

FY21 - EEO Formal Per 100 Employees vs SPLY

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Targets and Thresholds

1	2	3	4	5	6	7	8	9	10
1.14	1.06	0.98	0.89	0.81	0.65	0.49	0.32	0.16	0.00

Description

The indicator measures the number of formal complaints filed year-to-date per 100 employees using the current year's corporate populations, as compared to the number of formal complaints filed during the same period last year per 100 employees using last year's corporate population. An indicator less than 1 would indicate improved performance as an indicator greater than 1 would indicate declining performance.

EEO Formal Per 100 Employees vs SPLY is one portion (25%) of the HQ CHRO Functional Effectiveness indicator.

Measurement Period

This performance indicator will be measured each month and cumulative scores will be reported as Year-To-Date (YTD) result.

Data Source and Calculation

Source	–	iComplaints
Indicator Value	–	Ratio of EEO Complaint Rate to SPLY
Business Rule	–	$\frac{\text{Formal Complaints filed YTD} / \text{Number of employees}}{\text{Formal Complaints filed YTD SPLY} / \text{Number of employees}}$
Decimal Precision	–	Two Decimals

Data Validation

iComplaints- This website is only available to EEO Specialists

Applicable Positions / Units, Measurement Depth and Weight:

Scorecard Name	Depth	Weight	Total Weight Towards Composite
HQ CHRO	Nation	25.0%	3.8%