

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

EXECUTIVE SUMMARY for McAlester Army Ammunition Activity

McAlester Army Ammunition Plant (MCAAP) is the flagship of the Army Material Command. McAlester continues a tradition of supporting our soldiers and our Army for more than 50 years. MCAAP is the premier bomb maker for the Department of Defense and is the nation's largest ammunition storage facility. MCAAP's mission is to produce and renovate conventional ammunition and ammunition-related components as a Specified Mission Facility (SMF). MCAAP is the General Technology Center (GTC) for bomb load, assemble and pack. Perform manufacturing (industrial), engineering, and product assurance in support of production. Receive, store, ship, and/or demilitarize and dispose of conventional ammunition and related items. Operate, or maintain in operational readiness, loading plants and assembly facilities for the production and/or renovation of conventional ammunition and ammunition related components. Load, assemble, pack, renovate, and/or modify conventional ammunition and related items/components assigned to the single manager for conventional ammunition (SMCA) under the provisions of Department of Defense Directive (DODD) 5160.65, and non-SMCA items specified in Inter-service Support Agreements (ISA) with other Department of Defense (DOD) components.

MCAAP serves as a Tier I Power Projection Platform for war reserve ammunition to be used in the first 30 days of a conflict and then continued sustained out-loading for the duration of the conflict or until stocks are depleted. Receive, store, issue/ship conventional ammunition and related components as assigned to the SMCA ammunition in accordance with the provisions of DODD 5160-65, DOD 5100.76M and non-SMCA items as agreed upon in ISA. Demilitarize and dispose of unserviceable, obsolete, and surplus ammunition, weapons, equipment, materiel, and related components.

McAlester Army Ammunition Plant, located at McAlester, Oklahoma is an installation reporting to the U.S. Army Field Support Command (AFSC), headquartered at Rock Island Arsenal, in Rock Island, Illinois. AFSC is a major subordinate command of the Army Materiel Command.

McAlester Army Ammunition Plant EEO office services 2,035 appropriated fund employees and 61 Non-appropriated fund employees. Of the 2035 appropriated fund positions, men accounted for 75% of the positions and women accounted for 25%.

McAlester Army Ammunition Plant recognizes that employees are the essential resource of the installation and is committed to the principles of equal employment. It is the policy of MCAAP that all personnel related decisions be made without regard to race, color, religion, sex, national origin, age (40+), protected disability (mental and physical), reprisal, veteran status or any other characteristic protected under applicable federal, state or local law. This policy applies to all personnel actions including, but not limited to, recruitment, hiring, promotions (temporary and permanent), training, reassignments, details, classification/compensation, benefits, awards, transfers, layoffs, recall from layoffs and educational, social or recreational programs of this installation.

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Strengths/Accomplishments:

- Outreach recruitment efforts were made when the IWD Coordinator and EEO Manager met with the Oklahomans for Independent Living (OIL) to discuss employment programs and possibilities at the Installation.
- MCAAP contracted with three HBCU male students for special projects on the installation.
- MCAAP made six appointments using the handicapped hiring authority this FY.
- MCAAP EEO has created a RNO and Disabilities scorecard which will be briefed to senior leadership and utilized in FY 10 for purposes of ensuring management accountability of MCAAP workforce demographics.
- MCAAP EEO Manager met with CPAC Human Resources Director to evaluate current merit promotion and hiring practices for MCAAP in June 09. Evaluation of Training development and Award recognition reviewed in 4th Qtr.
- MCAAP EEO trained supervisors, managers and leaders on Reasonable Accommodation procedures in 3rd Qtr of fiscal year.
- MCAAP's EEO Office reviews all selection packets before and after selection to determine if minorities and women appear on the referral lists and are being given due consideration from selection criteria.