

EQUAL EMPLOYMENT OPPORTUNITY OFFICE
INSTALLATION MANAGEMENT COMMAND
U.S. ARMY GARRISON FORT RUCKER



**Disabled Veterans
Affirmative Action Program
(DVAAP) Plan
Certification and
Accomplishment Report for
Fiscal Year 2022**

**Installation Management Command
U.S. Army Garrison Fort Rucker
Equal Employment Opportunity (EEO)
Disabled Veterans Affirmative Action Program (DVAAP) and
Accomplishment Report FY22**

Executive Summary:

a. It is the United States Army Garrison (USAG), Fort Rucker's policy to provide equal employment opportunities to veterans in recruitment, hiring, advancement, training, career development, promotions, reassignments, awards, and all other terms, conditions or privileges of employment, with emphasis on veterans who are 30 percent or more disabled. Fort Rucker is committed to ensuring veterans' preference in applicable employment hiring actions for disabled veterans as established by the Veterans Employment Opportunities Act (VEOA) of 1998, the 30% or More Disabled Veterans appointment authorities, and the Jobs for Veterans Act of 2002 (Public Law 107-288) which made significant changes to the Veterans Readjustment Appointment (VRA) Program. This law replaced the VRA authority and its 10-year eligibility period with a Veterans Recruitment Appointment authority and an unlimited eligibility period.

b. USAG Fort Rucker Commander issues policy statements confirming commitment to equal employment opportunity and affirmative employment for individuals with disabilities to include veterans with disabilities. Policy statements are distributed throughout the organizations and posted on official media sites.

c. This report is submitted pursuant to Title 38 U.S.C. Section 4214 and Title 5 U.S.C. Section 720, Subpart C, which requires an annual report on the employment of veterans in the federal government. All managers and supervisors are responsible for providing equal employment opportunities for disabled veterans.

d. The data contained in this report was extracted from the Defense Civilian Personnel Data System (DCPDS), and HQ Army Civilian Personnel System Business Objects/Business Intelligence Application (BOBI). The data for this report reflects veterans' employment within the Installation Management Command (IMCOM) Garrison Fort Rucker workforce serviced by the Garrison EEO office under Consolidated Civilian Personnel Office Identification (CCPO-ID) EG. Fiscal Year (FY) 2021 data is used for comparative analysis.

- As of 7 February 2023, the Appropriated Fund (AF), IMCOM Fort Rucker workforce population was **317** compared to **323** for the same period FY21. This is an overall decrease of **1.85%** in the IMCOM workforce population.

- Veterans represent **69.40% (220/317)** of the (AF) Fort Rucker IMCOM workforce.

- IMCOM Veterans with 30% or more disability represent **51.83% (99/191)** of the total number of IMCOM disabled veterans and **31.23% (99/317)** of the overall IMCOM population.

- Of the total employees hired at IMCOM Fort Rucker (88) during this FY, veterans represented 61.36% (54/88). Of the forty-two (54) veterans hired, 61.11% (33/54) were veterans with 30 percent or more disability.

I. Fort Rucker's Progress in DVAAP Implementation:

Analysis of IMCOM Fort Rucker Permanent Workforce:

Total Disabled Veterans (DV) by GS, GS 13+ and NSPS

Categories	Total	DV	GS/GM	GS/GM13+	NSPS	Wage System
FY21 Total IMCOM Workforce	325	186	174	12	0	0
% Representation	100%	57.23%	93.54%	6.45%	0.00%	0.00%
FY22 Total IMCOM Workforce	317	191	179	12	0	0
% Representation	100%	60.25%	93.71%	6.28%	0.00%	0.00%
% Population Change*	1.01%	+3.02%	+0.17%	-0.17%	0.00%	0.00%

*Population change is divided by the total within that category

- In FY22, the total number of disabled veterans in the IMCOM workforce increased as compared to FY21, though the Total Workforce population decreased by 8, (1.01%).

Total DV by Professional, Administrative, Technical, Clerical, Other and Blue Collar (PATCOB)

Categories	Total	DV	Prof	Admin	Tech	Clerical	Other	Blue Collar
FY21 IMCOM Total Workforce	325	186	12	65	9	17	83	0
% Representation	100%	57.23%	6.45%	34.94%	4.83%	9.13%	44.62%	0.00%
FY22 IMCOM Total Workforce	317	191	11	71	12	15	82	0
% Representation	100%	60.25%	5.75%	37.17%	6.28%	7.85%	42.93%	0.00%
% Population Change	-1.01%	3.02%	-0.70%	3.77%	1.45%	-1.28%	1.69%	0.00%

*Population change is divided by the total within that category

- During FY22 there were changes in IMCOM DV representation in the Professional (-0.70%), Admin (3.77%), Tech (1.45%) and Clerical (-1.28%) and Other (-1.69%) categories.

30% or More Disabled Veterans by Pay Plan

Categories	Total	30% or More	GS/GM	GS/GM13+	NSPS	Wage System
FY21 Total IMCOM Workforce	325	84	75	9	0	0
% Representation	100%	25.84%	89.28%	10.71%	0.00%	0.00%
FY22 Total IMCOM Workforce	317	93	85	8	0	0
% Representation	100%	29.33%	91.39%	8.60%	0.00%	0.00%
% Population Change*	-0.30%	3.49%	2.11%	-11.11%	0.00%	0.00%

*Population change is divided by the total within that category

- Overall, the total number of 30% or More Disabled Veterans in the IMCOM workforce increased by 9 (from 84 to 93), a percent population increase of 3.49% during FY22.

II. Recruitment and Employment Methods during FY22:

a. Special Appointment Authorities:

(1) Seven (**7**) Disabled Veterans were appointed under Veterans Recruitment Appointment (VRA).

(2) Fifteen (**15**) Disabled Veterans were appointed under Veterans Employment Opportunities Act (VEOA).

(3) Zero (**0**) Disabled Veterans were appointed under 30% or More Disabled Veterans' Appointment authorities.

b. Recruitment Strategies:

(1) Policy: It is the policy of USAG Fort Rucker to continually seek opportunities to hire, train, retain, and promote qualified disabled veterans, particularly those who are 30 percent or more disabled. This policy is not meant to establish preferential treatment in employment and advancement of disabled veteran employees except as required by law or regulation. The USAG Fort Rucker disability program requires all activities to assess the current status of disabled veteran employment within their organizations and actively include recruitment of qualified disabled veteran applicants for positions subject to applicable hiring and budgeting restrictions. Disability may not be used as a rationale for non-selection of a disabled veteran who, with or without an accommodation, is otherwise fully qualified for employment in a position. To the extent that a reasonable accommodation will permit a qualified disabled veteran to perform a particular job for which they are selected, the accommodation should be provided, absent undue hardship.

(2) USAG Fort Rucker has a robust Army Recovery Care Program (ARCP), formally known as Wounded Warrior (AW2) program. As part of the ARCP, the Army Recovery Care Coordination Directorate (ARCCD) provides Army Recovery Care Coordinators (RCC) / Lead Coordinators (LC) to assist and empower the Army's seriously and severely wounded, ill and injured Soldiers/Veterans and their Families/Caregivers. This essential support is provided from injury through treatment, recovery and rehabilitation to achieve individual goals of returning-to-duty or a seamless quality transition as a Veteran within their civilian community. In FY22, the RCC carried a caseload of and provided services to more than 70+ Soldiers/Veterans, Family members and Caregivers. The programs and initiatives developed by the ARCP enhance the disabled veteran workforce through a holistic approach and rounded opportunities, for example: the Wounded Warrior hunt, which makes an all-terrain wheelchair available to the veterans with mobility impairments; cost-free family retreats; and assistance with Army Emergency Relief (AER) loans and grants for disabled veterans experiencing financial hardships.

c. Special Appointment Authorities:

(1) USAG Fort Rucker, managers, selection officials, and human resource officials, use special hiring authorities to noncompetitively appoint veterans who are 30 percent or more disabled to temporary positions which may later be converted to permanent appointments without further competition. Because of the presence of disabled veterans throughout the Army workforce, CPAC and EEO staff members are well acquainted with veteran's programs, preferences and special appointment authorities. The Soldier for Life (SFL) - Transition Assistance Program (TAP)

is another agency program that assists transitioning soldiers in seeking civilian employment opportunities within the Army.

(2) Noncompetitive placement consideration is given to veterans using the Veterans' Recruitment Appointment (VRA) authority providing an internal excepted service appointment for 2 years. The veteran may be converted to a competitive service permanent appointment authority following the 2-year timeframe. VEOA is another special appointment authority allowing all veterans, including disabled veterans, to be selected for positions under the merit promotion procedures. Veterans who are selected are given a career or career conditional permanent appointment.

d. **Employment Methods:**

(1) Veterans are informed of employment avenues through workshops, career and education fairs, retirees' day, employer's day, newsletters and other events sponsored by the Army Recovery Care Program (ARCP), Soldier for Life (SFL), Army Community Services (ACS), EEO Office, Civilian Personnel Advisory Center, and the local workforce development centers via installation newspapers and other advertisements. These opportunities are presented throughout the year and focus on conducting effective job searches, dressing for success, resume` writing, interview strategies, and networking. Partnerships have been created with recruitment organizations dedicated to assisting individuals with disabilities.

(2) During FY22, Due to COVID-19 and the installation requirements, Fort Rucker Soldier for Life - Transition Assistance Program (SFL-TAP) held three (3) Employers Days with 26 employers and over 20 Soldiers/Spouse/Retirees participating.

(3) USAG Fort Rucker job announcements for merit promotion employment opportunities include statements declaring that applicants eligible under Veterans Employment Opportunities Act of 1998 (VEOA), veterans eligible as 30 percent disabled veterans, VRA, and employment programs for people with disabilities can apply.

(4) The Department of Defense Computer-Electronic Accommodations Program (CAP) and the Job Accommodation Network (JAN) continue to be valuable accommodation and service assets to Fort Rucker for all employees with disabilities, including disabled veterans. CAP established the Wounded Service Member Initiative to further their commitment to assistive technology. This information is made available to all employees with disabilities and the Fort Rucker disability program manager acts as a liaison between CAP and JAN for organizations and employees.

III. Methods Used to Provide or Improve Internal Advancement Opportunities for Disabled Veterans.

a. USAG Fort Rucker continues to challenge the civilian workforce, including disabled veterans, to actively seek educational opportunities through self-development and formal education and by taking advantage of the Civilian Education System (CES). This training provides enhanced leader development and educational opportunities for civilians, to include disabled veterans.

b. Disability program awareness is provided to all employees, particularly during the observance of National Disability Employment Awareness Month each October. Observances during this time are used to inform, educate, and expand employment opportunities, fighting false perceptions that people living with disabilities cannot join the workforce.

c. Disabled Veterans in the workforce are familiar with the Reasonable Accommodation process on Fort Rucker which includes the utilization of a Reasonable Accommodation panel comprised of the EEO Disability Program Manager, Labor Representative, Labor/Management Employee Relations Specialist, Occupational Health Physician, and the employee's supervisor. The panel provides advice and guidance to supervisors and managers during the decision making process to grant or deny a request for an accommodation.

d. Training in Equal Employment Opportunity (EEO), Anti-Harassment, Reasonable Accommodations, and NOFEAR ACT are a mandatory requirement for all civilians and Soldier who supervise civilians. The training is web-based and accessible to all employees and their supervisors. Additional ADHOC EEO FOR SUPERVISORS training was offered quarterly during FY22.

IV. Monitoring, Review and Evaluation of U.S. Army Fort Rucker Programs.

a. The primary source for data collection in this report is Business Objective/Business Intelligence (BOBI). Veterans' preference indicates an employee's entitlement to statutory preference under 5 U.S.C. 2108. This primarily includes disabled and combat veterans. Veterans' status indicates whether an employee is a veteran as defined by 38 U.S.C. 101. This indicates a person who served in the active uniformed military service for the United States and was discharged or released from service under conditions other than dishonorable.

b. U.S. Army Fort Rucker uses BOBI for statistical monitoring, reviewing and evaluating employee demographic data. Through BOBI, statistical and veteran specific data by race, national origin, gender, veteran status, compensable veteran status, and veterans who are 30% or more disabled. Data is also reviewed for employment of veterans by PATCOB categories.

c. The DVAAP Report was prepared in accordance with guidance issued by HQDA and the MD715 Forms Entry System for IMCOM Garrison. It is the responsibility of EEO officials, human resources, special emphasis program managers, managers, and supervisors to vigilantly monitor accomplishments made in meeting the objectives of the DVAAP and statistical representation of disabled veteran employees.

d. In FY22, DA implemented Project Inclusion which includes listening sessions involving thousands of military and civilian DA personnel. Information regarding employment and advancement of veterans with disabilities is gleaned and factored into the evaluation of related activities.

V. Progress in Implementing Affirmative Action Plan (AAP).

As the Army continues to endure the expansive draw down in the number of civilian employees and the strained fiscal resources experienced during FY22, USAG Fort Rucker continued to recruit disabled veterans. The retention of disabled veterans increased this FY by 3.02% (from 186 to 191), while experiencing a decrease of 1.01% in the IMCOM workforce population (from

325 to 317). Of the forty-four (54) veterans hired, 61.11% (33/54) were veterans with 30 percent or more disability. Seven (7) disabled veterans were hired within IMCOM at Fort Rucker utilizing the Veterans Recruitment Appointment (VRA) hiring authority and Fifteen (**15**) Disabled Veterans were appointed under Veterans Employment Opportunities Act (VEOA). The agency is working to re-align over-hires to retain current employees, but to realize an overall population of the authorized 344. Continued consideration should be given during recruitment to bring qualified disabled veterans to the Fort Rucker workforce. USAG Fort Rucker will monitor participation rates and recruitment efforts that influence disabled veterans, as the manpower reductions take place. Disabled veterans, including those with 30 percent or more disability, will continue to be eligible to participate in outreach, mentoring and special hiring opportunities.

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency		2. FY	
3. POC Name		4. Phone	
5. A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)			
6. OPM DVAAP Manager Official Use Only: Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?			
Yes	Somewhat	No	

7. An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled (Attach supporting graphs/charts if needed)

8. Total # Employees		9. # Of Veterans		10. # Of Disabled Veterans		11. # Of 30% Or More Disabled Veterans	
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12. OPM DVAAP Manager Official Use Only: Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?

Yes	Somewhat	No	
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13. A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled (Attach supporting addendums if needed)

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14. OPM DVAAP Manager Official Use Only: Did agency provide a description of recruiting methods that they will use to seek out disabled veterans?

Yes	Somewhat	No	
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15. OPM DVAAP Manager Official Use Only: Did agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?

Yes	Somewhat	No	
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Fort Rucker's Disabled Affirmative Action Program (DVAAP) Plan and Certification Cont...

13. A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled. Continued.....

c. Special Appointment Authorities:

(1) USAG Fort Rucker, managers, selection officials, and human resource officials, use special hiring authorities to noncompetitively appoint veterans who are 30 percent or more disabled to temporary positions which may later be converted to permanent appointments without further competition. Because of the presence of disabled veterans throughout the Army workforce, CPAC and EEO staff members are well acquainted with veteran's programs, preferences and special appointment authorities. The Soldier for Life (SFL) - Transition Assistance Program (TAP) is another agency program that assists transitioning soldiers in seeking civilian employment opportunities within the Army.

(2) Noncompetitive placement consideration is given to veterans using the Veterans' Recruitment Appointment (VRA) authority providing an internal excepted service appointment for 2 years. The veteran may be converted to a competitive service permanent appointment authority following the 2-year timeframe. VEOA is another special appointment authority allowing all veterans, including disabled veterans, to be selected for positions under the merit promotion procedures. Veterans who are selected are given a career or career conditional permanent appointment.

16. A description of how the agency will provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

17. OPM DVAAP Manager Official Use Only: Did agency provide a description of how they will provide internal advancement opportunities for disabled veterans?

Yes	Somewhat	No	
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18. OPM DVAAP Manager Official Use Only: If needed, is there a plan of how the agency will improve internal advancement opportunities for disabled veterans?

Yes	Somewhat	No	Not Needed	
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19. A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans (Attach supporting addendums if needed)

20. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will inform their operating components and field installations, on responsibilities such as the employment and advancement of disabled veterans? (Not Applicable for agencies that do not have operating components or field installations)

Yes	Somewhat	No	Not Applicable	
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21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan (Attach supporting addendums if needed)

22. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will monitor, review and evaluate its planned efforts? (If applicable as well as for major operating components and field installations)

Yes

Somewhat

No

**23. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Plan Certification

The plans shall cover a time period of not less than one year, and may cover a longer period if concurrent with the agency's Section 501(b) Plan. Each plan must specify the period of time it covers.

Agency must have a plan covering all of its operating components and field installations. The plan shall include instructions assigning specific responsibilities on affirmative actions to be taken by the agency's operating components and field installations to promote the employment and advancement of disabled veterans. OPM must be informed when headquarters offices require plans at the field or installation level.

Agency operating components and field installations must have a copy of the plan covering them, and must implement their responsibilities under the plan. OPM may require operating components and field installations to develop separate plans in accordance with program guidance and/or instructions.

Certification

The below certification indicates that the program is being implemented as required by 5 CFR Part 720, Subpart C and appropriate guidance issued by the U.S. Office of Personnel Management. Additionally, this agency has a current plan as required by the regulation.

Please type or print clearly. After an original signature is obtained, scan and return this sheet.

24. Dates of the Period of Time the Plan is Covered	From		To		
25. Agency Name					
26. DVAAP POC's Name					
27. Title					
28. Telephone Number		29. Email			
30. Date Plan Last Amended		31. Date Effective			
32. DVAAP Certifying Official's Name					
33. Title					
34. Telephone Number		35. Email			
36. DVAAP Certifying Official Signature				37. Date	

Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency		2. FY	
3. POC Name		4. Phone	

5. Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

6. OPM DVAAP Manager Official Use Only: Is there an explanation of the recruitment and employment methods they have used?

Yes	Somewhat	No	
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Fort Rucker's Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report Cont-

5. Methods used to recruit and employ disabled veterans, especially those who are 30 percent of more disabled. Continued.....

Veterans who are selected are given a career or career conditional permanent appointment.

d. Employment Methods:

(1) Veterans are informed of employment avenues through workshops, career and education fairs, retirees' day, employer's day, newsletters and other events sponsored by the Army Recovery Care Program (ARCP), Soldier for Life (SFL), Army Community Services (ACS), EEO Office, Civilian Personnel Advisory Center, and the local workforce development centers via installation newspapers and other advertisements. These opportunities are presented throughout the year and focus on conducting effective job searches, dressing for success, resume` writing, interview strategies, and networking. Partnerships have been created with recruitment organizations dedicated to assisting individuals with disabilities.

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(4) The Department of Defense Computer-Electronic Accommodations Program (CAP) and the Job Accommodation Network (JAN) continue to be valuable accommodation and service assets to Fort Rucker for all employees with disabilities, including disabled veterans. CAP established the Wounded Service Member Initiative to further their commitment to assistive technology. This information is made available to all employees with disabilities and the Fort Rucker disability program manager acts as a liaison between CAP and JAN for organizations and employees.

**7. Methods used to provide or improve internal advancement opportunities for disabled veterans
(Attach supporting addendums if needed)**

8. OPM DVAAP Manager Official Use Only: Does agency explain the career advancement methods they have used?

Yes	Somewhat	No	
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9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated (Attach supporting addendums if needed)

10. OPM DVAAP Manager Official Use Only: Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities? (If applicable as well as for major operating components and field installations)

Yes	Somewhat	No	
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**11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress
(Attach supporting addendums if needed)**

12. OPM DVAAP Manager Official Use Only: Does agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?

Yes

Somewhat

No

**13. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**