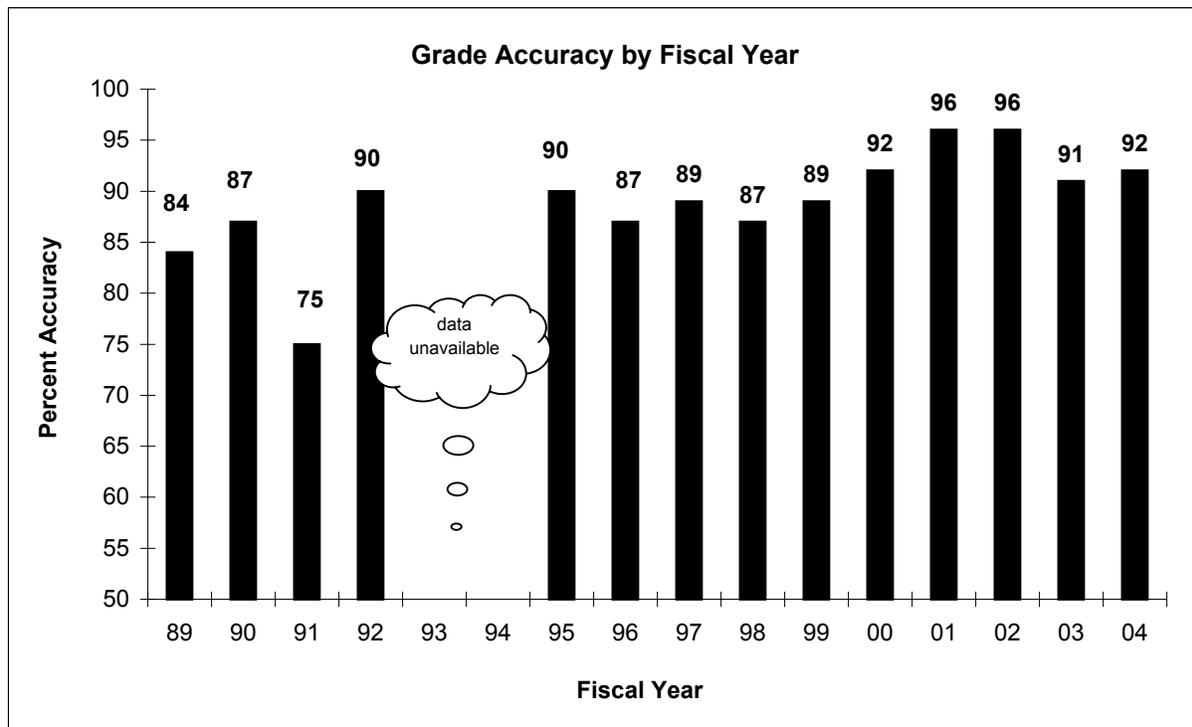


3-1. Grade Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Met



Source: CPEA survey reports

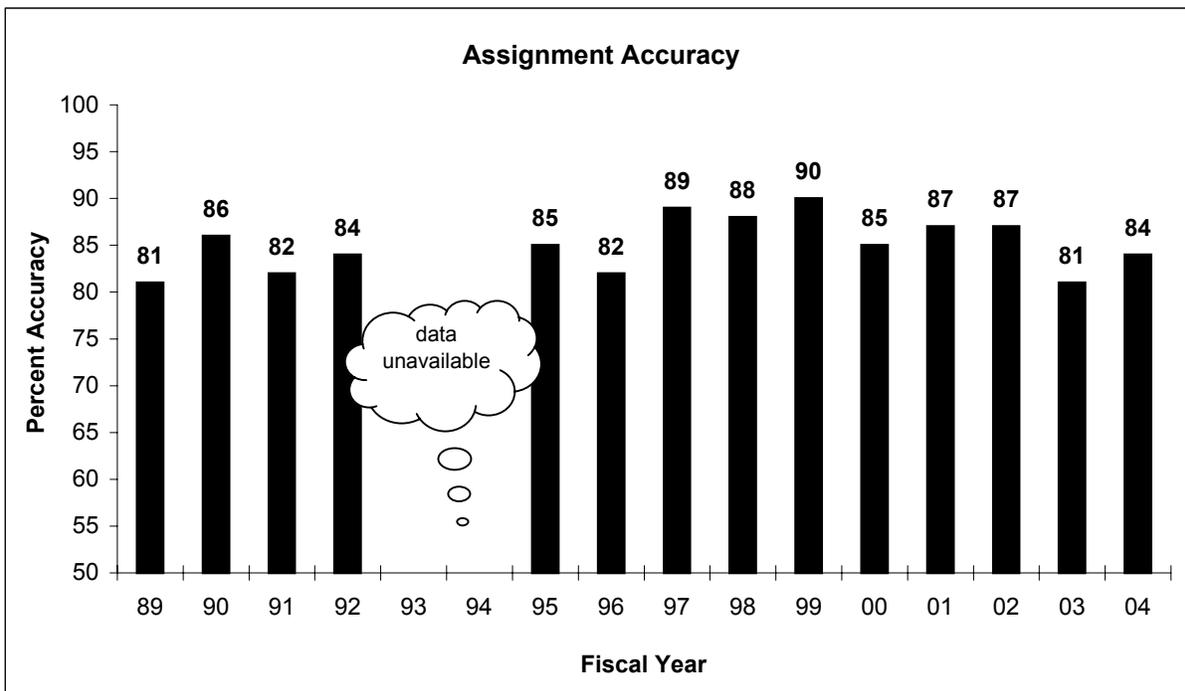
Analysis:

- The Army met its objective of 90% accuracy. There were 18 grade errors (13 downgrades and 5 upgrades) that produced an accuracy rate of 92 percent. Six of the grade errors were the result of improper classification and 12 due to employee misassignments. Six of the nine installations visited met or exceeded the Army objective of 90%.
- **This assessment was conducted at nine CPACs in two regions in FY04 and is not representative of Army-wide performance. See pages ii and iii for a discussion of sampling and generalizability of CPEA 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: CPEA survey reports

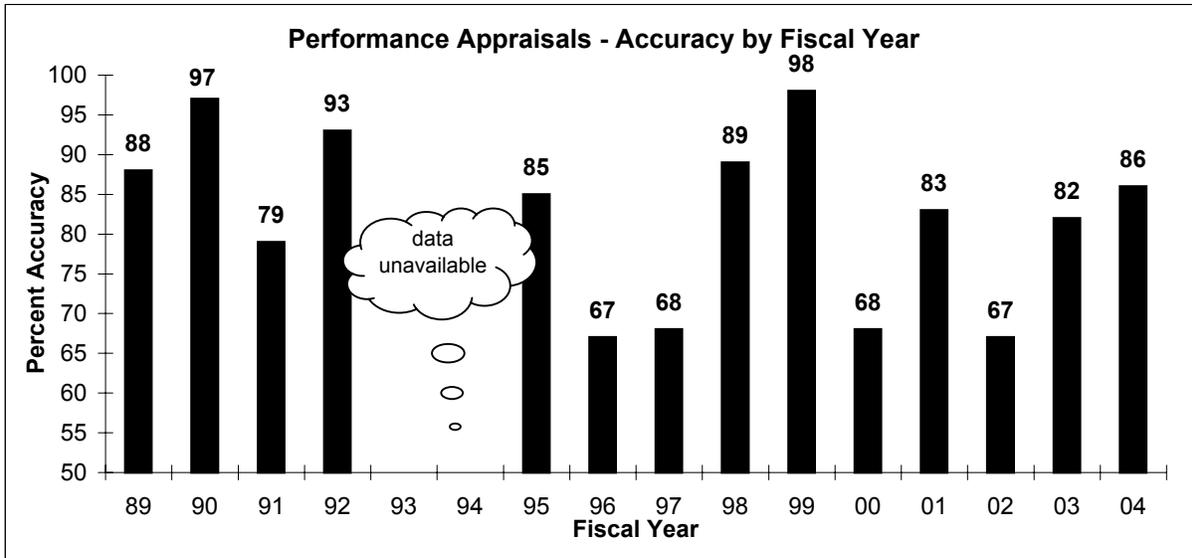
Analysis:

- Army did not meet its goal of 90% accuracy. Of the 225 positions audited, 188 were misassignments resulting in an 84 percent accuracy rate. Only two of the nine installations visited met the objective.
- **This assessment was conducted in nine CPACs in two regions in FY04 and is not representative of Army-wide performance. See pages ii and iii for a discussion of sampling and generalizability of CPEA 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. A misassignment occurs when one or more of the major duties are not being performed or when an employee performs one or more major duties not described in the position description.

3-3. Performance Appraisals - Regulatory and Procedural Compliance

Objective: Not Less than 90% Accuracy

Assessment: Not Met



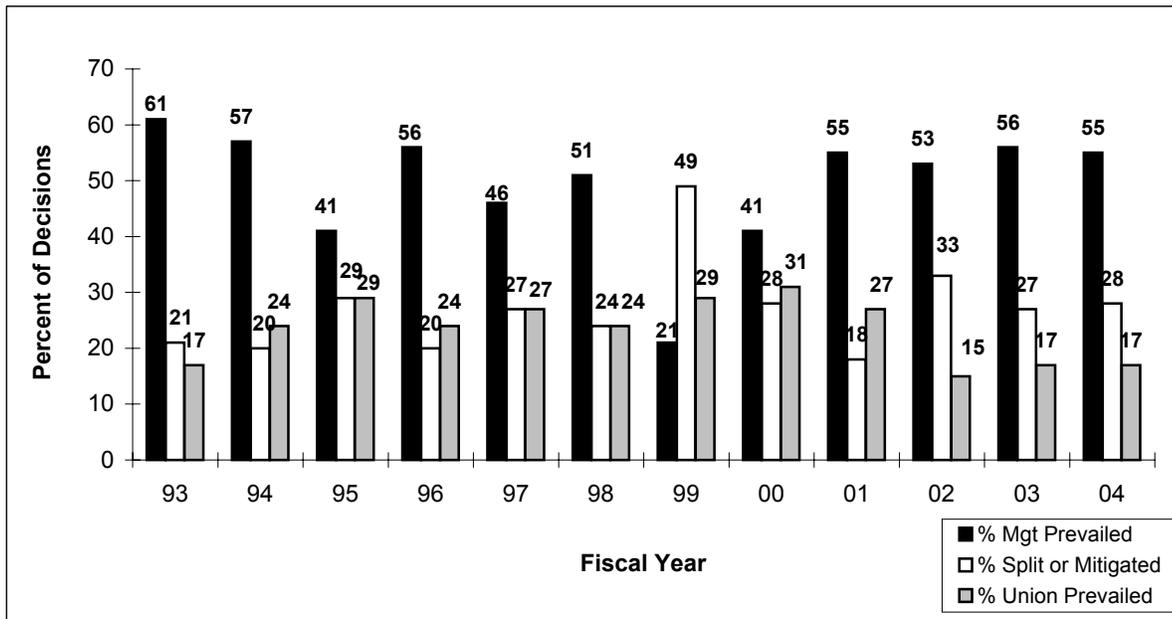
Source: CPEA survey reports

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; FY95-04 data).
- CPEA audited 285 performance management documents, in the form of Total Army Performance Evaluations. CPEA found 41 errors for an overall compliance rate of 86 percent. The errors made by managers: failure to complete performance ratings during the current rating cycle, not rating individual performance objectives, and lack of measurable EEO and supervisory objectives. However, six of the nine installations met or exceeded the standard.
- **This assessment was conducted at nine CPACs in two regions in FY04 and is not representative of Army-wide performance. See pages ii and iii for a discussion of sampling and generalizability of CPEA results. See Appendix, p. A17, for individual on-site review information.**
- Each appraisal is audited for (1) completion of counseling checklists/support forms, (2) rating of individual objectives, (3) minimum 120 day rating period, (4) documentation of performance counseling, (5) appraisals for the current rating cycle, (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

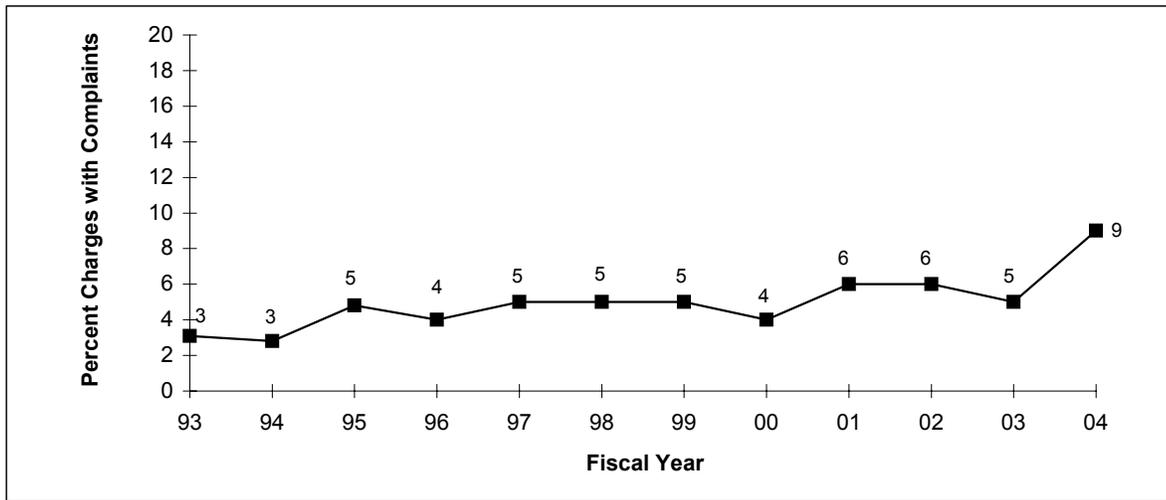
Fiscal Year	93	94	95	96	97	98	99	00	01	02	03	04
Management Prevailed	81	60	38	37	36	19	12	22	24	58	48	29
Split or Mitigated	28	21	27	13	21	9	27	15	8	36	23	15
Union Prevailed	23	25	27	16	21	9	16	17	12	16	15	9

Analysis:

- In FY04, 55% of the decisions favored management, 17% favored the union, and 28% were split or mitigated. Historically, with the exception of FY99, management typically wins between 40% to 60% of the decisions. Over the past three years management won 54% and the union won 16%.
- See Appendix, p. A18, for FY04 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	93	94	95	96	97	98	99	00	01	02	03	04
ULP Charges	972	679	607	530	381	759	433	625	365	340	287	239
Complaints Issued	30	19	29	23	18	41	22	27	23	20	14	22

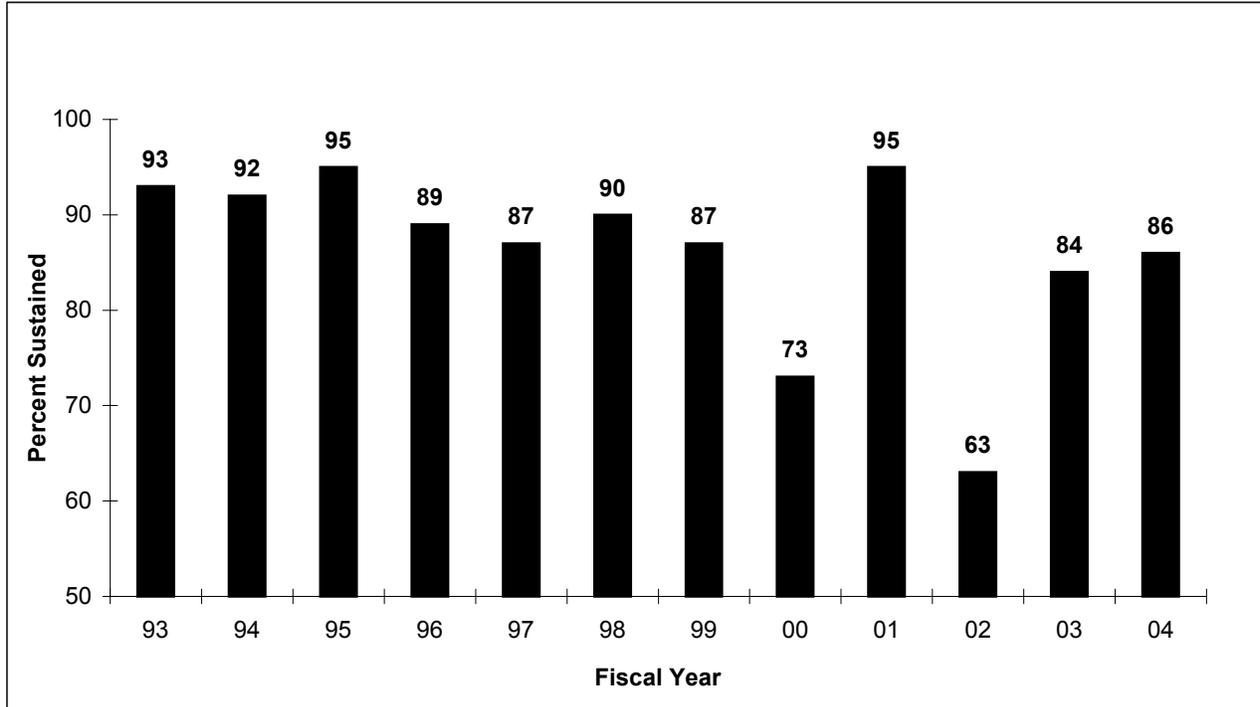
Analysis:

- The percent of ULP charges filed by unions for which complaints were issued by the FLRA increased in FY04. However, this percentage increase is reflective of the increase in the legitimacy of ULP charges brought. Notice that since FY00 the number of charges filed has decreased dramatically while the number of complaints remains relatively stable across time. The Reserve Command, Corps of Engineers, Medical Command, Installation Management Agency, and Army Materiel Command accounted for over 90% of the ULP charges in Army.
- See Appendix, p. A19, for FY04 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)

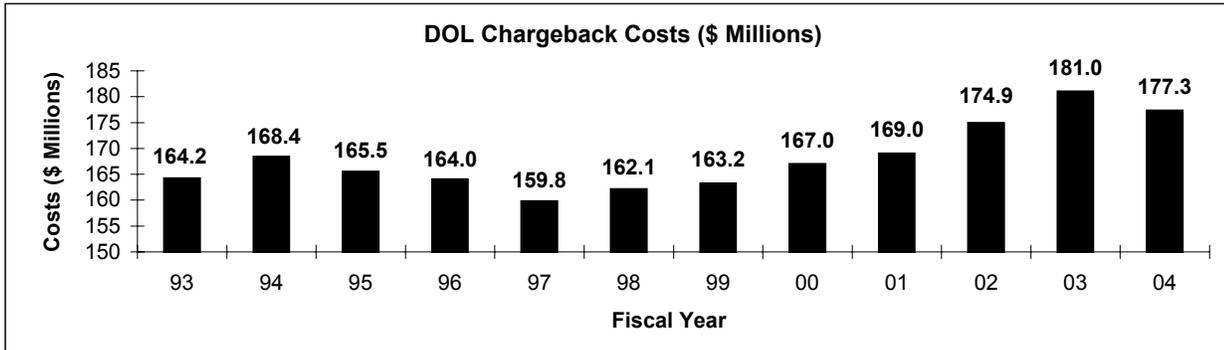
Fiscal Year	93	94	95	96	97	98	99	00	01	02	03	04
Total Appeals	140	144	129	91	68	110	39	26	20	27	19	7
Sustained	130	133	122	81	59	99	34	19	19	17	16	6

Analysis:

- Although Army did not meet the objective, it only missed by one appeal out of seven. If not for that one sustainment, Army would have sustained 100% of the appeals.
- Note that the number of appeals declined dramatically in FY04 and is at its lowest point in at least twelve years.

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

Objective: None Established



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

Analysis:

- FY04 DOL chargeback costs (workers' compensation) decreased by 3.7 million from FY03, and is 8.9 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.

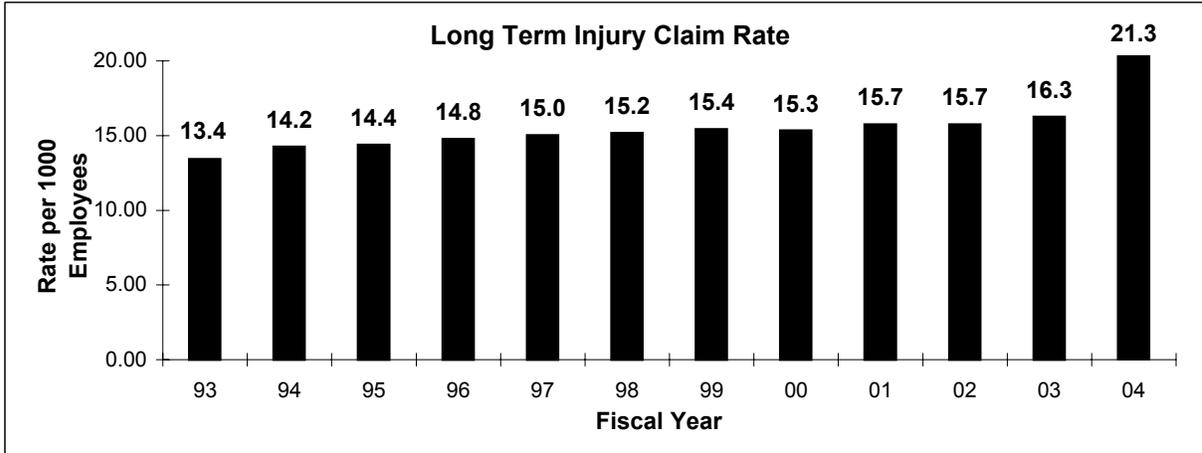
Lost-Time Injury Rate (per 1000 Employees)												
Command	Fiscal Year											
	93	94	95	96	97	98	99	00	01	02	03	04
AMC	24.5	26.8	23.8	21.3	19.2	20.8	17.5	16.8	16.2	17.0	18.4	20.3
FORSCOM *	44.4	39.1	38.4	37.7	36.7	30.7	46.0	31.9	38.4	31.5	22.8	15.3
TRADOC	29.1	30.1	27.6	29.3	25.9	31.1	31.1	23.4	15.2	18.3	33.8	14.6
USACE	18.2	19.7	17.6	13.7	14.3	13.8	12.2	9.4	8.8	9.2	21.0	11.4
NGB	37.3	37.9	36.3	33.3	32.5	31.5	30.2	27.3	14.3	24.8	9.7	26.4
IMA												20.0
MEDCOM												23.6
OTHER	NA	NA	NA	18.5	21.5	21.2	9.6	16.2	8.2	16.7	16.6	12.9
TOTAL				153.8	150.1	149.1	146.6	125.0	101.1	117.48	122.25	144.5

U.S. Army Safety Center.

Analysis:

- Army-wide totals were not shown during FY93-95 because we did not have data on "other" commands.
- The injury rates were high during FY93-94 and 96 for most MACOMs. FY01 had the lowest injury rates for most MACOMs. Rates have been rising for the last three years. IMA and MEDCOM were broken out in FY04 due to the substantial number of injuries. The lost-time injury rate changed substantially for most commands in FY04. * FORSCOM FY04 Lost-Time Injury Rate based on strength prior to reorganization.
- 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 substantially over 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. Overall Execution for the ACTEDS Intern Program

Objective: Execute 100% of ACTEDS Resources

Assessment: Goal Met

FY04 Percent of Funding Executed

BREAKDOWN	EXECUTION	
	Percentage	Dollars
Salary/Benefits	83%	\$ 78,215,436
Training	7%	\$ 6,701,668
Travel	10%	\$ 9,804,051
ARMY WIDE	100%	\$ 94,721,155

Source: ODCS (G1), Resource Management Division and Defense Finance and Accounting System

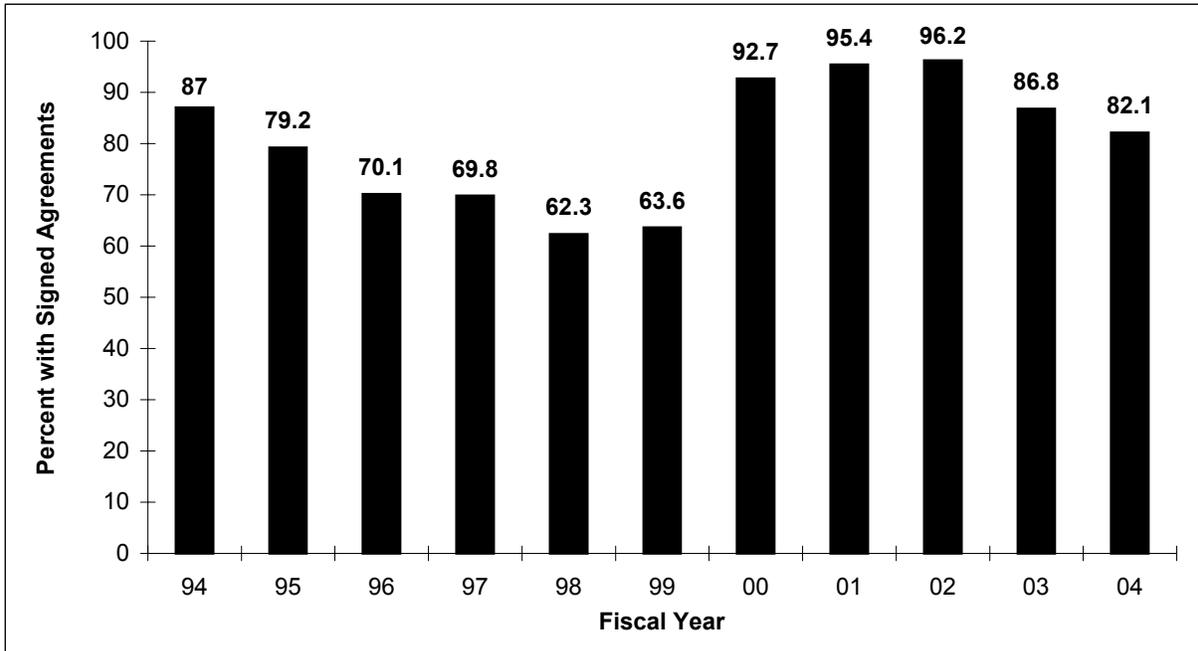
Analysis:

- In FY04, Army executed 100% of its ACTEDS intern dollars and its distributed work years.
- FY04 funds were executed centrally. MACOM data are not applicable in FY04.
- See Appendix, pp. A21, for FY96-04 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. INSCOM, IMA, CIDC, SIGNAL CMD, SDDC 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 FY04, 389 of 1191 EE employees (33%) were in positions not coded as being EE. Although this percentage has improved substantially, 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.