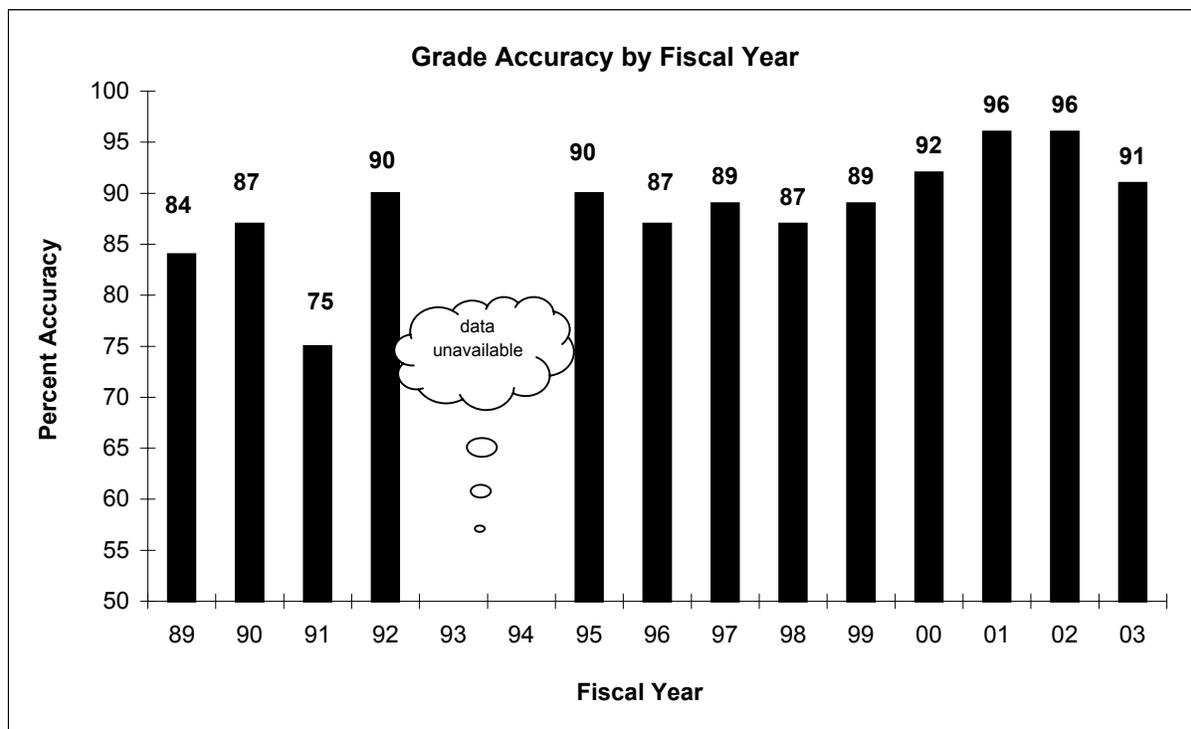


### 3-1. Grade Accuracy

---

*Objective: Not Less than 90% Accuracy*

*Assessment: Met*



Source: USACPEA survey reports

**Analysis:**

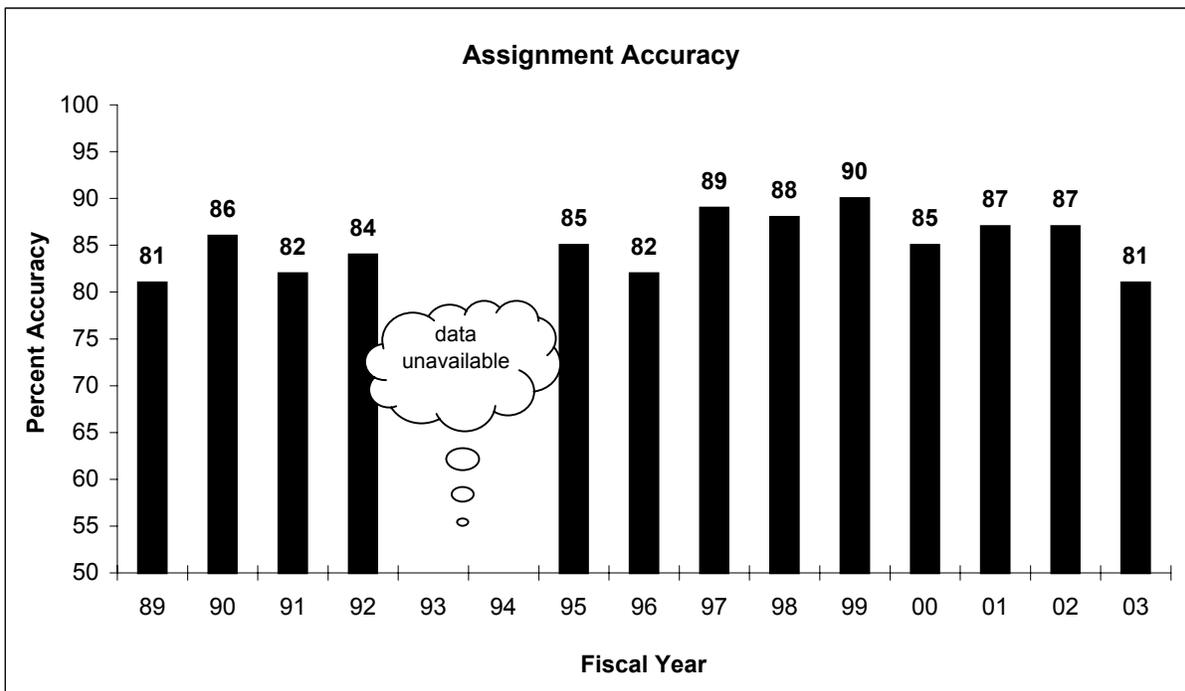
- The Army met its objective of 90% accuracy. There were seven grade errors (three upgrades and four downgrades) which produced an accuracy rate of 91 percent. Five of the grade errors were the result of improper classification and two were due to employee misassignments.
- **This assessment was conducted within one region in FY03 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. A15, 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

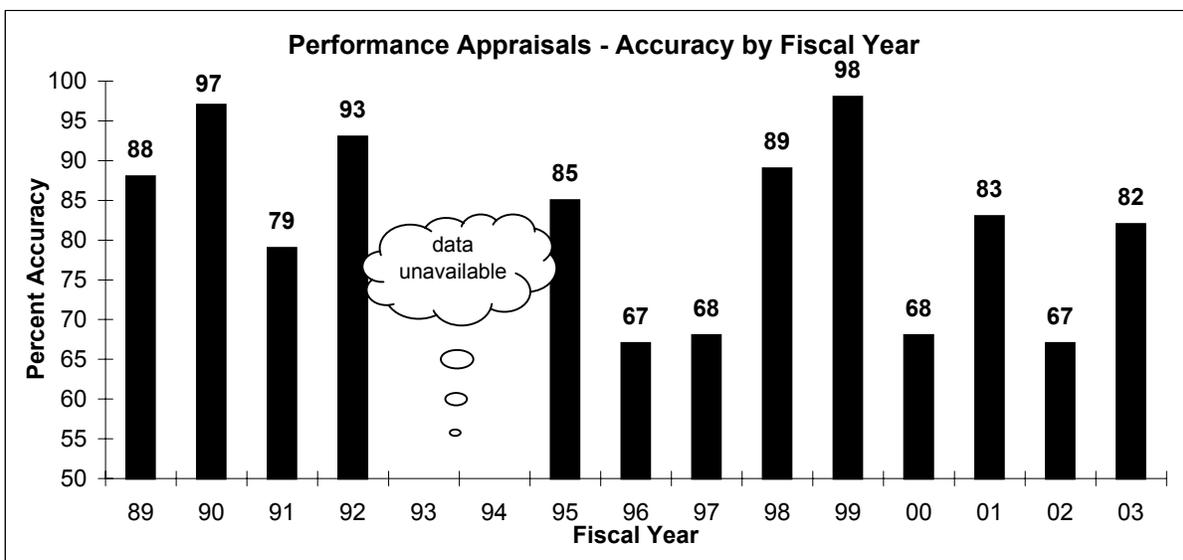
#### Analysis:

- Army did not meet its goal of 90% accuracy. Fifteen of 79 positions audited were misassignments resulting in an 81 percent accuracy rate. Only one of the four installations visited met the objective.
- **This assessment was conducted within one region in FY03 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.**
- 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*



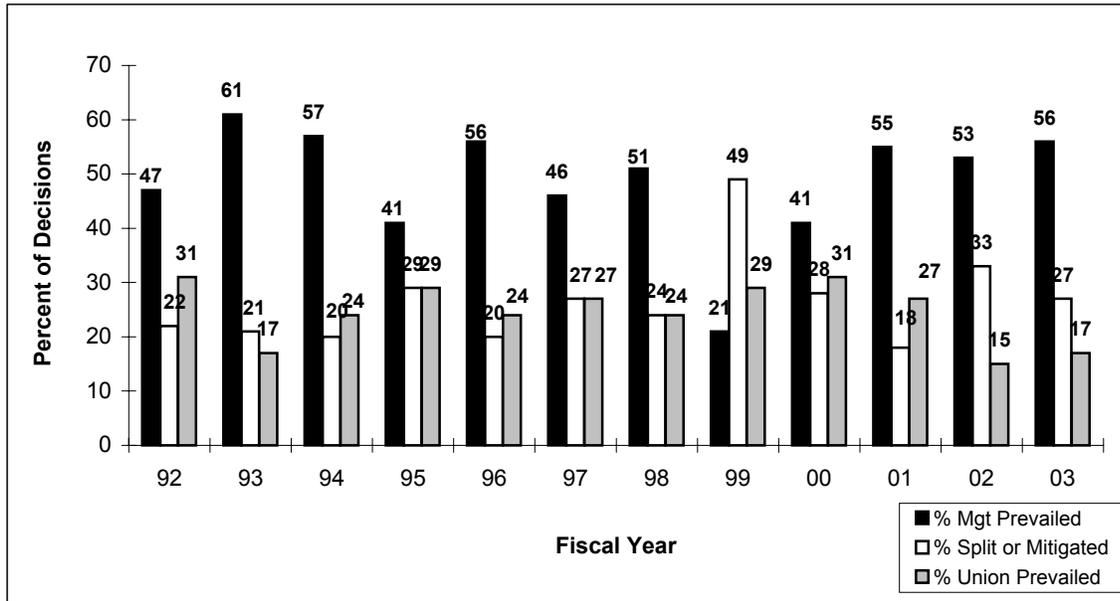
Source: USACPEA survey reports

**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; FY95-03 data).
- USCPEA audited 71 performance management documents, in the form of Total Army Performance Evaluations. Thirteen errors were found for an overall compliance rate of 82 percent that failed to meet the Army objective of 90 percent. The errors made by managers involved a failure to complete performance ratings or not rating individual performance objectives.
- **This assessment was conducted within one region in FY03 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.**
- The FY03 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	03
Management Prevailed	83	81	60	38	37	36	19	12	22	24	58	48
Split or Mitigated	38	28	21	27	13	21	9	27	15	8	36	23
Union Prevailed	55	23	25	27	16	21	9	16	17	12	16	15

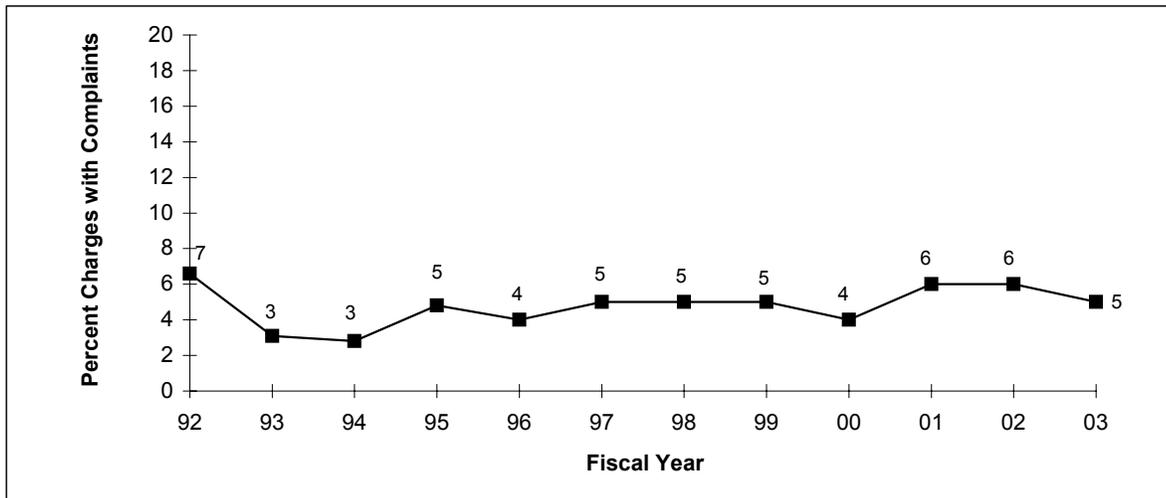
#### Analysis:

- In FY03, 56% of the decisions favored management, 17% favored the union, and 27% were split or mitigated. Historically, with the exception of FY99, management typically wins between 40 to 60 percent of the decisions. Over the past two years the union won fewer than 20 percent of the cases. FY99 was quite a different year - nearly 50% of the decisions were either split or mitigated, and only about one quarter favored management or the union.

- See Appendix, p. A18, for FY03 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	03
ULP Charges	1347	972	679	607	530	381	759	433	625	365	340	287
Complaints Issued	89	30	19	29	23	18	41	22	27	23	20	14

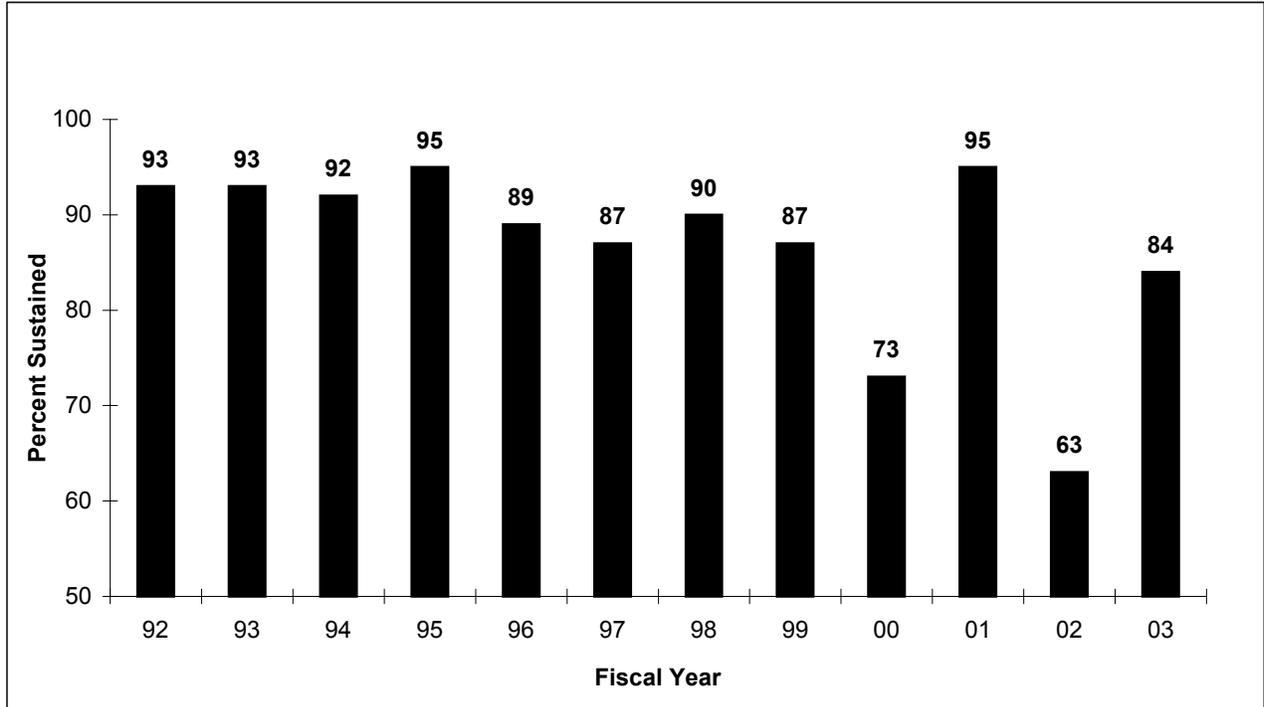
**Analysis:**

- The percent of ULP charges filed by unions for which complaints were issued by the FLRA decreased in FY03. The number of charges filed and complaints issued in FY03 are the lowest in eleven years. The Reserve Command, Corps of Engineers, Medical Command, and Army Materiel Command accounted for approximately 80% of the ULP charges in Army.
- See Appendix, p. A19, for FY03 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)

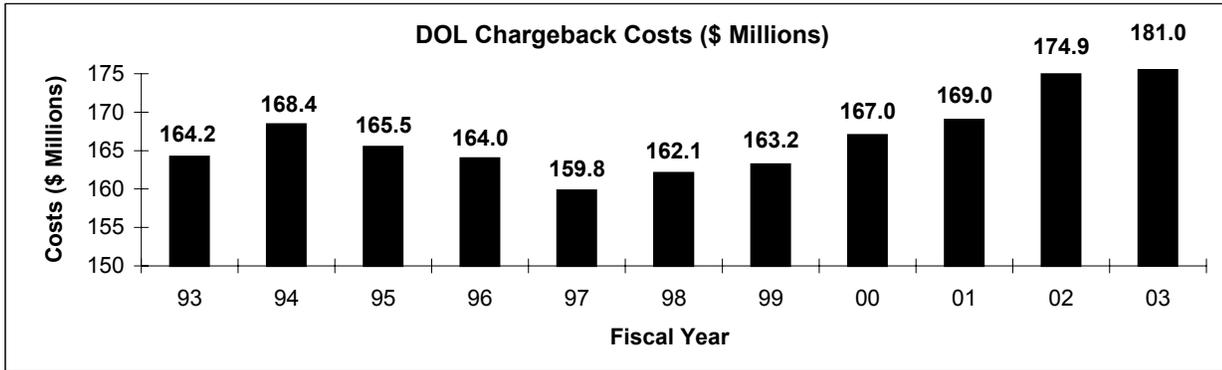
Fiscal Year	92	93	94	95	96	97	98	99	00	01	02	03
Total Appeals	134	140	144	129	91	68	110	39	26	20	27	19
Sustained	124	130	133	122	81	59	99	34	19	19	17	16

**Analysis:**

- Although Army did not meet the objective, it only missed it by two appeals.
- The number of appeals continues to decline historically.
- 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:**

- FY03 DOL chargeback costs (workers' compensation) increased by 6.1 million over FY02, and is 12.6 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. A20, for MACOM data.

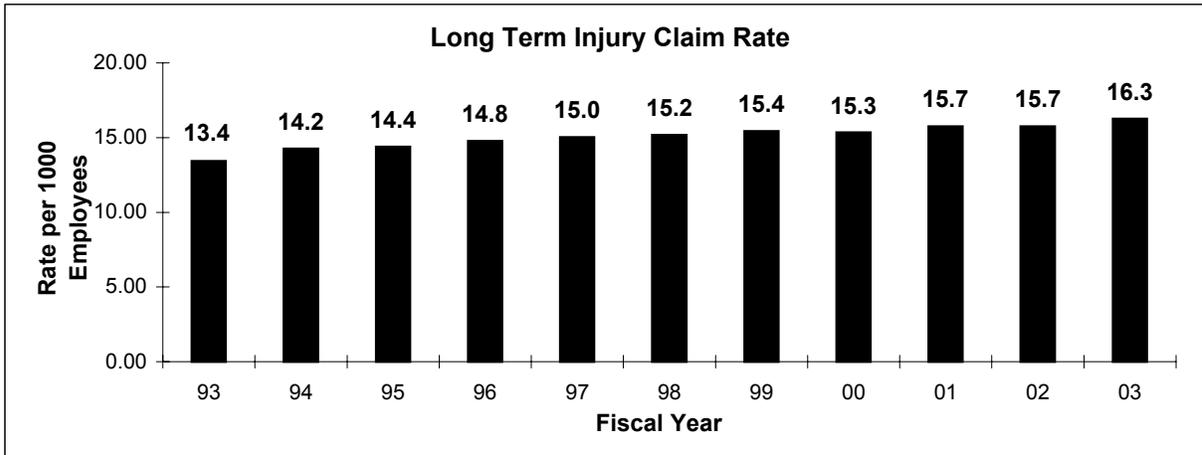
Lost-Time Injury Rate (per 1000 Employees)											
Command	Fiscal Year										
	93	94	95	96	97	98	99	00	01	02	03
AMC	24.5	26.8	23.8	21.3	19.2	20.8	17.5	16.8	16.2	17.0	18.4
FORSCOM	44.4	39.1	38.4	37.7	36.7	30.7	46.0	31.9	38.4	31.5	22.8
TRADOC	29.1	30.1	27.6	29.3	25.9	31.1	31.1	23.4	15.2	18.3	33.8
USACE	18.2	19.7	17.6	13.7	14.3	13.8	12.2	9.4	8.8	9.2	21.0
NGB	37.3	37.9	36.3	33.3	32.5	31.5	30.2	27.3	14.3	24.8	9.7
OTHER	NA	NA	NA	18.5	21.5	21.2	9.6	16.2	8.2	16.7	16.6
<b>TOTAL</b>	<b>153.5</b>	<b>153.6</b>	<b>143.7</b>	<b>153.8</b>	<b>150.1</b>	<b>149.1</b>	<b>146.6</b>	<b>125</b>	<b>101.1</b>	<b>117.48</b>	<b>122.25</b>

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 and 96 for most MACOMs. FY01 had the lowest injury rates for the MACOMs. Rates have been rising for the last two years.
- 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 and rate of long term injury claims increased continuing the long term trend (see Appendix, p. A20).
- 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. A20, 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 45% of Organizations*

**FY02 Percent Executed - Dollars and Workyears**

CMD CODE	MACOM	EXECUTION	
		Dollars	Workyears
AC	ACA	<b>100%</b>	14%
AS	INSCOM	<b>95%</b>	77%
AT	ATEC	<b>100%</b>	79%
CB	CIDC	<b>97%</b>	<b>655%</b>
CE	USACE	<b>100%</b>	86%
E1	USAREUR	<b>100%</b>	<b>95%</b>
FC	FORSCOM	<b>100%</b>	49%
G6	NETCOM	<b>100%</b>	78%
MA	MILITARY ACADEMY	<b>100%</b>	77%
MC	MEDCOM	<b>106%</b>	<b>91%</b>
MT	MTMC	86%	75%
MW	MDW	<b>100%</b>	85%
P1	USARPAC	<b>100%</b>	75%
P8	EUSA	<b>93%</b>	73%
SC	SMDC	<b>100%</b>	56%
SP	USASOC	67%	74%
TC	TRADOC	<b>102%</b>	<b>102%</b>
X1	AMC	<b>100%</b>	<b>89%</b>
SU	USARSO	20%	9%
SE	USAFMSA	<b>100%</b>	<b>99%</b>
SA	HQDA	<b>100%</b>	<b>97%</b>
CS	SAFETY CENTER	<b>100%</b>	<b>135%</b>
SB	FCR TRANSPORTATION	<b>92%</b>	<b>109%</b>
SB	FCR CIVILIAN PERSONNEL	<b>105%</b>	<b>105%</b>
SB	FCR LOGISTICS	<b>100%</b>	<b>149%</b>
<b>ARMY WIDE</b>		<b>100%</b>	<b>94%</b>

Source: ODCSPER (G1), CHRA, Training Division, Central Programs Branch

**Analysis:**

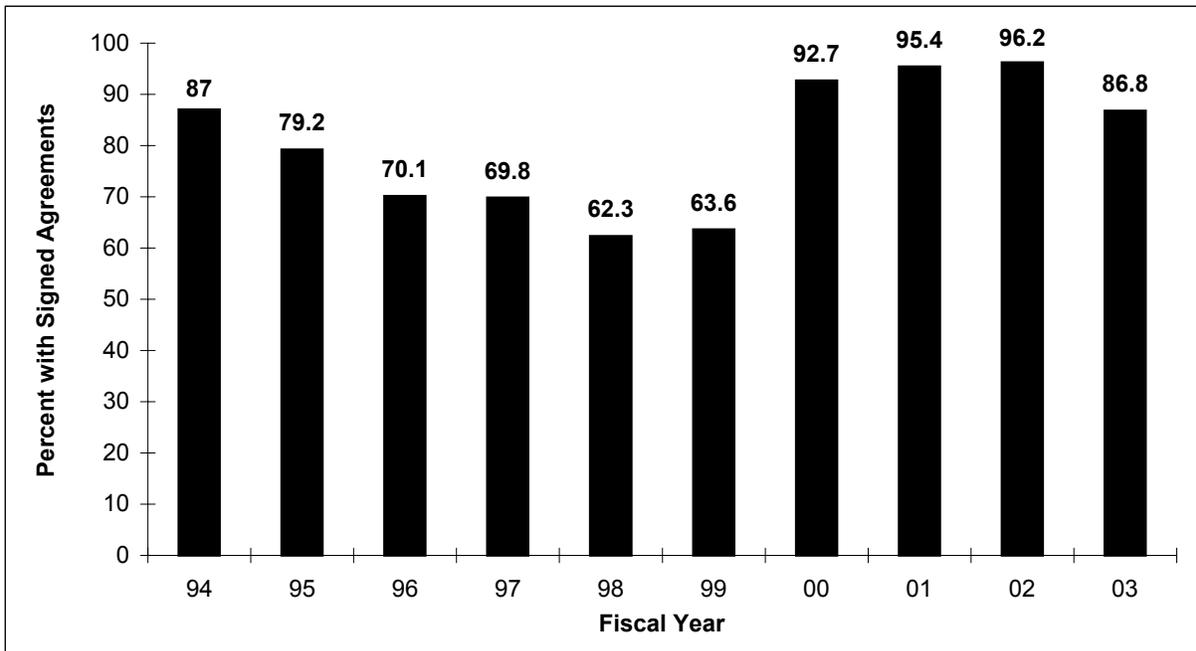
- Accuracy of command budget estimates was met or exceeded by 11 of the 25 recipients of FY03 funds meeting the objective for both dollars and work years.
- In FY03, Army executed 100% of its allocated ACTEDS intern dollars and 94% of its distributed work years.
- Data in Bold indicates that the objective was met.
- See Appendix, pp. A21, for FY03 Raw Data and FY96-03 percentages.

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

---

*Objective: 90% with Signed Agreements*

*Assessment: Not Met*



Source: HQ ACPERS

#### Analysis:

- Army did not meet its objective. USACE, USAREUR, FORSCOM, MPMC, and USARPAC fell below the objective.
- 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 FY03, 776 of 1773 EE employees (44%) 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. A23, 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.