

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

Part I Department of Agency Information	1. Agency	1. Department of the Army					
	1.a. 2 nd Level Component	1.a. HQ IMA					
	1.b. 3 rd Level or lower	1.b. NW Region IMA					
Part II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	%
	Total Work Force	5968	100%	6163	100%	195	3.26%
	Reportable Disability	403	6.75%	433	7.02%	30	7.44%
	Targeted Disability*	76	1.27%	79	1.28%	3	3.94%
	* 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).						
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						0	
* 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).							
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0	

Part III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	611	26	4.25%	3	0.49%	13	2.12%	572	93.61%
4. Non-Competitive Promotions	0	0	0%	0	0%	0	0%	0	0%
5. Employee Career Development Programs	3474	235	6.76%	43	1.23%	49	1.41%	3189	91.79%
5.a. Grades 5 - 12	4505	327	7.25%	60	1.33%	65	1.44%	4112	91.27%
5.b. Grades 13 - 14	1100	59	5.36%	10	0.9%	15	1.36%	1026	93.27%
5.c. Grade 15/SES	67	3	4.47%	1	1.49%	0	0%	64	95.52%
6. Employee Recognition and Awards	0	0	0%	0	0%	0	0%	0	0%

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6.a. Time-Off Awards (Total hrs awarded)	615	49	7.96%	8	1.3%	9	1.46%	556	90.4%
6.b. Cash Awards (total \$\$\$ awarded)	2750	192	6.98%	38	1.38%	38	1.38%	2519	91.6%
6.c. Quality-Step Increase	0	0	0%	0	0%	0	0%	0	0%
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Part IV Identification and Elimination of Barriers	The absence of a permanent EEO manager, established EEO program, SEP program and program manager were identified barriers. Applicant flow is unattainable. The new program manager for the Individuals with disabilities program is trying to reestablish the program. Presently, an experienced EEO manager and an SEP program with manager have been put in place								
Part V Goals for Targeted Disabilities	Federal high for targeted disabilities is 2.16%. Permanent work force 1.26%. Temporary work force at RIA is 2.5% for targeted disabilities. We are 0.9% below the federal target.								