Site Manager

Livermore Site Office (LSO)

Workforce Diversity FY 2010

NNSA Service Center
EEO and Diversity Program Office
PO Box 5400
Albuquerque, NM 87185
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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

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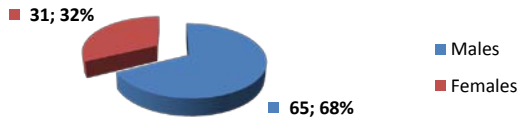
Workforce Diversity
Livermore Site Office
As of September 25, 2010

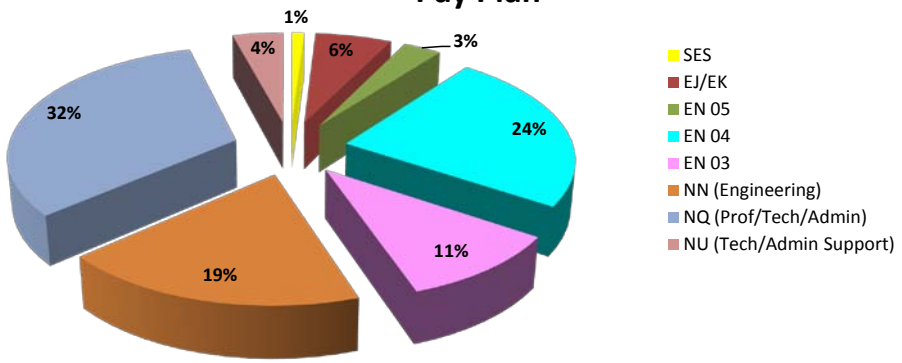
TOTAL WORKFORCE				
YEAR	2009	2010	CHANGE	
Total number of employees	95	96	1.0%	↑
GENDER				
YEAR	2009	2010	CHANGE	
Males	64	65	1.5%	↑
Females	31	31	0.0%	/

PAY PLAN				
YEAR	2009	2010	CHANGE	
SES	1	1	0.0%	/
EJ/EK/	6	6	0.0%	/
EN 05	2	3	33.3%	↑
EN 04	26	23	-13.0%	↓
EN 03	10	10	0.0%	/
NN (Engineering)	17	18	5.6%	↑
NQ (Prof/Tech/Admin)	29	31	6.5%	↑
NU (Tech/Admin Support)	4	4	0.0%	/

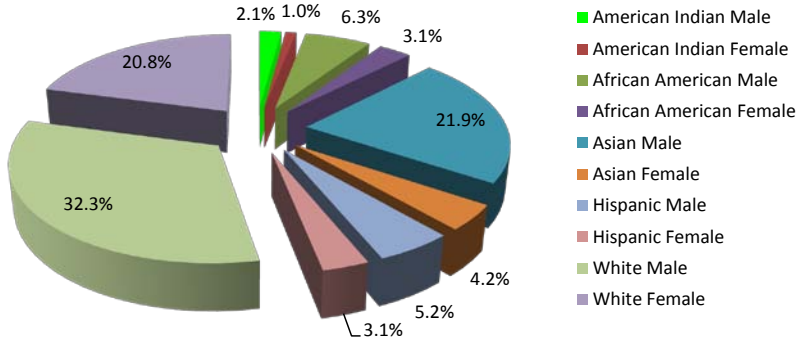
Gender



Pay Plan



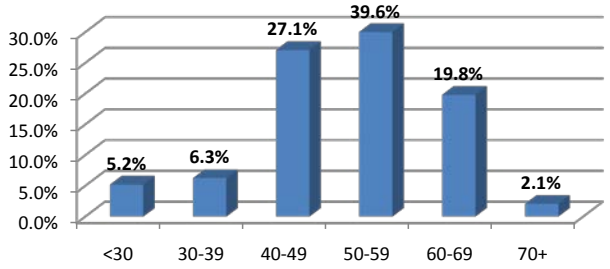
DIVERSITY						
YEAR	2009	2010	CHANGE		2010%	2000 CLF
American Indian Male	2	2	0.0%	/	2.1%	0.34%
American Indian Female	1	1	0.0%	/	1.0%	0.32%
African American Male	6	6	0.0%	/	6.3%	4.84%
African American Female	3	3	0.0%	/	3.1%	5.66%
Asian Male	22	21	-50.0%	↓	21.9%	1.92%
Asian Female	4	4	0.0%	/	4.2%	1.71%
Hispanic Male	4	5	20.0%	↑	5.2%	6.17%
Hispanic Female	3	3	0.0%	/	3.1%	4.52%
White Male	30	31	3.2%	↑	32.3%	39.03%
White Female	20	20	0.0%	/	20.8%	33.74%



Workforce Diversity
Livermore Site Office
As of September 25, 2010

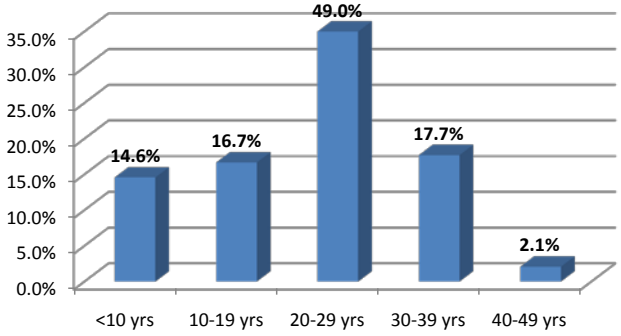
SPECIAL				
YEAR	2009	2010	CHANGE	
DISABILITY	2	2	0.00%	/
VETERANS	15	26	42.31%	↑

Age Groups as a Percentage of Workforce



AGE				
YEAR	2009	2010	CHANGE	
AVERAGE AGE	50.7	51.2	0.98%	↑
UNDER 30	5	5	0.00%	/
30-39	6	6	0.00%	/
40-49	31	26	-19.23%	↓
50-59	39	38	-2.63%	↓
60-69	13	19	31.58%	↑
70 AND UP	1	2	50.00%	↑

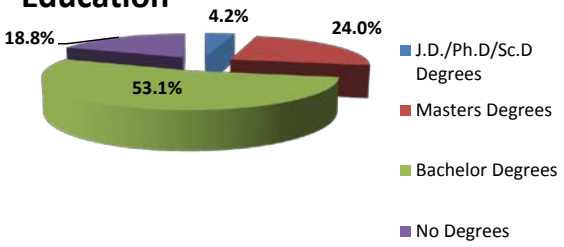
Years of Federal Service



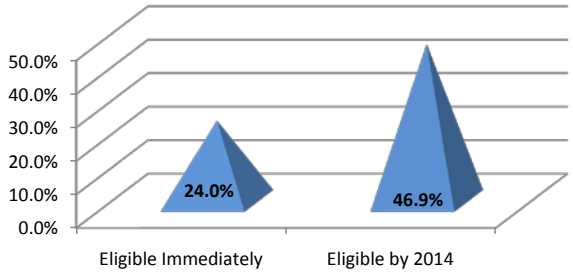
YEARS OF FEDERAL SERVICE				
YEAR	2009	2010	CHANGE	
AVERAGE LENGTH	21.7	22.2	2.25%	↑
LESS THAN 10 YEARS	13	14	7.14%	↑
10-19 YEARS	22	16	-37.50%	↓
20-29 YEARS	45	47	4.26%	↑
30-39 YEARS	15	17	11.76%	↑
40-49 YEARS	0	2	100.00%	↑

EDUCATION				
YEAR	2009	2010	CHANGE	
J.D./Ph.D/Sc.D Degrees	5	4	-25.00%	↓
Masters Degrees	23	23	0.00%	/
Bachelors Degrees	48	51	5.88%	↑
No Degrees	19	18	-5.56%	↓

Education



Retirement Eligibility

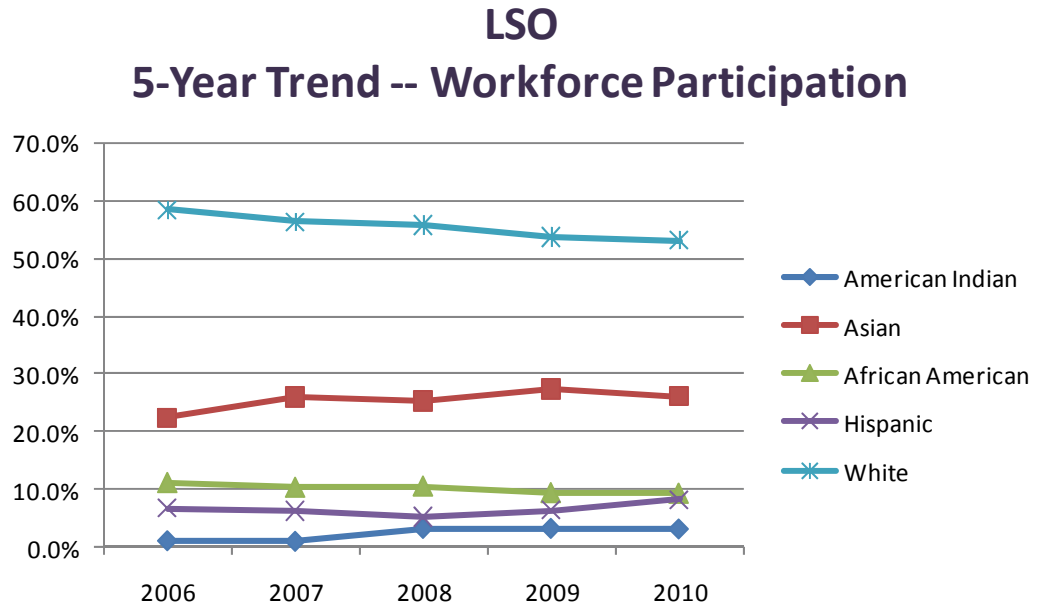


RETIREMENT				
YEAR	2009	2010	CHANGE	
ELIGIBLE TO RETIRE IMMEDIATELY	18	23	21.74%	↑
ELIGIBLE TO RETIRE BY 9/25/2015	37	45	17.78%	↑

SUPERVISOR RATIO				
YEAR	2009	2010	CHANGE	
SUPERVISORS	8	8	0.00%	/
SUPERVISORS RATIO	10.9 to 1	11 to 1	6.67%	↑

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	0.0%	1.1%	0.0%	1.0%	1.1%	2.1%	1.1%	2.1%	1.0%	2.1%
Asian	4.5%	18.0%	5.2%	20.8%	5.3%	20.0%	4.2%	23.2%	4.2%	21.9%
African American	4.5%	6.7%	3.1%	7.3%	3.2%	7.4%	3.2%	6.3%	3.1%	6.3%
Hispanic	2.2%	4.5%	2.1%	4.2%	2.1%	3.2%	3.2%	3.2%	3.1%	5.2%
Total Minorities	11.2%	30.3%	10.4%	33.3%	11.7%	32.7%	11.7%	34.8%	11.4%	35.5%
Non-Minorities	20.2%	38.2%	19.8%	36.5%	17.9%	37.9%	21.1%	32.6%	20.8%	32.3%



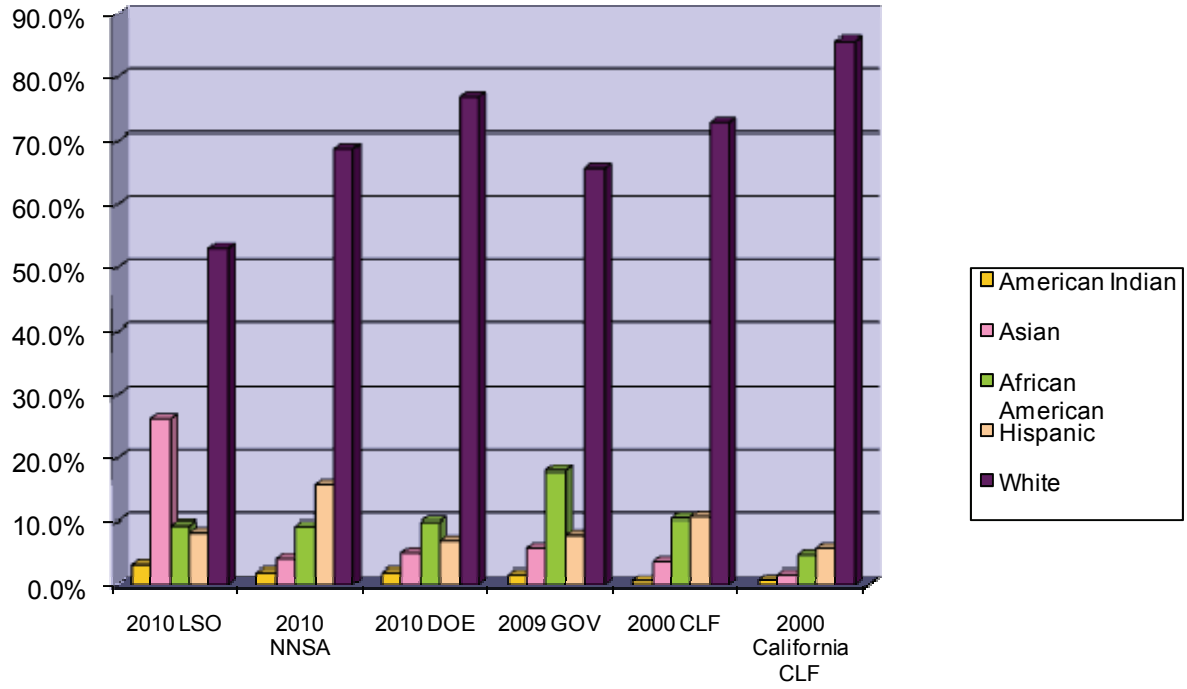
	Year—Low Percentage	*Year—High Percentage*
American Indian Female*	2006 & 2007 —0.0%	2008 & 2009 — 1.1%
American Indian Male*	2007 — 1.0%	2008 , 2009, & 2010 — 2.1%
Asian American Female*	2009 & 2010 — 4.2%	2008 — 5.3%
Asian American Male	2006 — 18.0%	2009 — 23.2%
African American Female*	2007 & 2010 — 3.1%	2006 — 4.5%
African American Male*	2009 & 2010 — 6.3%	2008 — 7.4%
Hispanic Female*	2007 & 2008 — 2.1%	2009 — 3.2%
Hispanic Male	2010 — 3.1%	2006 — 4.5%
White Female*	2008 — 17.9%	2009 — 21.1%
White Male	2010 — 32.3%	2006 — 38.2%

*No change in the number on board from 2009—2010

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 California CLF.

	American Indian	Asian	African American	Hispanic	White
2010 LSO	3.1%	26.1%	9.4%	8.3%	53.1%
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 California CLF	0.8%	1.7%	4.7%	5.8%	85.7%



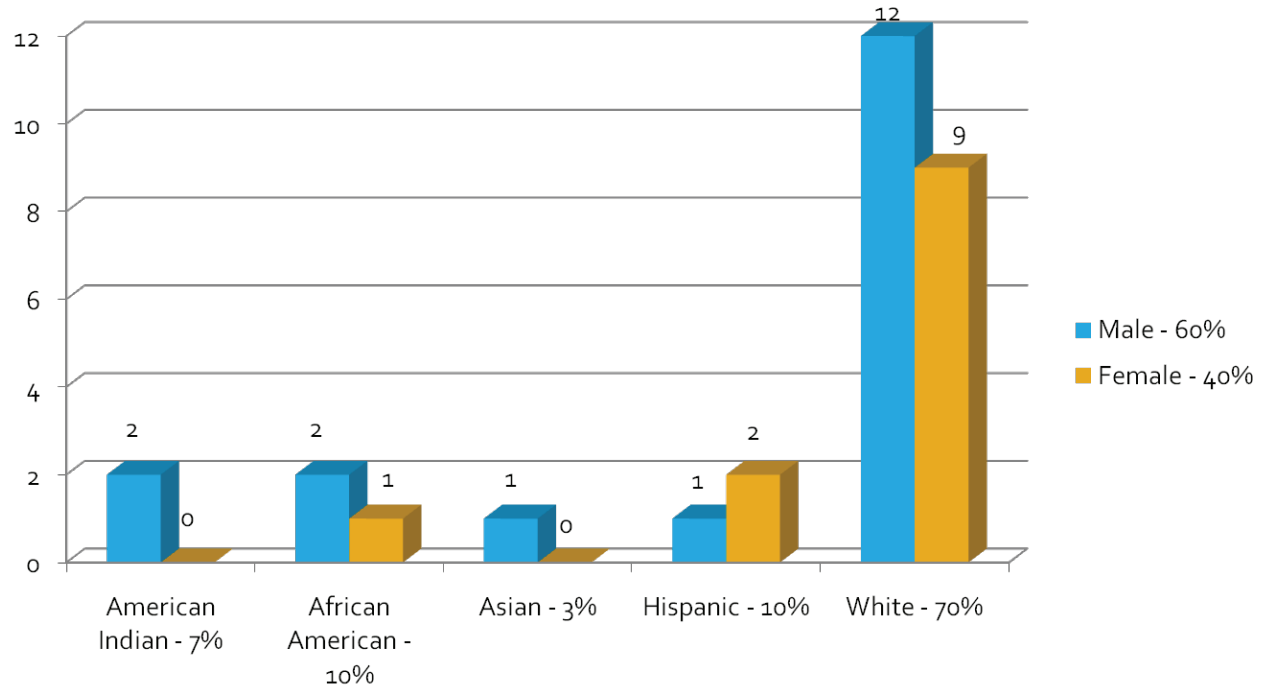
LSO, participation as compared to other workforces:

- American Indian participation is **above** all comparators.
- Asian participation is **above** all comparators**.**
- African American participation is **above** NNSA-wide and 2000 California CLF. **Below** DOE, federal government, and the 2000 CLF.
- Hispanic participation is **below** NNSA-wide and 2000 CLF. **Above** DOE, federal government; and 2000 California CLF.
- White participation is **below** all comparators.

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

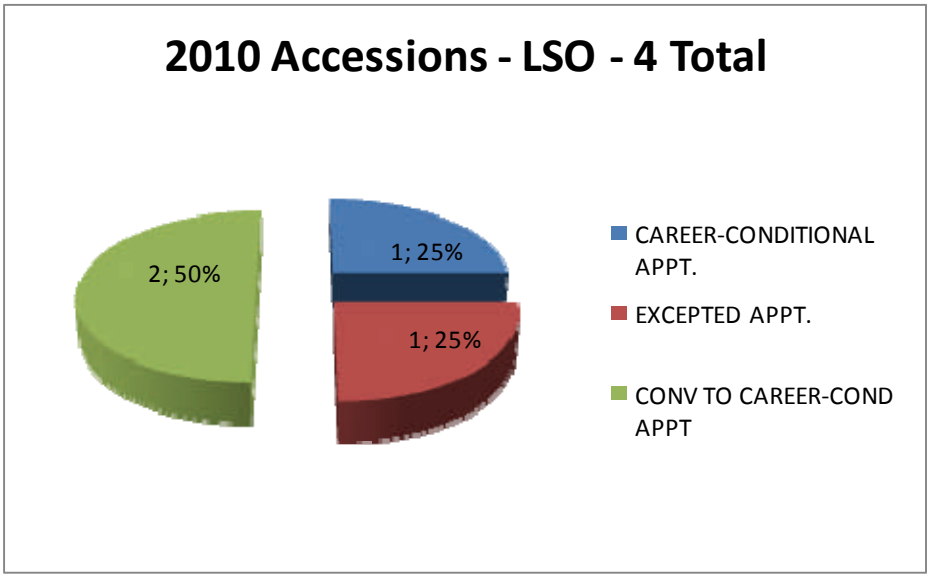
NNSA-wide, planning for the future, the organization is effectively utilizing the NNSA Future Leader's Program (FLP), implemented in 2005; and the Student Career Experience Program (SCEP), implemented in 2007, to recruit employees, bring them in and prepare them for career positions with NNSA.

FLP 2010 Class



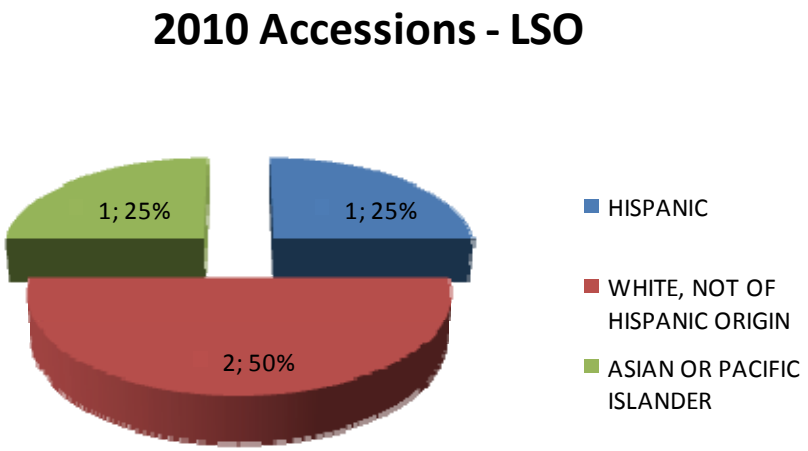
There was no SCEP class in 2010.

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

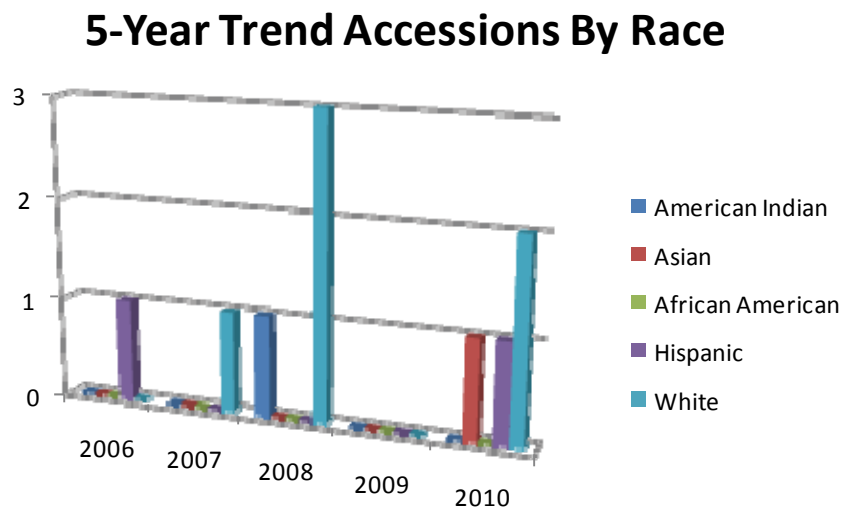


There were 4 total accessions at LSO, in FY 2010. The charts depict # of accessions and the percentage of the total for each category data point (e.g. #,%).

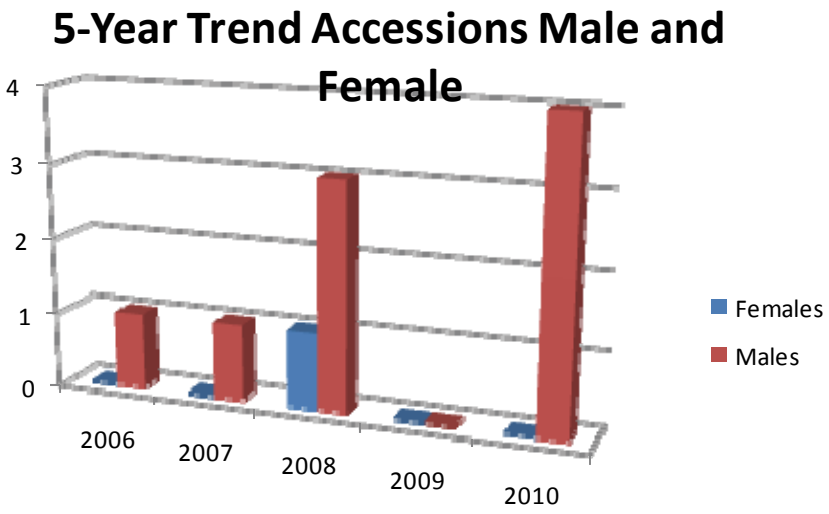
All 4 accessions at LSO in FY 2010 were males.



Accessions
LSO 5-Year Trends



There were ten accessions in the five-year period. No African American accessions in the five-year period.

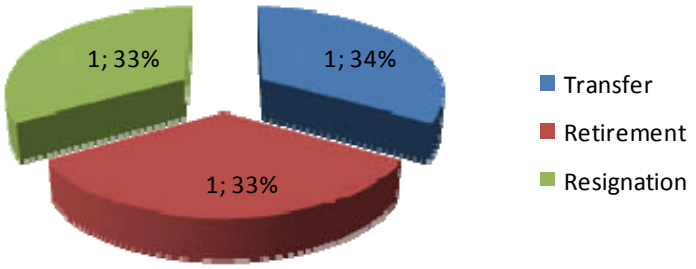


Of the ten accessions in the five-year period, 50.0% were White males, and 50.0% were to White females and minorities.

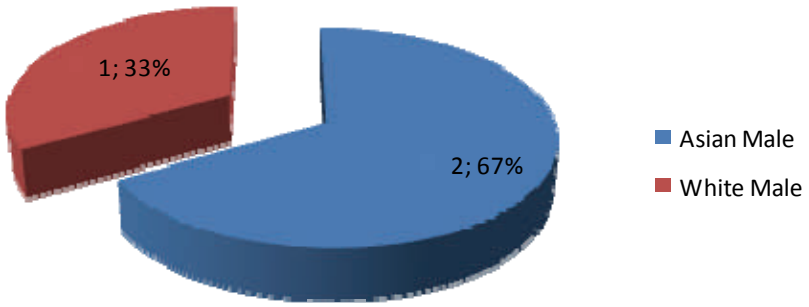
Males comprised 90.0% of the accessions in the five-year period, one female accession equaled 10.0%.

Four accessions in the five-year period were to minorities, one American Indian, one Asian, and two Hispanic employees.

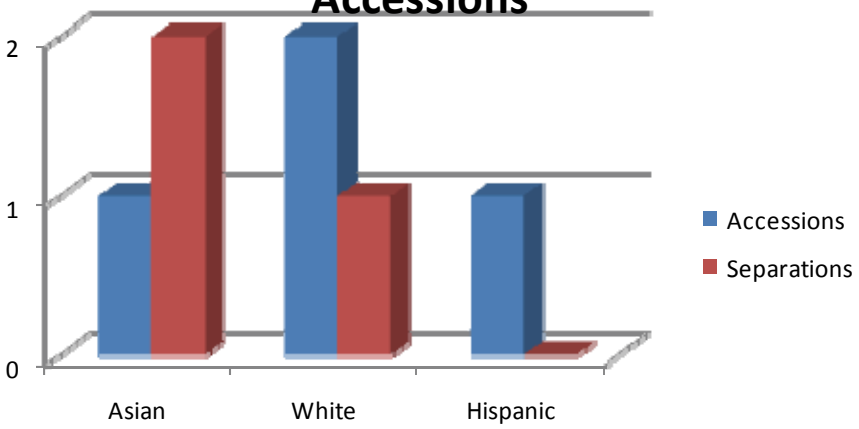
LSO 2010 Separations - 3 Total



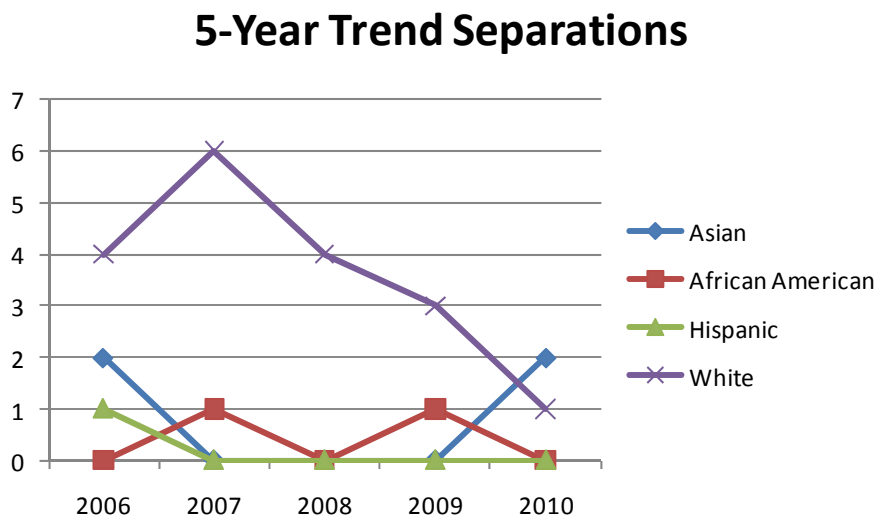
By Race

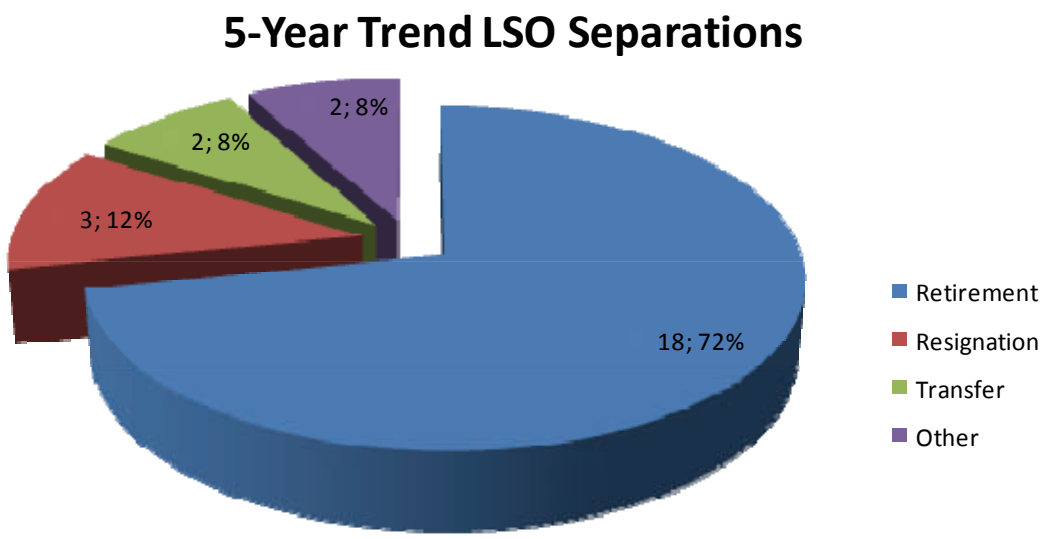


2010 Separations Compared to Accessions



LSO — Separations





The five-year trend for separations at LSO includes a total of 25 separations.

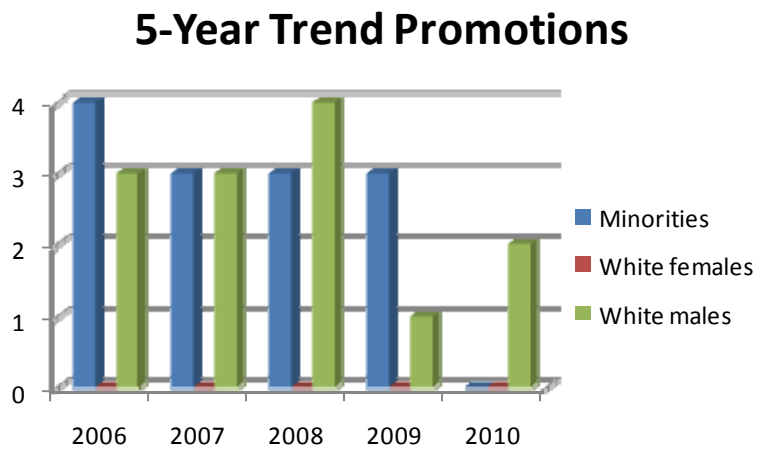
Of the 25 separations, 72.0% are due to retirement. White males accounted for 13 of the 25 separations (52.0%) in the five-year period. Retirements comprise 92.3% of White male separations. Among White females and minorities, there were 11 separations in the five-year period, with 8 (72.7%) of the 11 separations due to retirement.

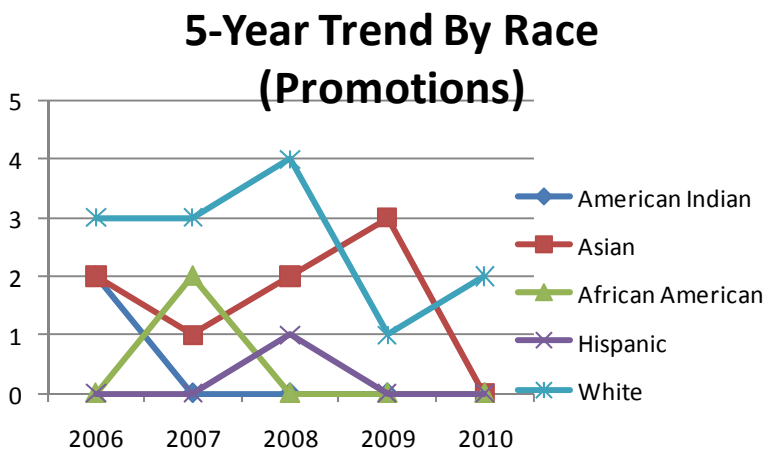
Total female separations in the five-year period equaled 6, or 24.0%; and male separations, 19, were 75.0% of separations in the five-year period.

LSO — Promotions

There were two promotions at LSO in FY 2010. Two White males were promoted.

There were a total of 26 promotions in the five-year period, 2006—2010. White males received 13 (50.0%) of the promotions in the five-year period; there were no White female promotions and minorities received 13 promotions, 50.0%.

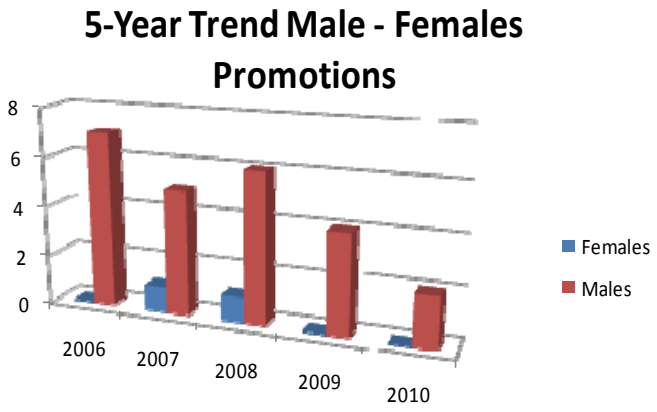




American Indian promotions were in 2006.
Asian promotions were in each of the years 2006—2009.
African American promotions were in 2007.
Hispanic promotions were in 2009.
White promotions were in each of the five years, 2006-2010.

There were 2 female promotions in the five-year period, 8.3% of the total.

Males received 92.3% of promotions.



APPENDIX

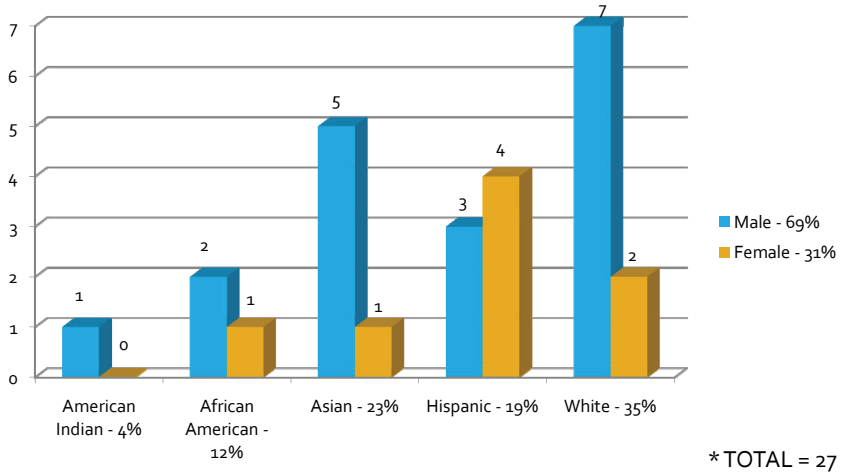
Future Leaders & SCEP Program

FY 2005-2010

by: Tyquan Parker
HBCU Intern

1

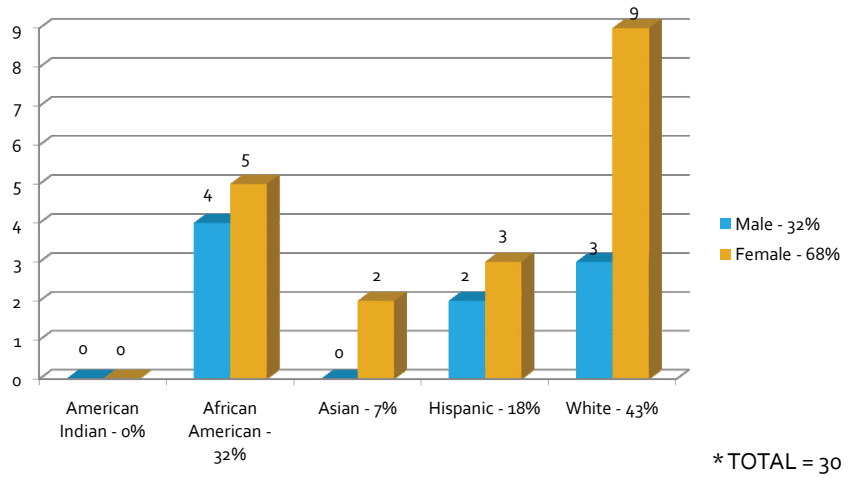
Future Leaders Program FY 2005



* TOTAL = 27

2

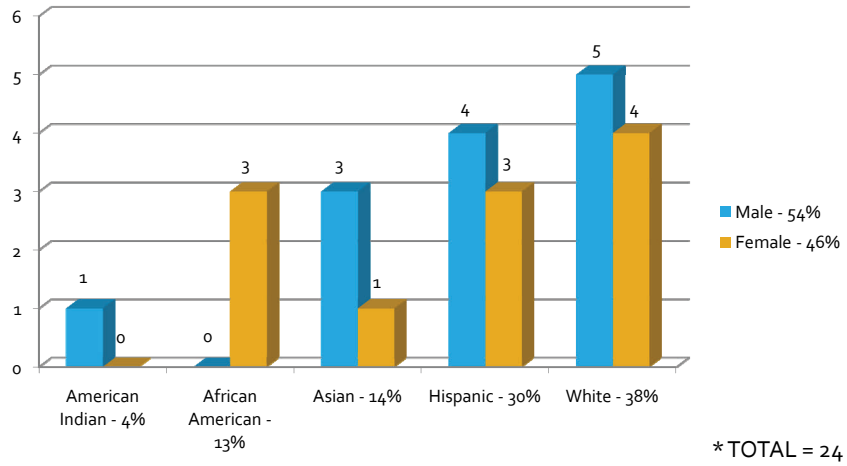
Future Leaders Program FY 2006



* TOTAL = 30

3

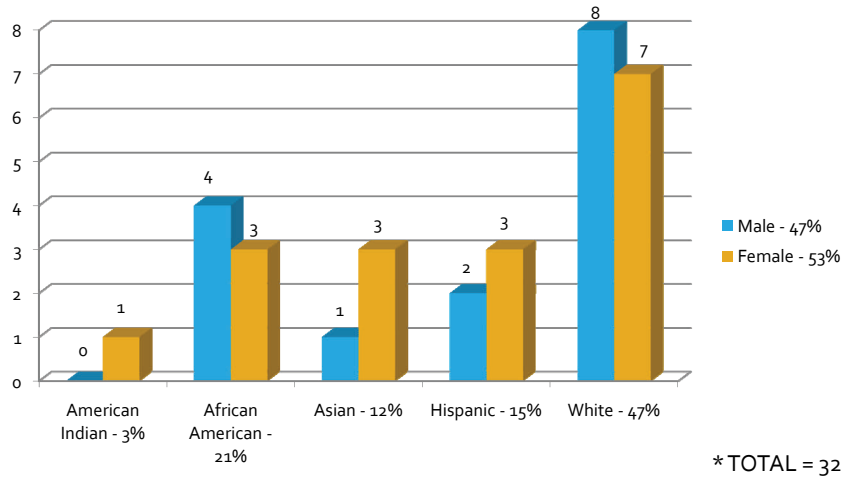
Future Leaders Program FY2007



* TOTAL = 24

4

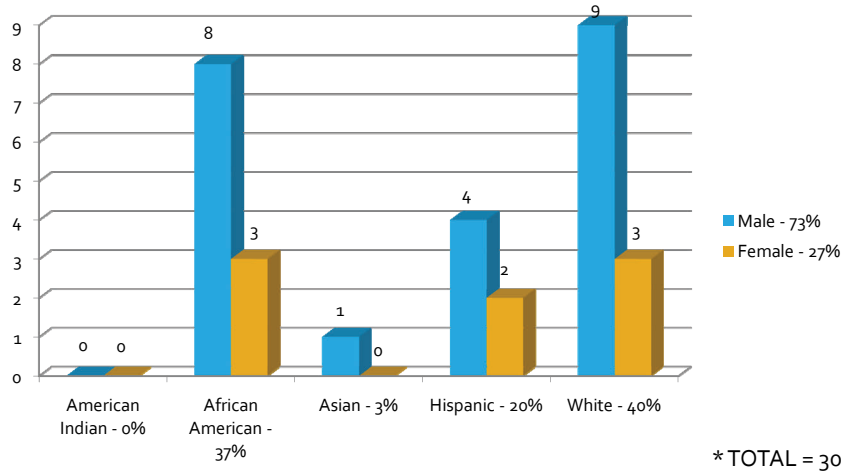
Future Leaders Program FY 2008



* TOTAL = 32

5

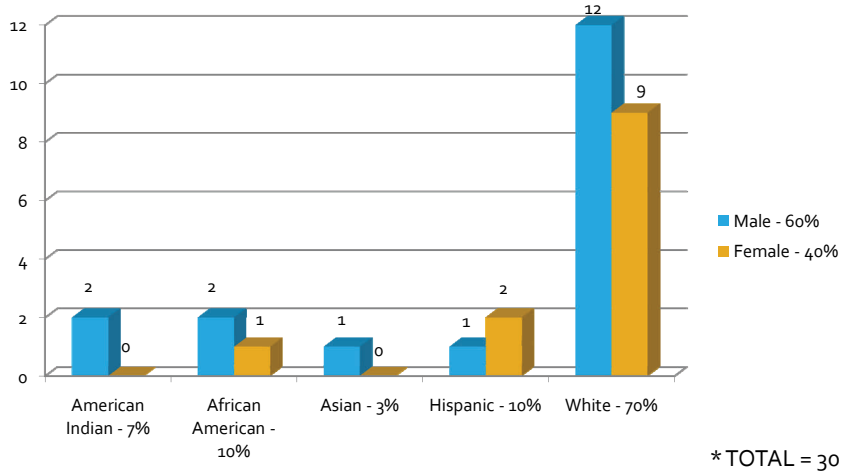
Future Leaders Program FY 2009



* TOTAL = 30

6

Future Leaders Program 2010



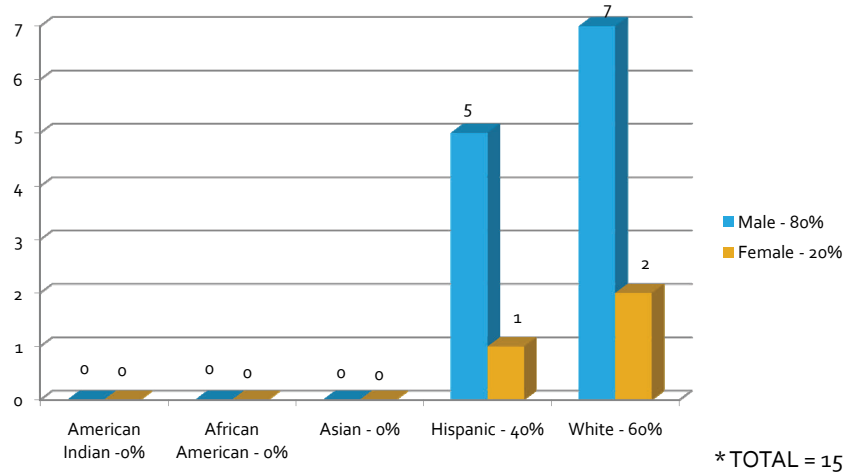
* TOTAL = 30

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

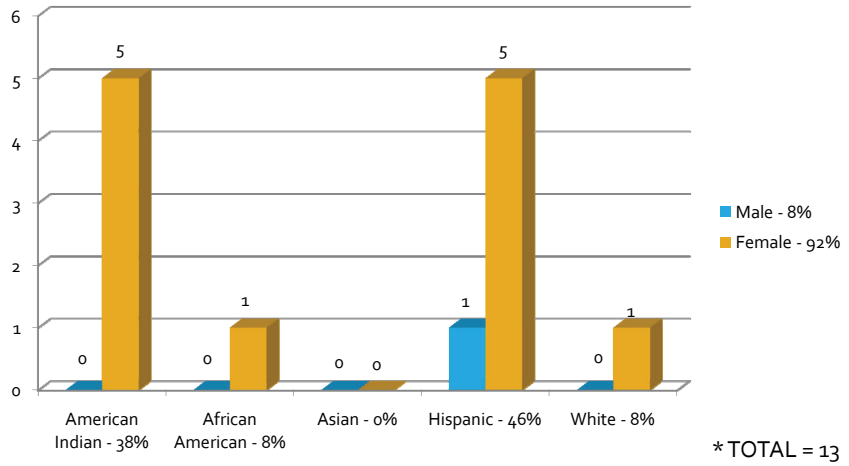
SCEP FY2007



* TOTAL = 15

8

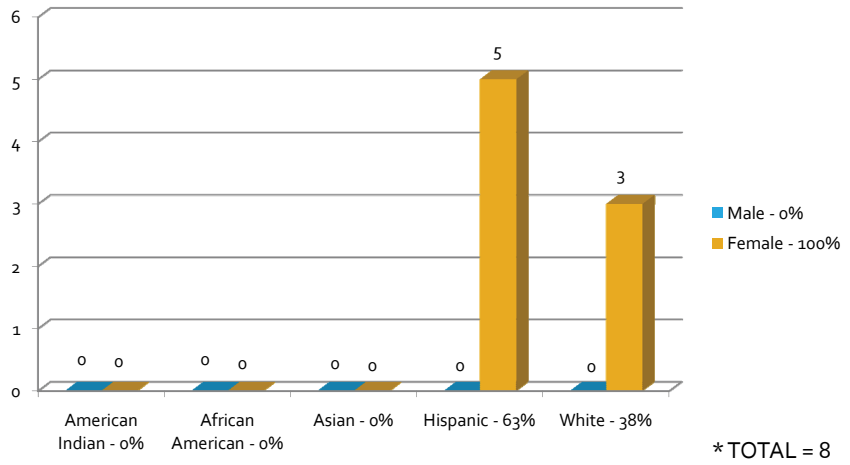
SCEP FY 2008



* 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

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EEO and Diversity: Collaborating for Mission Success