

## 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 |

Note: MSPB is unusual among Federal agencies in that 95% of the agency is employed at grade GS-11 or higher. The number of persons in grades 1-10 in any given year is 10 or fewer, and in FY 2023, there were 10, whereas the largest group of employees at MSPB by grade is the GS-15 group, with 74 persons.

\*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 |

Note: MSPB is unusual among Federal agencies in that 95% of the agency is employed at grade GS-11 or higher. The number of persons in grades 1-10 in any given year is 10 or fewer, and in FY 2023, there were 10, whereas the largest group of employees at MSPB by grade is the GS-15 group, with 74 persons. The agency's overall disability employment rate is 17%, and its targeted disability employment rate is 4%. The disability employment rate for attorneys is 12%, and the targeted disability rate for attorneys is 3%.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-11 to SES	176	21	11.93	7	3.98
Grades GS-1 to GS-10	8	0	0.00	0	0.00

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

The EEO Director 1) attends a monthly leadership meeting and takes opportunities to highlight disability affirmative employment goals, with a specific discussion during MSPB's annual "State of the Agency" MD-715 briefing, and 2) notifies hiring managers

every year when the Workforce Recruitment Program (WRP) season opens, including a message promoting affirmative disability employment performance and goals.

## 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

- 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

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

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Answering questions from the public about hiring authorities that take disability into account	2	0	0	Jess Lang, EEO Director, OEEO, jessica.lang@mspb.gov
Special Emphasis Program for PWD and PWTB	1	0	0	Jess Lang, EEO Director, OEEO, jessica.lang@mspb.gov
Processing reasonable accommodation requests from applicants and employees	3	0	0	Jess Lang, EEO Director, OEEO, jessica.lang@mspb.gov
Processing applications from PWD and PWTB	3	0	0	Thomas Schoessler, HR Specialist, APHS, thomas.j.schoessler@usda.gov
Section 508 Compliance	1	0	0	Dennis Oden, Accessibility Program Manager, IRM, dennis.oden@mspb.gov
Architectural Barriers Act Compliance	1	0	0	Dennis Oden, Accessibility Program Manager, IRM, dennis.oden@mspb.gov

- 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 Yes

Reasonable accommodation coordinators receive formal training upon commencing their collateral duties, and attend EEOC's EXCEL conference or the FDR conference yearly.

**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

**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.

MSPB takes following steps to identify job applicants with disabilities, including targeted disabilities: 1) The EEO Director communicates via email and phone with Schedule A applicants with disabilities who express interest in MSPB, and 2) the EEO Director promotes the use of the WRP. Several managers have been registered with the WRP database for the past three years, and during the last few open seasons, attorneys were approached via this program for interviews with the agency.

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

MSPB uses available and appropriate hiring authorities to recruit and hire PWD and PWTD, including Schedule A (disability), Veteran's Recruitment Appointment Authority, and the 30% disabled veteran preference authority on public certificates (Delegated Examining Unit procedures).

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.

MSPB's primary occupation is attorney advisor (General Attorney), GS-0905. Applicants for this job series who are Schedule A (disability)-eligible are encouraged to apply for vacancy announcements advertised on USAJOBS and are then identified as being "Schedule A/disability"-eligible on certificates referred. As attorney advisor positions are excepted service, they cannot be converted to career competitive as required under the Schedule A authority related to disability. With respect to all other non-attorney positions, Schedule A (disability) applications are through vacancy announcements posted on USAJOBS and identified on the certificates as being eligible for hire on the basis of disability, or applicants can send their resume/application package directly to the Special Program Placement Coordinator (SPPC) for review of qualifications and grade eligibility. If a vacancy exists, and the applicant is found to be qualified for the existing position, the SPPC or EEO Director may forward the application on to a hiring

manager for consideration.

- 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 Yes

Annual supervisory training.

**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.

The EEO Director promotes the use of the WRP. Several managers are registered, active users with the WRP database.

**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 No

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants					
% of Qualified Applicants					
% of New Hires					

- 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 No

b. New Hires for MCO (PWTD) Answer No

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%

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 No
- b. Qualified Applicants for MCO (PWTD) Answer No

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 No
- b. Promotions for MCO (PWTD) Answer No

## 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.

OEEEO ensures that hiring officials are aware that Schedule A is available for non-competitive promotion of employees, not just initial hire. Among all the grades at MSPB, disability rates are the highest in grades GS-14 (18% disability, 6% targeted disability) and GS-15 (18% disability, 5% targeted disability). The manager/supervisor cohort has a disability rate of 17% and targeted disability rate of 3%. The office directors/executive cohort is too small for public disclosure of disability numbers, but the disability employment rates for this group are also above Federal goals, and these are discussed in Part E. In-person survey information collected by the EEO Director indicates no opinions among persons with disabilities that their disabilities impede advancement in the agency; rather, satisfaction with the reasonable accommodation process (to enable employees to conduct their duties, earn performance awards, and be marketable for advancement) was cited the most positively among policies and procedures in the agency. The EEO Director also conducts regular adverse impact statistical testing with selection data (every three years) to determine whether selection results indicate adverse impact for persons with disabilities, and no statistical issues have arisen in two rounds of testing since 2019.

### B. CAREER DEVELOPMENT OPPORTUNITES

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

MSPB's individual program offices manage their own career development programs based on the office's role and existing career ladders. As part of the agency's Diversity, Equity, Inclusion, and Accessibility Strategic Plan, all employees will be encouraged to write Individual Development Plans (IDPs), and managers will work with employees to ensure that the training they are allocated aligns with their career goals. There is not a competitive process for this career development opportunity; all employees will be encouraged to take personal responsibility with their own IDPs. To reiterate: MSPB is unusual among Federal agencies in that 96% of the agency is employed at grade GS-11 or higher. The largest group of employees at MSPB, by grade, is the GS-15 group; 64% of the agency is employed in grades 14, 15, and in the executive cohort, which is not surprising, given the specialized, niche nature of the agency's core function with non-entry-level employment law. The disability rate for the GS-14, -15, and executive cluster is

17%, and the targeted disability rate for this cluster is 5%.

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

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	0	0	0	0	0	0
Detail Programs	0	0	0	0	0	0
Fellowship Programs	0	0	0	0	0	0
Other Career Development Programs	0	0	0	0	0	0
Mentoring Programs	0	0	0	0	0	0
Coaching Programs	0	0	0	0	0	0
Training Programs	0	0	0	0	0	0

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.

- a. Applicants (PWD) Answer No
- b. Selections (PWD) Answer No

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 No
- b. Selections (PWTD) Answer No

**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

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	11	0.00	6.08	0.00	0.00

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 Hours: Total Hours	92	0.00	53.38	0.00	0.00
Time-Off Awards 1 - 10 Hours: Average Hours	8	0.00	5.41	0.00	0.00
Time-Off Awards 11 - 20 hours: Awards Given	17	23.81	8.11	42.86	14.29
Time-Off Awards 11 - 20 Hours: Total Hours	326	419.05	160.81	742.86	257.14
Time-Off Awards 11 - 20 Hours: Average Hours	19	80.95	12.84	242.86	0.00
Time-Off Awards 21 - 30 hours: Awards Given	18	9.52	10.14	0.00	14.29
Time-Off Awards 21 - 30 Hours: Total Hours	464	242.86	262.84	0.00	364.29
Time-Off Awards 21 - 30 Hours: Average Hours	25	119.05	16.89	0.00	178.57
Time-Off Awards 31 - 40 hours: Awards Given	15	9.52	6.76	14.29	7.14
Time-Off Awards 31 - 40 Hours: Total Hours	584	380.95	264.86	571.43	285.71
Time-Off Awards 31 - 40 Hours: Average Hours	38	190.48	26.35	571.43	0.00
Time-Off Awards 41 or more Hours: Awards Given	20	9.52	12.16	14.29	7.14
Time-Off Awards 41 or more Hours: Total Hours	1144	442.86	710.14	585.71	371.43
Time-Off Awards 41 or more Hours: Average Hours	57	219.05	39.19	585.71	35.71

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	16	9.52	8.78	28.57	0.00
Cash Awards: \$501 - \$999: Total Amount	12134	7857.14	6543.24	23571.43	0.00
Cash Awards: \$501 - \$999: Average Amount	758	3928.57	502.70	11785.71	0.00
Cash Awards: \$1000 - \$1999: Awards Given	27	9.52	14.86	14.29	7.14
Cash Awards: \$1000 - \$1999: Total Amount	35860	15300.00	18777.03	21185.71	12357.14
Cash Awards: \$1000 - \$1999: Average Amount	1328	7647.62	853.38	21185.71	878.57
Cash Awards: \$2000 - \$2999: Awards Given	30	14.29	16.89	0.00	21.43
Cash Awards: \$2000 - \$2999: Total Amount	73439	35066.67	41648.65	0.00	52600.00
Cash Awards: \$2000 - \$2999: Average Amount	2447	11685.71	1665.54	0.00	17528.57
Cash Awards: \$3000 - \$3999: Awards Given	19	14.29	9.46	0.00	21.43
Cash Awards: \$3000 - \$3999: Total Amount	66980	52028.57	32899.32	0.00	78042.86
Cash Awards: \$3000 - \$3999: Average Amount	3525	17342.86	2349.32	0.00	26014.29
Cash Awards: \$4000 - \$4999: Awards Given	19	19.05	10.14	42.86	7.14

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$4000 - \$4999: Total Amount	83209	84790.48	44191.22	197228.57	28571.43
Cash Awards: \$4000 - \$4999: Average Amount	4379	21195.24	2945.95	65742.86	-1078.57
Cash Awards: \$5000 or more: Awards Given	64	19.05	37.16	28.57	14.29
Cash Awards: \$5000 or more: Total Amount	497805	124638.10	291502.70	165871.43	104021.43
Cash Awards: \$5000 or more: Average Amount	7778	31157.14	5300.00	82928.57	5271.43

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

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	0	0.00	0.00	0.00	0.00

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 No
- b. Other Types of Recognition (PWTD) Answer No

**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 No
  - ii. Internal Selections (PWD) Answer No
- b. Grade GS-15
  - i. Qualified Internal Applicants (PWD) Answer No
  - ii. Internal Selections (PWD) Answer No
- c. Grade GS-14
  - i. Qualified Internal Applicants (PWD) Answer No



- ii. Internal Selections (PWD) Answer No
- d. Grade GS-13
  - i. Qualified Internal Applicants (PWD) Answer No
  - ii. Internal Selections (PWD) Answer No

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 No
  - ii. Internal Selections (PWTD) Answer No
- b. Grade GS-15
  - i. Qualified Internal Applicants (PWTD) Answer No
  - ii. Internal Selections (PWTD) Answer No
- c. Grade GS-14
  - i. Qualified Internal Applicants (PWTD) Answer No
  - ii. Internal Selections (PWTD) Answer No
- d. Grade GS-13
  - i. Qualified Internal Applicants (PWTD) Answer No
  - ii. Internal Selections (PWTD) Answer No

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 No
- b. New Hires to GS-15 (PWD) Answer No
- c. New Hires to GS-14 (PWD) Answer No
- d. New Hires to GS-13 (PWD) Answer No

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 No
  - b. New Hires to GS-15 (PWTD) Answer No
  - c. New Hires to GS-14 (PWTD) Answer No
  - d. New Hires to GS-13 (PWTD) Answer No
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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.

- a. Executives
    - i. Qualified Internal Applicants (PWD) Answer No
    - ii. Internal Selections (PWD) Answer No
  - b. Managers
    - i. Qualified Internal Applicants (PWD) Answer No
    - ii. Internal Selections (PWD) Answer No
  - c. Supervisors
    - i. Qualified Internal Applicants (PWD) Answer No
    - ii. Internal Selections (PWD) Answer No
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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 (PWTD) Answer No
    - ii. Internal Selections (PWTD) Answer No
  - b. Managers
    - i. Qualified Internal Applicants (PWTD) Answer No
    - ii. Internal Selections (PWTD) Answer No
  - c. Supervisors
    - i. Qualified Internal Applicants (PWTD) Answer No
    - ii. Internal Selections (PWTD) Answer No
-

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 No
- b. New Hires for Managers (PWD) Answer No
- c. New Hires for Supervisors (PWD) Answer No

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 No
- b. New Hires for Managers (PWTD) Answer No
- c. New Hires for Supervisors (PWTD) Answer No

## 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

There were no Schedule A (disability authority) employees eligible for conversion during the reporting period. The agency is very small, does comparatively little hiring, and maintains its high disability employment rates regardless of hiring authorities.

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

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

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	0	0.00	0.00
Permanent Workforce: Resignation	4	4.55	1.81
Permanent Workforce: Retirement	13	0.00	7.83
Permanent Workforce: Other Separations	6	4.55	3.01

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Total Separations	23	9.09	12.65

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 No
- b. Involuntary Separations (PWTD) Answer No

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	0	0.00	0.00
Permanent Workforce: Resignation	4	0.00	2.21
Permanent Workforce: Retirement	13	0.00	7.18
Permanent Workforce: Other Separations	6	0.00	3.31
Permanent Workforce: Total Separations	23	0.00	12.71

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.

The EEO Director conducts the agency's exit interviews in person, and no individuals reported dissatisfaction with the agency's disability employment efforts, and satisfaction with the reasonable accommodation procedure was among the most-often cited positive policy elements among departing employees for a period of five years.

**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://www.mspb.gov/publicaffairs/accessibility.htm>

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.

<https://www.mspb.gov/publicaffairs/accessibility.htm>

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.

In FY 2020, MSPB hired an Accessibility Program Manager, a GS-15 employee with specific responsibilities related to accessibility of agency facilities, programs, and technology. It is a full-time, permanent position.

**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.)

6 days.

- 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 Board has a high approval rate for reasonable accommodation requests, as well as a 100% timeliness rate for processing. Exit interview statements over the past several years indicate that employees are highly satisfied with accommodation procedures and outcomes at MSPB.

**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.

Not applicable; the PAS policy and procedure has not been used, as MSPB has received zero requests for such services.

**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.

Not applicable.

**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.

Not applicable.

### 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.

Not applicable.

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

Not applicable.

- 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.

Not applicable.