

**Site Manager**

**Savannah River Site Office  
(SRSO)**

**Workforce Diversity  
FY 2010**

NNSA Service Center  
EEO and Diversity Program Office  
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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 Re-  
ports:
  - Semi-Annual Diversity Reports
  - Year-End Diversity Reports
  - MD-715
  - DVAAP
  - FEORP
  - 9-Point Plan
- Special Emphasis Program
- Training and Education (Program Devel-  
opment 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.

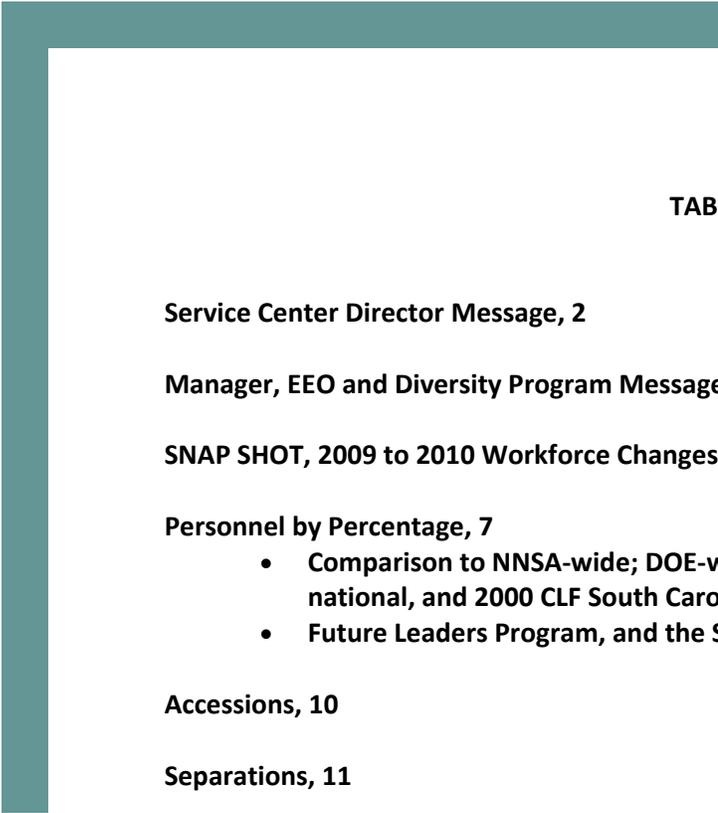
Should you need different information, or a display of workforce diversity information in a different format, please give my office a call. As a customer service, we respond to special request report formats.

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; Civilian Labor Force (CLF) national, and 2000 CLF South Carolina, 8**
- **Future Leaders Program, and the Student Career Experience Program, 9**

**Accessions, 10**

**Separations, 11**

**Promotions, 13**

**Appendix, 14**

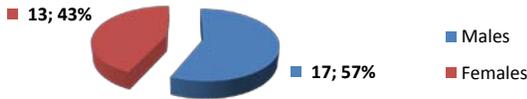
- **Historical Data: Future Leader's Program, 15**
  - **Historical Data: Student Career Experience Program, 19**
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**Workforce Diversity  
Savannah River Site Office  
As of September 25, 2010**

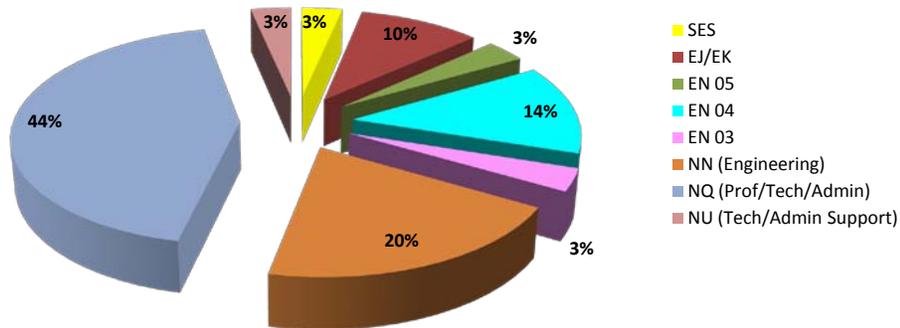
TOTAL WORKFORCE			
YEAR	2009	2010	CHANGE
Total number of employees	37	30	-18.9% ↓
GENDER			
YEAR	2009	2010	CHANGE
Males	25	17	-32.0% ↓
Females	12	13	8.3% ↑

PAY PLAN			
YEAR	2009	2010	CHANGE
SES	2	1	-50.0% ↓
EJ/EK/	4	3	-25.0% ↓
EN 05	1	1	0.0% /
EN 04	6	4	-33.3% ↓
EN 03	2	1	-50.0% ↓
NN (Engineering)	9	6	-33.3% ↓
NQ (Prof/Tech/Admin)	12	13	8.3% ↑
NU (Tech/Admin Support)	1	1	0.0% /

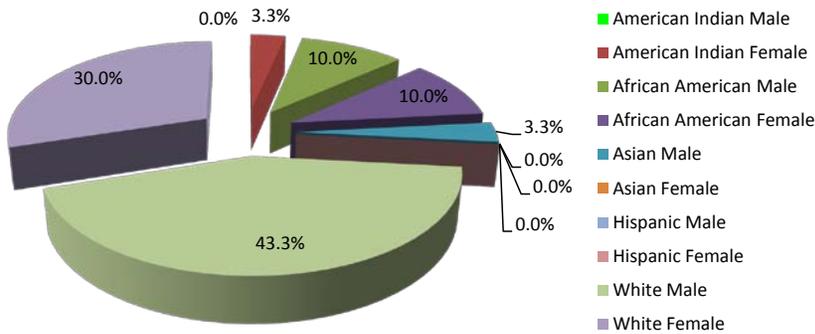
**Gender**



**Pay Plan**



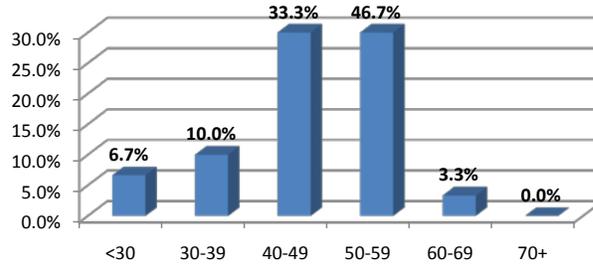
DIVERSITY					2010%	2000 CLF
YEAR	2009	2010	CHANGE			
American Indian Male	0	0	0.0%	/	0.0%	0.34%
American Indian Female	1	1	0.0%	/	3.3%	0.32%
African American Male	3	3	0.0%	/	10.0%	4.84%
African American Female	2	3	50.0%	↑	10.0%	5.66%
Asian Male	2	1	-50.0%	↓	3.3%	1.92%
Asian Female	1	0	-100.0%	↓	0.0%	1.71%
Hispanic Male	0	0	0.0%	/	0.0%	6.17%
Hispanic Female	0	0	0.0%	/	0.0%	4.52%
White Male	20	13	-35.0%	↓	43.3%	39.03%
White Female	8	9	12.5%	↑	30.0%	33.74%



**Workforce Diversity  
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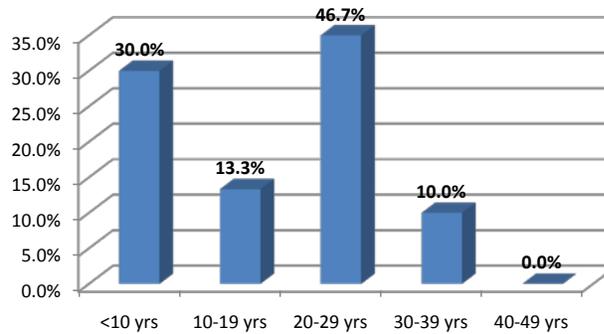
SPECIAL			
YEAR	2009	2010	CHANGE
DISABILITY	0	0	0.0% /
VETERANS	6	12	100.0% ↑

**Age Groups as a Percentage of Workforce**



AGE			
YEAR	2009	2010	CHANGE
AVERAGE AGE	48.9	47.6	-2.7% ↓
UNDER 30	3	2	-33.3% ↓
30-39	3	3	0.0% /
40-49	10	10	0.0% /
50-59	16	14	-12.5% ↓
60-69	5	1	-80.0% ↓
70 AND UP	0	0	0.0% /

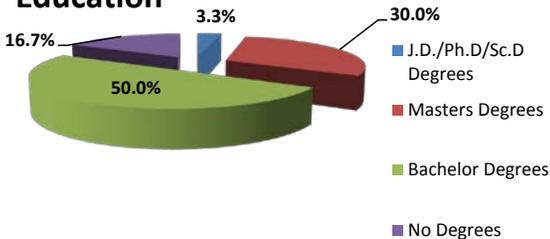
**Years of Federal Service**



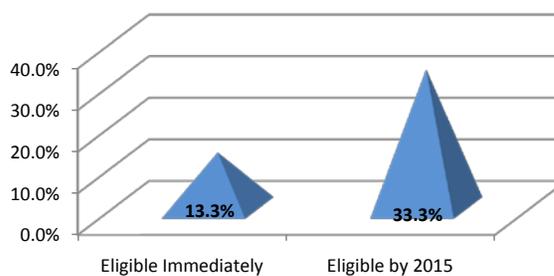
YEARS OF FEDERAL SERVICE			
YEAR	2009	2010	CHANGE
AVERAGE LENGTH	19.7	19.1	-3.1% ↓
LESS THAN 10 YEARS	8	9	12.5% ↑
10-19 YEARS	9	4	-55.6% ↓
20-29 YEARS	15	14	-6.7% ↓
30-39 YEARS	5	3	-40.0% ↓
40-49 YEARS	0	0	0.0% /

EDUCATION			
YEAR	2009	2010	CHANGE
J.D./Ph.D/Sc.D Degrees	1	1	0.0% /
Masters Degrees	10	9	-10.0% ↓
Bachelors Degrees	22	15	-31.8% ↓
No Degrees	4	5	25.0% ↑

**Education**



**Retirement Eligibility**



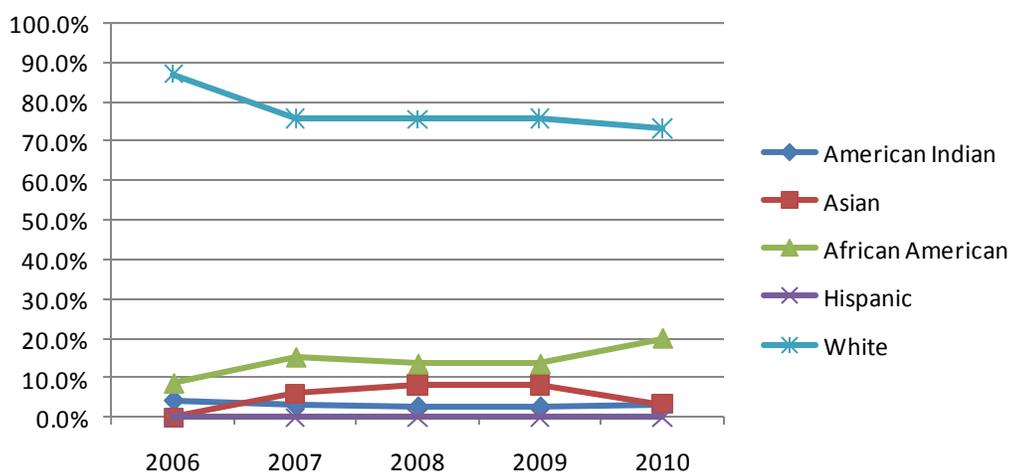
RETIREMENT			
YEAR	2009	2010	CHANGE
ELIGIBLE TO RETIRE IMMEDIATELY	7	4	-42.8% ↓
ELIGIBLE TO RETIRE BY 9/25/2015	13	10	-23.1% ↓

SUPERVISOR RATIO			
YEAR	2009	2010	CHANGE
SUPERVISORS	8	6	-25.0% ↓
SUPERVISORS RATIO	3.6 to 1	4 to 1	11.1% ↑

### Personnel by Percentage

	Sep 2006		Sep 2007		Sep 2008		Sep 2009		Sep 2010	
	Female	Male								
<b>American Indian</b>	4.3%	0.0%	3.0%	0.0%	2.7%	0.0%	2.7%	0.0%	3.3%	0.0%
<b>Asian</b>	0.0%	0.0%	3.0%	3.0%	2.7%	5.4%	2.7%	5.4%	0.0%	3.3%
<b>African American</b>	4.3%	4.3%	9.1%	6.1%	5.4%	8.1%	5.4%	8.1%	10.0%	10.0%
<b>Hispanic</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total Minorities</b>	8.6%	4.3%	15.1%	9.1%	10.8%	13.5%	10.8%	13.5%	13.3%	13.3%
<b>Non-Minorities</b>	17.4%	69.6%	24.2%	51.5%	27.0%	48.6%	21.6%	54.1%	30.0%	43.3%

### SRSO 5-Year Trend Workforce Participation



	<i>Year—Low Percentage</i>	<i>Year—High Percentage</i>
<b>American Indian Female*</b>	2008 & 2009 — 2.7%	2006 — 4.3%
<b>American Indian Male**</b>	N/A	N/A
<b>Asian American Female</b>	2006 & 2010 — 0.0%	2007 — 3.0%
<b>Asian American Male</b>	2006 — 0.0%	2008 & 2009 — 5.4%
<b>African American Female</b>	2006 — 4.3%	2010 — 10.0%
<b>African American Male</b>	2006 — 4.3%	2010 — 10.0%
<b>Hispanic Female**</b>	N/A	N/A
<b>Hispanic Male**</b>	N/A	N/A
<b>White Female</b>	2006 — 17.4%	2010 — 30.0%
<b>White Male</b>	2010 — 43.3%	2006 — 69.6%

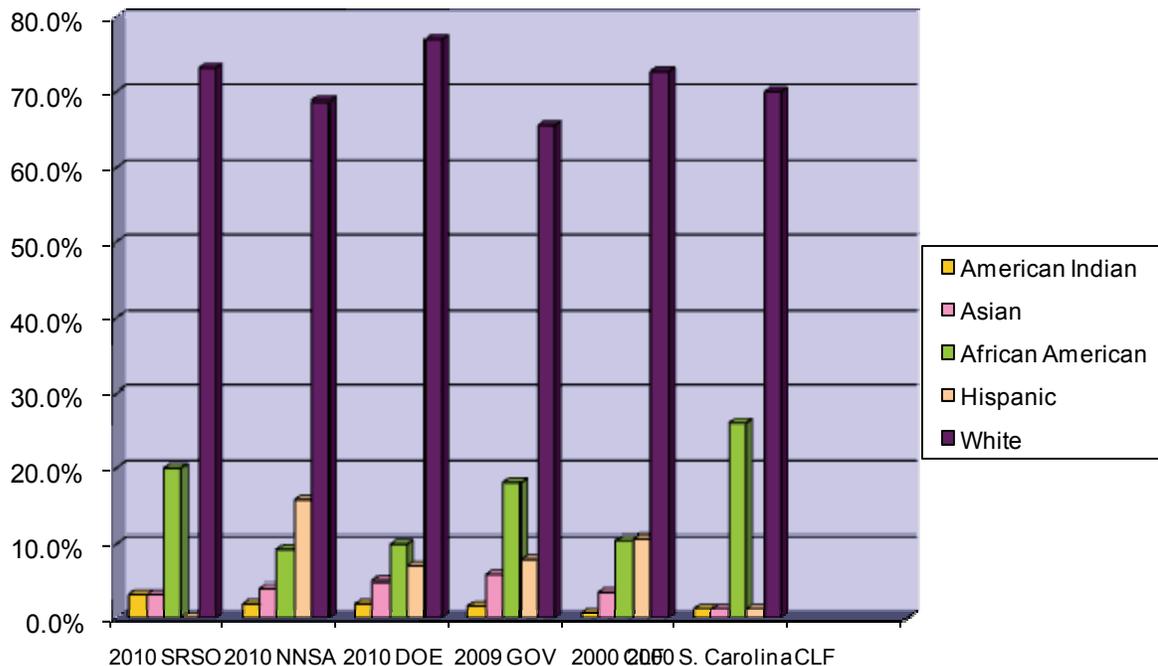
\*No change in the individual number from 2009 to 2010

\*\* No on-board 2006—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 State of South Carolina 2000 CLF.

	American Indian	Asian	African American	Hispanic	White
<b>2010 SRSO</b>	3.3%	3.3%	20.0%	0.0%	73.3%
<b>2010 NNSA</b>	2.0%	4.1%	9.3%	15.9%	68.8%
<b>2010 DOE</b>	2.0%	5.0%	10.0%	7.0%	77.0%
<b>2009 GOV</b>	1.7%	5.8%	18.0%	7.9%	65.6%
<b>2000 CLF</b>	0.7%	3.6%	10.5%	10.7%	72.8%
<b>2000 S. Carolina CLF</b>	1.3%	1.3%	26.0%	1.3%	70.0%



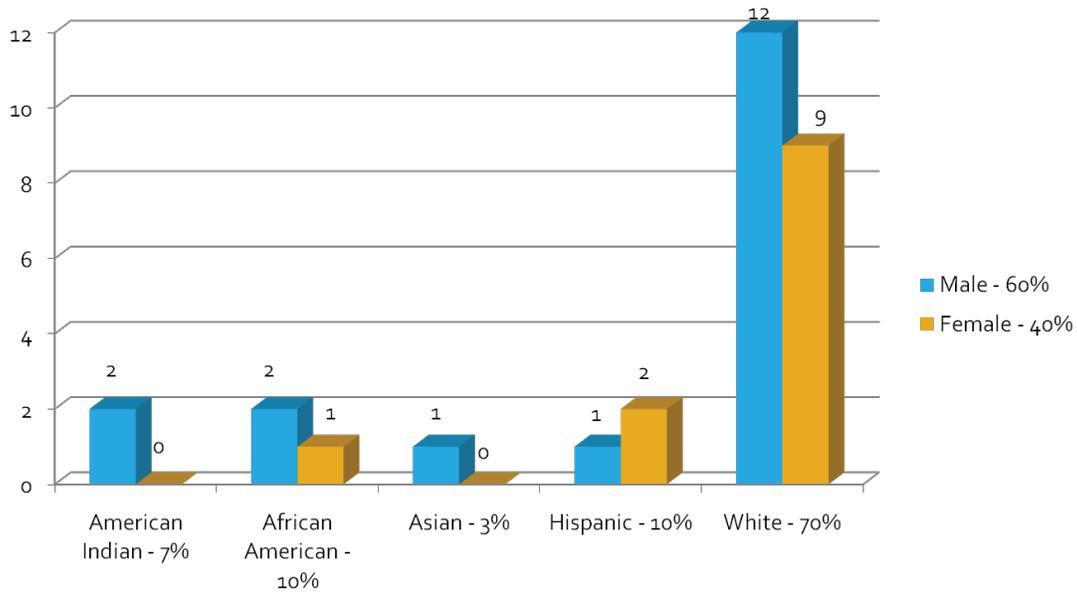
SRSO, participation as compared to other workforces:

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

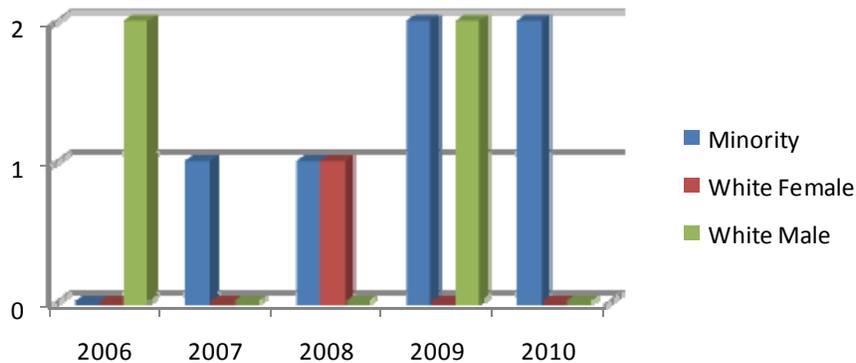
### Future Leader's Program (FLP) Student Career Experience Program (SCEP)

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



#### FLP Participation at SRSO - 5-Year Trend

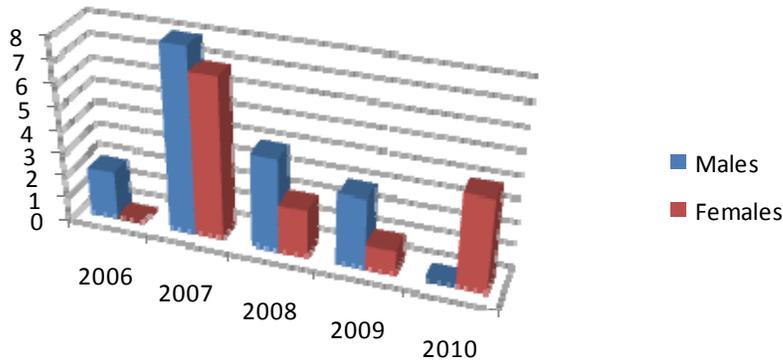


There was no SCEP class in 2010.

## SRSO Accessions and Transfer In

There were four transfer in personnel actions at SRSO in 2010, three White females, and one African American female.

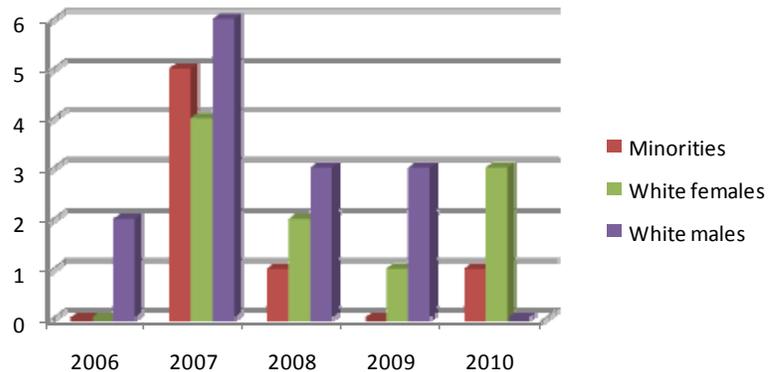
### 5-Year Trend Accessions Males and Females



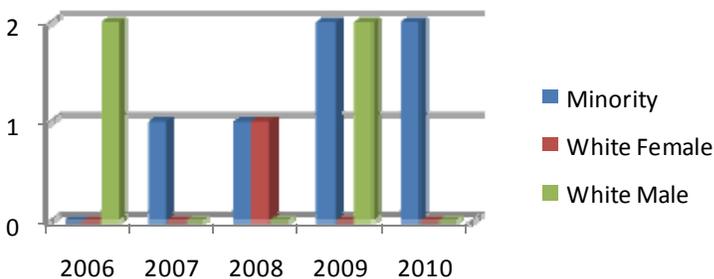
The five-year trend for SRSO shows Accessions, including transfer in, to total 31. Males equaled 17 or 54.8%; Females equaled 14 or 45.2%.

There were no American Indian or Hispanic accessions or transfers.

### 5-Year Trend Accessions at SRSO



### FLP Participation at SRSO - 5-Year Trend

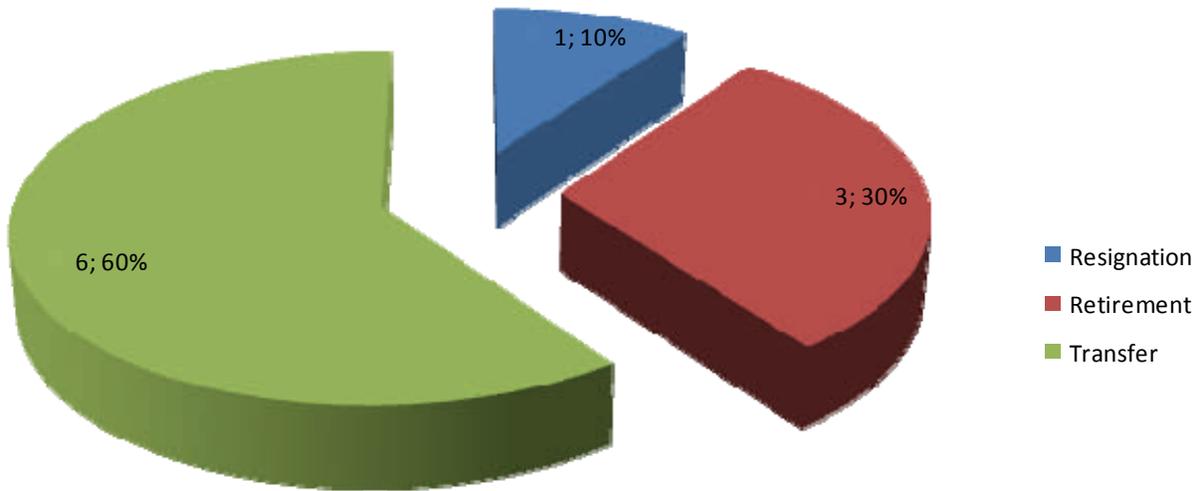


FLP participation in the five-year period analyzed at SRSO remains high. SRSO continually has White female and Minority participants at the organization location from the FLP.

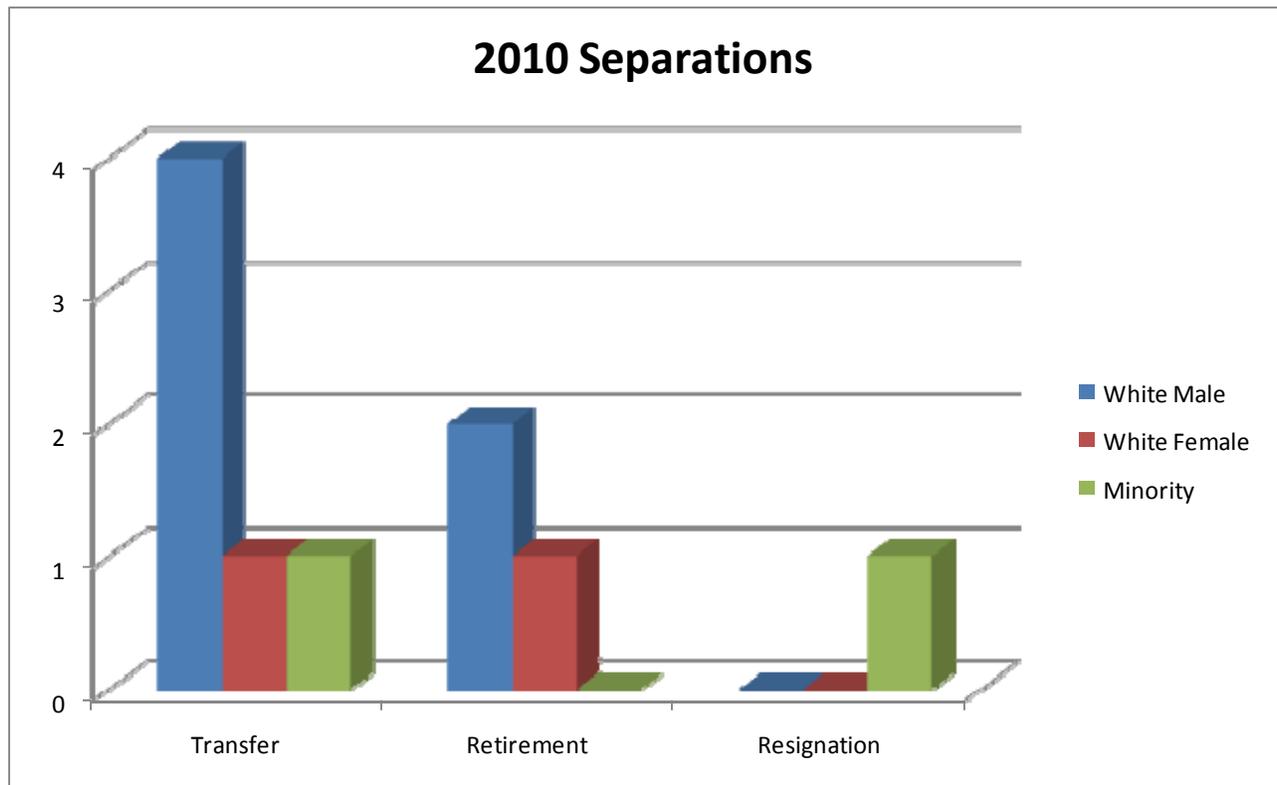
This may be a source of future career employees for SRSO.

SRSO — Separations

2010 Separations - SRSO - 10 Total

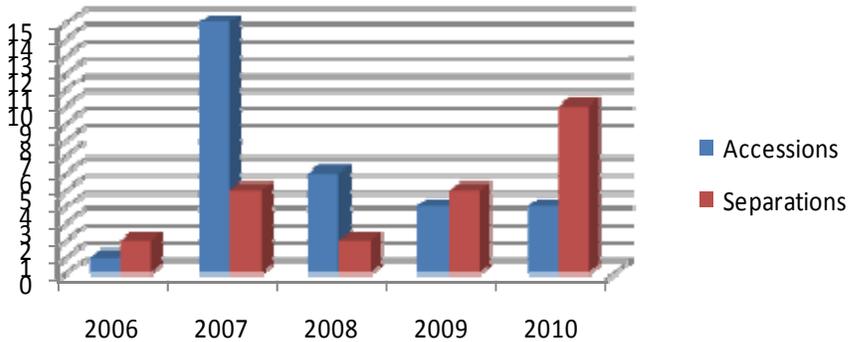


2010 Separations



## SRSO Separations

### 5-Year Trend Accessions Compared to Separations

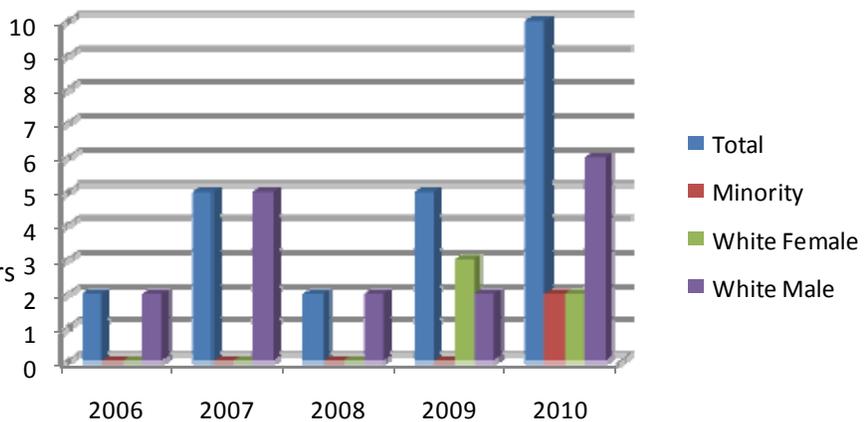


There were a total of 24 separations from SRSO in the five-year period compared to 31 accessions (which includes transfer in).

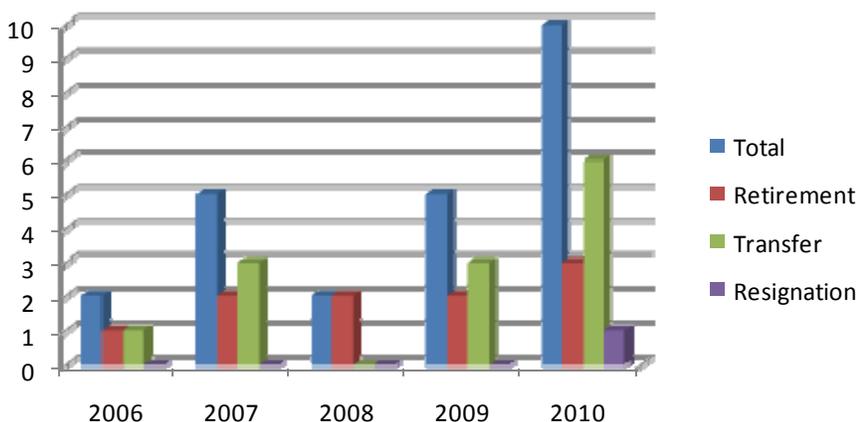
Five-Year Trend: White males totaled 17 of the separations or 70.8%. White females totaled 5 or 20.8%. There were 2 minority separations, 8.3%.

Retirement accounts for 50.0% of separations at SRSO in the five-year period. Transfers account for 45.8% of separations.

### 5-Year Trend Separations



### 5-Year Trend Separations



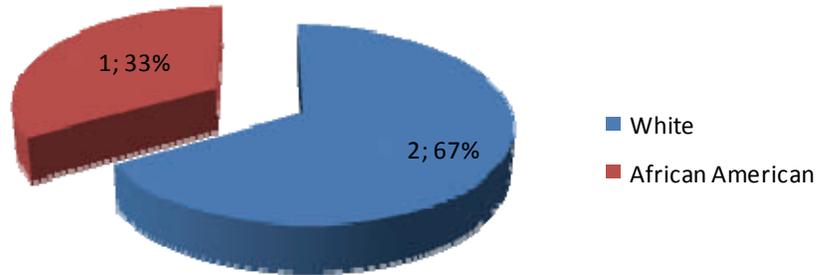
White male separations are 58.8% attributed to retirement and transfers are 41.2% of White male separations.

White female separations are 60.0% due to transfer, and 40.0% due to retirement.

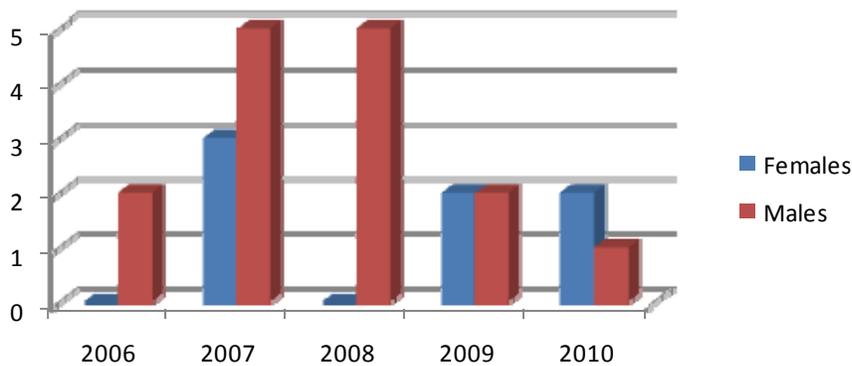
Minority separations are 50.0% each to transfer and resignation.

SRSO — Promotions

**FY 2010 Promotions - SRSO - 3 Total**



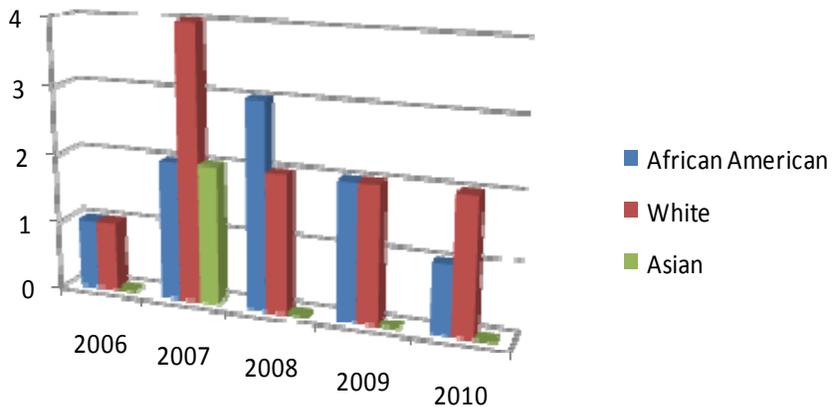
**5-Year Trend Male & Female Promotions**

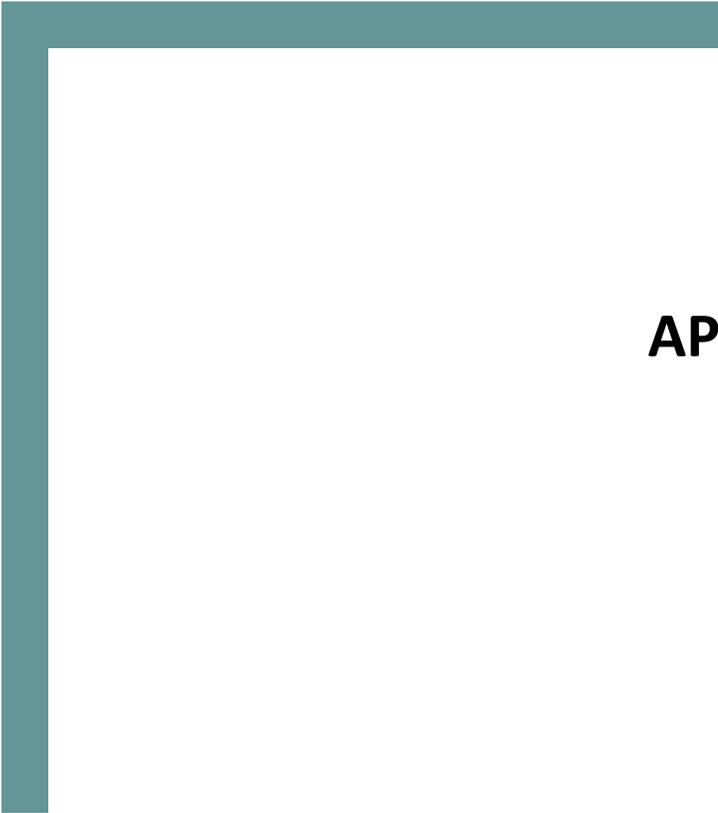


**5-Year Trend Promotions by Race**

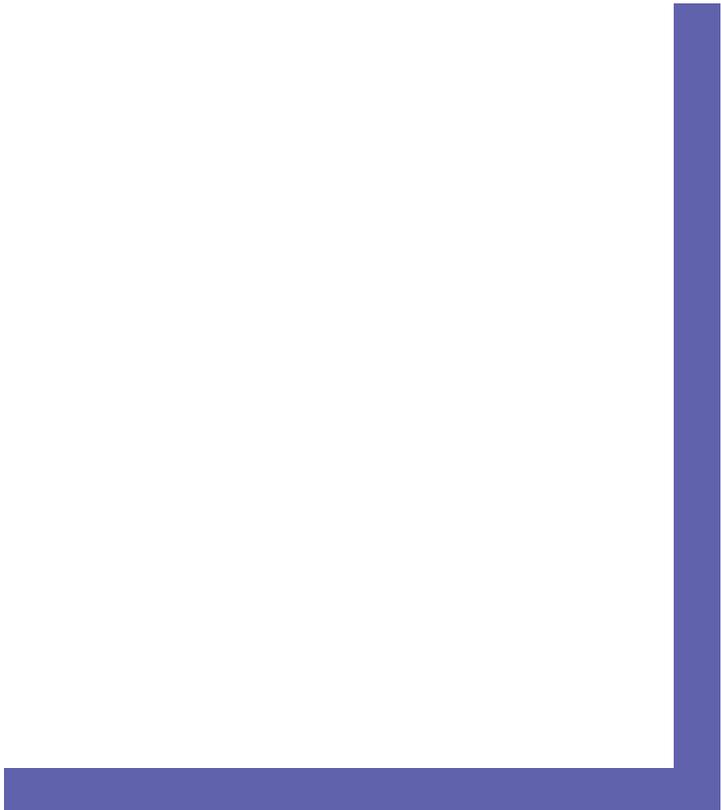
There have been a total of 22 promotions at SRSO in the five-year period 2006-2010. Males received 15 promotions or 68.2% in the five-year period; and females received 7 promotions, or 31.8%.

50.0% of promotions were to White employees and 50.0% to minority employees.





# APPENDIX



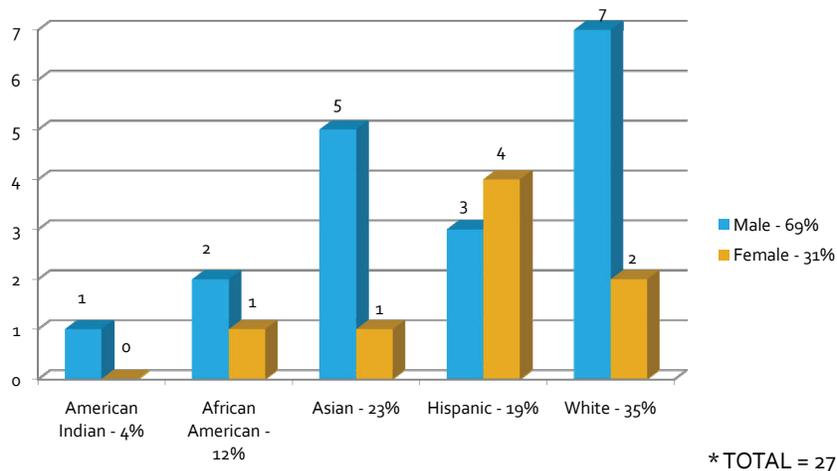
# Future Leaders & SCEP Program



FY 2005-2010

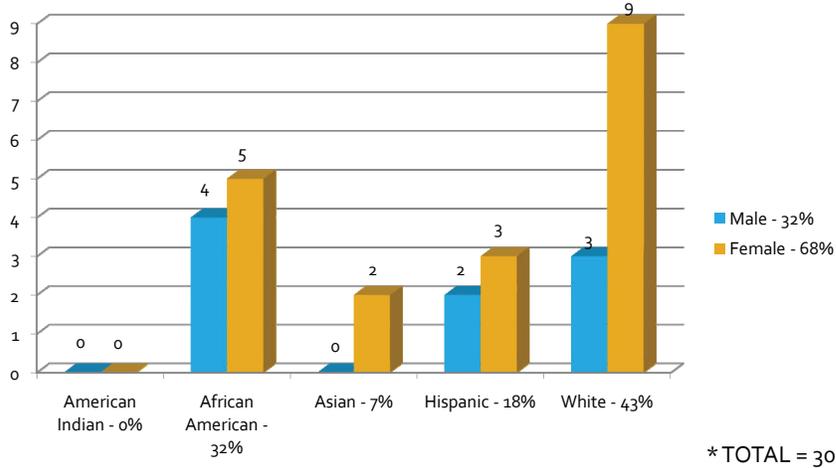
by: Tyquan Parker  
HBCU Intern<sub>1</sub>

## Future Leaders Program FY 2005



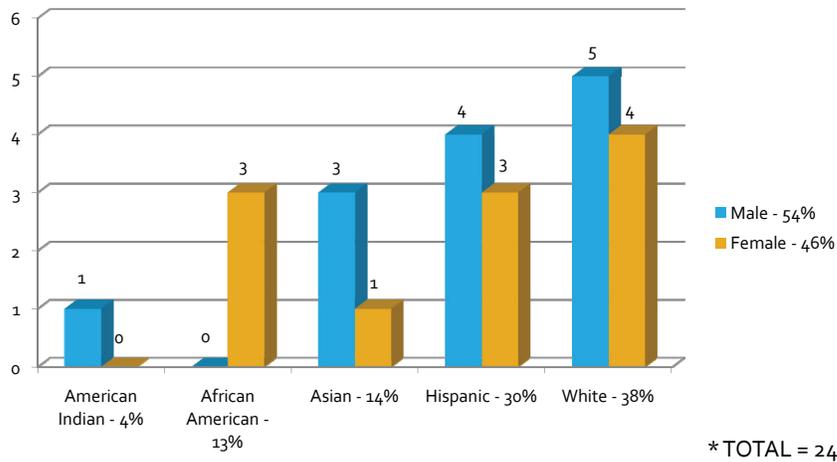
\* TOTAL = 27

# Future Leaders Program FY 2006



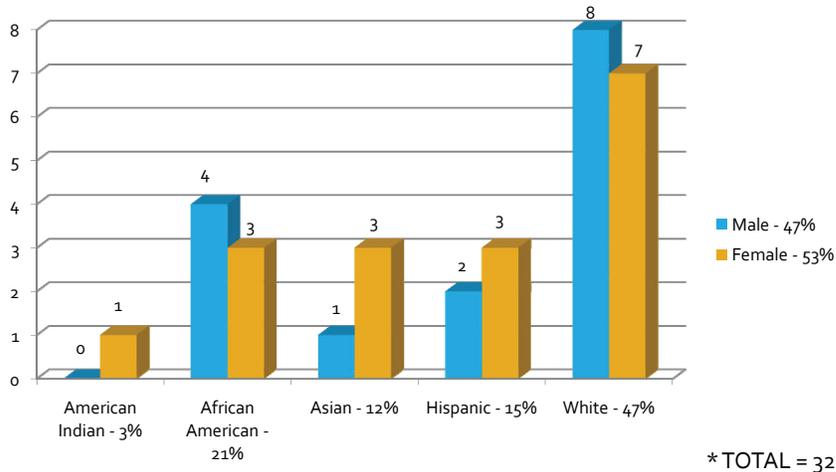
3

# Future Leaders Program FY2007



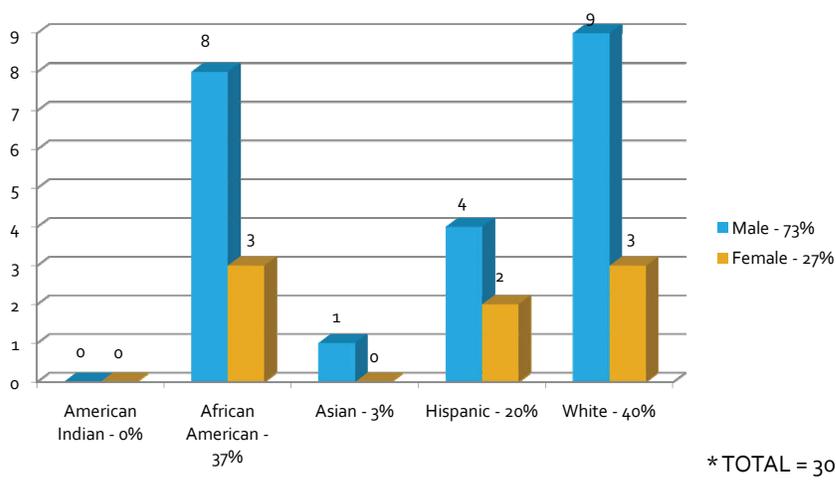
4

# Future Leaders Program FY 2008



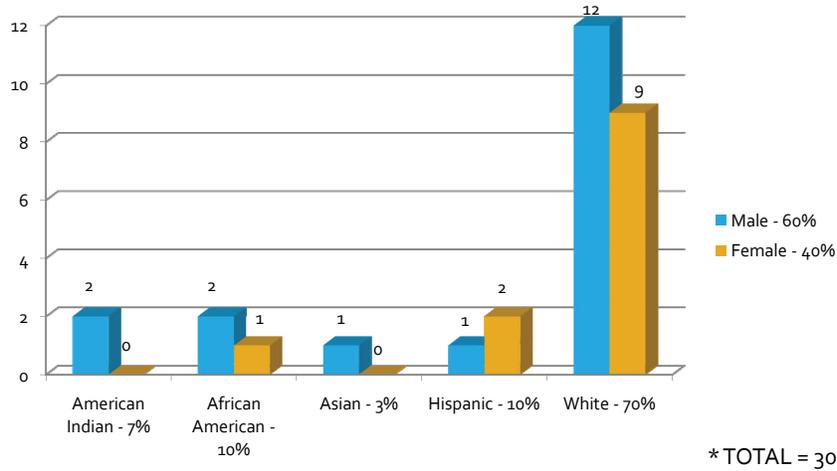
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# Future Leaders Program FY 2009



6

# Future Leaders Program 2010

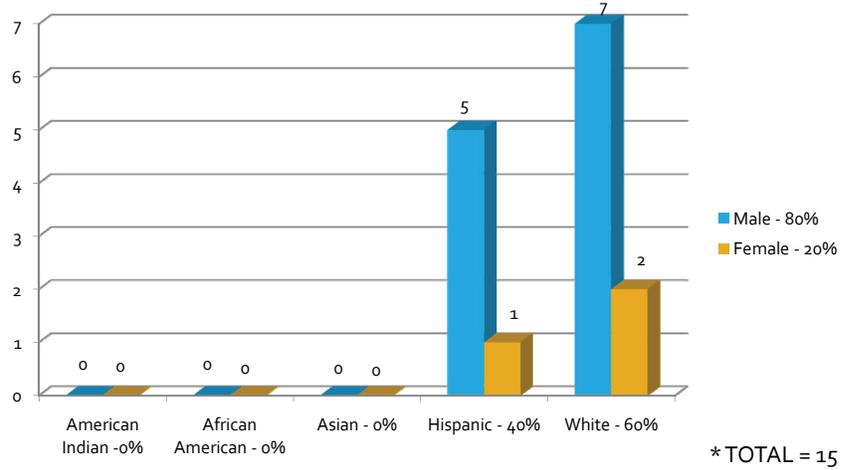


7

# Future Leaders Program Retention

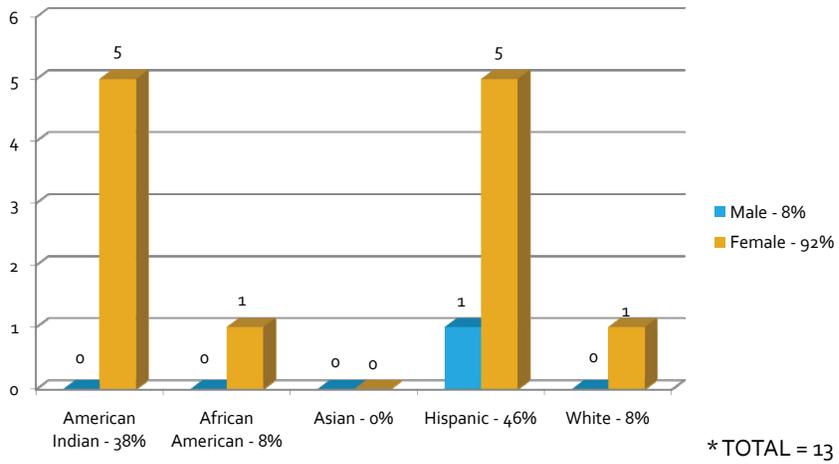
5 YR				77% of 27
4 YR			93% of 30	88% of 27
3 YR			96% of 24	93% of 30
2 YR		93.8% of 32	100% of 24	97% of 30
1 YR	100% of 30	96.9% of 32	100% of 24	100% of 30
	FLP 2009	FLP 2008	FLP 2007	FLP 2006

# SCEP FY2007



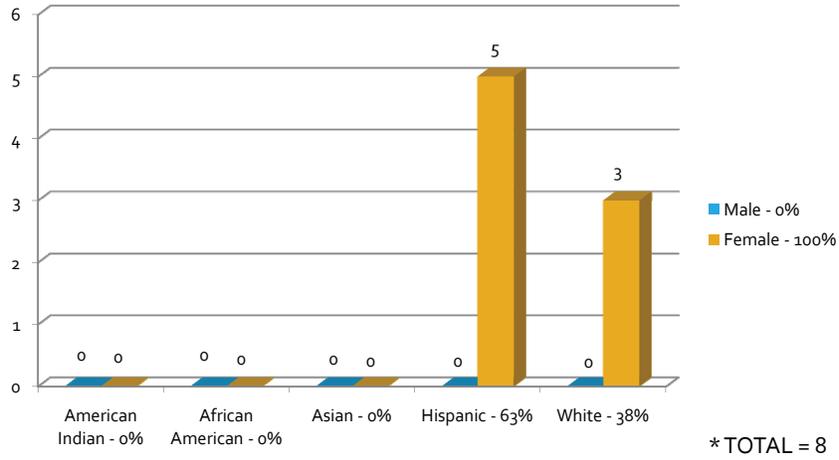
8

# SCEP FY 2008



9

# SCEP FY 2009



10

No SCEP in FY 2010

# 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	87% of 15
	<b>SCEP 2009</b>	<b>SCEP 2008</b>	<b>SCEP 2007</b>



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