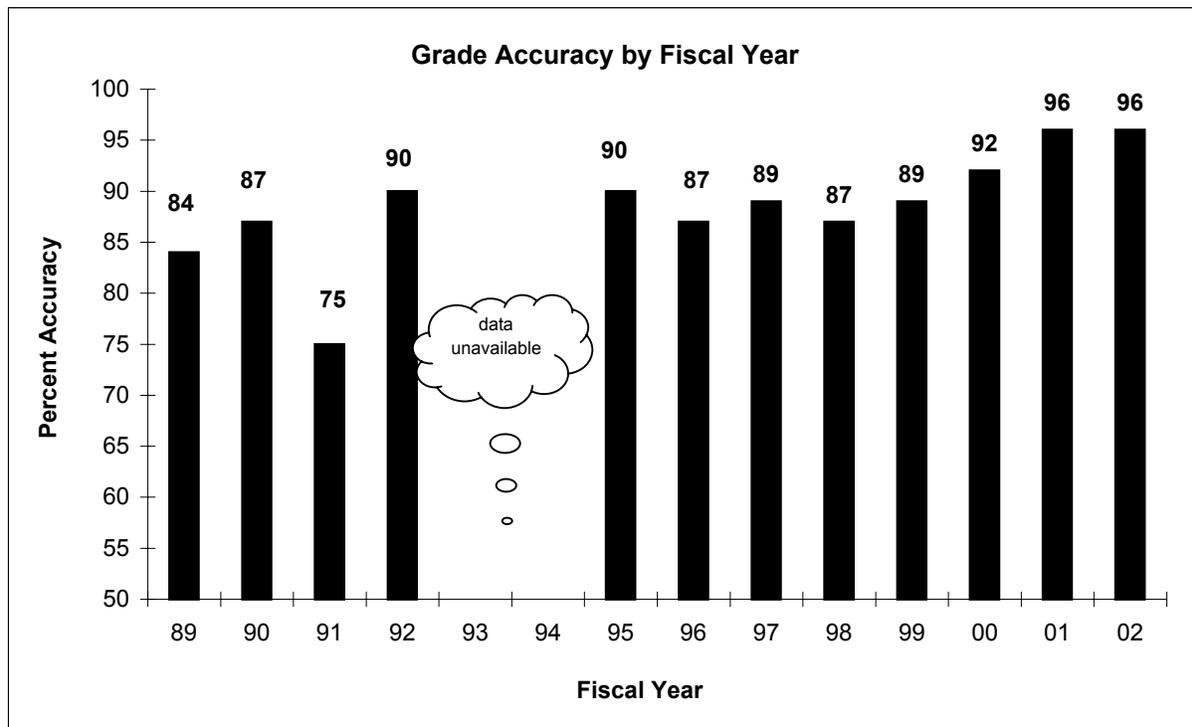


3-1. Grade Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Met



Source: USACPEA survey reports

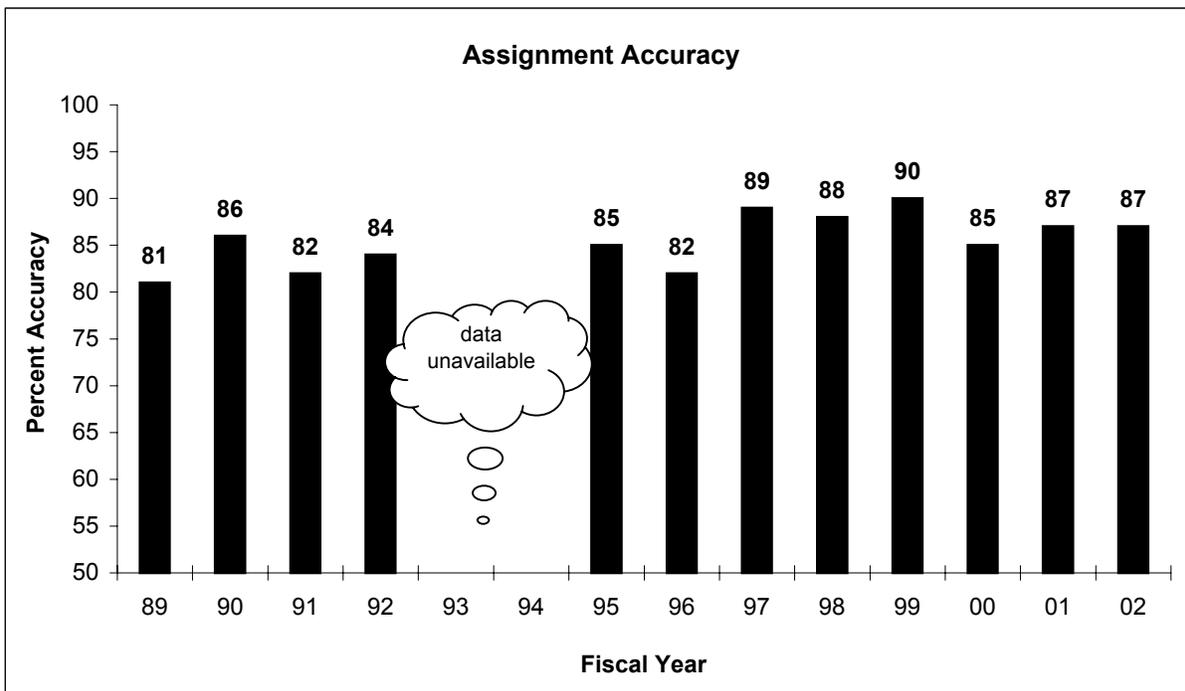
Analysis:

- The Army met its objective of 90% accuracy. There were six grade errors (four upgrades and two downgrades) which produced an accuracy rate of 96 percent. Three of the grade errors were the result of improper classification. Three other errors were due to employee misassignments.
- **This assessment was conducted at one region in FY02 and is not representative of Army-wide performance. See pages ii and iii for a discussion of sampling and generalizability of USACPEA results. See Appendix, p. A16, for individual on-site review information.**
- Grade accuracy is determined by the percentage of positions found to be correctly graded in accordance with OPM classification standards.

3-2. Assignment Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Not Met



Source: USACPEA survey reports

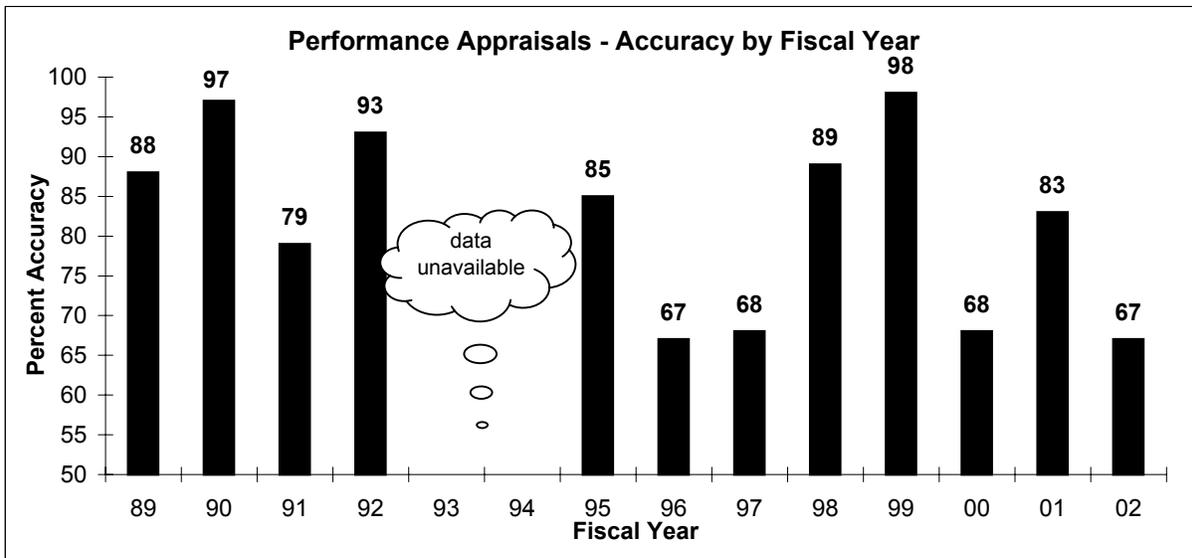
Analysis:

- Army did not meet its goal of 90% accuracy. Only one of the six installations visited met the objective.
- **This assessment was conducted at one region in FY02 and is not representative of Army-wide performance. See pages ii and iii for a discussion of sampling and generalizability of USACPEA results. See Appendix, p. A17, for individual on-site review information.**
- Assignment accuracy is determined by the percent of position descriptions that accurately report the major duties being performed by the incumbent. Inaccuracies could include major duties in the official job description that are not being performed, as well as major duties being performed that are not reflected in the official job description.

3-3. Performance Appraisals - Regulatory and Procedural Compliance

Objective: Not Less than 90% Accuracy

Assessment: Not Met



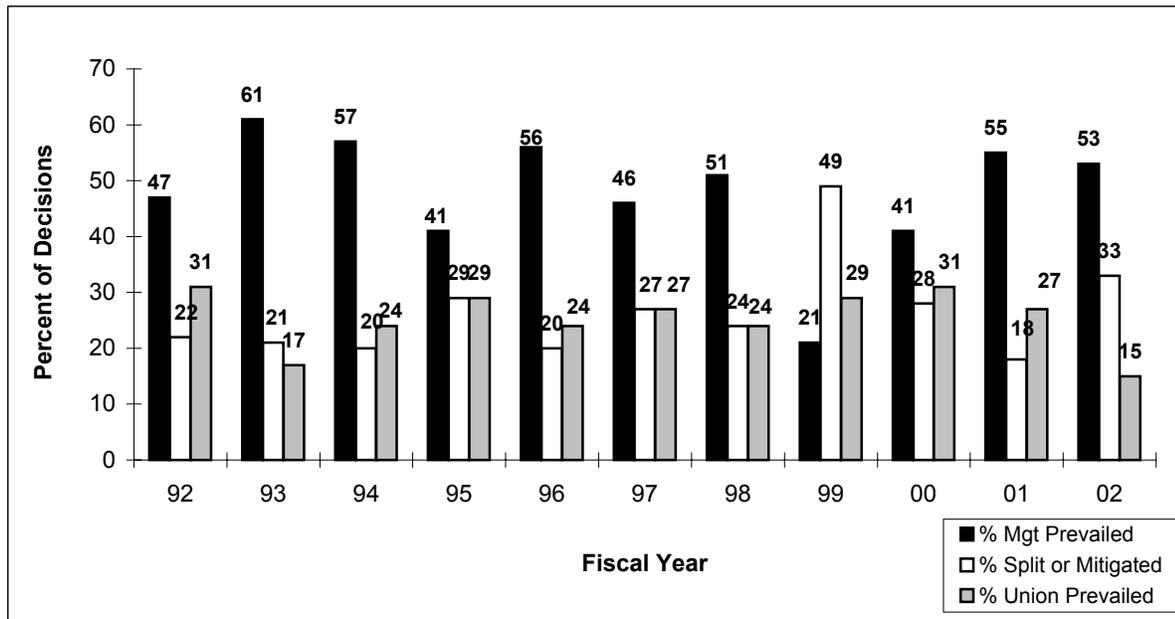
Source: USACPEA survey reports

Analysis:

- Army did not meet its goal of 90% accuracy.
- This chart shows compliance for two different performance appraisal systems - the Performance Management and Recognition System (PMRS; FY89-92 data) and the Total Army Performance Evaluation System (TAPES; FY95-02 data).
- The deficiencies varied, e.g., failures to authenticate performance standards, not rating individual performance objectives, and rating employees for periods of less than the Army standard of 120 days.
- **This assessment was conducted at one region in FY02 and is not representative of Army-wide performance. See pages ii and iii for a discussion of sampling and generalizability of USACPEA results. See Appendix, p. A18, for individual on-site review information.**
- The FY02 performance appraisal compliance rate for TAPES is based on (1) completion of counseling checklists/support forms, (2) rating of individual objectives, (3) minimum 120 day rating period, (4) documentation of performance counseling, (5) signature(s) of rater/senior rater, (6) correct calculation of performance level, and (7) inclusion of EEO/Affirmative Action and Supervision/Leadership objectives on supervisory appraisals.

3-4. Arbitration Decisions - Percent Won, Lost, Split

Objective: None Established



Source: Field data submitted for Annual Civilian Personnel Management Statistical Reporting Requirements

Number of Decisions

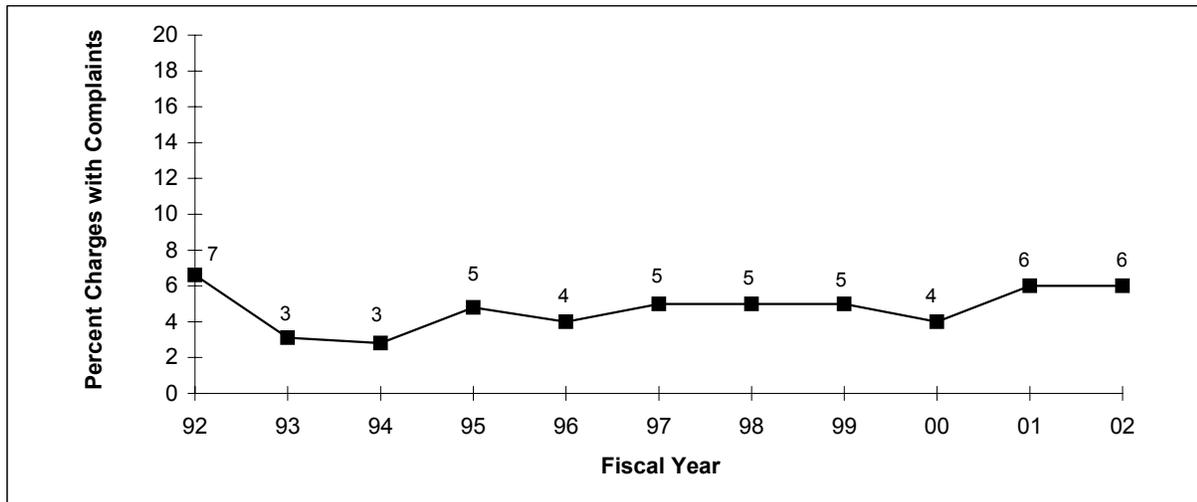
Fiscal Year	92	93	94	95	96	97	98	99	00	01	02
Management Prevailed	83	81	60	38	37	36	19	12	22	24	58
Split or Mitigated	38	28	21	27	13	21	9	27	15	8	36
Union Prevailed	55	23	25	27	16	21	9	16	17	12	16

Analysis:

- In FY02, 53% of the decisions favored management, 15% favored the union, and about 33% were split or mitigated. These results differed somewhat from historical norms (between FY92-98 and for FY00-01), where approximately half of the decisions favored management, one quarter favored the union and one quarter were split or mitigated. FY99 was an anomaly with half of the decisions split or mitigated, and approximately one quarter favoring management and one quarter favoring the union.
- See Appendix, p. A19, for FY02 MACOM data.

3-5. Unfair Labor Practice - Percent of ULP Charges for Which Complaints are Issued by General Counsel, Federal Labor Relations Authority

Objective: None Established



Source: Field data submitted for Annual Civilian Personnel Management Statistical Reporting Requirements

Fiscal Year	92	93	94	95	96	97	98	99	00	01	02
ULP Charges	1347	972	679	607	530	381	759	433	625	365	340
Complaints Issued	89	30	19	29	23	18	41	22	27	23	20

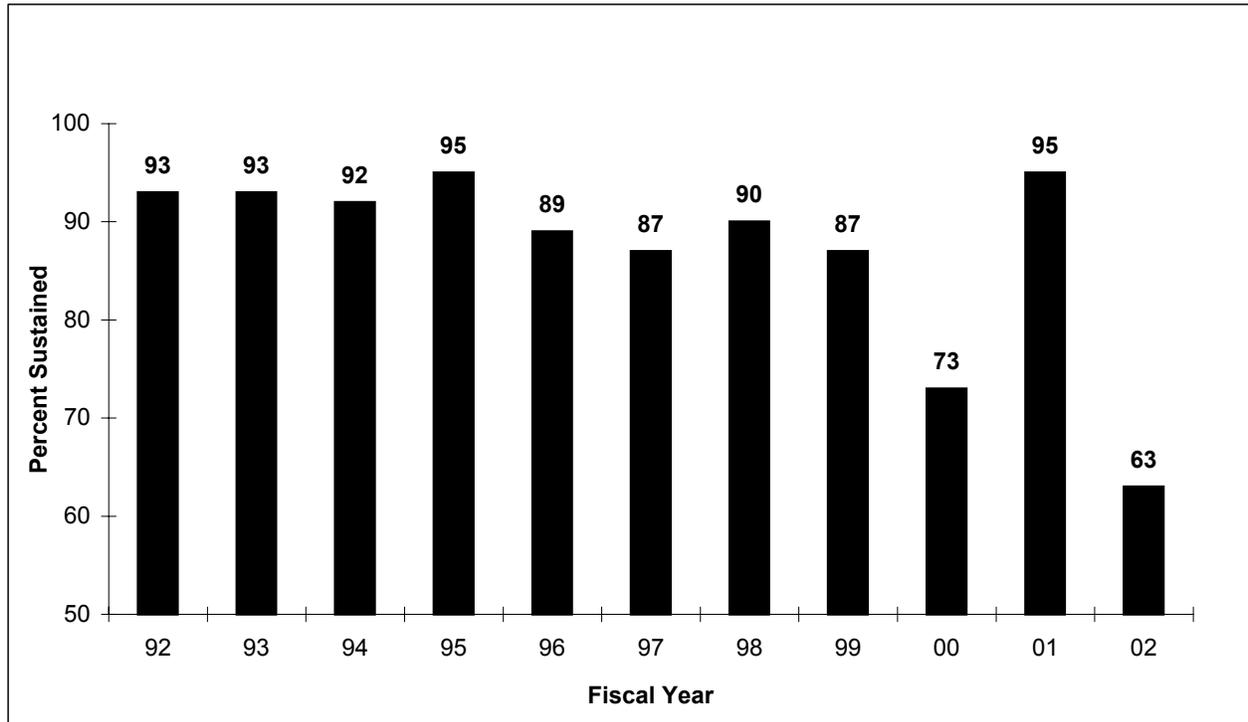
Analysis:

- The percent of ULP charges filed by unions for which complaints were issued by the FLRA stayed the same in FY02. The number of charges filed and complaints issued in FY01 and FY02 are down following an increase in FY00. FY02 results are the lowest they have been in ten years. Three MACOMs, U.S. Army Reserve Command, U.S. Army Corps of Engineers, and Army Materiel Command accounted for approximately 64% of the ULP charges in Army.
- See Appendix, p. A20, for FY02 MACOM data.

3-6. Classification Appeals - Percent Army Sustained

Objective: Not less than 90% OSD and OPM Sustainment

Assessment: Not Met



Source: HQDA (DAPE-CP-PPM)

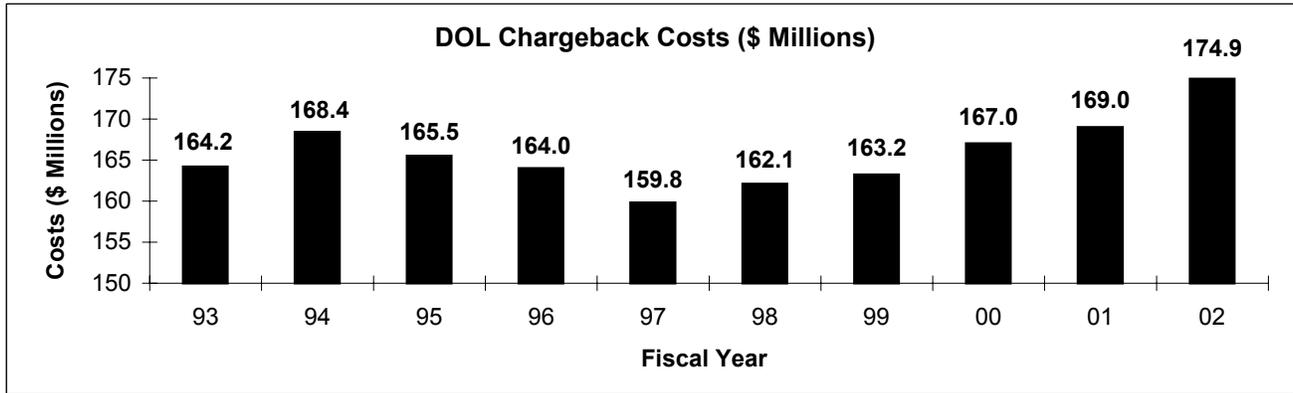
Fiscal Year	92	93	94	95	96	97	98	99	00	01	02
Total Appeals	134	140	144	129	91	68	110	39	26	20	27
Sustained	124	130	133	122	81	59	99	34	19	19	17

Analysis:

- Army did not meet its objective of not less than 90% OSD and OPM sustainment.
- The number of appeals increased in FY02, but are still in line with the long term trend. The number of sustainments decreased.
- Position descriptions are being reviewed for accuracy in FASCLASS to improve this metric.

3-7. Federal Employees Compensation Act (FECA) Benefits

Objective: None Established



Source: Dept. of Labor (DOL) annual Chargeback Bills.

Analysis:

- FY02 DOL chargeback costs (workers' compensation) increased by 5.9 million over FY01, and is 6.5 million over the FY94 peak. These figures have not been adjusted to account for inflation (i.e., medical inflation and periodic cost-of-living increases). In FY93 dollars, current costs would be much lower.
- Chargeback costs are total fatal, non-fatal, medical and rehabilitation costs.
- See Appendix, p. A21, for MACOM data.

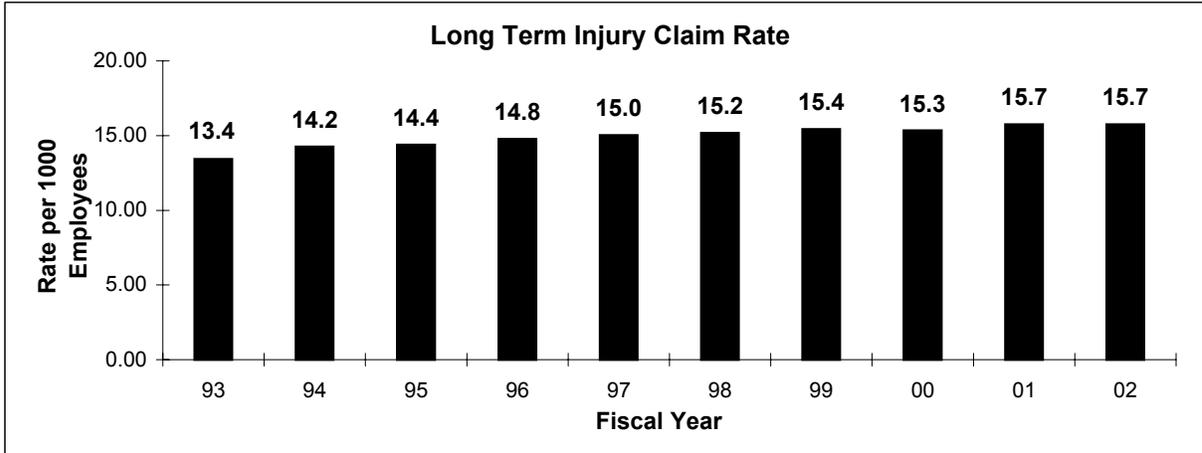
Lost-Time Injury Rate (per 1000 Employees)										
Command	Fiscal Year									
	93	94	95	96	97	98	99	00	01	02
AMC	24.5	26.8	23.8	21.3	19.2	20.8	17.5	16.8	16.2	17.02
FORSCOM	44.4	39.1	38.4	37.7	36.7	30.7	46.0	31.9	38.4	31.46
TRADOC	29.1	30.1	27.6	29.3	25.9	31.1	31.1	23.4	15.2	18.29
USACE	18.2	19.7	17.6	13.7	14.3	13.8	12.2	9.4	8.8	9.15
NGB	37.3	37.9	36.3	33.3	32.5	31.5	30.2	27.3	14.3	24.83
OTHER	NA	NA	NA	18.5	21.5	21.2	9.6	16.2	8.2	16.73

U.S. Army Safety Center.

Analysis:

- Army-wide totals are not presented because data on "Other" Commands are not available for all years.
- The injury rate peaked during FY93-94 for most MACOMs. FY02 showed an increase over FY01 which had the lowest injury rates for the MACOMs, with the exception of FORSCOM.
- Injury rate is the number of lost time injuries per 1000 Army civilians.

3-7. Federal Employees Compensation Act (FECA) Benefits (Cont.)



Civilian Resource Conservation Information System.

Analysis:

- The number of long term injury claims increased (see Appendix, p. A21). The rate of claims has remained the same as FY01.
- Long-term injury claims exclude death and permanently disabled cases. Data prior to FY93 are not reported because they are not based on the same definition (i.e., death and permanent disability cases were included).
- See Appendix, p. A21, for MACOM data.

Note: Data on a fourth FECA indicator, Continuation of Pay (COP) Days, were not available from DFAS.

3-8. Accuracy of MACOM and Career Program Budget Estimates for ACTEDS Intern Funds

Objective: Execute at Least 98% of Obligation Plan

Assessment: Met by 50% of Organizations

FY02 Percent Executed - Dollars and Workyears

CMD CODE	MACOM	EXECUTION	
		Dollars	Workyears
AS	INSCOM	121%	87%
AT	A TEC	87%	97%
CB	CIDC	100%	100%
CE	USACE	92%	102%
E1	USAREUR	99%	100%
FC	FORSCOM	94%	96%
MA	MILITARY ACADEMY	95%	80%
MC	MEDCOM	95%	97%
MP	PERSCOM	NA	NA
MT	MTMC	130%	100%
MW	MDW	148%	141%
P1	USARPAC	81%	100%
P8	EUSA	73%	86%
RC	USAREC	103%	142%
SC	SMDC	100%	100%
SP	USASOC	86%	97%
TC	TRADOC	98%	101%
X1	AMC	92%	99%
SU	USARSO	58%	100%
SE	USAFMSA	93%	100%
SA	HQDA	111%	98%
CS	SAFETY CENTER	104%	101%
	ARPERSCOM	NA	NA
SB	FCR TRANSPORTATION	112%	105%
SB	FCR CIVILIAN PERSONNEL	110%	99%
SB	FCR LOGISTICS	131%	100%
ARMY WIDE		98%	100%

Source: HQDA (DAPE-CP-CPO)

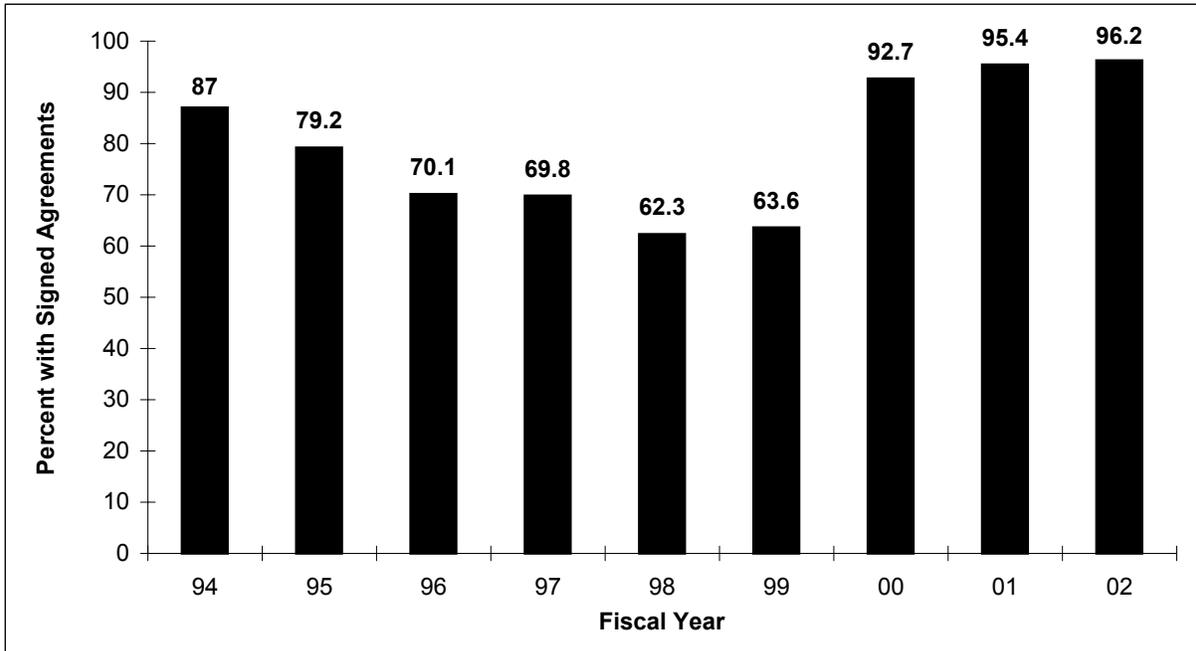
Analysis:

- Hiring Freeze implemented in 2nd quarter FY02 due to unfinanced requirement of \$4M.
- Accuracy of command budget estimates was met or exceeded by 12 of the 24 recipients of FY02 funds meeting the objective for both dollars and work years.
- In FY02, Army executed 98% of its allocated ACTEDS intern dollars and 100% of its distributed workyears.
- Bolded number indicates that the objective was met.
- See Appendix, pp. A22-23, for FY02 Raw Data and FY96-02 percentages.

3-9. Percent of Pre-Identified Emergency Essential Employees with Signed Agreements

Objective: 90% with Signed Agreements

Assessment: Met



Source: HQ ACPERS

Analysis:

- Army met its objective. USAREUR fell below the objective by a few employees.
- The population for the above analysis included employees coded as emergency essential (EE) who were also coded as being in EE positions. This population, which required "hits" on both employee and position codes, was considered more "conservative" than one based solely on the employee code. With rare exceptions, all EE employees should be in EE positions. However, in FY02, 840 of 1423 EE employees (59%) were in positions not coded as being EE. Army has two errors to be concerned about - the improper coding of EE positions and the failure to have signed agreements for all EE employees.
- See Appendix, p. A24, for raw data, MACOM data, and the computer codes used.
- Data prior to FY94 are not presented because the EE position codes needed for this analysis did not appear in earlier years.