Site Manager

Los Alamos Site Office (LASO)

Workforce Diversity FY 2010

NNSA Service Center
EEO and Diversity Program Office
PO Box 5400
Albuquerque, NM 87185
(505) 845-5517 / TTY (800) 659-8331
Toll Free: 1-800-825-5256 [enter 845-5517 at the prompt]
Fax: (505) 845-4963

EEO and Diversity: Collaborating for Mission Success

Welcome from the NNSA Service Center Director:

The mission of our organization could not be accomplished without the many employees working throughout the nation as well as internationally.

Each year the Service Center EEO and Diversity Office prepares semi-annual as well as annual reports on our changing workforce. These reports serve the purpose of assisting management in workforce planning aligned to our strategic goals.

Additionally, the reports help us analyze our commitment to a diverse workforce. Whether that diversity be by gender, race, education level, age, or position within NNSA, management is committed to utilizing the valuable information within these reports to ensure equal opportunity for all employees.

Karen L. Boardman
Director
Service Center

NNSA Service Center

EEO and Diversity Office

- ✓ Yolanda Girón, Manager, (505) 845-4253
- ✓ Debra Parrish, Deputy Manager, (505) 845-6021
- ✓ Karen R. Harger, EEO & Diversity Specialist, (505) 845-6668
- ✓ Patty Padilla, EEO & Diversity Specialist (505) 845-4976
- ✓ Denise Ramos, EEO & Diversity Specialist, (505) 845--5920
- ✓ Suzanne Sandoval, EEO & Diversity Specialist, (505) 845-6385
- ✓ Mae Harris, EEO Assistant, (505) 845-5517

NNSA Functions:

- Technical Advisory Services (Management and Employees)
- Discrimination Complaints Program Management
- Alternative Dispute Resolution Program (Mediation)
- EEO Counselor Program
- Affirmative Employment Program
- Workforce Diversity Statistics and Reports:
    - Semi-Annual Diversity Reports
    - Year-End Diversity Reports
    - MD-715
    - DVAAP
    - FEORP
    - 9-Point Plan
- Special Emphasis Program
- Training and Education (Program Development and Delivery)
- Title VI Compliance Certification
- EEO Administrative Support

Welcome from the EEO and Diversity Program Manager

Twice each year it is the responsibility of the EEO and Diversity Program to inform our management, employees, and interested communities of the workforce diversity for NNSA.

The mid-year report is a snap shot of our Agency. The Year-End Reports are much more comprehensive as you will see in this report.

Should you need different information, or a display of workforce diversity information in a different format, please give my office a call. As a customer service, we respond to special request report formats.

In addition to the workforce diversity reports, the EEO and Diversity Program has many responsibilities, and a contact list is located on this page. Finally, suggestions for improvement of this report are encouraged. Please give our office a call.

Sincerely,

Yolanda Girón
Manager, EEO and Diversity Office

EEO and Diversity: Collaborating for Mission Success

TABLE OF CONTENTS

Service Center Director Message, 2

Manager, EEO and Diversity Program Message, 3

SNAP SHOT, 2009 to 2010 Workforce Changes, 5-6

Personnel by Percentage, 7

- Comparison to NNSA-wide; DOE-wide; federal government; 2000 Civilian Labor Force (CLF) national, and 2000 CLF New Mexico, 8
- Future Leaders Program, and the Student Career Experience Program, 9

Accessions, 10

Separations, 12

Promotions, 14

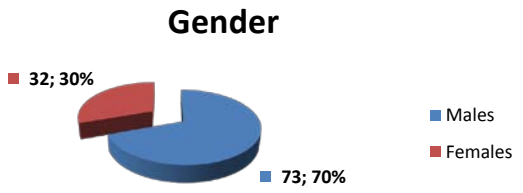
Appendix, 15

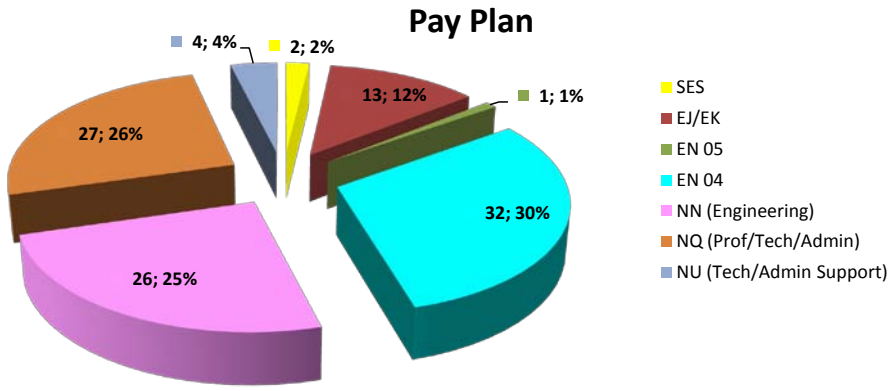
- Historical Data: Future Leader's Program, 16
- Historical Data: Student Career Experience Program, 20

Workforce Diversity
Los Alamos Site Office
As of September 25, 2010

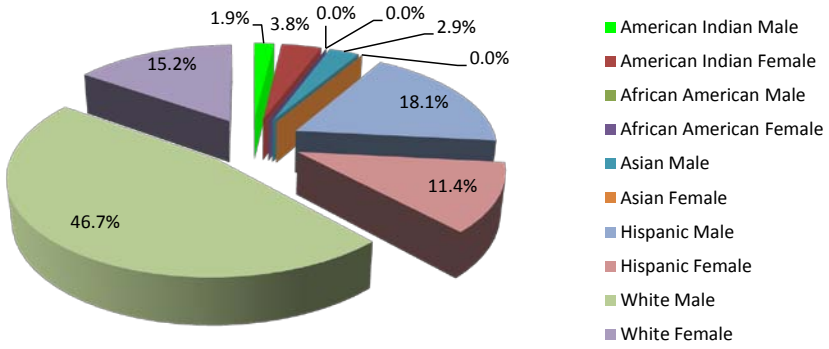
TOTAL WORKFORCE				
YEAR	2009	2010	CHANGE	
Total number of employees	106	105	-1.0%	↓
GENDER				
YEAR	2009	2010	CHANGE	
Males	78	73	-6.8%	↓
Females	28	32	14.3%	↑

PAY PLAN				
YEAR	2009	2010	CHANGE	
SES	2	2	0.0%	/
EJ/EK	17	13	-23.5%	↓
EN 05	1	1	0.0%	/
EN 04	34	32	-5.9%	↓
NN (Engineering)	20	26	30.0%	↑
NQ (Prof/Tech/Admin)	26	27	3.7%	↑
NU (Tech/Admin Support)	6	4	-33.3%	↓





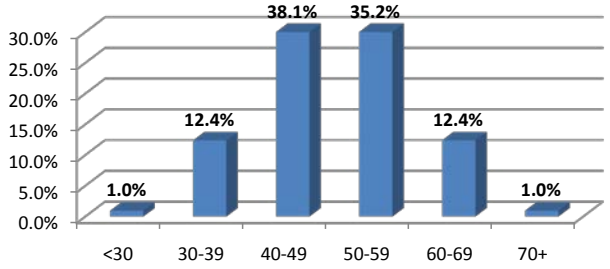
DIVERSITY						
YEAR	2009	2010	CHANGE		2010%	2000 CLF
American Indian Male	2	2	0.0%	/	1.9%	0.34%
American Indian Female	3	4	33.3%	↑	3.8%	0.32%
African American Male	0	0	0.0%	/	0.0%	4.84%
African American Female	0	0	0.0%	/	0.0%	5.66%
Asian Male	4	3	-25.0%	↓	2.9%	1.92%
Asian Female	0	0	0.0%	/	0.0%	1.71%
Hispanic Male	19	19	0.0%	/	18.1%	6.17%
Hispanic Female	11	12	1.0%	↑	11.4%	4.52%
White Male	53	49	-7.5%	↓	46.7%	39.03%
White Female	14	16	14.3%	↑	15.2%	33.74%



Workforce Diversity
Los Alamos Site Office
As of September 25, 2010

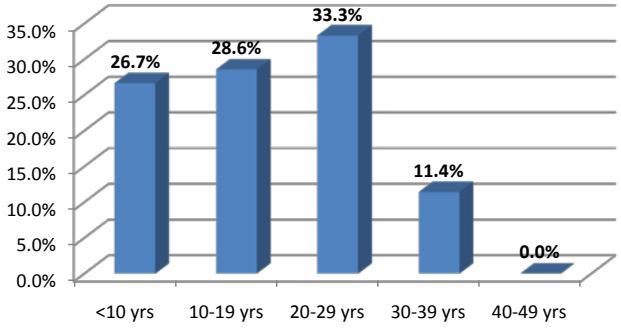
SPECIAL				
YEAR	2009	2010	CHANGE	
DISABILITY	8	6	-25.0%	/
VETERANS	26	33	26.9%	↑

Age Groups as a Percentage of Workforce



AGE				
YEAR	2009	2010	CHANGE	
AVERAGE AGE	49.9	49.8	-0.2%	↓
UNDER 30	0	1	100.0%	↑
30-39	15	13	-13.3%	↓
40-49	37	40	8.1%	↑
50-59	37	37	0.0%	/
60-69	17	13	-23.5%	↓
70 AND UP	0	1	100.0%	↑

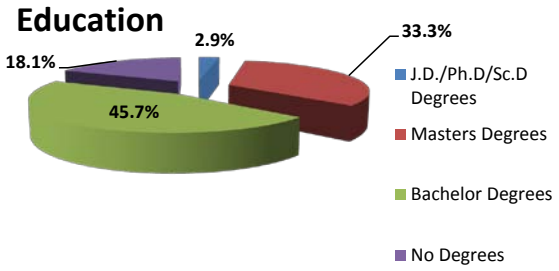
Years of Federal Service



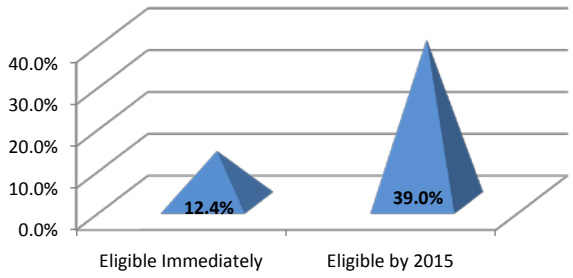
YEARS OF FEDERAL SERVICE				
YEAR	2009	2010	CHANGE	
AVERAGE LENGTH	17.0	17.2	1.2%	↑
LESS THAN 10 YEARS	29	28	-3.6%	↓
10-19 YEARS	33	30	-10.0%	↓
20-29 YEARS	33	35	6.1%	↑
30-39 YEARS	11	12	9.1%	↑
40-49 YEARS	0	0	0.0%	/

EDUCATION				
YEAR	2009	2010	CHANGE	
J.D./Ph.D/Sc.D Degrees	3	3	0.0%	/
Masters Degrees	36	35	-2.9%	↓
Bachelors Degrees	46	48	4.2%	↑
No Degrees	21	19	-9.5%	↓

Education



Retirement Eligibility

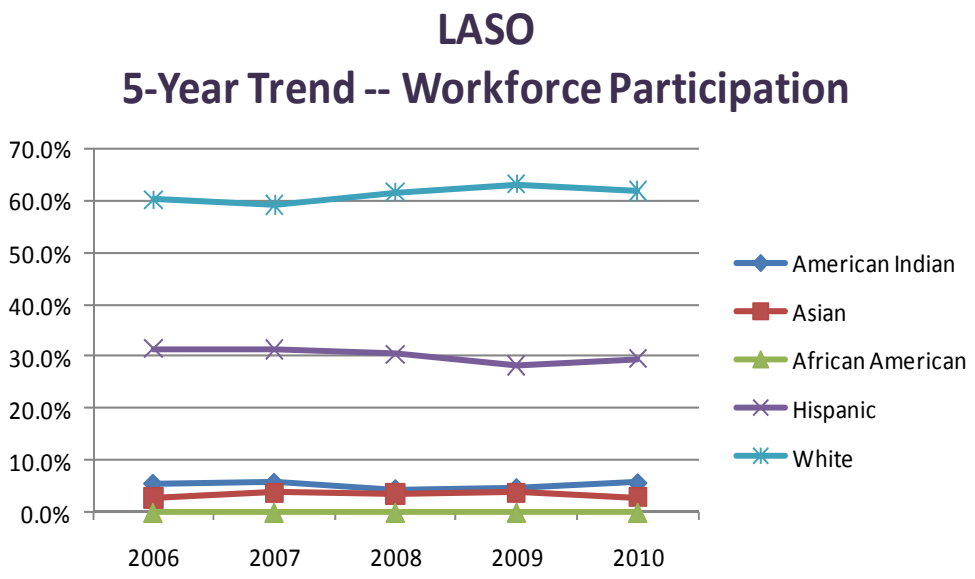


RETIREMENT				
YEAR	2009	2010	CHANGE	
ELIGIBLE TO RETIRE IMMEDIATELY	16	13	-18.7%	↓
ELIGIBLE TO RETIRE BY 9/25/2015	35	41	17.1%	↑

SUPERVISOR RATIO				
YEAR	2009	2010	CHANGE	
SUPERVISORS	17	15	-11.8%	↓
SUPERVISORS RATIO	5.2 to 1	6 to 1	11.8%	↑

Personnel by Percentage

	Sep 2006		Sep 2007		Sep 2008		Sep 2009		Sep 2010	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	2.8%	2.8%	2.9%	2.9%	1.8%	2.7%	2.8%	1.9%	3.8%	1.9%
Asian	0.0%	2.8%	0.0%	3.8%	0.0%	3.6%	0.0%	3.8%	0.0%	2.9%
African American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic	13.0%	18.5%	13.3%	18.1%	12.5%	17.9%	10.4%	17.9%	11.4%	18.1%
Total Minorities	15.8%	24.1%	16.2%	24.8%	14.3%	24.2%	13.2%	23.6%	15.2%	22.9%
Non-Minorities	13.9%	46.3%	14.3%	44.8%	15.2%	46.4%	13.2%	50.0%	15.2%	46.7%



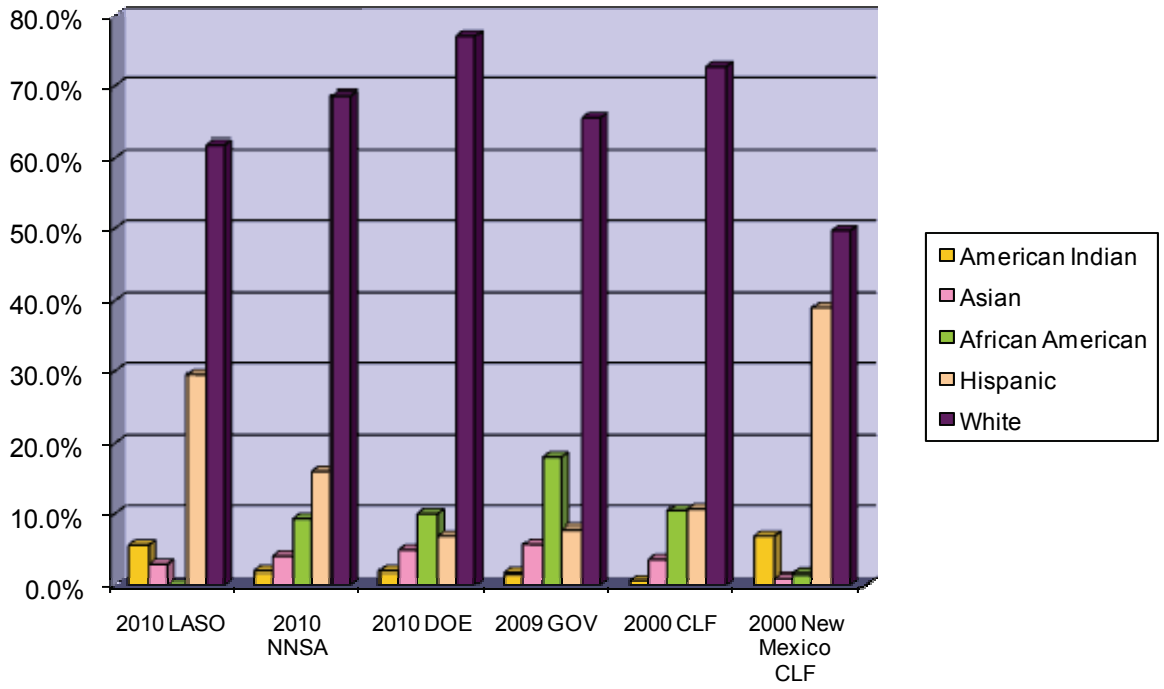
	Year—Low Percentage	*Year—High Percentage*
American Indian Female	2008 — 1.8%	2010 — 3.8%
American Indian Male*	2009 & 2010 — 1.9%	2007 — 2.9%
Asian American Female**	N/A	N/A
Asian American Male	2006 — 2.8%	2007 & 2009 — 3.8%
African American Female**	N/A	N/A
African American Male**	N/A	N/A
Hispanic Female	2009 — 10.4%	2007 — 13.3%
Hispanic Male*	2008 & 2009 — 17.9%	2006 — 18.5%
White Female	2009 — 13.2%	2008 & 2010 — 15.2%
White Male	2007 — 44.8%	2009 — 50.0%

*No change in the number on board from 2009—2010
** No participation in the workforce in the five-year period

Comparisons to Other Workforces and the Civilian Labor Force

The Charts below depict the workforce diversity compared to NNSA-wide, Department of Energy 2010; the 2009 Executive Branch of government (from www.EEOC.gov — 2010 figures not available at the time of this report, October 2010); the 2000 Department of Labor's Civilian Labor Force (CLF) (2010 Census data not available at the time of this report, October 2010); and the 2000 State of New Mexico CLF.

	American Indian	Asian	African American	Hispanic	White
2010 LASO	5.7%	2.9%	0.0%	29.5%	61.9%
2010 NNSA	2.0%	4.1%	9.3%	15.9%	68.8%
2010 DOE	2.0%	5.0%	10.0%	7.0%	77.0%
2009 GOV	1.7%	5.8%	18.0%	7.9%	65.6%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%
2000 New Mexico CLF	7.0%	1.0%	1.6%	39.0%	49.7%



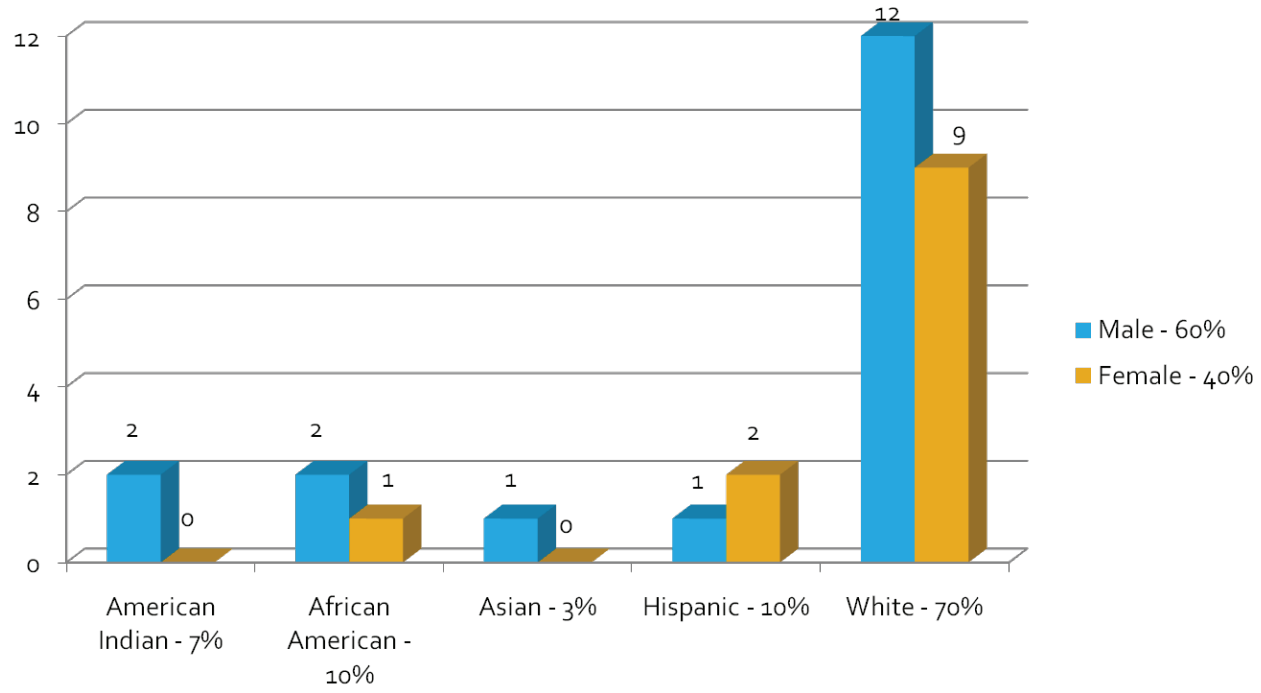
LASO, participation as compared to other workforces:

- American Indian participation is **above** NNSA-wide, DOE, federal government, and the 2000 national CLF; and **below** the 2000 New Mexico CLF.
- Asian participation is **below** NNSA-wide, DOE, federal government, and the 2000 national CLF; and **above** 2000 New Mexico CLF**.**
- African American participation, none is **below** all comparators.
- Hispanic participation is **above** NNSA-wide, DOE, federal government, and the 2000 CLF; and **below** the 2000 New Mexico CLF.
- White participation is **below** NNSA-wide, DOE, federal government, and the 2000 CLF; and **above** the 2000 New Mexico CLF.

Future Leader's Program (FLP)
Student Career Experience Program (SCEP)

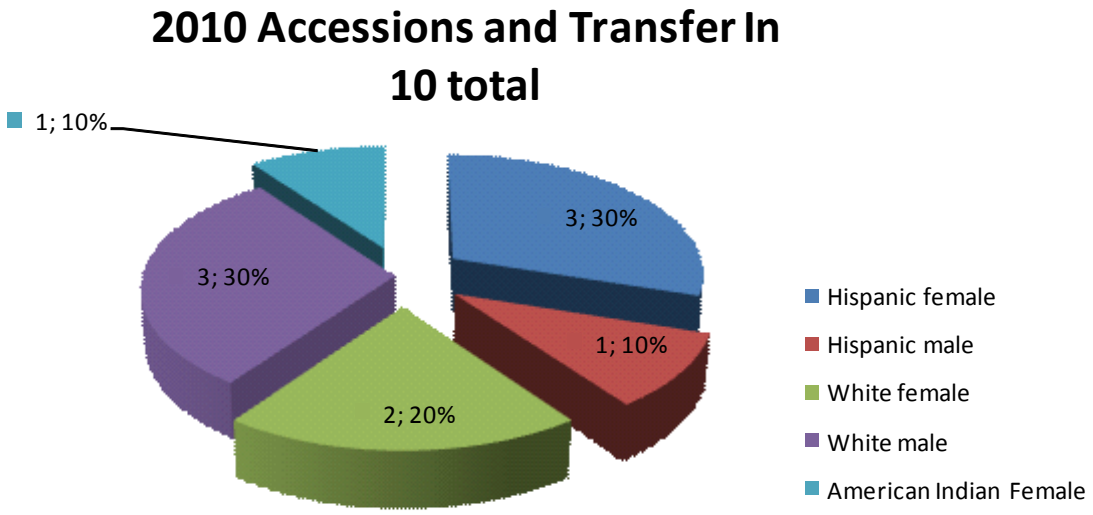
NNSA-wide, planning for the future, the organization is effectively utilizing the NNSA Future Leader's Program (FLP), implemented in 2005; and the Student Career Experience Program (SCEP), implemented in 2007, to recruit employees, bring them in and prepare them for career positions with NNSA.

FLP 2010 Class



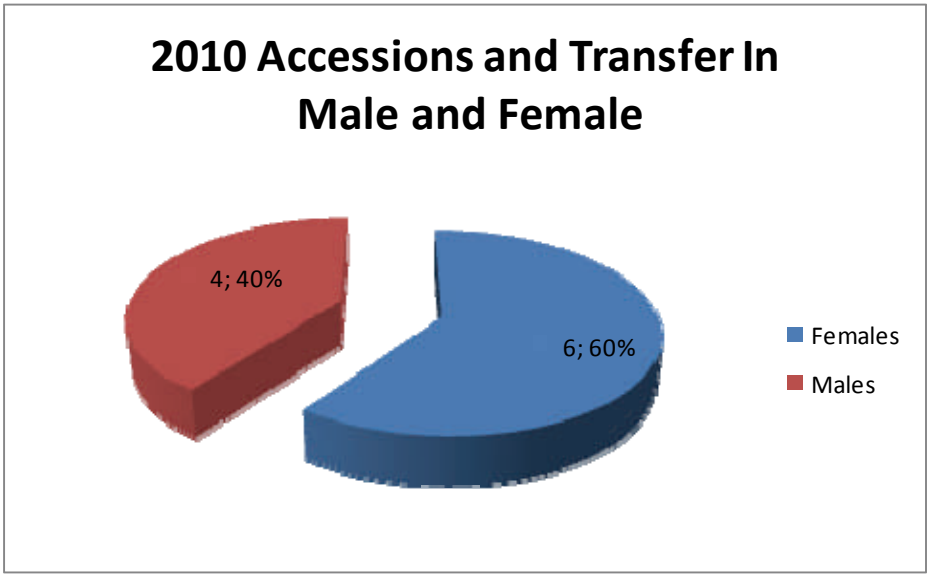
There was no SCEP class in 2010.

For a complete history of the FLP and SCEP, see the Appendix.



LASO had a total of 10 accessions and transfer in employees in FY 2010. White males received 30.0% of these, White females, 20.0%; Hispanic's 40.0%; and American Indian, 10.0%.

Males received 4 of these, or 40.0%; and females received 6 or 60.0%.

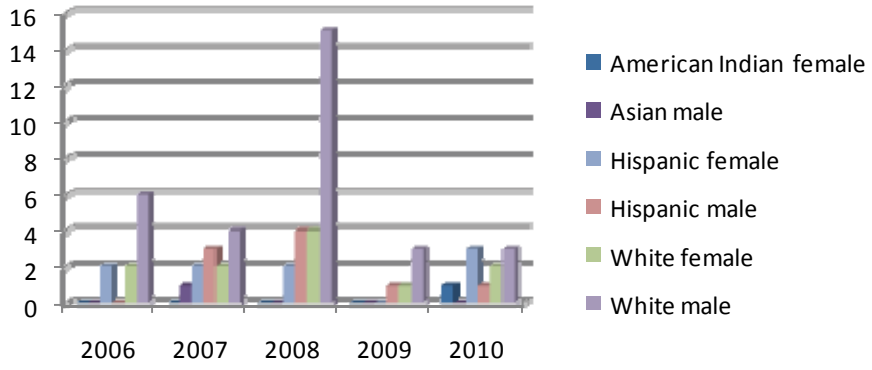


Accessions
LASO 5-Year Trends

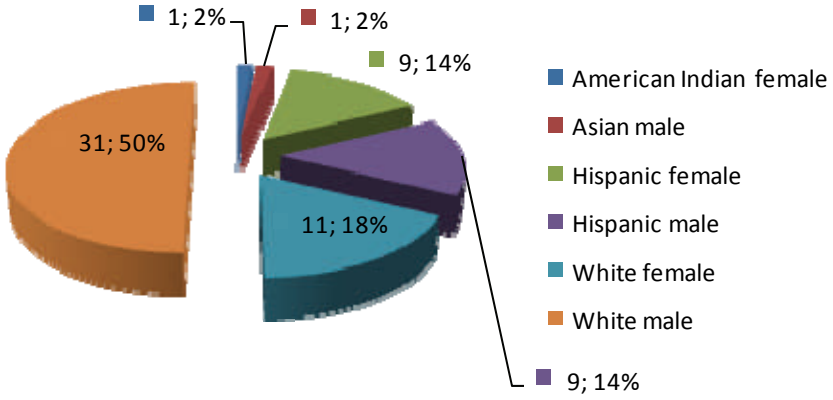
There were 62 accessions and transfer in at LASO in the five -year period.

No accessions in the five-year period for American Indian males; Asian females or African Americans (male or female).

5-Year Trend Accessions & Transfer In



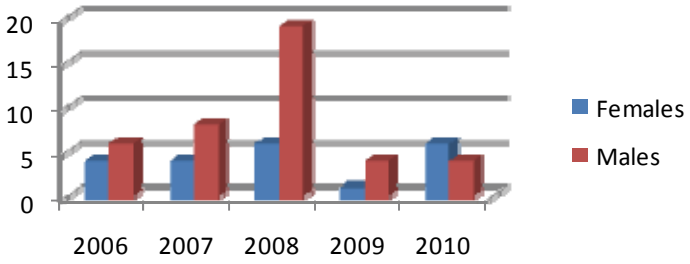
% of total Accessions & Transfer In 5 Years



White males were 50.0% of the accessions and transfer in followed by: White females (18.0%); Hispanic males and females (14.0% each); and one each (2.0%) for American Indian female and Asian male.

Males accounted for 41 of the 62 accessions, or 66.1%. Females totaled 21 or 33.9% of the total accessions and transfer in, in the five-year period, 2006-2010.

5-Year Trend Male Female Accessions & Transfer In

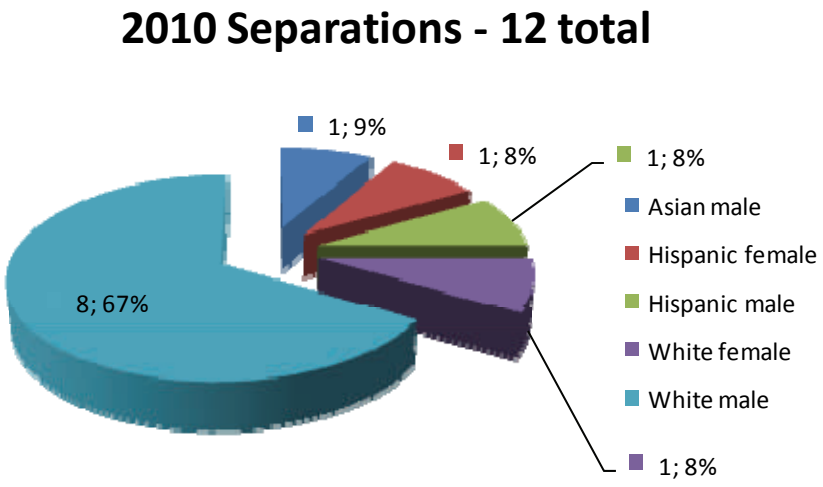


LASO — Separations

There were 12 total separations from LASO in FY 2010.

White males had 5 transfers to other NNSA organizations or other Federal Agency's; 2 retirements; and 1 separation for other reason.

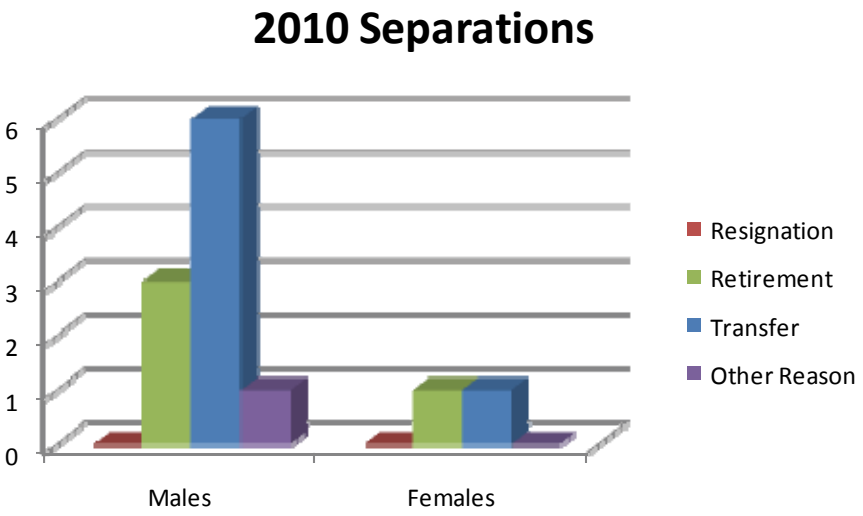
One White female was a transfer to another NNSA organization.



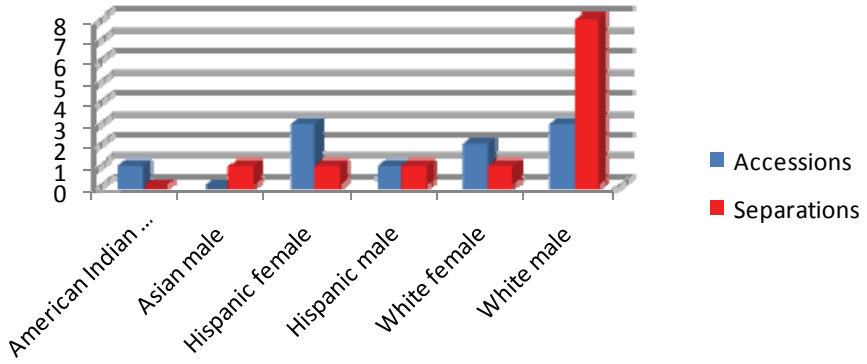
There were two retirements and one transfer to other NNSA organizations among Minorities.

No resignations in FY 2010.

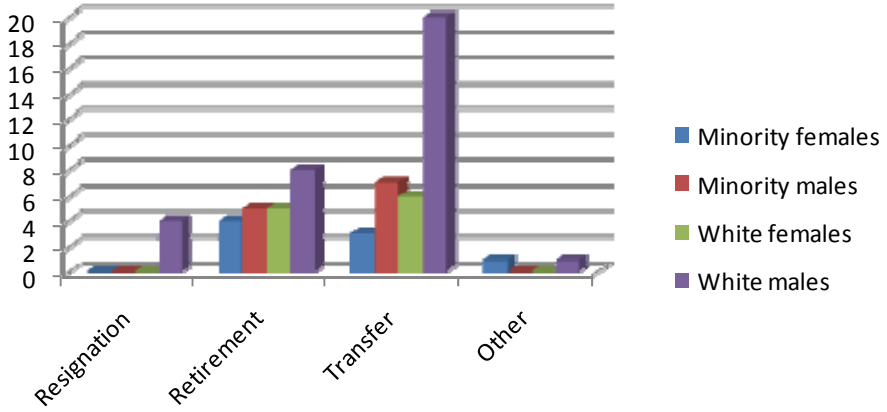
Transfer to other NNSA organizations or other Federal Agency's accounted for 7 or 58.3% of the separations; and retirements totaled 4 or 33.3% of FY 2010 separations.



2010 Accessions & Transfer Compared to Separations



5-Year Trend Separations



The five-year trend for separations at LASO includes a total of 64 separations compared to 62 accessions and transfer in.

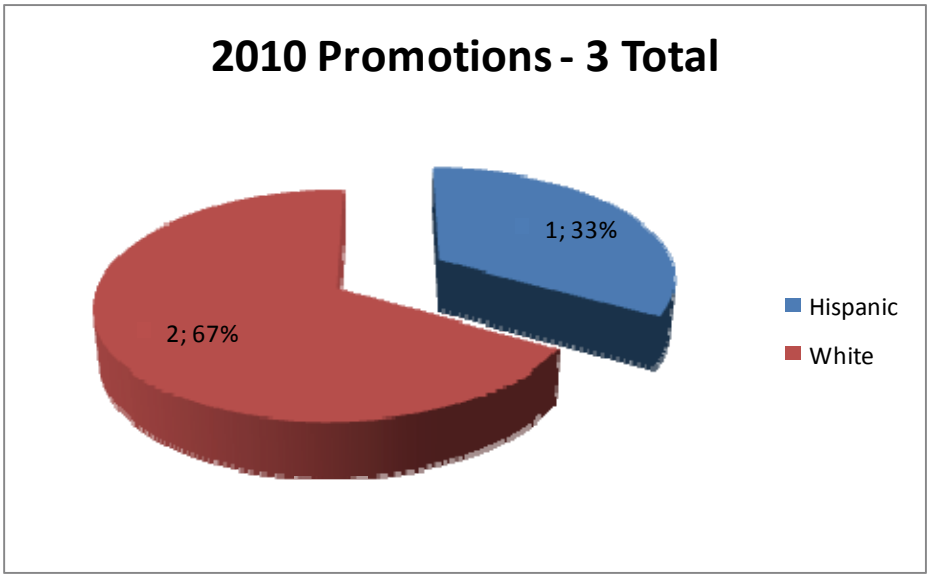
Of the 64 separations, White males accounted for 34 or 53.1%. Separations exceeded accessions in FY 2010. Total White employee population participation in the workforce is above all comparators, see page 8.
Hispanic males, 11 separations or 17.2%.
White females, 10, or 15.6%.
Hispanic females, 7, or 10.9%.
American Indian female and Asian male, 1 each or 1.6%. Asian male separation exceeded accessions, and this populations participation in the workforce is below all comparators with the exception of the 2000 New Mexico Civilian Labor Force.

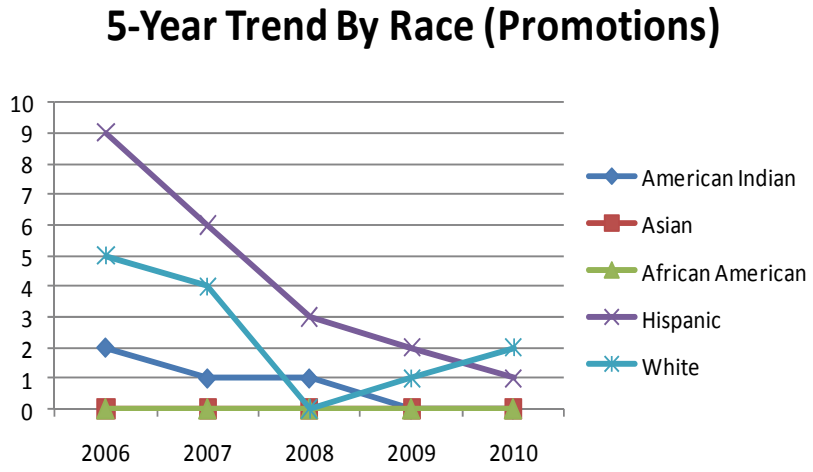
Transfers in the five-year period to other NNSA organizations and federal agencies account for 56.3% of the separations, followed by retirements at 34.4%; resignation 6.3%; and other reasons, 3.1%.

LASO — Promotions

There were three promotions at LASO in 2010, 2 White employees and one Hispanic employee.

There were a total of 37 promotions in the five-year period, 2006—2010. Hispanic employees received 21 or 56.7%; followed by White employees, 12 or 32.4%; and American Indian, 4 or 10.8%.

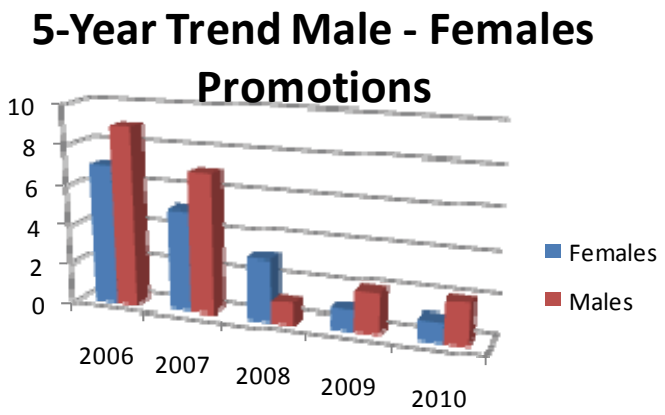




American Indian promotions were in 2006, 2007, & 2008.
There were no Asian promotions in the five-year period.
There were no African American employees on board in the five-year period.
Hispanic promotions were in all years of the five-year period.
White promotions were in four of the five years: 2006, 2007, 2009, and 2010.

There were 17 female promotions in the five-year period, 45.9% of the total.

Males received 20 or 54.1% of promotions in the five-year period.



APPENDIX

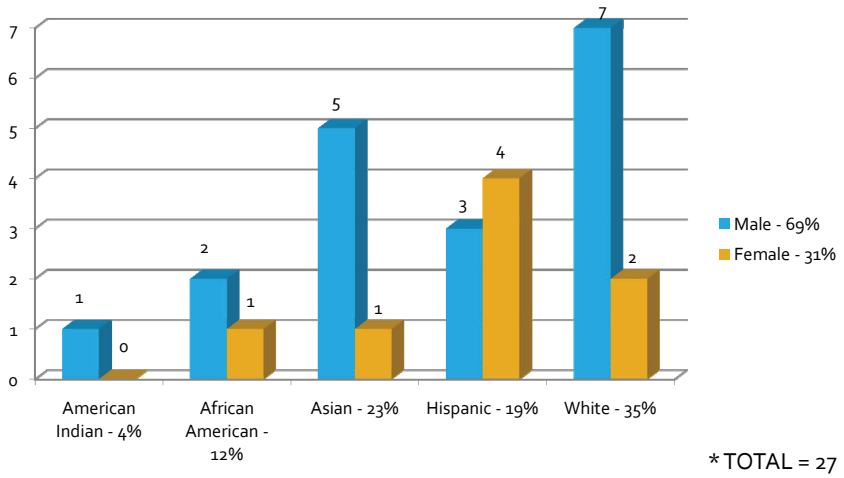
Future Leaders & SCEP Program

FY 2005-2010

by: Tyquan Parker
HBCU Intern

1

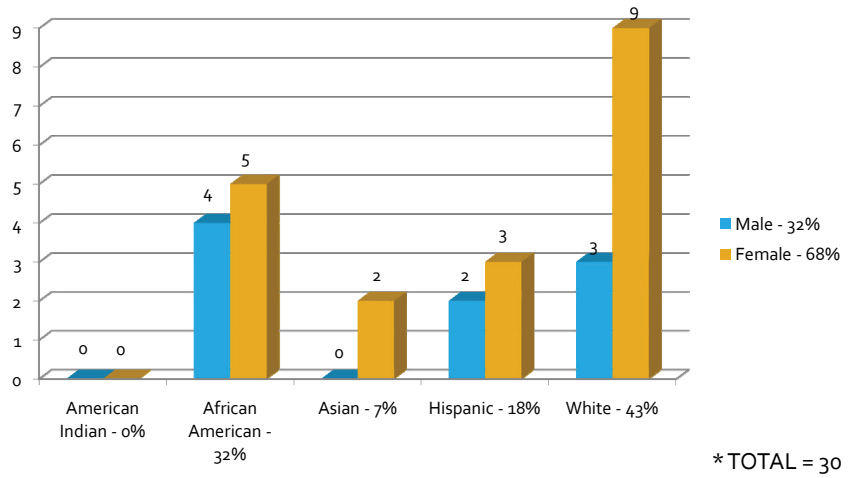
Future Leaders Program FY 2005



* TOTAL = 27

2

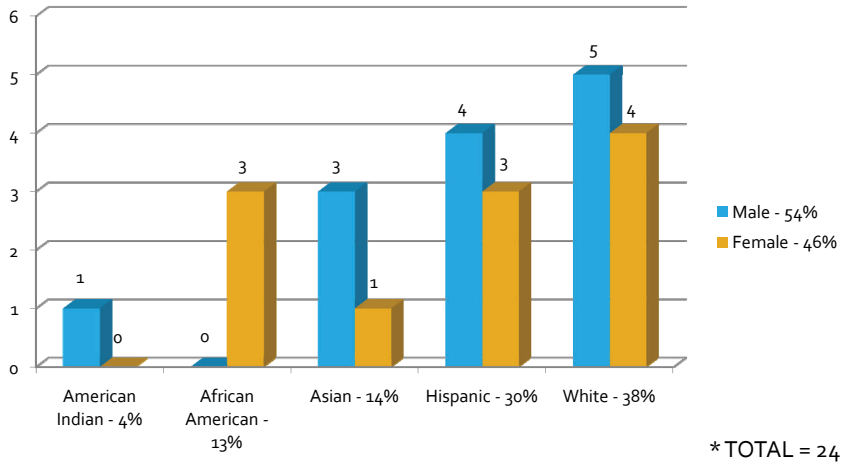
Future Leaders Program FY 2006



* TOTAL = 30

3

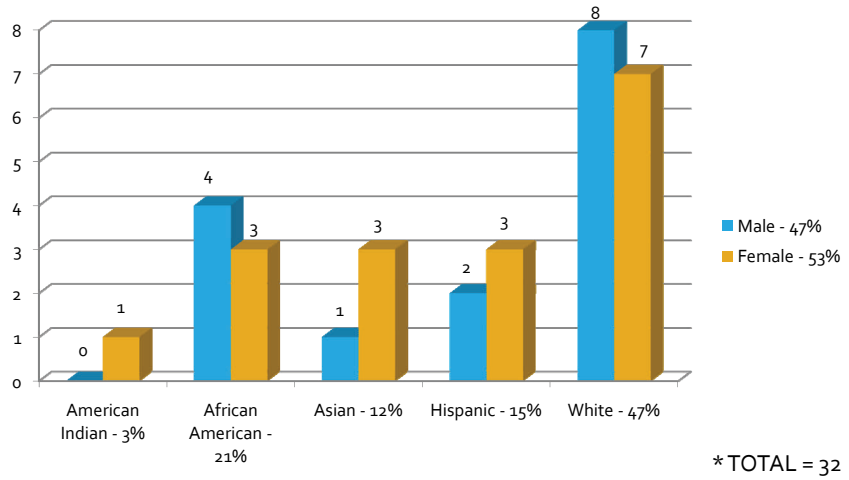
Future Leaders Program FY2007



* TOTAL = 24

4

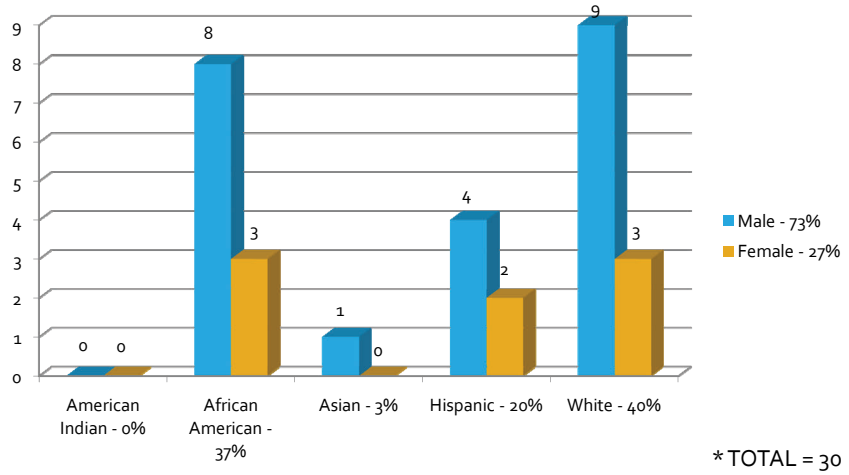
Future Leaders Program FY 2008



* TOTAL = 32

5

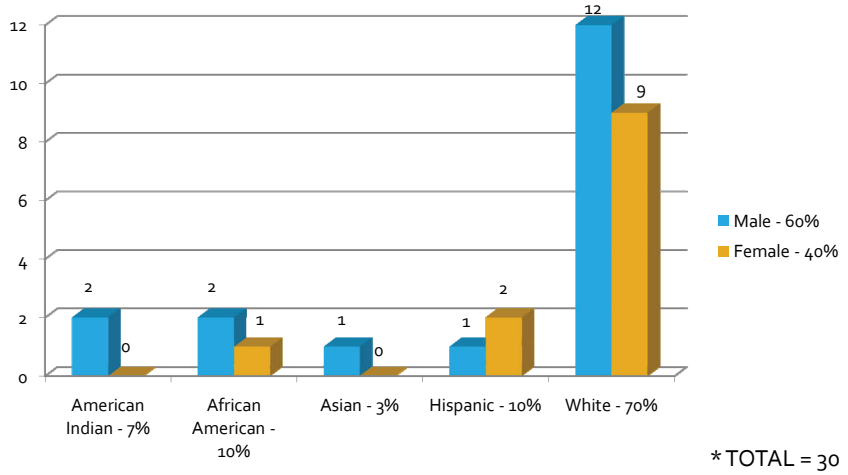
Future Leaders Program FY 2009



* TOTAL = 30

6

Future Leaders Program 2010



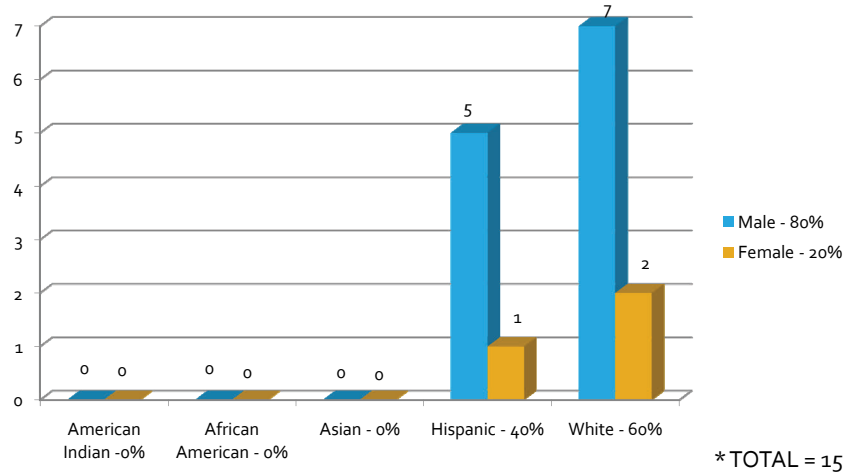
* TOTAL = 30

7

Future Leaders Program Retention

	FLP 2009	FLP 2008	FLP 2007	FLP 2006	FLP 2005
5 YR					77% of 27
4 YR				93% of 30	88% of 27
3 YR			96% of 24	93% of 30	92% of 27
2 YR		93.8% of 32	100% of 24	97% of 30	92% of 27
1 YR	100% of 30	96.9% of 32	100% of 24	100% of 30	100% of 27

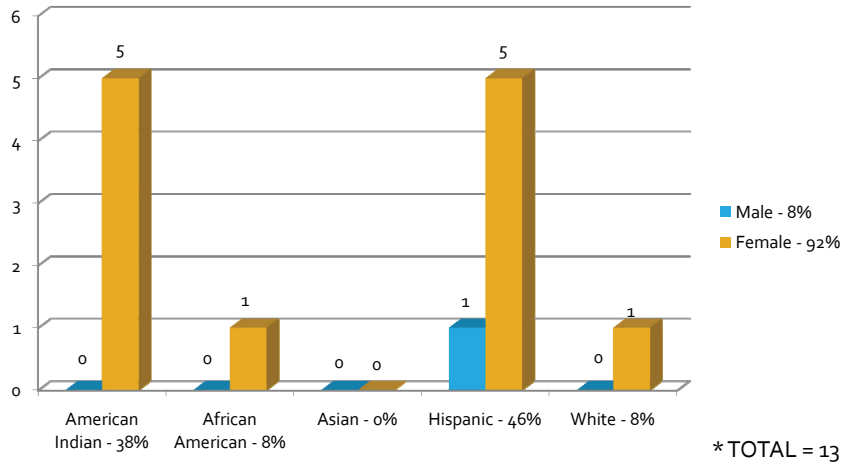
SCEP FY2007



* TOTAL = 15

8

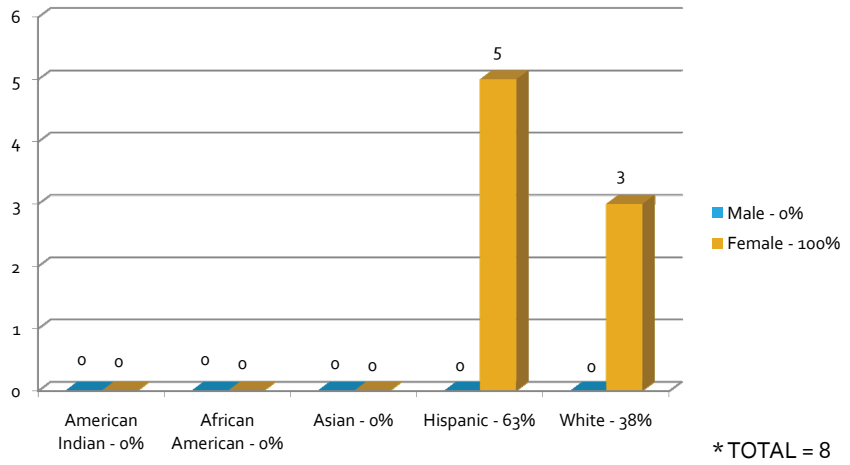
SCEP FY 2008



* TOTAL = 13

9

SCEP FY 2009



* TOTAL = 8

10

No SCEP in FY 2010

SCEP Retention

	SCEP 2009	SCEP 2008	SCEP 2007
5 YR			
4 YR			
3 YR			87% of 15
2 YR		85% of 13	87% of 15
1 YR	63% of 8	92% of 13	87% of 15

NNSA Service Center
EEO and Diversity Program Office
PO Box 5400
Albuquerque, NM 87185
(505) 845-5517 / TTY (800) 659-8331
Toll Free: 1-800-825-5256 [enter 845-5517 at the prompt]
Fax: (505) 845-4963

EEO and Diversity: Collaborating for Mission Success