

Associate Administrator for Emergency Operations NA-40

Workforce Diversity FY 2010

NNSA Service Center
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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
EEO and Diversity Program Manager

EEO and Diversity: Collaborating for Mission Success

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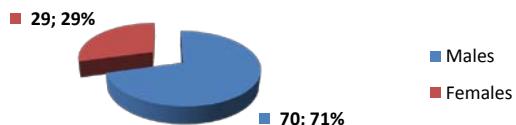
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Workforce Diversity
Associate Administrator for Emergency Operations (NA-40)
As of September 25, 2010

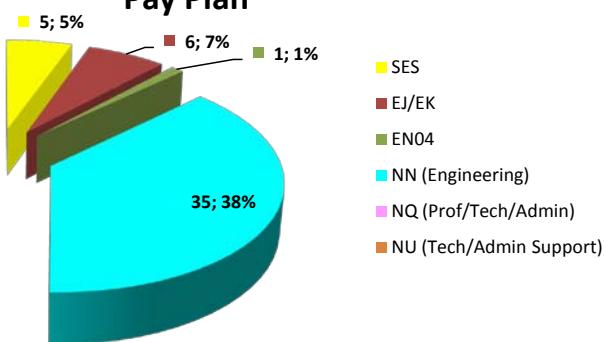
TOTAL WORKFORCE			
YEAR	2009	2010	CHANGE
Total number of employees	92	99	7.6% ↑
GENDER			
YEAR	2009	2010	CHANGE
Males	65	70	7.7% ↑
Females	27	29	7.4% ↑

PAY PLAN			
YEAR	2009	2010	CHANGE
SES	4	5	25.0% ↑
EJ/EK	6	6	0.0% /
EN04	1	1	0.0% /
NN (Engineering)	21	23	9.5% ↑
NQ (Prof/Tech/Admin)	57	62	8.8% ↑
NU (Tech/Admin Support)	3	2	33.3% ↓

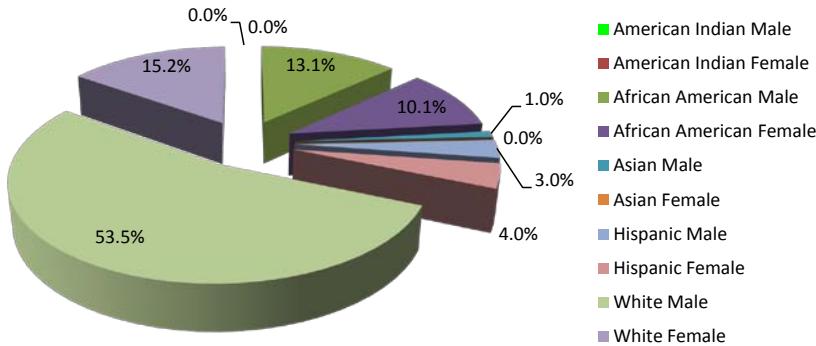
Gender



Pay Plan



DIVERSITY				2010%	2000 CLF
YEAR	2009	2010	CHANGE	2010%	2000 CLF
American Indian Male	0	0	0.0%	/	0.34%
American Indian Female	0	0	0.0%	/	0.32%
African American Male	12	13	8.3% ↑	13.1%	4.84%
African American Female	8	10	25.0% ↑	10.1%	5.66%
Asian Male	1	1	0.0%	/	1.92%
Asian Female	0	0	0.0%	/	1.71%
Hispanic Male	3	3	0.0%	/	3.0%
Hispanic Female	3	4	33.3% ↑	4.0%	4.52%
White Male	49	53	8.2% ↑	53.5%	39.03%
White Female	16	15	-6.3% ↓	15.2%	33.74%



Workforce Diversity
Associate Administrator for Emergency Operations (NA-40)
As of September 25, 2010

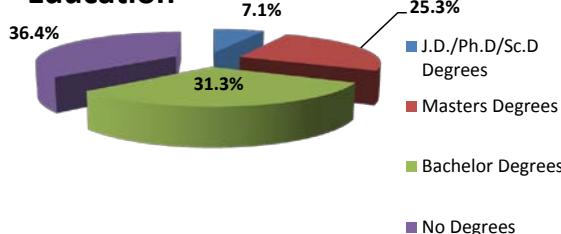
SPECIAL			
YEAR	2009	2010	CHANGE
DISABILITY	5	4	-20.0% ↓
VETERANS	42	43	2.4% ↑

AGE			
YEAR	2009	2010	CHANGE
AVERAGE AGE	51.6	50.2	-2.7% ↓
UNDER 30	3	6	100.0% ↑
30-39	5	9	80.0% ↑
40-49	33	30	-9.1% ↓
50-59	34	38	11.8% ↑
60-69	15	15	0.0% /
70 AND UP	2	1	-50.0% ↓

YEARS OF FEDERAL SERVICE			
YEAR	2009	2010	CHANGE
AVERAGE LENGTH	17.3	16.6	-4.0% ↓
LESS THAN 10 YEARS	34	38	11.8% ↑
10-19 YEARS	23	22	-4.3% ↓
20-29 YEARS	21	26	23.8% ↑
30-39 YEARS	13	12	-7.7% ↓
40-49 YEARS	1	1	0.0% /

EDUCATION			
YEAR	2009	2010	CHANGE
J.D./Ph.D/Sc.D Degrees	8	7	-12.5% ↓
Masters Degrees	24	25	4.2% ↑
Bachelors Degrees	24	31	29.2% ↑
No Degrees	36	36	0.0% /

Education

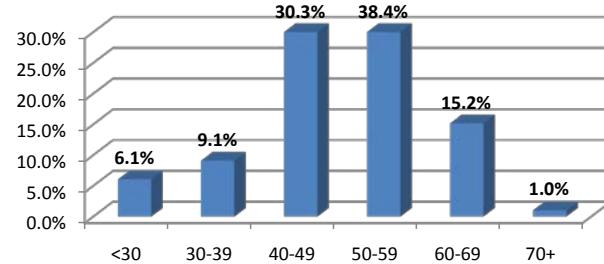


RETIREMENT			
YEAR	2009	2010	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	20	18	-10.0% ↓
ELIGIBLE TO RETIRE BY 9/25/2015	39	37	-5.1% ↓

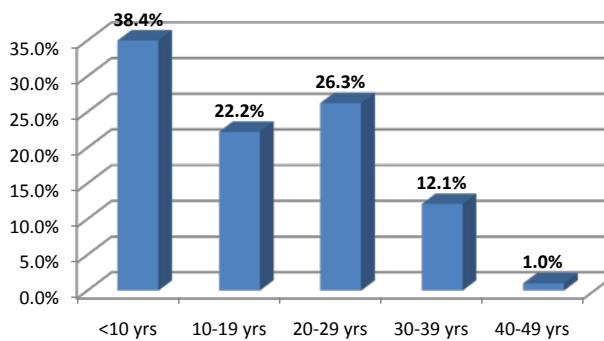
2009 eligible to retire by 9/26/2014

SUPERVISOR RATIO			
YEAR	2009	2010	CHANGE
SUPERVISORS	20	17	-15.0% ↓
SUPERVISORS RATIO	3.6 to 1	4.8 to 1	33.3% ↑

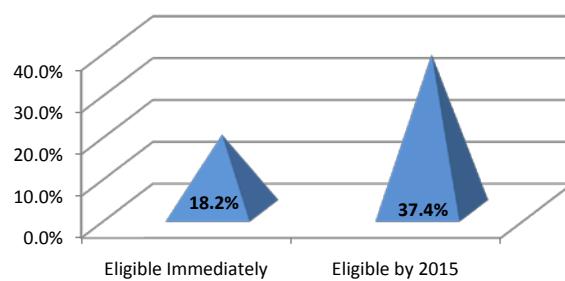
Age Groups as a Percentage of Workforce



Years of Federal Service



Retirement Eligibility

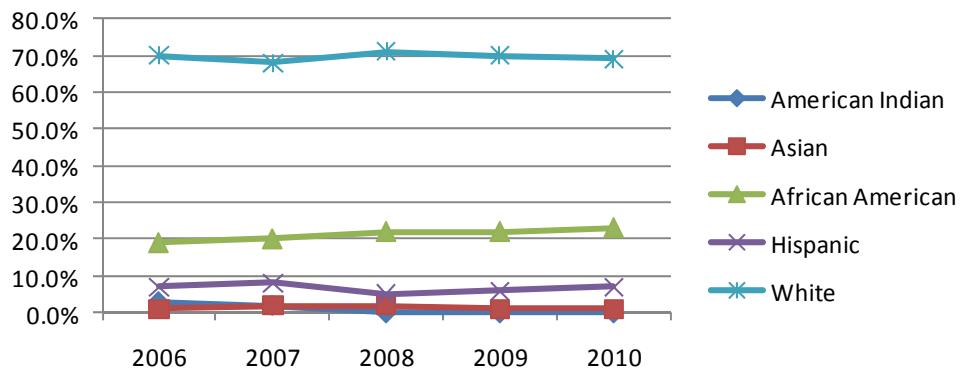


Personnel by Percentage
NA-40

	Sep 2006		Sep 2007		Sep 2008		Sep 2009		Sep 2010	
	Female	Male								
American Indian	0.0%	3.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0%	1.0%	0.0%	2.0%	0.0%	2.0%	0.0%	1.0%	0.0%	1.0%
African American	7.0%	12.0%	9.0%	11.0%	10.0%	12.0%	9.0%	13.0%	10.0%	13.0%
Hispanic	4.0%	3.0%	4.0%	4.0%	3.0%	2.0%	3.0%	3.0%	4.0%	3.0%
Total Minorities	11.0%	19.0%	13.0%	19.0%	13.0%	16.0%	12.0%	17.0%	14.0%	17.0%
Non-Minorities	18.0%	52.0%	18.0%	50.0%	20.0%	51.0%	17.0%	53.0%	15.0%	54.0%

NA-40

5-Year Trend -- Workforce Participation



	<i>Year—Low Percentage</i>	<i>Year—High Percentage</i>
American Indian Female*		N/A
American Indian Male	2008, 2009, 2010 — 0.0%	2006 — 3.0%
Asian American Female*		N/A
Asian American Male**	2006, 2009, 2010 — 1.0%	2007, 2008 — 2.0%
African American Female	2006 — 7.0%	2008, 2010 — 10.0%
African American Male	2007 — 11.0%	2009, 2010 — 13.0%
Hispanic Female	2008, 2009 — 3.0%	2006, 2007, 2010 — 4.0%
Hispanic Male**	2008 — 2.0%	2007 — 4.0%
White Female	2010 — 15.0%	2008 — 20.0%
White Male	2007 — 50.0%	2010 — 54.0%

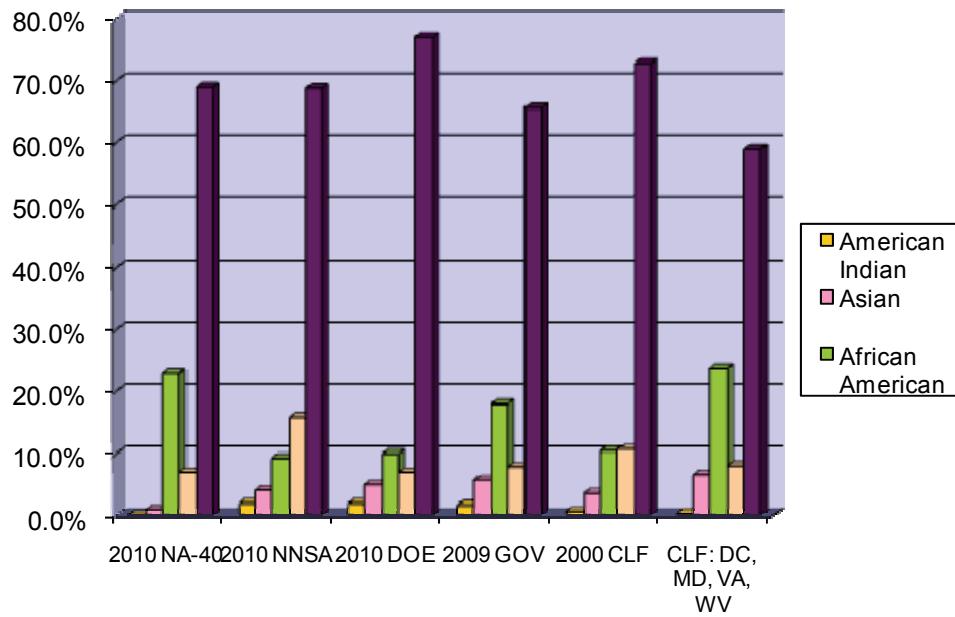
*No on-board in any of the five years, 2006 — 2010

**No change in the individual number on-board from 2009 to 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 Washington DC Metro Area.

	American Indian	Asian	African American	Hispanic	White
2010 NA-40	0.0%	1.0%	23.0%	7.0%	69.0%
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%
CLF: DC, MD, VA, WV	0.3%	6.6%	23.8%	8.1%	58.9%



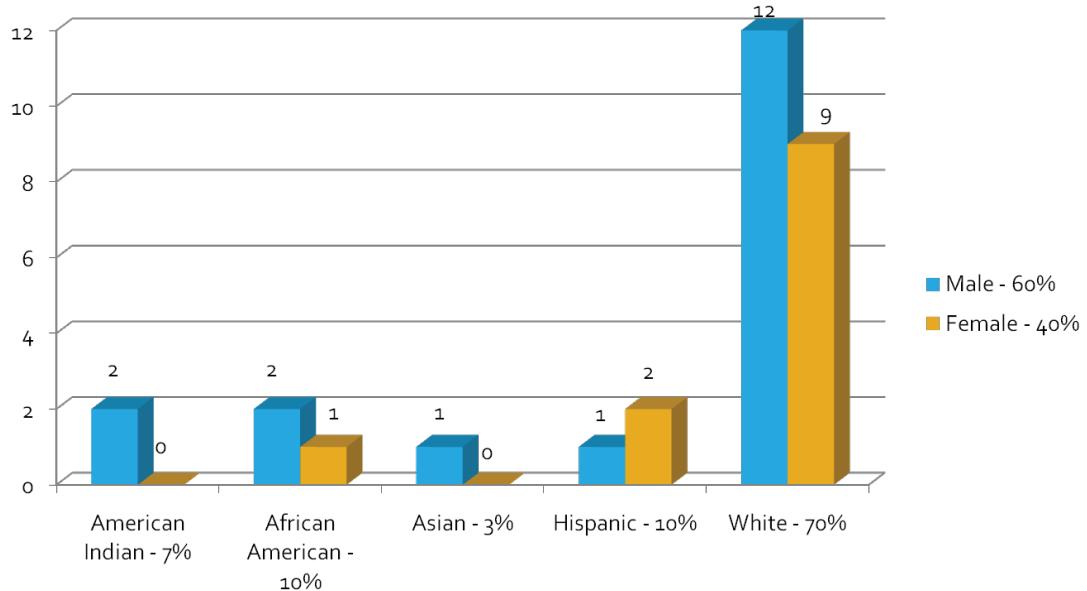
NA-40, participation as compared to other workforces:

- American Indian participation is **below** all comparators, with no American Indian females in the five-year period, and no American Indians on-board since 2007.
- Asian participation is **below** all comparators, with no Asian females on-board in the five-year period.
- African American participation is **above** NNSA; DOE; federal government, and the 2000 CLF; and **below** the 2000 Washington DC metropolitan area CLF.
- Hispanic participation, is **equal** to DOE-wide; and **below** NNSA; 2009 federal government; 2000 CLF; and the 2000 Washington DC metropolitan area CLF.
- White participation is **above** NNSA; 2009 federal government; and the 2000 Washington DC metropolitan area CLF; and **below** 2010 DOE-wide; and the 2000 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.

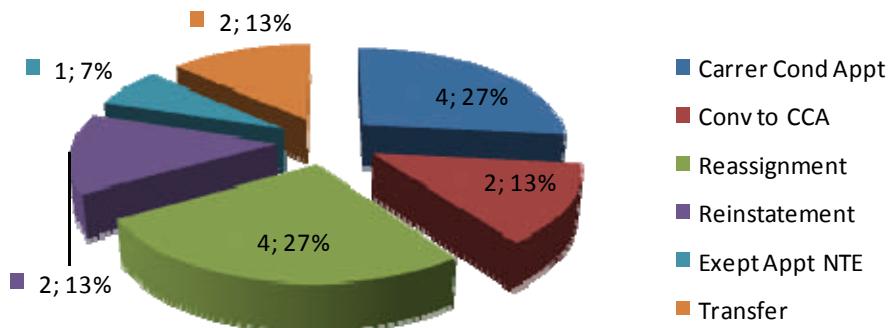
FLP 2010 Class



There was no SCEP class in 2010.

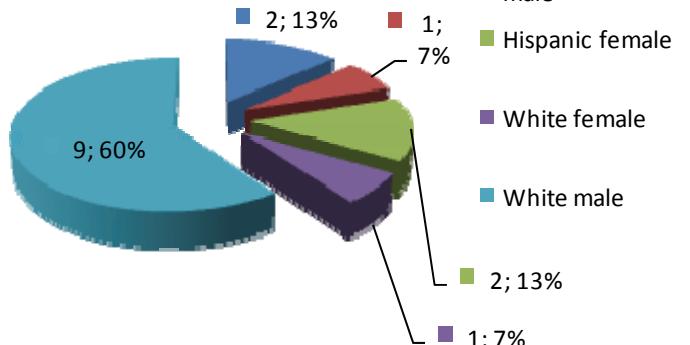
NA-40 Accessions and Transfer In

2010 Accessions and Transfer-In 15 total



2010 Accessions & Transfer

**15 Total
NA-40**



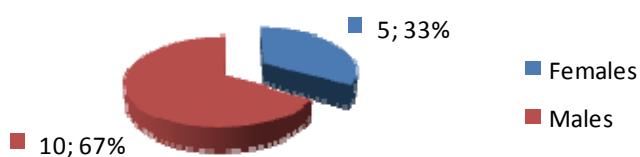
White males had the majority of accessions and transfer in, 9 (60%); followed by African American and Hispanic females, 2 each (13.0% each); and 1 each African American male and White female.

In FY 2010, males were 10 of the 15 accessions and transfer-in; females totaled 5 of the 15 Accessions and transfer-in.

There were 15 accessions and transfer-in (from NNSA and other federal agencies) into NA-40 in FY 2010.

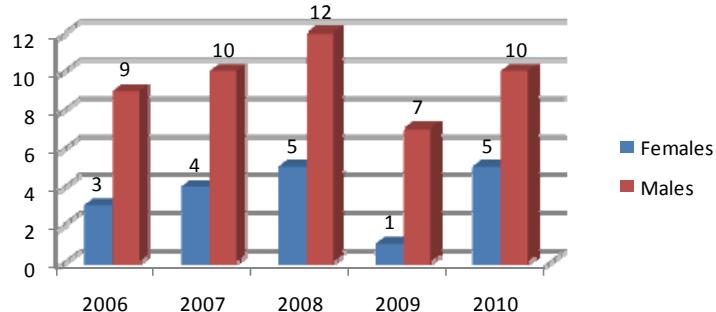
Career Conditional Appointments and Reassignments were at 4 each, followed by Conversion to Career Conditional Appointment and Transfer at 2 each, and 1 expiration of appointment not to exceed.

2010 Accessions and Transfer In Male and Female



NA-40 Accessions and Transfer In

5-Year Trend Male Female Accessions & Transfer In

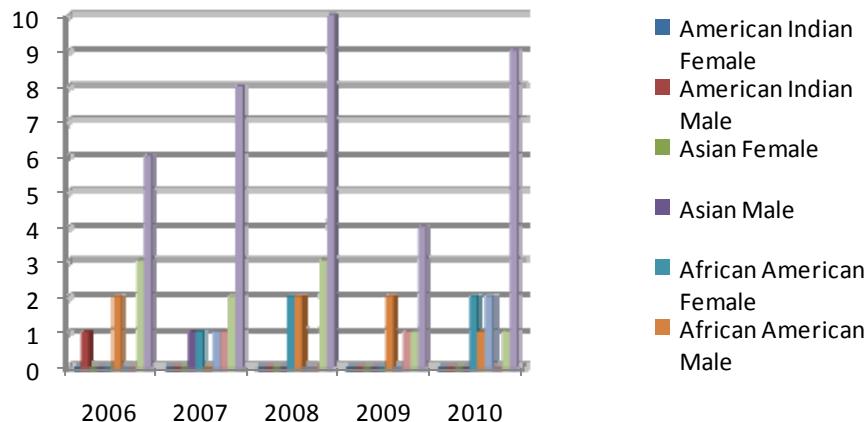


There have been a total of 66 accessions and transfer in, into NA-40 in the five-year period 2006 through 2010.

Males received 48 or 72.7% of the total. Females received 18 or 27.3% of the total.

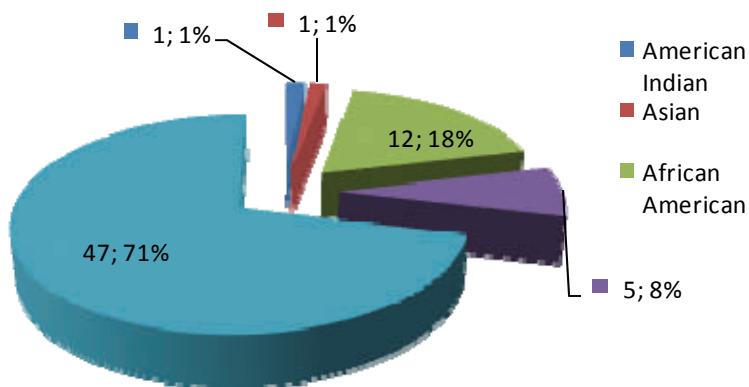
Five-Year Data - Accessions - NA-40

During the five year period there have been no American Indian or Asian female accessions or transfer-in.



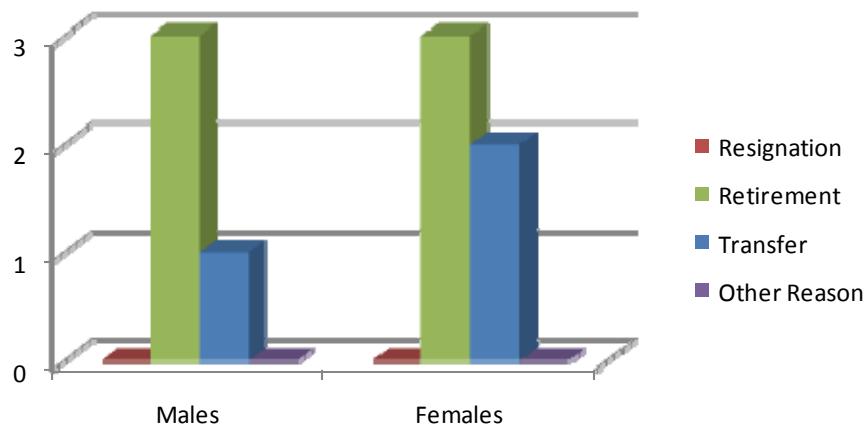
In the five-year period, 2006 through 2010, there were 1 each, American Indian male and Asian male (1% of the 66); 3 Hispanic females (4.5%) and 2 (3.0%) Hispanic males; 10 White females (15.1%) and 37 White males (56.1%).

Five-Year Trend - NA-40 Percentage of All Accessions and Transfer-In

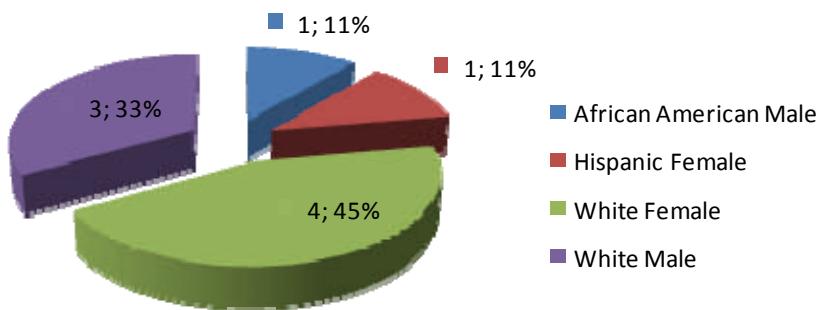


NA-40 — Separations

2010 Separations



2010 Separations - NA-40 -- 9 total



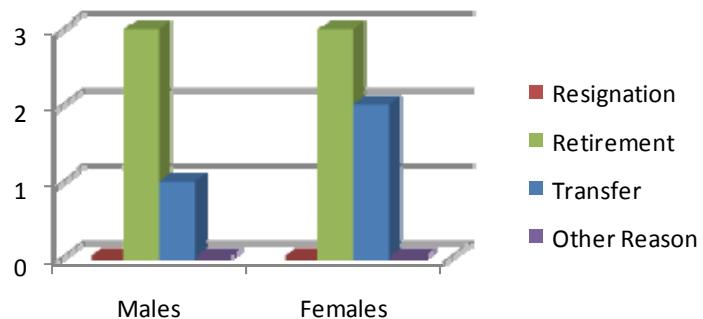
Females accounted for 5 or 55.5% of the 9 separations in FY 2010.

Males accounted for 4 or 44.5% of the total separations in FY 2010.

In FY 2010 there were 9 separations from NA-40.

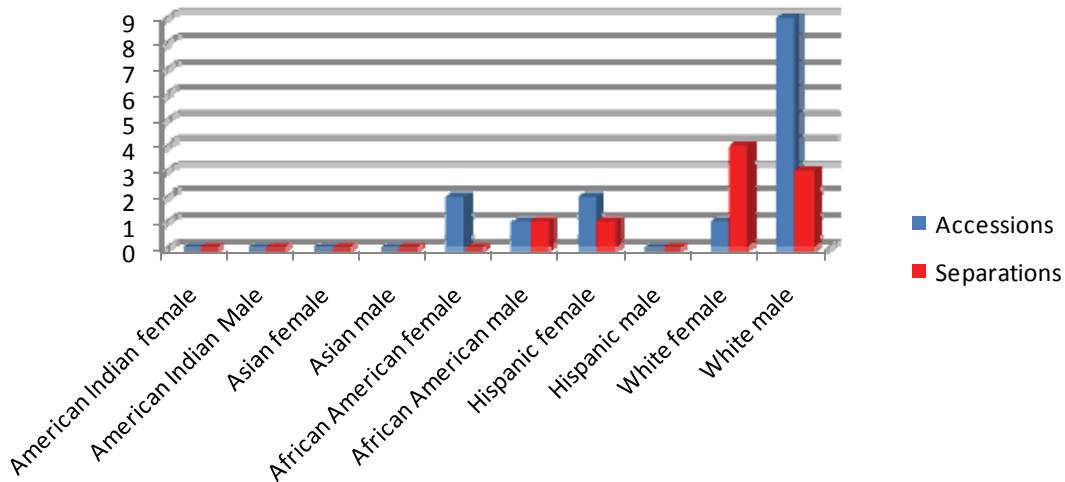
Six retirements, and three transfers.

2010 Separations



NA-40 Separations

2010 Accessions & Transfer Compared to Separations



- Accessions exceed separations for White males, African American females, and Hispanic females.
- Accessions equaled Separations for African American males. Accessions were exceeded by Separations for White females. See page 8 for comparisons to NNSA-wide; DOE; federal government; national Civilian Labor Force (CLF) and Washington DC Metropolitan Area CLF.

5 Year Trend % of separations within a group attributed to:	Minority females	Minority males	White females	White males
Resignation	0.0%	0.0%	0.0%	15.0%
Retirement	50.0%	33.3%	37.5%	45.0%
Transfer	33.3%	33.3%	50.0%	30.0%
Other	16.7%	33.3%	12.5%	10.0%

There were a total of 37 separations from NA-40 in the five-year period 2006-2010. White male separations in the five-year period, 20 total, were led by Retirement, 45.0%; followed by transfer to other NNSA organization or other federal agency, 30.0%; resignations, 15.0%; and various other separations in the five-year period, 10.0%.

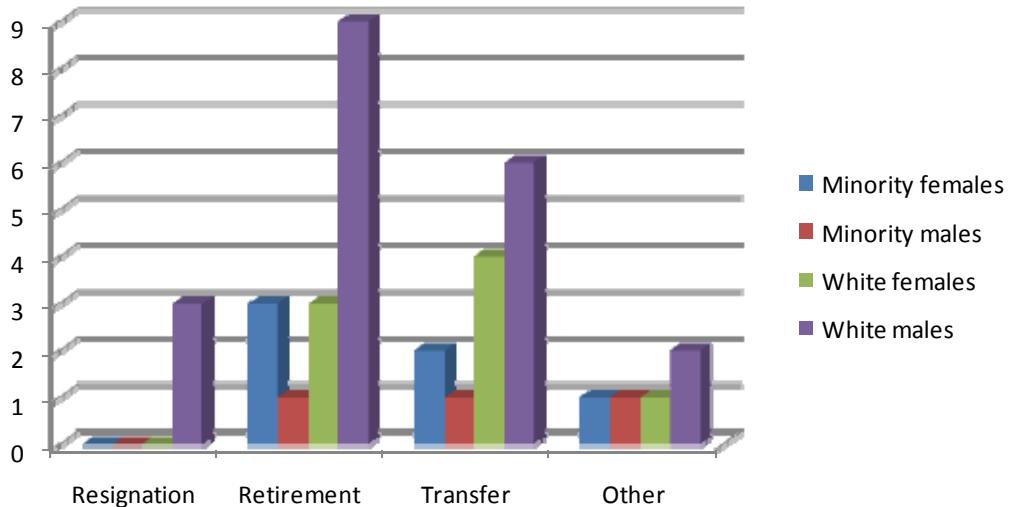
White female separations, 8 total, were 50.0% due to transfer to other NNSA organization or federal agency; 37.5% due to retirement; and 12.5% various other separations in the five-year period.

Minority male separations, 3 total, were 1 each due to retirement, transfer, and other reason.

Minority female separations, 6 total, were 50.0% due to retirement, 33.3% transfer to other NNSA organization or other federal agency, and 16.7% due to other reason.

NA-40 Separations

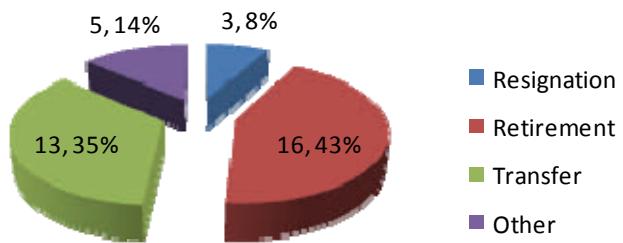
5-Year Trend Separations



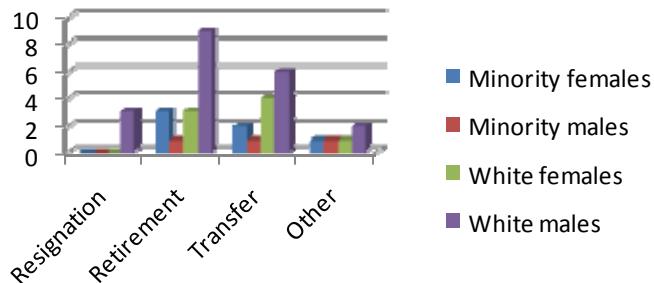
- There were a total of 37 separations from NA-40 in the five-year period compared to 15 accessions (which includes transfer in).

Retirements account for the majority of separations, 16 (43.0%); followed by transfer to other NNSA organization or other federal agency, 13 (35.0%); Other separation reasons, 5 (14.0%); and Resignations, 3 (8.0%).

5-Year Total Separations (37 Total) Reasons

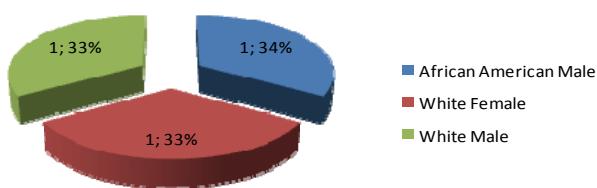


5-Year Trend Separations

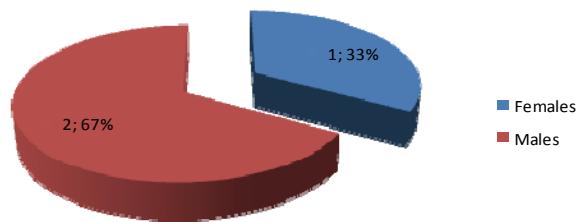


NA-30 — Promotions

2010 Promotions - 3 Total

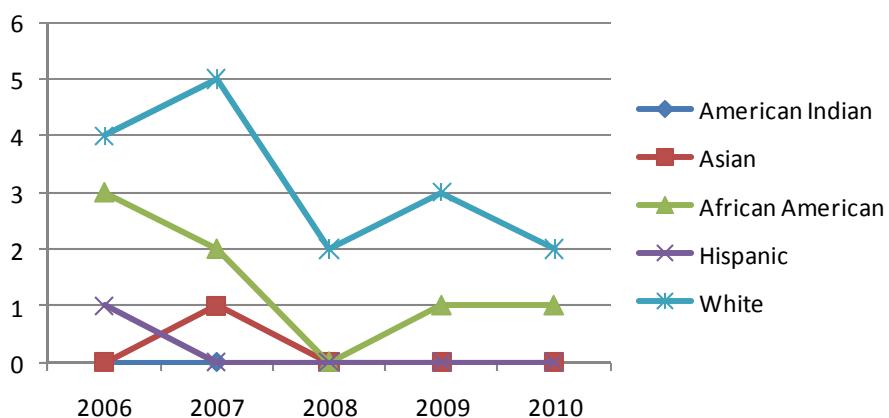


2010 Promotions



There were 3 promotions in NA-40 in FY 2010.

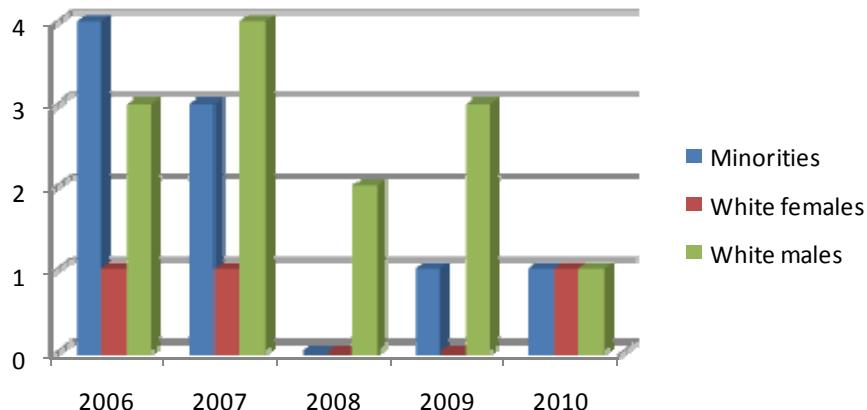
5-Year Trend By Race (Promotions)



In the five-year period 2006–2010, there were a total of 25 promotions.

NA-40 — Promotions

5-Year Trend Promotions

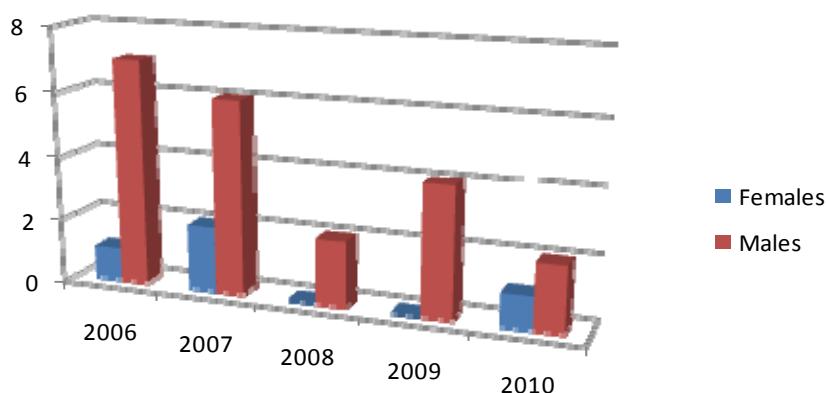


There have been a total of 25 promotions at NA-30 in the five-year period 2006-2010. Males received 21 promotions or 84.0% in the five-year period; and females received 4 promotions, or 16.0%.

White employees received 16 promotions (64.0%); African American employees 7 (28.0%); 1 each Asian and Hispanic.

No promotions for American Indians (no American Indian females on-board in the five-year period); no Asian females on-board in the five-year period; no Hispanic female promotions in the five-year period; 1 each Hispanic and Asian males (4.0%), and African American female (4.0%) ; 6 African American male promotions (24.0%) in the five-year period; White females, 3 promotions (12.0%); and White males 13 promotions (52.0%).

5-Year Trend Male - Females Promotions



APPENDIX



Future Leaders & SCEP Program

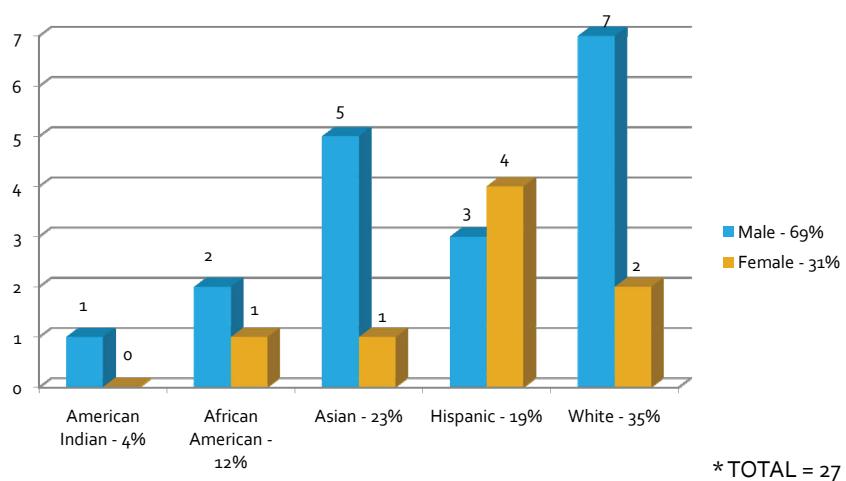


FY 2005-2010

by: Tyquan Parker

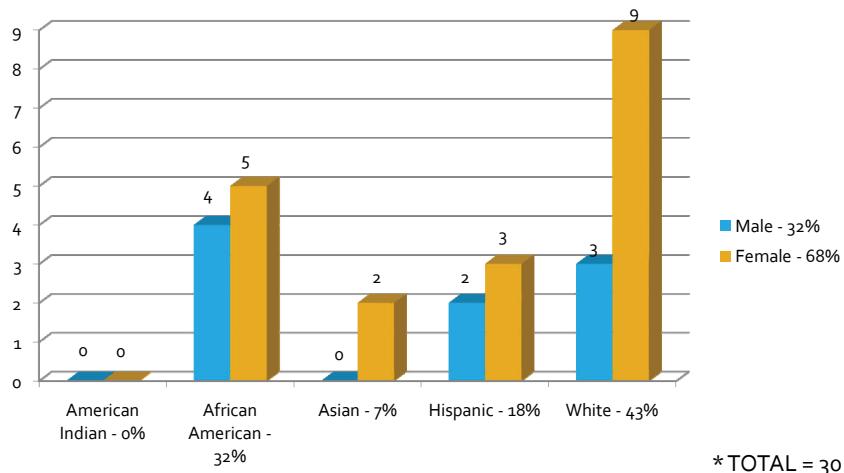
HBCU Intern¹

Future Leaders Program FY 2005



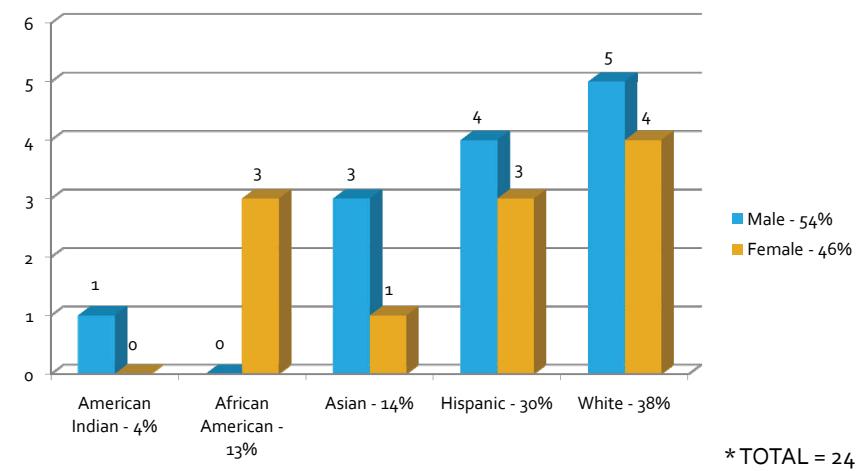
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Future Leaders Program FY 2006



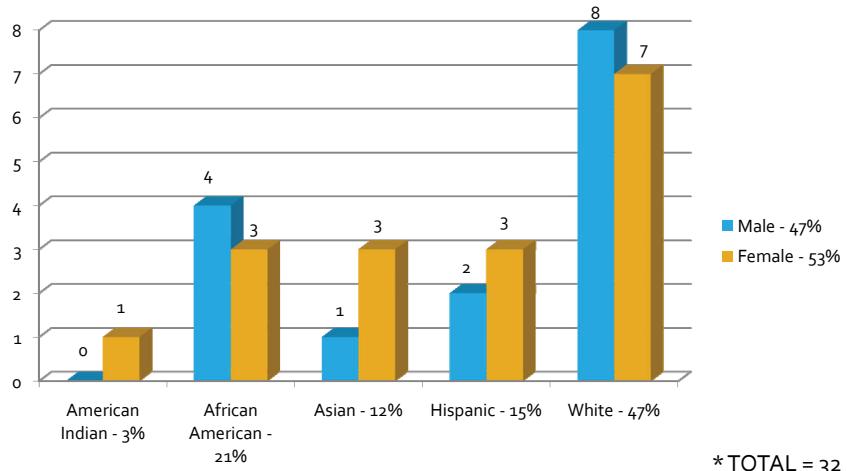
3

Future Leaders Program FY2007



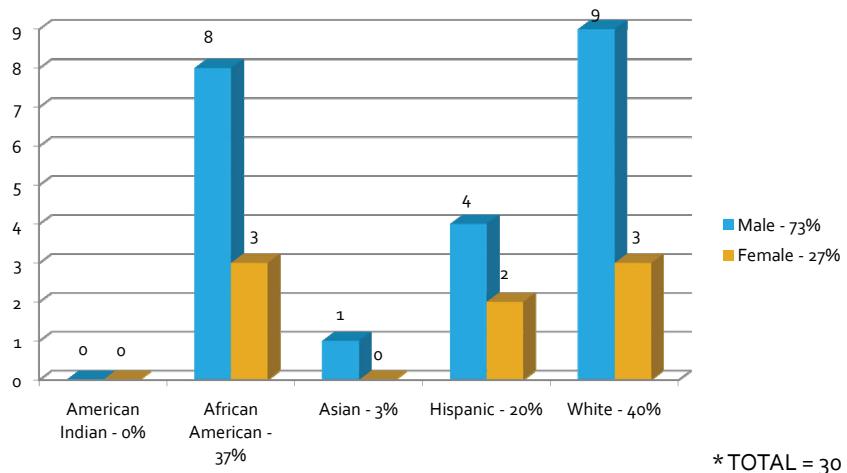
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Future Leaders Program FY 2008



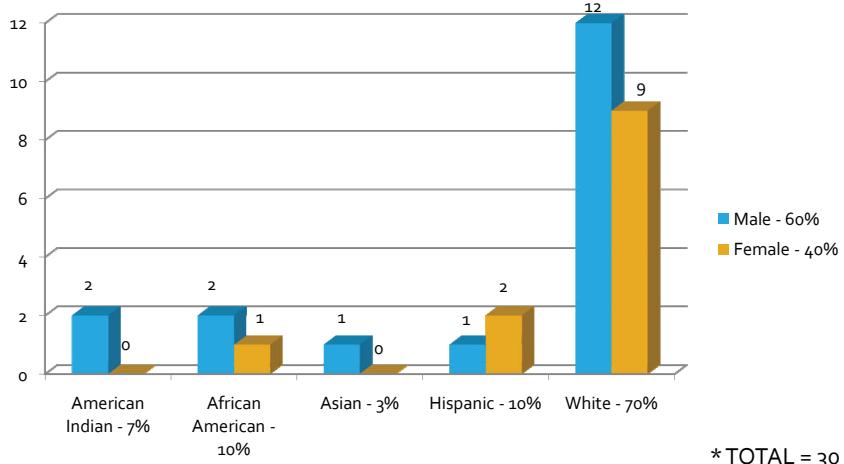
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Future Leaders Program FY 2009



6

Future Leaders Program 2010

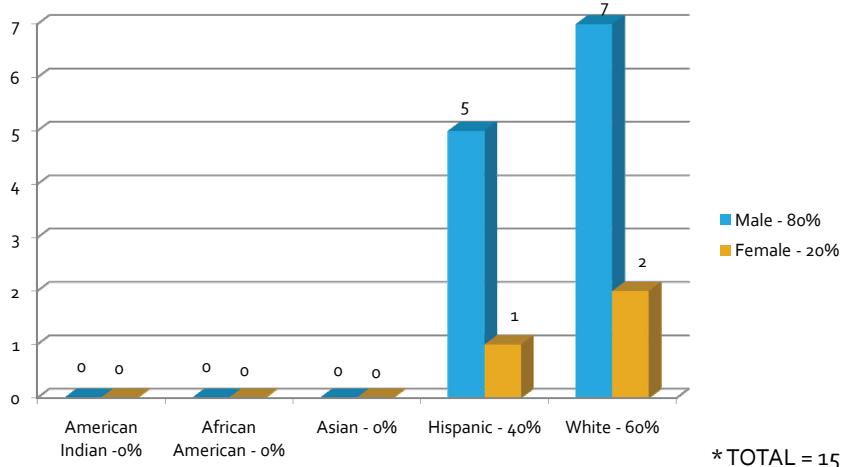


7

Future Leaders Program Retention

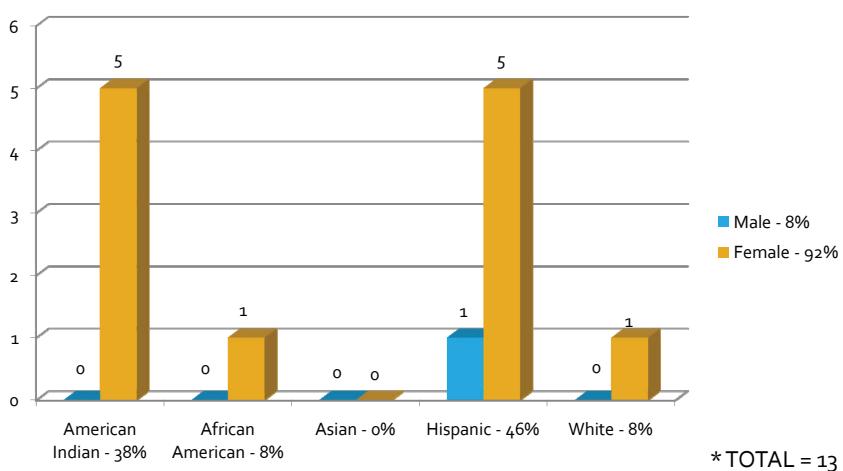
5 YR				77% of 27
4 YR			93% of 30	88% of 27
3 YR		96% of 24	93% of 30	92% of 27
2 YR	93.8% of 32	100% of 24	97% of 30	92% of 27
1 YR	100% of 30	96.9% of 32	100% of 24	100% of 27
	FLP 2009	FLP 2008	FLP 2007	FLP 2006
				FLP 2005

SCEP FY2007



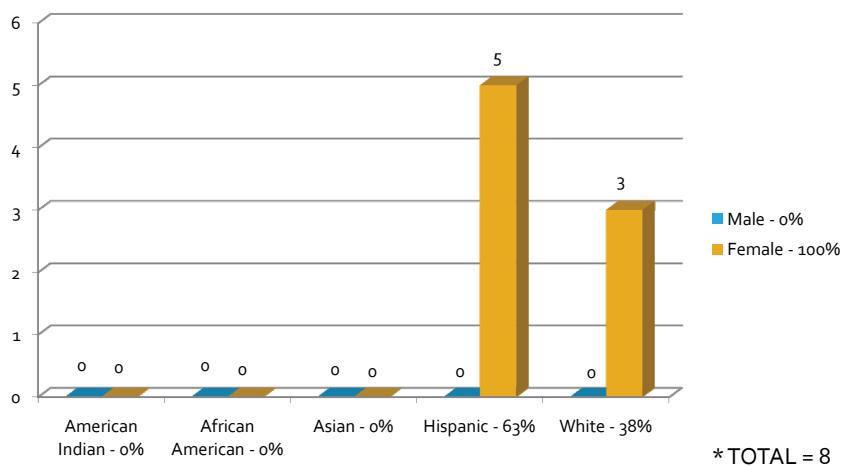
8

SCEP FY 2008



9

SCEP FY 2009



SCEP Retention

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
	SCEP 2009	SCEP 2008
		SCEP 2007



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