Affirmative Action Plan
for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies’ affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government.

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.
   a. Cluster GS-1 to GS-10 (PWD) Answer No
   b. Cluster GS-11 to SES (PWD) Answer No

   In both these clusters NGB is meeting and exceeding the benchmark goals, however we can see a decrease in the overall percentages as we move from one cluster to the next. Part of that could be due to a significantly higher amount of individuals in the GS11-SES Cluster (1452 compared to 187 people). As our disability program continues to develop this will be something we will want to work to analyze and see some of the rationale for the overall decrease.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.
   a. Cluster GS-1 to GS-10 (PWTD) Answer No
   b. Cluster GS-11 to SES (PWTD) Answer No

   In both these clusters NGB is meeting and exceeding the benchmark goals, however we can see a decrease in the overall percentages as we move from one cluster to the next. Part of that could be due to a significantly higher amount of individuals in the GS11-SES Cluster (1452 compared to 187 people). As our disability program continues to develop this will be something we will want to work to analyze and see some of the rationale for the overall decrease.

<table>
<thead>
<tr>
<th>Grade Level Cluster (GS or Alternate Pay Plan)</th>
<th>Total #</th>
<th>Reportable Disability #</th>
<th>Reportable Disability %</th>
<th>Targeted Disability #</th>
<th>Targeted Disability %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Numerical Goal</td>
<td>--</td>
<td>12%</td>
<td>2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grades GS-1 to GS-10</td>
<td>185</td>
<td>43</td>
<td>23.24</td>
<td>7</td>
<td>3.78</td>
</tr>
<tr>
<td>Grades GS-11 to SES</td>
<td>1452</td>
<td>276</td>
<td>19.01</td>
<td>42</td>
<td>2.89</td>
</tr>
</tbody>
</table>

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

At this time, there has not been specific communication from DEI-AEP to hiring managers and or recruiters regarding this goal, however, we are in the process of establishing the relationships that will aid in collaboration between the two offices.
Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

   Answer    Yes

For FY21 NGB had a very basic level disability program as the agency works to become compliant for its civilian workforce as it was primarily a militarily structured organization previously. Now that our branch is fully staffed and we are able to identify what we need to do in order to become a Model EEO Agency with a Model Disability Program we will be working to establish relationships within the Joint Staff as well as the HCM Offices for both ANG and ARNG to bring the agency to where we need to be. In the next year, we do plan to identify an individual to assist with reasonable accommodation requests as the individual who did that previously has since retired, establish a 508 program, and identify someone to take lead on outreach and recruiting PWD/PWTD programs.

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

<table>
<thead>
<tr>
<th>Disability Program Task</th>
<th># of FTE Staff By Employment Status</th>
<th>Responsible Official (Name, Title, Office Email)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full Time</td>
<td>Part Time</td>
</tr>
<tr>
<td>Processing applications from PWD and PWTD</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Architectural Barriers Act Compliance</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Answering questions from the public about hiring authorities that take disability into account</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Processing reasonable accommodation requests from applicants and employees</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Section 508 Compliance</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Special Emphasis Program for PWD and PWTD</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

   Answer    No

At this time, that program has not been established, as we identify individuals we will work with EEOC to provide training, and as the program itself is developed we will work to provide training to all managers and eventually all employees.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM
Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer   Yes

At this time we cannot determine if there needs to be more funding as the program is not running at full capacity at this time.

Section III: Program Deficiencies In The Disability Program

Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

At this time, the agency relies on self identification through the functions in USA Staffing that allow individuals to identify as "Veteran's Preference" or "Schedule A". Once hired, individuals are able to go into their personnel files and identify any disabilities they may identify as having.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

At this time, the agency is not utilizing hiring authorities that the DEI-AEP office is aware of, other than the veteran's preference.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

N/A as we are not currently hiring under these authorities.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”; describe the agency’s plan to provide this training.

Answer   N/A

The agency does provide training on Schedule A hiring, as requested and usually to the field level agencies.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

We currently work with Diversity Management Operations Center under Defense Human Resources Agency, and our primary focus
is the Workforce Recruitment Program and identifying ways to work with HCM (Air and Army) to identify areas where we can implement that program with all of our security and background requirements.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.
   a. New Hires for Permanent Workforce (PWD) Answer No
   b. New Hires for Permanent Workforce (PWTD) Answer Yes

Our new hires for PWTD for FY21 dropped to approximately 1.67, below the identified goals, however, we rely on individuals to self identify their disabilities so we are not entirely sure if this is accurate and at this time we do not have access to a database to house applicant flow data for our employees so we cannot further pinpoint the deficiencies.

<table>
<thead>
<tr>
<th>New Hires</th>
<th>Total (#)</th>
<th>Reportable Disability</th>
<th>Targeted Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Permanent Workforce (%)</td>
<td>Temporary Workforce (%)</td>
</tr>
<tr>
<td>% of Total Applicants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of Qualified Applicants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of New Hires</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
   a. New Hires for MCO (PWD) Answer N/A
   b. New Hires for MCO (PWTD) Answer N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

<table>
<thead>
<tr>
<th>New Hires to Mission-Critical Occupations</th>
<th>Total (#)</th>
<th>Reportable Disability</th>
<th>Targetable Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>New Hires (%)</td>
<td>New Hires (%)</td>
</tr>
<tr>
<td>Numerical Goal</td>
<td>--</td>
<td>12%</td>
<td>2%</td>
</tr>
</tbody>
</table>

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
   a. Qualified Applicants for MCO (PWD) Answer N/A
   b. Qualified Applicants for MCO (PWTD) Answer N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

4. 
Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Promotions for MCO (PWD)  
   Answer: N/A

b. Promotions for MCO (PWTD) 
   Answer: N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

All NGB employees are able to apply for tracked career management programs, and individuals can elect these programs, although some do require an application process. At this time, we don't have a system developed to track demographics to include PWD/PWTD rates of inclusion in these programs, but as the DPM positions are developed more thoroughly and we are able to identify software that meets our needs to track such requirements this will be an identified required task.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

Details, Mentoring and Training Programs.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

<table>
<thead>
<tr>
<th>Career Development Opportunities</th>
<th>Total Participants</th>
<th>PWD</th>
<th>PWTD</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Applicants (#)</td>
<td>Selectees (#)</td>
<td>Applicants (%)</td>
</tr>
<tr>
<td>Internship Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fellowship Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Detail Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mentoring Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Career Development Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coaching Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
At this time the agency will need to identify a database that is able to work with our multi-agency systems to track and identify these positions and trainings.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

   a. Applicants (PWTD) Answer N/A
   b. Selections (PWTD) Answer N/A

At this time the agency will need to identify a database that is able to work with our multi-agency systems to track and identify these positions and trainings.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

   a. Awards, Bonuses, & Incentives (PWD) Answer No
   b. Awards, Bonuses, & Incentives (PWTD) Answer No

At this time, when comparing each level of awards given to the appropriate population, persons with disabilities are receiving the same percentage of both non-monetary and monetary awards as their counterparts with either no disability or who have elected to not identify a disability.

<table>
<thead>
<tr>
<th>Time-Off Awards</th>
<th>Total (#)</th>
<th>Reportable Disability %</th>
<th>Without Reportable Disability %</th>
<th>Targeted Disability %</th>
<th>Without Targeted Disability %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time-Off Awards 1 - 10 hours: Awards Given</td>
<td>81</td>
<td>2.93</td>
<td>5.13</td>
<td>4.00</td>
<td>2.75</td>
</tr>
<tr>
<td>Time-Off Awards 1 - 10 Hours: Total Hours</td>
<td>688</td>
<td>24.63</td>
<td>43.87</td>
<td>36.00</td>
<td>22.68</td>
</tr>
<tr>
<td>Time-Off Awards 1 - 10 Hours: Average Hours</td>
<td>8</td>
<td>2.35</td>
<td>0.66</td>
<td>18.00</td>
<td>-0.34</td>
</tr>
<tr>
<td>Time-Off Awards 11 - 20 hours: Awards Given</td>
<td>188</td>
<td>9.09</td>
<td>10.43</td>
<td>10.00</td>
<td>8.93</td>
</tr>
<tr>
<td>Time-Off Awards 11 - 20 Hours: Total Hours</td>
<td>3428</td>
<td>161.88</td>
<td>189.74</td>
<td>176.00</td>
<td>159.45</td>
</tr>
<tr>
<td>Time-Off Awards 11 - 20 Hours: Average Hours</td>
<td>18</td>
<td>4.99</td>
<td>1.49</td>
<td>34.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Time-Off Awards 21 - 30 hours: Awards Given</td>
<td>171</td>
<td>13.78</td>
<td>8.36</td>
<td>8.00</td>
<td>14.78</td>
</tr>
<tr>
<td>Time-Off Awards 21 - 30 Hours: Total Hours</td>
<td>4122</td>
<td>330.79</td>
<td>202.15</td>
<td>192.00</td>
<td>354.64</td>
</tr>
<tr>
<td>Time-Off Awards 21 - 30 Hours: Average Hours</td>
<td>24</td>
<td>7.04</td>
<td>1.99</td>
<td>48.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Time-Off Awards 31 - 40 hours: Awards Given</td>
<td>521</td>
<td>37.83</td>
<td>26.74</td>
<td>36.00</td>
<td>38.14</td>
</tr>
<tr>
<td>Time-Off Awards 31 - 40 Hours: Total Hours</td>
<td>19116</td>
<td>1358.36</td>
<td>986.75</td>
<td>1264.00</td>
<td>1374.57</td>
</tr>
<tr>
<td>Time-Off Awards</td>
<td>Total (#)</td>
<td>Reportable Disability %</td>
<td>Without Reportable Disability %</td>
<td>Targeted Disability %</td>
<td>Without Targeted Disability %</td>
</tr>
<tr>
<td>-----------------------------------------</td>
<td>-----------</td>
<td>-------------------------</td>
<td>---------------------------------</td>
<td>----------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>Time-Off Awards 31 - 40 Hours: Average Hours</td>
<td>36</td>
<td>10.26</td>
<td>2.98</td>
<td>70.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Time-Off Awards 41 or more Hours: Awards Given</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Time-Off Awards 41 or more Hours: Total Hours</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Time-Off Awards 41 or more Hours: Average Hours</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash Awards</th>
<th>Total (#)</th>
<th>Reportable Disability %</th>
<th>Without Reportable Disability %</th>
<th>Targeted Disability %</th>
<th>Without Targeted Disability %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Awards: $501 - $999: Awards Given</td>
<td>24</td>
<td>1.47</td>
<td>1.16</td>
<td>2.00</td>
<td>1.37</td>
</tr>
<tr>
<td>Cash Awards: $501 - $999: Total Amount</td>
<td>17781</td>
<td>1081.52</td>
<td>882.86</td>
<td>1782.00</td>
<td>961.17</td>
</tr>
<tr>
<td>Cash Awards: $501 - $999: Average Amount</td>
<td>740</td>
<td>216.13</td>
<td>63.00</td>
<td>1782.00</td>
<td>-52.92</td>
</tr>
<tr>
<td>Cash Awards: $1000 - $1999: Total Amount</td>
<td>402650</td>
<td>33055.72</td>
<td>19963.99</td>
<td>48674.00</td>
<td>30372.16</td>
</tr>
<tr>
<td>Cash Awards: $1000 - $1999: Average Amount</td>
<td>1508</td>
<td>465.40</td>
<td>123.18</td>
<td>3244.00</td>
<td>-12.03</td>
</tr>
<tr>
<td>Cash Awards: $2000 - $2999: Awards Given</td>
<td>282</td>
<td>15.54</td>
<td>15.31</td>
<td>14.00</td>
<td>15.81</td>
</tr>
<tr>
<td>Cash Awards: $2000 - $2999: Total Amount</td>
<td>689493</td>
<td>38456.01</td>
<td>37523.92</td>
<td>35102.00</td>
<td>39032.30</td>
</tr>
<tr>
<td>Cash Awards: $2000 - $2999: Average Amount</td>
<td>2445</td>
<td>725.51</td>
<td>202.81</td>
<td>5014.00</td>
<td>-11.34</td>
</tr>
<tr>
<td>Cash Awards: $3000 - $3999: Awards Given</td>
<td>197</td>
<td>9.68</td>
<td>11.26</td>
<td>8.00</td>
<td>9.97</td>
</tr>
<tr>
<td>Cash Awards: $3000 - $3999: Total Amount</td>
<td>660590</td>
<td>33177.42</td>
<td>37549.25</td>
<td>29224.00</td>
<td>33856.70</td>
</tr>
<tr>
<td>Cash Awards: $3000 - $3999: Average Amount</td>
<td>3353</td>
<td>1005.28</td>
<td>276.08</td>
<td>7306.00</td>
<td>-77.32</td>
</tr>
<tr>
<td>Cash Awards: $4000 - $4999: Awards Given</td>
<td>103</td>
<td>4.11</td>
<td>5.88</td>
<td>4.00</td>
<td>4.12</td>
</tr>
<tr>
<td>Cash Awards: $4000 - $4999: Total Amount</td>
<td>454924</td>
<td>18035.78</td>
<td>25898.34</td>
<td>16896.00</td>
<td>18231.62</td>
</tr>
<tr>
<td>Cash Awards: $4000 - $4999: Average Amount</td>
<td>4416</td>
<td>1288.27</td>
<td>364.74</td>
<td>8448.00</td>
<td>58.08</td>
</tr>
<tr>
<td>Cash Awards: $5000 or more: Awards Given</td>
<td>74</td>
<td>4.11</td>
<td>4.47</td>
<td>4.00</td>
<td>4.12</td>
</tr>
<tr>
<td>Cash Awards: $5000 or more: Total Amount</td>
<td>482784</td>
<td>23741.06</td>
<td>29737.91</td>
<td>25150.00</td>
<td>23498.97</td>
</tr>
<tr>
<td>Cash Awards: $5000 or more: Average Amount</td>
<td>6524</td>
<td>1695.60</td>
<td>550.66</td>
<td>12574.00</td>
<td>-173.54</td>
</tr>
</tbody>
</table>

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.
   a. Pay Increases (PWD) Answer No
   b. Pay Increases (PWTD) Answer No

At this time, when comparing each level of awards given to the appropriate population, persons with disabilities are receiving the
same percentage of both non-monetary and monetary awards as their counterparts with either no disability or who have elected to not identify a disability.

<table>
<thead>
<tr>
<th>Other Awards</th>
<th>Total (#)</th>
<th>Reportable Disability %</th>
<th>Without Reportable Disability %</th>
<th>Targeted Disability %</th>
<th>Without Targeted Disability %</th>
</tr>
</thead>
</table>

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

   a. Other Types of Recognition (PWD)  
      Answer  N/A
   b. Other Types of Recognition (PWTD)  
      Answer  N/A

**D. PROMOTIONS**

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

   a. SES  
      i. Qualified Internal Applicants (PWD)  
         Answer  N/A
      ii. Internal Selections (PWD)  
         Answer  N/A
   b. Grade GS-15  
      i. Qualified Internal Applicants (PWD)  
         Answer  N/A
      ii. Internal Selections (PWD)  
         Answer  N/A
   c. Grade GS-14  
      i. Qualified Internal Applicants (PWD)  
         Answer  N/A
      ii. Internal Selections (PWD)  
         Answer  N/A
   d. Grade GS-13  
      i. Qualified Internal Applicants (PWD)  
         Answer  N/A
      ii. Internal Selections (PWD)  
         Answer  N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

   a. SES  
      i. Qualified Internal Applicants (PWTD)  
         Answer  N/A
ii. Internal Selections (PWTD) Answer N/A

b. Grade GS-15
   i. Qualified Internal Applicants (PWTD) Answer N/A
   ii. Internal Selections (PWTD) Answer N/A

c. Grade GS-14
   i. Qualified Internal Applicants (PWTD) Answer N/A
   ii. Internal Selections (PWTD) Answer N/A

d. Grade GS-13
   i. Qualified Internal Applicants (PWTD) Answer N/A
   ii. Internal Selections (PWTD) Answer N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
   a. New Hires to SES (PWD) Answer N/A
   b. New Hires to GS-15 (PWD) Answer N/A
   c. New Hires to GS-14 (PWD) Answer N/A
   d. New Hires to GS-13 (PWD) Answer N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
   a. New Hires to SES (PWTD) Answer N/A
   b. New Hires to GS-15 (PWTD) Answer N/A
   c. New Hires to GS-14 (PWTD) Answer N/A
   d. New Hires to GS-13 (PWTD) Answer N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives
   i. Qualified Internal Applicants (PWD)
      Answer N/A
   ii. Internal Selections (PWD)
       Answer N/A

b. Managers
   i. Qualified Internal Applicants (PWD)
      Answer N/A
   ii. Internal Selections (PWD)
       Answer N/A

c. Supervisors
   i. Qualified Internal Applicants (PWD)
      Answer N/A
   ii. Internal Selections (PWD)
       Answer N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWD)
   Answer N/A

b. New Hires for Managers (PWD)
   Answer N/A

c. New Hires for Supervisors (PWD)
   Answer N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

8.
Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTD)  Answer  N/A
b. New Hires for Managers (PWTD)  Answer  N/A
c. New Hires for Supervisors (PWTD)  Answer  N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer  N/A

At this time, we do not have a database that houses applicant flow data that allows us to analyze these trends.

2. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

   a. Voluntary Separations (PWD)  Answer  Yes
   b. Involuntary Separations (PWD)  Answer  No

It was slightly higher in terms of resignations, however with such a small percentage of the workforce being analyzed it is hard to identify if there is a specific trigger here- 3 persons resigned that identified as having a disability compared to 11 that did not have a disability.

<table>
<thead>
<tr>
<th>Separations</th>
<th>Total #</th>
<th>Reportable Disabilities %</th>
<th>Without Reportable Disabilities %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent Workforce: Reduction in Force</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Permanent Workforce: Removal</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Permanent Workforce: Resignation</td>
<td>14</td>
<td>0.83</td>
<td>0.71</td>
</tr>
<tr>
<td>Permanent Workforce: Retirement</td>
<td>25</td>
<td>1.11</td>
<td>1.36</td>
</tr>
<tr>
<td>Permanent Workforce: Other Separations</td>
<td>6</td>
<td>0.28</td>
<td>0.32</td>
</tr>
<tr>
<td>Permanent Workforce: Total Separations</td>
<td>45</td>
<td>2.22</td>
<td>2.39</td>
</tr>
</tbody>
</table>

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

   a. Voluntary Separations (PWTD)  Answer  Yes
   b. Involuntary Separations (PWTD)  Answer  No
Yes, however again, the small percentages here can be misleading. We had 1 PWTD resign, compared to 39 total voluntary

<table>
<thead>
<tr>
<th>Separations</th>
<th>Total #</th>
<th>Targeted Disabilities %</th>
<th>Without Targeted Disabilities %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent Workforce: Reduction in Force</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Permanent Workforce: Removal</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Permanent Workforce: Resignation</td>
<td>14</td>
<td>1.89</td>
<td>0.70</td>
</tr>
<tr>
<td>Permanent Workforce: Retirement</td>
<td>25</td>
<td>0.00</td>
<td>1.35</td>
</tr>
<tr>
<td>Permanent Workforce: Other Separations</td>
<td>6</td>
<td>0.00</td>
<td>0.32</td>
</tr>
<tr>
<td>Permanent Workforce: Total Separations</td>
<td>45</td>
<td>1.89</td>
<td>2.37</td>
</tr>
</tbody>
</table>

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

At this time we do not have the resources available to analyze this data.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151–4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

https://dodcio.defense.gov/DoDSection508/StdStmt/

2. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.

Not currently posted.

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

We are working with Information Systems to develop a comprehensive 508 program.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

~38 days. Most are accomplished within 1 week, however some do require additional facilitations between the parties involved.

2.
Describe the effectiveness of the policies, procedures, or practices to implement the agency’s reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The agency refers employees to their servicing agency to process reasonable accommodation requests which ensure they are within the correct processes and under the right policies which allows for timely processing and an overall understanding of the program.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

This is all handled through the service HCM offices and not through the joint agency process.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

   Answer  No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

   Answer  No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

   N/A

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

   Answer  No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

   Answer  No

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.
Section VIII: Identification and Removal of Barriers

*Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.*

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?
   
   **Answer:** No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

   **Answer:** N/A

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

   **N/a**

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

   **N/A**

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

   **N/A**