Mrs. Evans,

It was a pleasure talking with you. As we discussed, I am providing you with some pertinent background information about the Headquarters U.S. Army Medical Command’s (MEDCOM) Civilian Corps Disability and Wound Warrior Hiring program.

On July 26, 2010, President Obama issued [Executive Order 13548](http://www.opm.gov/leaving/index.aspx?link=http://edocket.access.gpo.gov/2010/pdf/2010-18988.pdf) which provides that the Federal Government, as the Nation's largest employer, must become a model for the employment of individuals with disabilities. The order directed Executive departments and agencies to improve their efforts to employ Federal workers with disabilities and targeted disabilities through increased recruitment, hiring, and retention of these individuals. This is not only the right thing to do, but it is also good for the Government, as it increases the potential pool of highly qualified people from which the Federal Government draws its talent. Importantly, the Executive Order adopts the goal set forth in of hiring 100,000 people with disabilities into the Federal Government over the next 5 years, including individuals with targeted disabilities.

MEDCOM’s policy is briefly outlined below:

a. Ensure individuals with targeted disabilities are among those recruited for vacant positions at all levels.

b. Create a workplace environment where employees with disabilities are valued and respected.

c. Increase the number of employees with disabilities, especially those with targeted disabilities.

d. Improve the retention rate for all employees with disabilities.

e. Educate managers and supervisors on the laws and directives for employment of individuals with disabilities.

f. Establish a MEDCOM level position to serve as a central Disability Hiring Coordinator who will receive reports and track hiring activity against goals.

g. Educate managers and employees on the reasonable accommodation process.

h. Establish cooperative relationships with both State and Federal agencies and internal and external organizations interested in the employment of individuals with disabilities.

Our focus is to recruit applicants with an identified Targeted Disability to work in the US Army MEDCOM’s hospitals and facilities. Job seekers with mental retardation, severe physical disabilities, or psychiatric disabilities may be eligible to apply for non-competitive appointment under the Schedule A authority.

The Schedule A authority may be used to hire a person with mental retardation or a severe physical or psychiatric disability to fill a position for which the person is qualified and able to perform the essential duties of the job with or without reasonable accommodation. The Schedule A authority may be used to hire an individual on a permanent or temporary appointment. An agency may hire an individual on a temporary appointment when the individual has proof of disability and it is necessary to observe the individual on the job to determine if he/she is able or ready to perform the job duties. An individual hired on a temporary basis may be converted to a permanent appointment whenever the agency determines that the individual is able to successfully perform the job duties.

Please have applicants visit our website <http://www.civilianmedicaljobs.com/> to obtain more information and to apply for employment. To maximize employment opportunities, we strongly encourage applicants to apply for specific MEDCOM Civilian Corps vacancies as they are posted on the Civilian Corps or USAJOBS, <https://www.usajobs.gov/>, websites.

If you have any questions, please contact me. I foresee a mutually beneficial partnership between our organizations. I look forward to working with you.