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

Department of Treasury - FY 2025

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

* 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

Grade Level Cluster (GS or Alternate Pay Planb)	Total	Reportable Disability Total	Reportable Disability Percentage (Numerical Goal 12 Percent)	Targeted Disability Total	Targeted Disability Percentage (Numerical Goal 2 Percent)
Grades GS-11 to SES	47981	8182	17.05	1324	2.76
Grades GS-1 to GS-10	43831	6740	15.38	1571	3.58

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

Treasury EEO practitioners provide updates on the established goals for PWD and PWTD in various briefings and trainings, allowing leadership to make informed decisions regarding PWD and PWTD.

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

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

Disability Program Task	Total Full Time	Total Part Time	Total Collateral Duty	Responsible Official (Name, Title, Office Email)
Processing applications from PWD and PWTD	43	0	1	See specific bureau Part Js.
Answering questions from the public about hiring authorities that take disability into account	27	0	6	See specific bureau Part Js.
Processing reasonable accommodation requests from applicants and employees	33	2	123	See specific bureau Part Js.
Section 508 Compliance	3	0	3	See specific bureau Part Js.
Special Emphasis Program for PWD and PWTD	0	0	0	
Architectural Barriers Act Compliance	6	0	317	See specific bureau Part Js.

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: Yes

In FY 2025, OCRE provided training sessions to the bureaus' staff on an as-needed basis regarding the Part J and the use of the MD-715 workforce data tables. OCRE and bureau staff participated in various meetings and training opportunities throughout this fiscal year to help that educate attendees on various issues and topics related to disability.

The bureau DPM and Reasonable Accommodation Coordinators (RACs) received refresher training on the RA tracking system that was deployed in FY 2020. Ongoing private sessions are offered on an as-needed basis.

OCRE held weekly meetings with bureau Reasonable Accommodation Coordinators (RAC) to provide guidance, discussion, and problem-solving for the implementation of Treasury's modified RA process.

Annually, all HR professionals are required to complete online courses related to veteran's employment, which includes disability components. This training, provided by the Department, is mandated by EO 13518.

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

Program name 1	C.2.b.5
Description of Program Deficiency	Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.
Objective	Close FY 2025 backlog of RA requests
Fiscal Year	2025
Responsible Official Name	Tina Lancaster
Responsible Official Title	Acting Director, OCRE

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.

   Department HR Business Partners and DPMs work closely with hiring managers to identify qualified PWD and PWTD by utilizing the Workforce Recruitment Program for College Students as a source for recruiting disabled students and graduating seniors, including disabled Veterans.

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.

   The use of non-traditional hiring methods such as Schedule A Hiring Authorities, is promoted and available for use, along with Veterans Appointment Authorities to non-competitively appoint PWD/PWTD and veterans with a service-connected disability rating of 30 Percent or more. The agency has incorporated the use of non-competitive hiring authorities under both Schedule A for Individuals with Disabilities and the 30 Percent or More Disabled Veterans authority for recruiting PWD and PWTD in the permanent workforce. The Human Resources Office forwards qualified applicant resumes from the Special Placement Program Coordinator to hiring officials for review and consideration.

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.

   When applicants utilize the Schedule A Hiring Authority for PWD, the process for eligibility and hire encompasses:

   1) An application qualification review process – conducted by the servicing HR Specialist who confirms that the applicants meet the qualification requirements of the announced position and have provided required proof of disability; and

   2) Applicant referral – individuals deemed qualified are referred to the hiring manager on a Schedule A certificate of eligibility with the guidance on selection procedures, this includes the application of veterans' preference, when applicable. Managers have the option to interviews and/or hire from the Schedule A certificate or to consider other candidates from other issued certificates (Merit Promotion, Non-Competitive, Veterans' Recruitment Appointment (VRA), etc.).

   Alternatively, when individuals submit their resumes directly to the Treasury Special Placement Program Coordinator (SPPC) for vacant positions, the SPPC refers the resumes to the designated servicing HR Specialist. The HR Specialist reviews the resumes to determine qualifications. If qualifications and Schedule A eligibility are met, the resumes are then forwarded to the hiring manager for consideration, with guidance on selection procedures, including the application of veterans' preference, when applicable.

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

   All Treasury managers, supervisors, and selected HR professionals are required to complete veteran's employment online training provided through the Treasury's Integrated Talent Management system (ITM). Disability training, such as Americans with Disabilities Act: An Overview for Managers, along with other hiring manager tools are also available through ITM.

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.

Treasury maintains contact with professional organizations, such as Wounded Warriors, to share information about opportunities, including career development tracks.

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", describe the trigger(s) below.

   a. New Hires for Permanent Workforce (PWD) Answer: No

   b. New Hires for Permanent Workforce (PWTD) Answer: No

New Hires	Total (Number)	Reportable Disability Permanent Workforce (Percentage)	Reportable Disability Temporary Workforce (Percentage)	Targeted Disability Permanent Workforce (Percentage)	Targeted Disability Temporary Workforce (Percentage)
% of Total Applicants	177728	7.32	0.00	3.70	0.00
% of Qualified Applicants	151590	7.48	0.00	3.76	0.00
% of New Hires	883	6.68	0.00	3.06	0.00

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: Yes

   b. New Hires for MCO (PWTD) Answer: Yes

When compared against the qualified applicant pool, triggers exist for PWD among permanent new hires for the following MCOs: 0110, 0301, 0340, 0501, 0511, 0570, 0905, 1169, 1811, and 2210.

Occupational Series	Qualified Applicant	New Hires
0110	7.00 Percent	0.00 Percent
0301	7.88 Percent	3.85 Percent
0340	7.50 Percent	0.00 Percent
0343	7.75 Percent	25.00 Percent
0501	9.48 Percent	5.04 Percent
0511	6.63 Percent	2.92 Percent
0570	2.86 Percent	0.00 Percent
0905	6.40 Percent	0.00 Percent
1169	6.12 Percent	3.64 Percent
1811	3.91 Percent	0.00 Percent
2210	7.63 Percent	5.93 Percent

When compared against the qualified applicant pool, triggers exist for PWTD among permanent new hires for the following MCOs: 0110, 0301, 0340, 0343, 0511, 0570, 0905, 1169, 1811, and 2210.

Occupational Series	Qualified Applicant	New Hires
0110	4.10 Percent	0.00 Percent
0301	3.45 Percent	0.00 Percent
0340	0.00 Percent	0.00 Percent
0343	3.83 Percent	0.00 Percent
0501	5.04 Percent	6.36 Percent
0511	2.92 Percent	0.00 Percent
0570	0.00 Percent	0.00 Percent
0905	2.52 Percent	0.00 Percent
1169	2.97 Percent	1.82 Percent
1811	2.19 Percent	0.00 Percent
2210	3.88 Percent	2.37 Percent

New Hires to Mission-Critical Occupations	Total (Number)	Reportable Disability New Hires (Percentage)	Targetable Disability New Hires (Percentage)
Numerical Goal	--	12%	2%
0110 ECONOMIST	7	0.00	0.00
0301 MISCILANEOUS ADMINISTRATION AND PROGRAM	26	3.85	0.00
0343 MANAGEMENT PROGRAM ANALYST	4	25.00	0.00
0501 FINACIAL ADMINISTRATION AND PROGRAM	220	11.36	6.36
0570 BANK EXAMINER	6	0.00	0.00
0905 GENERAL ATTORNEY	9	0.00	0.00
1169 REVENUE OFFICER	55	3.64	1.82
1811 CRIMINAL INVESTIGATING	50	0.00	0.00
2210 INFORMATION TECHNOLOGY	506	5.93	2.37

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. 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: Yes

   b. Qualified Applicants for MCO (PWTD) Answer: Yes

When compared against the relevant applicant pool, triggers exist for PWD among qualified internal applicants for the following MCOs: 0301, 0340, 0343, 0501, 0570, 0905, 1169, 1811, and 2210.

Occupational Series	Relevant Applicant Pool	Qualified Internal Applicants
0110	0.39 Percent	5.88 Percent
0301	18.95 Percent	9.75 Percent
0340	10.80 Percent	8.90 Percent
0343	21.10 Percent	8.76 Percent
0501	16.20 Percent	7.33 Percent
0511	14.86 Percent	24.19 Percent
0570	9.23 Percent	2.82 Percent
0905	8.22 Percent	0.00 Percent
1169	14.31 Percent	5.80 Percent
1811	6.03 Percent	1.91 Percent
2210	24.69 Percent	8.68 Percent

When compared against the relevant applicant pool, triggers exist for PWTD among qualified internal applicants for the following MCOs: 0570 and 0905.

Occupational Series	Relevant Applicant Pool	Qualified Internal Applicants
0110	0.00 Percent	2.94 Percent
0301	2.83 Percent	4.53 Percent
0340	1.53 Percent	4.57 Percent
0343	3.69 Percent	4.38 Percent
0501	3.61 Percent	3.78 Percent
0511	1.89 Percent	14.52 Percent
0570	1.53 Percent	0.56 Percent
0905	1.22 Percent	0.00 Percent
1169	2.17 Percent	2.82 Percent
1811	0.08 Percent	1.09 Percent
2210	4.33 Percent	5.11 Percent

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: Yes

   b. Promotions for MCO (PWTD) Answer: Yes

When compared against the qualified applicant pool, triggers exist for PWD among permanent internal promotions in the following MCOs: 0301, 0340, 0343, 0501, 0511, 0570, 1169, 1811, and 2210.

Occupational Series	Qualified Applicant	Internal Promotions
0110	5.88 Percent	16.67 Percent
0301	9.75 Percent	4.88 Percent
0340	8.90 Percent	2.22 Percent
0343	8.76 Percent	3.20 Percent
0501	7.33 Percent	6.68 Percent
0511	24.19 Percent	14.29 Percent
0570	2.82 Percent	0.00 Percent
0905	0.00 Percent	0.00 Percent
1169	5.80 Percent	4.27 Percent
1811	1.91 Percent	0.00 Percent
2210	8.68 Percent	2.70 Percent

When compared against the qualified applicant pool, triggers exist for PWTD among permanent internal promotions for the following MCOs: 0340, 0343, 0501, 0511, 0570, 1169, 1811, and 2210.

Occupational Series	Qualified Applicant	Internal Promotions
0110	2.94 Percent	16.67 Percent
0301	4.53 Percent	4.88 Percent
0340	4.57 Percent	2.22 Percent
0343	4.38 Percent	2.74 Percent
0501	3.78 Percent	3.34 Percent
0511	14.52 Percent	0.00 Percent
0570	0.56 Percent	0.00 Percent
0905	0.00 Percent	0.00 Percent
1169	2.82 Percent	1.99 Percent
1811	1.09 Percent	0.00 Percent
2210	5.11 Percent	0.00 Percent

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.

Treasury's opportunities for advancement are accessible and open to all employees, including employees with disabilities. Developmental opportunities are broadly communicated to all employees through newsletter and intranet postings.

Treasury encourages Individual Development Plans (IDPs) for all employees; managers are reminded to consider permanently assigned PWD/PWTD for developmental opportunities as part of the IDP process. All development opportunity announcements are posted on Treasury's internal website.

B. CAREER DEVELOPMENT OPPORTUNITIES

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

The Department does not have a formal CDP; however, Treasury bureaus have established varied opportunities to further develop the careers of all employees, including PWD and PWTD. To view bureau career development programs, please see bureau specific reports.

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 Applicants (Percentage)	Total Participants Selectees (Percentage)	PWD Applicants (Percentage)	PWD Selectees (Percentage)	PWTD Applicants (Percentage)	PWTD Selectees (Percentage)
Internship Programs	0	0	0	0	0	0
Fellowship 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
Detail Programs	0	0	0	0	0	0
Other Career Development 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: N/A

b. Selections (PWD) Answer: N/A

The Department does not have a formal CDP; however, Treasury bureaus have established varied opportunities to further develop the careers of all employees, including PWD and PWTD. To view bureau career development programs, please see bureau specific reports.

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

The Department does not have a formal CDP; however, Treasury bureaus have established varied opportunities to further develop the careers of all employees, including PWD and PWTD. To view bureau career development programs, please see bureau specific reports.

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: Yes

b. Awards, Bonuses, & Incentives (PWTD) Answer: Yes

The inclusion rate for PWTD (7.94 Percent) in Time Off Awards (1-10 hours), was below the inclusion rate for employees with no disabilities (8.93 Percent).

The inclusion rate for PWD (6.36 Percent) and PWTD (5.70 Percent) in Time Off Awards (11-20 hours), were below the inclusion rate for employees with no disabilities (7.68 Percent).

The inclusion rate for PWD (5.39 Percent) and PWTD (5.36 Percent) in Time Off Awards (21-30 hours), were below the inclusion rate for employees with no disabilities (6.46 Percent).

The inclusion rate for PWD (27.60 Percent) and PWTD (20.53 Percent) in Time Off Awards (31-40 hours), were below the inclusion rate for employees with no disabilities (21.30 Percent).

The inclusion rate for PWD (19.03 Percent) and PWTD (20.26 Percent) in Cash Awards ($500 and under), were below the inclusion rate for employees with no disabilities (20.57 Percent).

The inclusion rate for PWD (15.78 Percent) and PWTD (16.90 Percent) in Cash Awards ($501-$999), were below the inclusion rate for employees with no disabilities (18.92 Percent).

The inclusion rate for PWD (22.00 Percent) and PWTD (24.67 Percent) in Cash Awards ($1000-$1999), were below the inclusion rate for employees with no disabilities (26.36 Percent).

The inclusion rate for PWD (9.83 Percent) and PWTD (10.93 Percent) in Cash Awards ($2000-$2999), were below the inclusion rate for employees with no disabilities (12.52 Percent).

The inclusion rate for PWD (10.96 Percent) and PWTD (11.64 Percent) in Cash Awards ($3000-$3999), were below the inclusion rate for employees with no disabilities (14.66 Percent).

The inclusion rate for PWD (1.60 Percent) and PWTD (1.29 Percent) in Cash Awards ($4000-$4999), were below the inclusion rate for employees with no disabilities (2.90 Percent).

The inclusion rate for PWD (1.22 Percent) and PWTD (1.19 Percent) in Cash Awards ($5000 or More), were below the inclusion rate for employees with no disabilities (2.83 Percent).

Time-Off Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Time-Off Awards 1 - 10 hours: Awards Given	7873.00	17.40	82.60	2.97	97.03
Time-Off Awards 1 - 10 Hours: Total Hours	60561.00	17.29	82.71	3.01	96.99
Time-Off Awards 1 - 10 Hours: Average Hours	7.69	7.64	7.70	7.79	7.69
Time-Off Awards 11 - 20 hours: Awards Given	6574.00	14.76	85.24	2.56	97.44
Time-Off Awards 11 - 20 Hours: Total Hours	105373.00	14.78	85.22	2.50	97.50
Time-Off Awards 11 - 20 Hours: Average Hours	16.03	16.06	16.02	15.71	16.04
Time-Off Awards 21 - 30 hours: Awards Given	5524.00	14.90	85.10	2.86	97.14
Time-Off Awards 21 - 30 Hours: Total Hours	138869.00	14.69	85.31	2.81	97.19
Time-Off Awards 21 - 30 Hours: Average Hours	25.14	24.79	25.20	24.74	25.15
Time-Off Awards 31 - 40 hours: Awards Given	18166.00	14.78	85.22	3.33	96.67
Time-Off Awards 31 - 40 Hours: Total Hours	711102.00	14.75	85.25	3.34	96.66
Time-Off Awards 31 - 40 Hours: Average Hours	39.14	39.05	39.16	39.27	39.14
Time-Off Awards 41 or more Hours: Awards Given	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0.00	0.00	0.00	0.00	0.00

Cash Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Cash Awards $500 and Under: Awards Given	17945.00	16.18	83.82	3.33	96.67
Cash Awards $500 and Under: Total Amount	6333307.00	15.85	84.15	3.19	96.81
Cash Awards $500 and Under: Average Amount	352.93	345.89	354.29	338.59	353.42
Cash Awards: $501 - $999: Awards Given	16093.00	14.96	85.04	3.09	96.91
Cash Awards: $501 - $999: Total Amount	11746183.00	15.03	84.97	3.13	96.87
Cash Awards: $501 - $999: Average Amount	729.89	733.27	729.30	739.39	729.59
Cash Awards: $1000 - $1999: Awards Given	22293.00	15.05	84.95	3.26	96.74
Cash Awards: $1000 - $1999: Total Amount	31708473.00	14.82	85.18	3.29	96.71
Cash Awards: $1000 - $1999: Average Amount	1422.35	1400.55	1426.22	1436.56	1421.87
Cash Awards: $2000 - $2999: Awards Given	10491.00	14.30	85.70	3.07	96.93
Cash Awards: $2000 - $2999: Total Amount	25492426.00	14.37	85.63	3.07	96.93
Cash Awards: $2000 - $2999: Average Amount	2429.93	2442.49	2427.84	2431.91	2429.87
Cash Awards: $3000 - $3999: Awards Given	12131.00	13.78	86.22	2.83	97.17
Cash Awards: $3000 - $3999: Total Amount	41120987.00	13.68	86.32	2.82	97.18
Cash Awards: $3000 - $3999: Average Amount	3389.74	3364.22	3393.82	3376.07	3390.14
Cash Awards: $4000 - $4999: Awards Given	2315.00	10.54	89.46	1.64	98.36
Cash Awards: $4000 - $4999: Total Amount	10186241.00	10.40	89.60	1.60	98.40
Cash Awards: $4000 - $4999: Average Amount	4400.10	4340.48	4407.13	4286.76	4402.00
Cash Awards: $5000 or more: Awards Given	2199.00	8.46	91.54	1.59	98.41
Cash Awards: $5000 or more: Total Amount	13551145.00	8.34	91.66	1.56	98.44
Cash Awards: $5000 or more: Average Amount	6162.41	6077.18	6170.29	6031.06	6164.54

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", describe the trigger(s) below.

   a. Awards, Bonuses, & Incentives (PWTD) Answer: Yes

   b. Pay Increases (PWTD) Answer: Yes

The inclusion rate for PWD (4.53 Percent) and PWTD (5.23 Percent) in Quality Step Increases (QSIs) was below the inclusion rate for employees with no disabilities (6.44 Percent).

Other Awards	Total (Number)	Reportable Disability (Percentage)	Without Reportable Disability (Percentage)	Targeted Disability (Percentage)	Without Targeted Disability (Percentage)
Total Performance Based Pay Increases Awarded	0.00	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: 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 (PWTD) Answer: Yes

      ii. Internal Selections (PWTD) Answer: No

   b. Grade GS-15

      i. Qualified Internal Applicants (PWTD) Answer: Yes

      ii. Internal Selections (PWTD) Answer: Yes

   c. Grade GS-14

      i. Qualified Internal Applicants (PWTD) Answer: No

      ii. Internal Selections (PWTD) Answer: Yes

   d. Grade GS-13

      i. Qualified Internal Applicants (PWTD) Answer: Yes

      ii. Internal Selections (PWTD) Answer: Yes

Triggers were identified for PWD who were selected in the GS-13 through GS-15 grades, as well as for the Qualified Internal Applicants in the GS-15 and SES grade levels.

For Treasury bureaus that acknowledged triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers.

	Internal Applicants	Qualified Internal Applicants	Internal Selections
SES	5.05 Percent	0.00 Percent	0.00 Percent
Grade GS-15	10.07 Percent	9.06 Percent	0.00 Percent
Grade GS-14	11.49 Percent	14.41 Percent	4.86 Percent
Grade GS-13	9.26 Percent	9.36 Percent	4.71 Percent

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: Yes

ii. Internal Selections (PWTD) Answer: No

b. Grade GS-15

i. Qualified Internal Applicants (PWTD) Answer: Yes

ii. Internal Selections (PWTD) Answer: Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWTD) Answer: Yes

ii. Internal Selections (PWTD) Answer: Yes

Triggers were identified for PWTD who were selected in the GS-13 through GS-15 grades, as well as for the Qualified Internal Applicants in the GS-13, GS-15, and SES grade levels.

For Treasury bureaus that acknowledged triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWTD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers.

	Internal Applicants	Qualified Internal Applicants	Internal Selections
SES	4.04 Percent	0.00 Percent	0.00 Percent
Grade GS-15	5.79 Percent	5.31 Percent	0.00 Percent
Grade GS-14	6.19 Percent	8.43 Percent	3.24 Percent
Grade GS-13	4.53 Percent	4.48 Percent	1.96 Percent

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: Yes

c. New Hires to GS-14 (PWD) Answer: Yes

d. New Hires to GS-13 (PWD) Answer: No

Triggers were identified for PWD who were hired in the GS-14 and GS-15 grades.

For Treasury bureaus that acknowledged triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers

	Qualified Applicants	New Hires
SES	0.00 Percent	0.00 Percent
Grade GS-15	7.57 Percent	7.50 Percent
Grade GS-14	7.90 Percent	6.67 Percent
Grade GS-13	7.28 Percent	10.00 Percent

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: Yes

b. New Hires to GS-15 (PWTD) Answer: Yes

c. New Hires to GS-14 (PWTD) Answer: Yes

d. New Hires to GS-13 (PWTD) Answer: Yes

Triggers were identified for PWTD who were hired in the GS-13 through GS-15 grades.

For Treasury bureaus that acknowledged triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWTD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers

	Qualified Applicants	New Hires
SES	0.00 Percent	0.00 Percent
Grade GS-15	3.71 Percent	0.00 Percent
Grade GS-14	3.76 Percent	0.00 Percent
Grade GS-13	3.46 Percent	0.00 Percent

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: Yes

ii. Internal Selections (PWD) Answer: Yes

b. Managers

i. Qualified Internal Applicants (PWD) Answer: Yes

ii. Internal Selections (PWD) Answer: Yes

c. Supervisors

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: Yes

Triggers were identified for PWD who were selected in the Supervisors, Managers, and Executives groups, as well as for the Qualified Internal Applicants for Managers and Executives.

For Treasury bureaus that acknowledged triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers.

	Internal Applicants	Qualified Internal Applicants	Internal Selections
Executives	10.36 Percent	9.40 Percent	0.00 Percent
Managers	9.95 Percent	9.40 Percent	0.00 Percent
Supervisors	6.68 Percent	6.96 Percent	4.83 Percent

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: Yes

ii. Internal Selections (PWTD) Answer: Yes

b. Managers

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: Yes

c. Supervisors

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: Yes

Triggers were identified for PWTD who were selected in the Supervisors, Managers, and Executives groups, as well as for the Qualified Internal Applicants for Executives.

For Treasury bureaus that acknowledged triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWTD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers.

	Internal Applicants	Qualified Internal Applicants	Internal Selections
Executives	5.96 Percent	5.28 Percent	0.00 Percent
Managers	5.27 Percent	5.51 Percent	3.28 Percent
Supervisors	2.60 Percent	2.91 Percent	2.90 Percent

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: Yes

b. New Hires for Managers (PWD) Answer: Yes

c. New Hires for Supervisors (PWD) Answer: Yes

Triggers were identified for PWD who were hired for Supervisors, Managers, and Executives.

For Treasury bureaus that acknowledged triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers

	Qualified Applicants	Selections
Executives	7.27 Percent	0.00 Percent
Managers	8.47 Percent	0.00 Percent
Supervisors	5.62 Percent	0.00 Percent

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: Yes

b. New Hires for Managers (PWTD) Answer: Yes

c. New Hires for Supervisors (PWTD) Answer: Yes

Triggers were identified for PWTD who were hired for Supervisors, Managers, and Executives.

For Treasury bureaus that acknowledged triggers in their workforce, evaluations are noted in their PART J's. Plans to improve hiring for PWTD within the grade groupings are detailed in the specific bureau PART J's. Treasury will monitor all bureaus' PART J's to ensure appropriate plans are developed to eliminate any identified barriers

	Qualified Internal Applicants	Selections
Executives	2.98 Percent	0.00 Percent
Managers	4.03 Percent	0.00 Percent
Supervisors	2.02 Percent	0.00 Percent

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: No

   In FY 2025, the following bureau did not convert all eligible Schedule A employees to competitive appointments:

   - DO: Two employees were not converted; both are pending approval.
   - IRS-CC: One employee's management declined to convert the employee at the time.

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: Yes

   b.Involuntary Separations (PWD) Answer: Yes

   The inclusion rate for voluntary PWD separations (27.08 Percent) exceeds the inclusion rate for employees with no disabilities (23.72 Percent).

   The inclusion rate for involuntary PWD separations (1.11 Percent) exceeds the inclusion rate for employees with no disabilities (0.69 Percent).

Separations	Total (Number)	Reportable Disabilities (Percentage)	Without Reportable Disabilities (Percentage)
Permanent Workforce: Reduction in Force	10	0.04	0.01
Permanent Workforce: Removal	835	1.06	0.85
Permanent Workforce: Resignation	19568	19.49	21.05
Permanent Workforce: Retirement	6540	6.53	7.03
Permanent Workforce: Other Separations	638	0.96	0.62
Permanent Workforce: Total Separations	27591	28.09	29.56

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(s) in the text box.

   a.Voluntary Separations (PWTD) Answer: Yes

   b.Involuntary Separations (PWTD) Answer: Yes

   The inclusion rate for voluntary PWTD separations (26.20 Percent) exceeds the inclusion rate for employees with no disabilities (23.72 Percent).

   The inclusion rate for involuntary PWTD separations (1.36 Percent) exceeds the inclusion rate for employees with no disabilities (0.69 Percent).

Separations	Total (Number)	Targeted Disabilities (Percentage)	Without Targeted Disabilities (Percentage)
Permanent Workforce: Reduction in Force	10	0.07	0.01
Permanent Workforce: Removal	835	1.29	0.87
Permanent Workforce: Resignation	19568	16.66	20.93
Permanent Workforce: Retirement	6540	8.67	6.89
Permanent Workforce: Other Separations	638	0.81	0.67
Permanent Workforce: Total Separations	27591	27.50	29.38

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.

   To ensure alignment with Administration priorities, the Treasury Exit Survey was unavailable for the majority of FY 2025. Treasury's updated Exit Survey is in clearance and anticipated to be re-deployed in FY 2026.

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 c the Rehabilitation Act, including a description of how to file a complaint.

   The "Accessibility" page on the public Treasury.gov website, https://home.treasury.gov/utility/accessibility, provides three links with resources for PWD.

   Information on how to file a complaint can be found at: https://apps-treas.my.salesforce-sites.com/treasuryforms/Form?templateID=a1Qt0000002aSr0EAE.

   The following address, located on the Treasury.gov public website, provides information and explains employee and applicant rights under Section 508 of the Rehabilitation Act: https://home.treasury.gov/utility/accessibility/web-accessibility.

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.

   The following address is located under the "Accessibility" page on the public Treasury.gov website and provides information regarding physical accessibility: https://home.treasury.gov/utility/accessibility/physical-accessibility. The link also provides information regarding how to file a complaint of discrimination.

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.

   Treasury bureau EEO Offices are encouraged to collaborate with their respective Facilities Management Office to conduct accessibility reviews of bureau occupied buildings for compliance with federal regulations. More information about bureau compliance may be found in individual bureau MD-715 reports.

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.)

Each bureau is responsible for independently processing their requests for reasonable accommodations. The overall procedural average for processing the Departments initial requests for reasonable accommodations is 54.29 days.

The average time frame (number of days) for processing within the bureaus for FY 2025 are included below:

Bureau	Average Time Frame (# Days)
BEP	13.5
DO	69
FinCEN	10.2
FS	35
Mint	16
IRS	73
IRS-CC	51
OIG	112
OCC	81
TIGTA	24.5
TTB	112

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 Department has an effective Disability Program, supported by various policies, procedures, and practices. Mandatory training for new managers and supervisors includes responsibilities on providing reasonable accommodations. Throughout FY 2025, bureaus provided reasonable accommodation guidance via training courses, newsletters, and postings on its intranet websites (see specific bureau submissions for details).

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.

1. 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.

Commitment to provide PAS is separate and apart from reasonable accommodations. Therefore, each bureau is required to identify within their Affirmative Action Plans for PWD the inclusion of a bureau level provision of PAS to those with targeted disabilities. PAS training is included in the employee orientation of all newly-hired and -promoted managers.

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 describ 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 accommodatior 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: Yes

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.

   Corrective actions ordered by agency included: compensatory damages, attorney fees, training on reasonable accommodations, training on EEO, take appropriate disciplinary action, reinstate sick and annual leave, provide backpay, rescind memorandum, and post notice.

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. Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

   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