

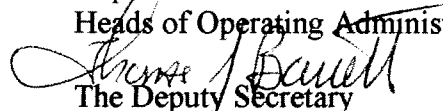


THE DEPUTY SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

March 18, 2008

MEMORANDUM TO: Secretarial Officers
Departmental Officers
Heads of Operating Administrations

FROM:


The Deputy Secretary

SUBJECT: Fiscal Year 2008 Hiring Goal for Persons with Targeted
Disabilities

Enhancing access to employment by people with disabilities is a key objective of President Bush through his New Freedom Initiative for People with Disabilities (NFI). The NFI builds on the progress of the Americans with Disabilities Act of 1990, and seeks to remove remaining barriers and fully integrate people with disabilities into all aspects of society, particularly employment. Specifically, he stated, "By reducing physical barriers and false perceptions, our country meets its commitment to millions of Americans with disabilities, and benefits from their talents, creativity, and hard work."

I ask for your pledge and assistance to incorporate this talented segment of our society into all aspects of the U.S. Department of Transportation's (DOT) mission and workforce. I am committed to the President's pledge and making DOT a model employer of a diverse workforce that includes people with disabilities, especially those with targeted disabilities (deafness, blindness, partial paralysis, total paralysis, missing limbs, distortion of limbs or spine, mental illness, mental retardation, and convulsive disorders).

The DOT, similar to other Federal agencies, is required to set goals for the employment and advancement of people with targeted disabilities. On April 2, 2007, the Secretary issued a memorandum affirming my commitment to achieve DOT's 3 percent goal for hiring persons with targeted disabilities. In Fiscal Year (FY) 2006, the Pipeline and Hazardous Materials Safety Administration had achieved the hiring goal. In FY 2007, the Federal Motor Carrier Safety Administration, the Maritime Administration, and the National Highway Traffic Safety Administration met the 3 percent goal. In addition to these achievements, other Operating Administrations (OAs) implemented a number of strategies designed to increase progress and ultimately achieve the goal. I expect that each OA will achieve the goal by the end of FY 2008.

The Federal high (the highest ratio for employment of people with targeted disabilities of agencies with 500 or more employees, as established by the U.S. Equal Employment Opportunity Commission) has been slightly above 2 percent for the last 3 years. Because

of the low participation rate of persons with targeted disabilities at DOT, it is necessary that a hiring goal remain in effect until DOT's participation rate reaches that of agencies at the Federal high. I ask and expect that each of you will communicate clearly and demonstrate your commitment to equal employment opportunity by meeting this important hiring goal in FY 2008. Thus, for every 33 individuals hired, at least one, if not more, individuals with targeted disabilities should be hired when they are among the best qualified.

I have charged the Departmental Offices of Human Resource Management (DOHRM) and Civil Rights (DOCR) with the responsibility to closely monitor outreach, recruitment and selection processes across the agency and report the status to me on a regular basis. Additionally, they will continue to monitor and advise me through the trimester Scorecard meeting process regarding the career advancement and retention rates of persons with targeted disabilities within DOT. If you have any questions or need assistance, please contact Nancy Mowry, Director, DOHRM, or J. Michael Trujillo, Director, DOCR via (202) 366-4088 or nancy.mowry@dot.gov, and (202) 366-4648, TTY (202) 366-8538, or michael.trujillo@dot.gov, respectively.

cc: Operating Administrations' Civil Rights Directors
Selective Placement Coordinators
Disability Program Managers
Human Resources Council
Disability Advisory Council
Diversity Advisory Council