

EEOC FORM  
*U.S. Equal Employment Opportunity Commission*  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**715-01 PART J**  
**Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities**

<b>Part I Department of Agency Information</b>	1. Agency	US Department of Defense (DOD)					
	1.a. 2nd Level Component	US Department of Army (DA)					
	1.b. 3rd Level or Lower	US Army Medical Command (MEDCOM)					
<b>Part II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		#	%	#	%	#	%
	Total Work Force	34908	100.00	39406	100.00	4498	12.88
	Reportable Disability	2820	8.07	3223	8.17	403	14.29
	Targeted Disability*	245	0.70	276	0.70	31	12.65
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	<b>1. Total Number of Applications Received From Persons With Targeted Disabilities</b> during the reporting period.					1,260	
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	<b>2. Total Number of Selections of Individuals with Targeted Disabilities</b> during the reporting period.					14	

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<b>Part III Participation Rates In Agency Employment Programs</b>									
<b>Other Employment/Personnel Programs</b>	<b>TOTAL</b>	<b>Reportable Disability</b>		<b>Targeted Disability</b>		<b>Not Identified</b>		<b>No Disability</b>	
		<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
3. Competitive Promotions	2182	175	8.02	10	0.45	43	1.97	1963	89.96
4. Non-Competitive Promotions	0	0	0.00	0	0.00	0	0.00	0	0.00
5. Employee Career Development Programs	4963	447	9.00	32	0.64	95	1.91	4418	89.01
5.a. Grades 5 - 12	21325	1772	8.30	135	0.63	390	1.82	19156	89.82
5.b. Grades 13 - 14	608	45	7.40	7	1.15	7	1.15	556	91.44
5.c. Grade 15/SES	239	19	7.94	1	0.41	2	0.83	218	91.21
6. Employee Recognition and Awards	0	0	0.00	0	0.00	0	0.00	0	0.00
6.a. Time-Off Awards (Total hrs awarded)	6847	593	8.66	52	0.75	134	1.95	6119	89.36
6.b. Cash Awards (total \$\$\$ awarded)	8650	782	9.04	79	0.91	151	1.74	7716	89.20
6.c. Quality-Step Increase	0	0	0.00	0	0.00	0	0.00	0	0.00
<b>EEOC FORM 715-01 Part J</b>	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities								
<b>Part IV</b> Identification and Elimination of Barriers	Dissemination of information on recruitment and hiring may not reach the widest audience.								
<b>Part V</b> Goals for Targeted Disabilities	(1) Continue to publish lists of Army vacancies on the Civilian Personnel Online (CPOL) web site ( <a href="http://www.cpol.army.mil">http://www.cpol.army.mil</a> ). (2) Partner with Civilian Personnel Advisory Centers (CPAC) at MEDCOM installations to maintain liaisons on a limited basis with local and surrounding Veterans Affairs hospitals and veterans and service member organizations. (3) Advertise recruitment efforts for MEDCOM vacancies using a variety of special appointment authorities, including the Veterans Recruitment Appointment (VRA) and special authority for non-competitive employment of 30% or more compensable veterans. (4) Expand participation between the Headquarters MEDCOM Office of EEO Programs and the Office of the Secretary of Defense (Recruitment Assistance Division, Defense Applicant Assistance Office), HQ US Army Installation Management Command, and other sponsoring organizations within DA in planning and executing a resume writing workshop and career fair at Fort Sam Houston for service members wounded in Operation Enduring Freedom (OEF) and Operation Iraqi Freedom (OIF). (5) Coordinate with local CPACs to restructure positions to facilitate placement of disabled veterans, whenever possible. (6) Include information on special appointing authorities for VRA eligible candidates and 30% disabled veterans in personnel management training sessions conducted for supervisors.								