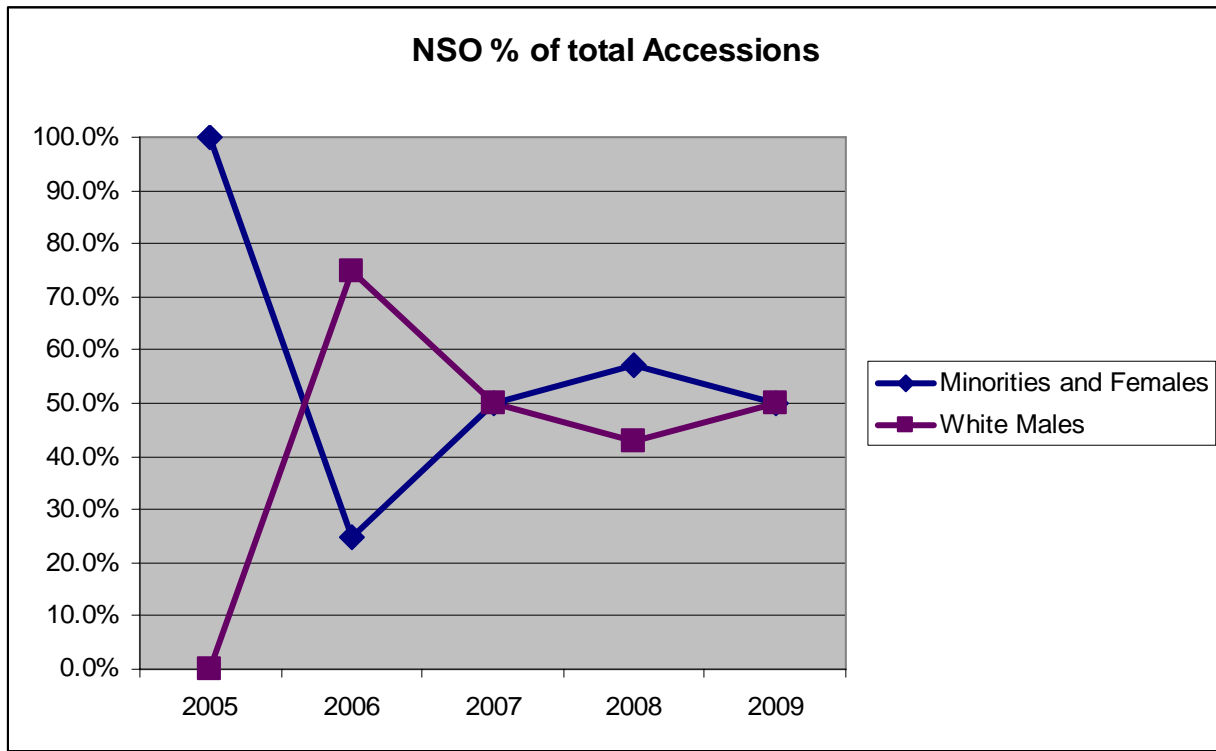
The five-year trend for Nevada Site Office:

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

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



## Accessions – Nevada Site Office, continued



## NSO 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. NSO has had 2 minority FLP participants in 2007 and 2 again 2009.

## 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 retirement
- 1 White male resignation; 6 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 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%

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

## Separations – Nevada Site Office, continued

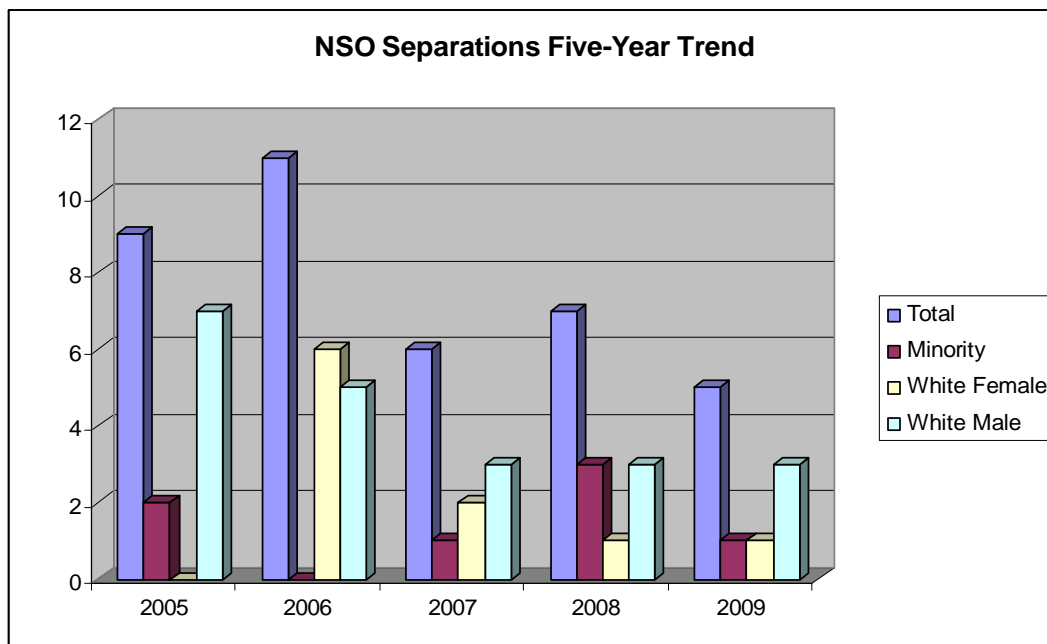
FY 2009

Separations by	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Race	0	0	0	0	0	0	1	0	1	3	2	3	5
% of Separations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	20.0%	60.0%	40.0%	60.0%	100.0%

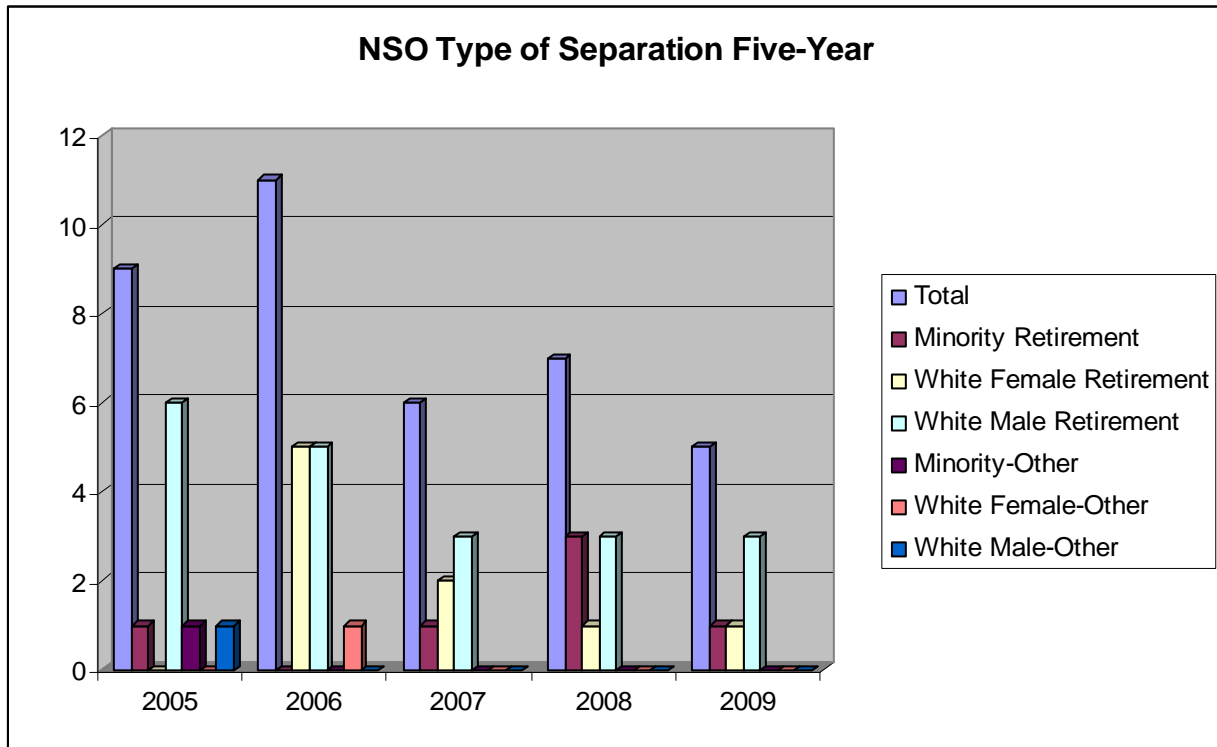
- 1 Hispanic female, retirement-voluntary
- 1 White female retirement-voluntary
- 2 White males retirement-voluntary; 1 retirement-special option

The five-year trend for Nevada:

- Minorities comprised 22.2%; 0.0%; 16.7%; 42.9%; and 20.0% of separations in the five-year period.
- Females comprised 0.0%; 54.5%; 33.3%; 42.9%; and 40.0% of separations in the five-year period.
- There were a total of 38 separations in the five-year period. 92.1% of separations were for retirement. Minority separations were 85.7% due to retirement; White female separations were 90.0% due to retirement; and White male separations were 95.2% due to retirement. The high retirement percentages are consistent with the average age and years of service, see page 4 above.
- Separations, 38 in the five-year period, exceeded the 25 accessions in the same five-year period.



**Separations – Nevada Site Office, continued**



## 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%

- No minority 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%

- No minority promotions
- No female 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 2009

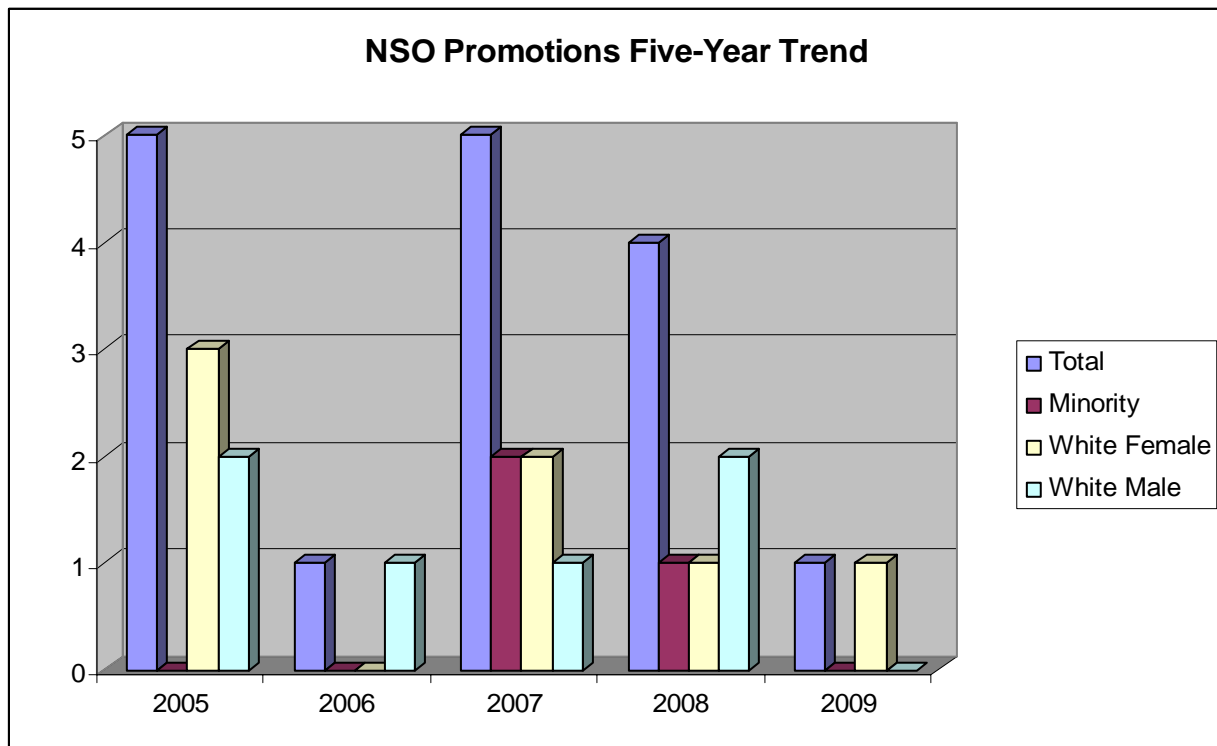
	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	0	0	0	0	0	0	0	0	1	0	1	0	1
% of Promotions	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%

- No minority promotions
- Females comprised 100.0% of promotions

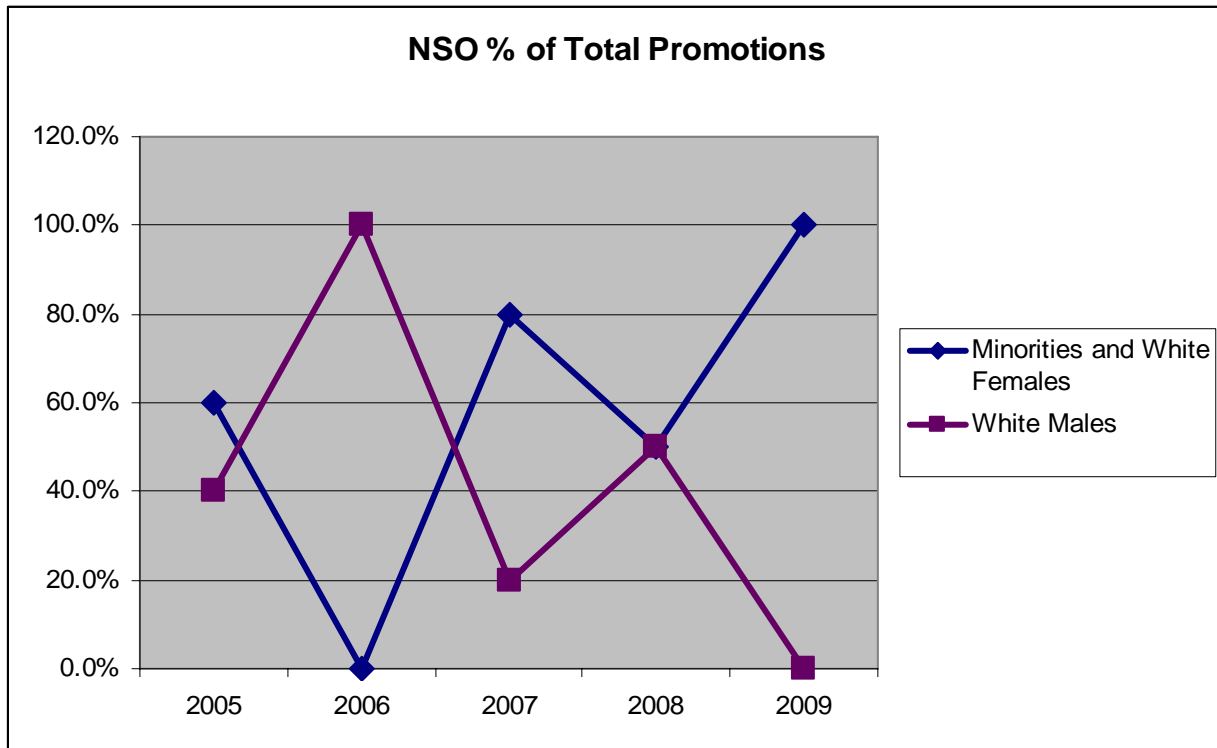
The five-year trend for Nevada Site Office:

- Minorities comprised 0.0%; 0.0%; 40.0%; 25.0%; and 0.0% of promotions in the five-year period.
- Females comprised 60.0%; 0.0%; 40.0%; 50.0%; and 100.0% of promotions in the five-year period.

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



Promotions – Nevada Site Office, continued





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*EEO and Diversity: Collaborating for Mission Success*