



DEPARTMENT OF THE ARMY

U.S. Army Corps of Engineers
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

CEEO (690-700f)

16 MAR 1994

MEMORANDUM FOR COMMANDERS, MAJOR SUBORDINATE COMMANDS
COMMANDERS, LABORATORIES
DIRECTOR, HUMPHREYS ENGINEER CENTER SUPPORT
ACTIVITY

SUBJECT: Affirmative Recruitment

1. References:

a. Memorandum, HQDA, SAMR-SFEOA, 6 July 1989, subject:
Federal Equal Employment Opportunity Recruitment Program (Encl 1).

b. Memorandum, HQDA, DAPE-CPA, 22 July 1987, subject:
Federal Equal Employment Opportunity Recruitment Program (Encl 2).

2. Request attention to the Federal Equal Opportunity Program (FEORP) requirements for written plans for targeted recruitment of minorities and women for the occupations and grade levels where they are underrepresented in the work force.

3. Major subordinate commands should review district affirmative employment program documents to ensure that recruitment plans are included and are appropriate to the organizations' needs.

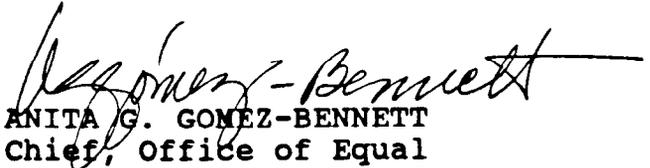
4. Each Army activity has the option of publishing a separate FEORP Plan or including recruitment under "Recruitment and Hiring" in the Program Analysis, Problem/Barrier Identification, and Objectives/Action Items sections of the Affirmative Employment Program Plan. Either way, the recruitment plan should identify specific barriers, corrective actions, objectives, and responsible officials for the recruitment of underrepresented groups. Recruitment objectives should exceed selection objectives.

5. Federal Equal Opportunity Recruitment Program guidance is contained in 5 CFR 720, Federal Equal Opportunity Recruitment Program, 13 April 1979. Underrepresentation is determined in accordance with EEOC affirmative employment program management directives.

6. Point of contact is John Sellmansberger, (202) 272-0095.

FOR THE COMMANDER:

2 Encls


ANITA G. GOMEZ-BENNETT
Chief, Office of Equal
Employment Opportunity



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, DC 20310-0103

JOHN

EF
7/11

6 JUL 1989

SAMR-SFEOA

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Federal Equal Employment Opportunity Recruitment Program

Attached is a copy of a memorandum dated 22 July 1987 which advised that Army had been authorized by the Office of Personnel Management to use the barrier analysis section of the Affirmative Action Program Plan for minorities and Women to meet requirements of the Federal Equal Employment Opportunity Recruitment program (FEORP) Plan. Although Equal Employment Opportunity Management Directive 714 has amended the name and some of the details of the affirmative action process, the authorization regarding FEORP remains unchanged.

We are calling this to your attention because several MACOM affirmative Employment Plan Accomplishment Reports and Updates reflect the fact that some MACOM officials are not aware of the 1987 memorandum.

Although a separate FEORP is not required there is no prohibition on development of a separate document where the need is perceived.

Luther L. Santiful
Director of Equal Employment
Opportunity Agency

Attachment

DISTRIBUTION:

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SUPERINTENDENT, US MILITARY ACADEMY



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
WASHINGTON, DC 20310-0300

REPLY TO
ATTENTION OF

DAPE-CPA

22 JUL 1987

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Federal Equal Employment Opportunity Recruitment
Program

1. The Office of Personnel Management (OPM) has approved Army's request to use the barrier analysis section of the Affirmative Action Program Plan (AAPP) for Minorities and Women (Accomplishment Report and Update) to meet the requirements of the Federal Equal Employment Opportunity Recruitment Program (FEORP) plan. This memorandum and the attached 15 May 1987 correspondence from OPM authorize Army activities to implement this procedure. These documents should be maintained for the record, and copies provided to OPM if questions arise during an OPM evaluation.

2. The simplification of these processes necessitates the development of a comprehensive barrier analysis in which the EEO Officer, Civilian Personnel Officer, and managers and supervisors work together to identify meaningful actions needed to overcome identified barriers to the employment and advancement of minorities and women. An important part of the barrier removal process will be identification of the most productive recruitment methods - both internal and external - to improve representation of minorities and women in occupations and grade levels where they remain underrepresented.

FOR THE DEPUTY CHIEF OF STAFF FOR PERSONNEL:

for Charles W. Westphal
Raymond J. Sumser
Director of Civilian Personnel

Attachment