

LYNDON B. JOHNSON SPACE CENTER

MISSION OPERATIONS DIRECTORATE (D)

Report Prepared: July 15, 2005

The NASA Organizational Profile System (NOPS) is a web-based tool that describes and reports key human resources management indicators for Center organizations. It is intended to provide you with a concise, current report on organization and employee information needed to effectively manage your civil service workforce.

Key Features

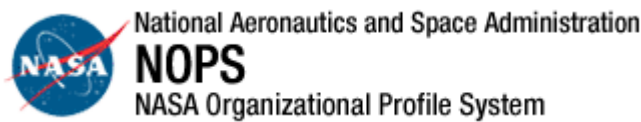
1. The system is accessible by supervisors and key staff members using the same password as you use to access your online NASA Employee Benefits Statement (NEBS).
2. The information contained in your organization profile is extracted biweekly from the Federal Personnel & Payroll System (FPPS) and is current as of the date listed. The data is cumulative for the fiscal year. Previous year's reports (beginning with 2001) are accessible using the drop down selector.
3. The data in your report is divided by category (e.g. Strength, Gains and Losses, Diversity, etc.)
 - a. The left hand column contains the data or calculations for the organization.
 - b. The right hand column is the label for that data.
 - c. Selected data elements also include a drop down menu that allows you to "View Names" associated with that data.
 - d. To view an explanation/definition of each data element, you may click on each section header.
4. Chart your data: You may easily chart the data within a section by clicking on the "MS Excel" button on the section header, selecting the data to be charted, and creating an Excel chart.
5. Compare organizations: By selecting the "Compare" button in each section header, you may also open an additional organization(s) or the entire center in order to compare your data.
6. Emergency Contact Information for employees in your organization is immediately available. Employees must enter their information at the Employee Emergency Contact System.

[If you need additional assistance . . .](#)

- If you have a question about the accuracy of the data---please contact us through the feedback button below.
- If you have a question on how to use the data in your human resources planning or management of your organization you may contact your [Human Resources Representative](#).
- For additional information visit [Human Capital Management](#) and [NASA Workforce](#) data and planning tools.

Please help us serve you better . . .

The NASA Organization Profile System (NOPS) will be continually improved based upon feedback from you. If you have any questions, comments, or suggestions please let us know.



This is your NASA Organizational Profile System report. This web-based tool describes and reports key human resources management indicators for your organization. It is intended to provide you with a concise, current report on your organization and employee information to help you effectively manage your civil service workforce.

Profile for ...

LYNDON B. JOHNSON SPACE CENTER	Installation
D	Organization Code
MISSION OPERATIONS DIRECTORATE	Organization
2005	Fiscal Year
07/09/2005	Pay Period As of Date
07/15/2005	Run Date
09/19/2004	Beginning Date
81%	Percent of Fiscal Year Completed (21 / 26 Pay Periods)

Strength

This section includes all types of civil service employees, including coops, temps, experts & consultants.

All other sections are for Permanent Full time, Part time, Term and FCIP employees only.

Headcount	Percent	
504		Onboard Headcount (Includes civil service workforce: Full Time Permanent, Other than Full Time and COOP's)
404		Projected Headcount for Full Time, Part Time, Temp, and Term Employees (Data from Workforce Tracking System{WTS})
0		Authorized Strength for Full Time, Part Time, Temp, and Term Employees (Data from WTS)
-404		Potential Vacancies (Data from WTS)
393	78 %	Full Time Permanent Employees (View Names)
6	1 %	Part Time Permanent Employees (View Names)
2	0 %	Temporary Employees (View Names)
46	9 %	Term Employees (View Names)
35	7 %	COOPs onboard (View Names)
14	3 %	COOPs on LWOP (View Names)
21	4 %	Federal Career Intern Program (View Names)
1	0 %	Temporary Students (View Names)

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Strength Continued

This section includes all types of civil service employees, including coops, temps, terms, experts & consultants.

All other sections are for Permanent Full time (FTP) Part time (PT), Term, and FCIP employees only.

Please see Occupation Distribution for FTP and PT statistics.

437	87 %	Professional Science and Engineering
16	3 %	Professional Administrative
33	7 %	Technicians
18	4 %	Secretary and Office Support
0	0 %	Wage Grade
1	0 %	Employees on LWOP > 30 days - Non Coops (View Names)
1	0 %	Employees on Military LWOP (View Names)
578,117		Hours Actually Worked Fiscal Year to Date (FYTD)
278		Full-Time Equivalent (FTE) worked FYTD

Gains & Losses

This section is for Permanent Full time, Part time, Term, and FCIP employees only.

30	Gains - Actual FYTD (View Names)
4	Gains - Pending FYTD (Data from Workforce Tracking System) (View Names)
2	Reassignments from other JSC Organizations (View Names)
15	Reassignments to other JSC Organizations (View Names)
0	Reassignments Pending from other JSC Organizations {WTS}
1	Reassignments Pending to other JSC Organizations {WTS} (View Names)
0	Gains Pending to Full Time workforce from Part Time {WTS}
0	Losses Pending from Full Time workforce to Part Time {WTS}
17	Losses - Actual FYTD (View Names)
1	Losses - Pending FYTD {WTS} (View Names)
5	Resignations this FY (View Names)
1	Transfer to other Federal Agency (View Names)
0	Transfer to other NASA Organizations
11	Retirement (View Names)
0	Deaths
0	Other Separations

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Supervisors

This section is for Permanent Full time, Part time, Term, and FCIP employees only.

Headcount	Percent	
3	1 %	Senior Executive Services (SES) (View Names)
0	0 %	SES Female or Minority
30	6 %	Supervisors (View Names)
8	2 %	Female or Minority Supervisors (View Names)
1 : 14.5		Supervisory Ratio
436	94 %	Non Supervisors

Diversity

This section is for Permanent Full time, Part time, Term, and FCIP employees only.

Headcount	Percent	
192	41 %	Total Female or Minority
274	59 %	Non-Minority Male
125	27 %	Non-Minority Female
31	7 %	Minority Male
36	8 %	Minority Female
252	54 %	Employees Age 40 and Older
11	2 %	Employees with Declared Disability

Age Distribution

This section is for Permanent Full time, Part time, Term, and FCIP employees only.

Headcount	Percent	
1	0 %	70 and Above
9	2 %	65 - 69
33	7 %	60 - 64
27	6 %	55 - 59
28	6 %	50 - 54
154	33 %	40 - 49
127	27 %	30 - 39
64	14 %	25 - 29
23	5 %	Less than 25
	41.5	Average Age

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Service and Retirement

This section is for Permanent Full time, Part time, Term, and FCIP employees only.

Headcount	Percent	
56	12 %	Optional Retirement Eligible (View Names)
5	1 %	Optional Reduced Retirement for FERS only. (View Names)
45	10 %	Early and Discontinued Service Eligible (View Names)
24	5 %	Employees within 5 years of Optional Retirement Eligible (View Names)
	14.4	Average Years of JSC Service
	15.4	Average Years of Federal Service

Occupation Distribution

This section is for Permanent Full time, Part time, Term, and FCIP employees only.

Headcount	Percent	
432	93 %	Professional Science & Engineering
16	3 %	Professional Administrative
0	0 %	Technicians
18	4 %	Secretary / Office Support
0	0 %	Wage Grade

Education

This section is for Permanent Full time, Part time, Term, and FCIP employees only.

Headcount	Percent	
8	2 %	Doctorates (View Names)
123	26 %	Masters (View Names)
306	66 %	Bachelors (View Names)
5	1 %	Associates (View Names)
24	5 %	No Degree (View Names)

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Grade Distribution

This section is for Permanent Full time, Part time, Term, and FCIP employees only.

Headcount	Percent	
3	1 %	SES (View Names)
0	0 %	ST & SL - Scientific & Technical and Senior Level Positions
1	0 %	NEX - NASA excepted (View Names) (NEX also includes temp personnel)
64	14 %	Grade 15 (View Names)
93	20 %	Grade 14 (View Names)
178	38 %	Grade 13 (View Names)
52	11 %	Grade 12 (View Names)
26	6 %	Grade 11 (View Names)
0	0 %	Grade 10
24	5 %	Grade 9 (View Names)
1	0 %	Grade 8 (View Names)
17	4 %	Grade 7 (View Names)
7	2 %	Grade 6 (View Names)
0	0 %	Grade 5
0	0 %	Grade 4 and below
	12.7	Average Grade

Promotions

This section is for Permanent Full time, Part time, Term, and FCIP employees only.

0	Conversion to Senior Executive Service
3	GS 15 (View Names)
29	GS 14 (View Names)
7	GS 13 (View Names)
13	GS 12 (View Names)
12	GS 11 (View Names)
0	GS 10
15	GS 9 (View Names)
0	GS 8
5	GS 7 (View Names)
0	GS 6
0	GS 5
0	GS 4 and Below
202	Within Grade Increase Due Next 12 Months (View Names)

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Awards

The following figures reflect all permanent Full Time, Part Time, Term, and FCIP employees in this organization for the fiscal year.

22 Monetary Awards ([View Names](#))
\$7,600 Award Cost FYTD
\$345 Award Average FYTD

The following figures reflect only current, permanent Full time, Part time, Term, and FCIP employees in the organization.

26 Time Off Awards ([View Names](#))
648.00 Time Off Hours
\$14,358 Time Off Dollars
24.92 Avg Time Off Awd

Costs

The following figures reflect only current, Permanent Full time, Part time, Term, FCIP employees in the organization.

\$44,071,615 Total Annual Salary
\$33,966,303 FYTD Gross Annual Salary Paid
\$94,574 Average Salary
\$2,384,435 Total Salary Increase FYTD
\$593,272 Promotion Cost FYTD
\$60,351 Time Off Used Cost FYTD
\$7,600 Awards Paid FYTD
\$94,614 Overtime Paid FYTD

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Time and Attendance

The following figures reflect all permanent full time, Part time, Term, and FCIP employees in this organization for the fiscal year.

638,701.75	Hours paid
\$34,561,323	FYTD Gross Annual Salary Paid
12,272.00	LWOP Hours (View Names)
05.9	LWOP FTE
2,676.75	Credit Hours Earned (View Names)
2,635.25	Credit Hours Used (View Names)
2,486.25	Overtime Worked (View Names)
19,538.50	Compensatory Time Earned (View Names)
137.00	Compensatory Leave Travel Used (View Names)
16,401.50	Hours of Night Differential worked (View Names)
4,084.00	Hours of Sunday Differential worked (View Names)
1,164.00	Hours of Holiday worked (View Names)
0.00	Hours of Hazard worked

The following figures reflect only current, permanent Full time, Part time, Term and FCIP employees in the organization.

160.56	Annual Leave Average Balance (View Names)
88	Employees with < 40 hrs of Annual Leave (View Names)
833.57	Sick Leave Average Balance (View Names)
39	Employees with < 40 hrs of Sick Leave (View Names)
410.25	Compensatory Leave Travel Average Balance (View Names)
7,946.00	Use or Lose Leave (View Names)

Duty Station

This section is for Permanent Full time, Part time, Term and FCIP employees only.

462	JSC
0	WSTF
3	Other US Locations (View Names)
1	Overseas (View Names)

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**Workforce
Climate
Indicators**

The following figures reflect all permanent full time, Part time, Term, and FCIP employees in this organization for the fiscal year.

3.65%	Turnover Rate
1.20	Overtime Hours Paid -- Measured as Fulltime Equivalent (FTE) Employees
1.76	Annual Leave Hours Not Used -- Measured as Fulltime Equivalent (FTE) Employees
9.13	Sick Leave Hours Used -- Measured as Fulltime Equivalent (FTE) Employees
5.90	Leave Without Pay (LWOP) -- Measured as Fulltime Equivalent (FTE) Employees

Overtime Hours Worked

2,486.25	Overtime Hours Paid
1.20	Overtime Hours Paid -- Measured as Fulltime Equivalent (FTE) Employees

Unused Annual Leave, Sick Leave, & LWOP

2,048.25	Annual Leave Hours Forfeited (View Names)
1,610.50	Annual Leave Hours Restored Balance (View Names)
1.76	Annual Leave Hours Not Used -- Measured as Fulltime Equivalent (FTE) Employees
18,985.50	Sick Leave Hours Used
833.57	Sick Leave Hours -- Average Balance
39	Employees with < 40 hours of Sick Leave (View Names)
9.13	Sick Leave Hours Used -- Measured as Fulltime Equivalent (FTE) Employees
12,272.00	Leave Without Pay (View Names)
5.90	Leave Without Pay -- Measured as Fulltime Equivalent (FTE) Employees

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Employee Benefits

This section is available to Human Resources Representatives only.

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	227	Enrolled in FEGLI Life Insurance
	146	Enrolled in NEBA Life Insurance
	193	Not Enrolled in Life Insurance (FEGLI or NEBA) (View Names)
	368	Enrolled in Federal Health Benefits
	35	Not Enrolled in Federal Health Benefits (View Names)
	371	Enrolled in Thrift Savings Plan
	101	TSP Contributing more than 10% FERS
	47	TSP Contributing 10% FERS
	101	TSP Contributing 5-9% FERS
	40	TSP Contributing less than 5% FERS
	8	TSP Not Contributing FERS (View Names)
	60	TSP Contributing more than 5% CSRS
	12	TSP Contributing 5% CSRS
	9	TSP Contributing less than 5% CSRS
	11	TSP Not Contributing CSRS (View Names)
	1	TSP Contributing more than 5% CSRS offset
	0	TSP Contributing 5% CSRS offset
	0	TSP Contributing less than 5% CSRS offset
	1	Not Contributing CSRS offset (View Names)
	13	Employees within 5 years of Optional Retirement Eligible Not Enrolled in Life Insurance (FEGLI) (View Names)
	1	Employees within 5 years of Optional Retirement Eligible Not Enrolled in FEHB (View Names)
	199.50	Hours of Donated Leave Used FYTD (View Names)
Headcount	Percent	
364	78 %	FERS Employees (View Names)
99	21 %	CSRS Employees (View Names)
3	1 %	CSRS Offset Employees (View Names)