

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

EXECUTIVE SUMMARY for Tooele Army Depot

Tooele Army Depot devoted the past year in EEO to training and communication. Every employee received training in EEO, Prevention of Sexual Harassment, and No Fear. Policy letters, EEO contact information, and No Fear Statistics have been posted to our intranet. We began outreach to Veteran's organizations and dedicated significant time and resources to a DEOMI Command Climate Survey and follow-up.

Our IWD/DVAAP Program Manager has been working to establish contact with local Veteran's organizations as well as Reserve and National Guard units in the area. The Utah State VFW as well as redeploying units have been briefed on programs open to vets and employment opportunities at the Depot.

Organization info:

- www.tooele.army.mil
- 40 miles southwest of Salt Lake City, UT
- 60% of the workforce of approximately 500 employees are directly involved in Tooele Army Depot's Ammunition or Ammunition Peculiar Equipment mission. 40% are involved in Base Operations and Support Services
- Tooele Army Depot employs an EEO Specialist who is also the Depot Training Officer. TEAD is also responsible for EEO for Hawthorne Army Depot, NV (31 employees) and Riverbank Army Ammunition Plant (3 employees).

Mission: Tooele Army Depot (TEAD) is a premier active joint ammunition storage site. Tooele is responsible for shipping, storing, receiving, inspecting, demilitarization, and maintaining training and war reserve conventional ammunition. Tooele's Ammunition Equipment and Manufacturing Directorate designs and manufactures ammunition peculiar equipment (APE) used in maintenance and demilitarization of munitions for all of the Department of Defense (DoD).

Hawthorne Army Depot receives, stores, re-warehouses, preserves and packages, monitors, renovates, demilitarizes and disposes conventional ammunition; issues conventional munitions; insures capability to ship/receive containerized munitions (this includes half-height, side-opening, and end-opening containers with and without load and roll pallet and PLS enhanced flat racks); operates calibration lab, maintains an International Standards Organization (ISO) container maintenance/repair facility and maintains an ammunition maintenance capability. Provides High Desert training facilities for military units. Hawthorne Army Depot is the designated site for long-term storage of reused Industrial Plant Equipment (IPE) and will receive, store and be accountable for all IPE. Performs special mission assignments as required.

Riverbank is an active government-owned contractor-operated plant with the primary mission to produce deep drawn cartridge cases and with the laid-away capability of producing sub-munitions grenade (Improved Conventional Munitions Cargo) metal parts. The plant is a complete

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manufacturing facility, capable of producing steel and brass products from plate sheet, strip or coil. Riverbank Army Depot has been identified to close and is in the final stages of that process.

Some major strengths and deficiencies are noted below from AMC's model EEO program include:

Strengths: TEAD Command is committed to EEO programs and committed both manpower, funds, and time to ensure program is on target for improvement. Because the EEO Officer is also the Training Officer, we are able to integrate EEO principles into many different training venues.

Strengths: EEO has ready access to all levels of leadership. Meets and reports regularly to the Strategic Planning Board (SPB) which consists of the Commander, Deputy to the Commander, Chief of Staff and Directors.

Deficiencies: EEO's role in HR-based issues not as comprehensive as it could be. Funding/Manpower for Special Emphasis and Outreach efforts.

Strengths: Command has included EEO in regular meetings with all supervisory personnel to ensure EEO information is communicated directly to all concerned. Civilian Personnel Advisory Center, Legal, Command and EEO have a good working relationship. Managers/Supervisors are held accountable for their role in EEO.

Deficiencies: Manpower/time for review of policies and award programs.

Strengths: Command and all levels of leadership fully support and participate in re-energizing EEO program. EEO has been trained and is capable of performing statistical analysis to determine trends, manning issues make it difficult to get it done. This is the first year applicant data is available.

Deficiencies: Senior managers are not actively involved in identifying and eliminating barriers. Although with our request for an MCRP Intern and IMCOM funding of an additional EEO position we hope to begin closing our gap.

Strengths: EEO has been fully trained in and uses Army automated tracking systems allowing higher headquarters visibility and full monitoring. The two EEO counselors have been fully trained this year and are being mentored by EEO. Timelines are closely monitored and Command fully endorses ADR programs. Controls are in place to promote and resource an effective program, although some implementation is just beginning.

Strengths: EEO ensures compliance with necessary compliance orders or relief. Good working relationships with CPAC, Legal, Resource management help to ensure procedures are promptly implemented.

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EXECUTIVE SUMMARY for Blue Grass Army Depot

This FY 09 annual EEO Program Status Report covers the Blue Grass Army Depot, Richmond, KY. The EEO Office mission is to advise the Commander and management officials on any issues involving EEO and Affirmative Employment, to provide EEO training, POSH (Prevention of Sexual Harassment) training, ADR (Alternate Dispute Resolution), and managing all stages of the complaint process. The EEO Office develops the installation's annual MD 715 Report, which is a tool to achieve equal opportunity and includes a program of self analysis, problem identification, data analysis, policy statements, objectives and action items for eliminating discriminatory policies and practices. The EEO Office ensures a high quality, diverse motivated workforce, which is a key objective of the Depot's Strategic Plan.

This report has been prepared in accordance with Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD 715) and provides an assessment of the progress made by the Depot in identifying and eliminating barriers to the equitable treatment and participation of all employees including women, minorities and persons with disabilities in the Depot workforce from October 2008 through September 2009. .

This FY 09 EEO Program Status Report covers the Blue Grass Army Depot, Richmond, KY and serviced tenants with ISSAs including: Blue Grass Chemical Activity (BGCA), Test, Measurement & Diagnostic Equipment (TMDE), US Army Medical Activities, Civilian Personnel Advisory Center (CPAC), US Army Special Operations Forces Support Activity (SOFSA) located at Lexington Station, CHRA, and Special Projects Support Activity (SPSA).

This MD 715 provides a framework for the development of policies, responsibilities, and procedures for establishing the federal agency annual EEO Program Status Report. It consists of EEO Forms 715-01 with Parts A-d, E, F, H, I and Workforce Data Tables that identify the profiles by race, ethnicity, gender and disability. Tables will fall in order of A-1 followed by B-1 and so on. It also provides a summary of work force profiles by occupational groups, grades and major occupations.

Mission: The Blue Grass Army Depot has 66 years of experience in the receipt, storage, inspection, issue, maintenance, renovation and demilitarization of various types of ammunition. The mission of the Blue Grass Army Depot is to store and provide munitions, chemical defense equipment and special operations support to the Department of Defense. The depot produces weapon systems, combat vehicle and ammunition components to fill critical Warfighter requirements.

The Depot recently experienced expansion of capabilities, projects, and missions unlike any other time in its history. In FY 08, it increased its workforce by more than 200 employees and increased its revenue from \$90 million to \$137 million. This growth is attributed to the conversion of contract security guard positions to General Schedule (GS) positions and projects in the Industrial Services Division.