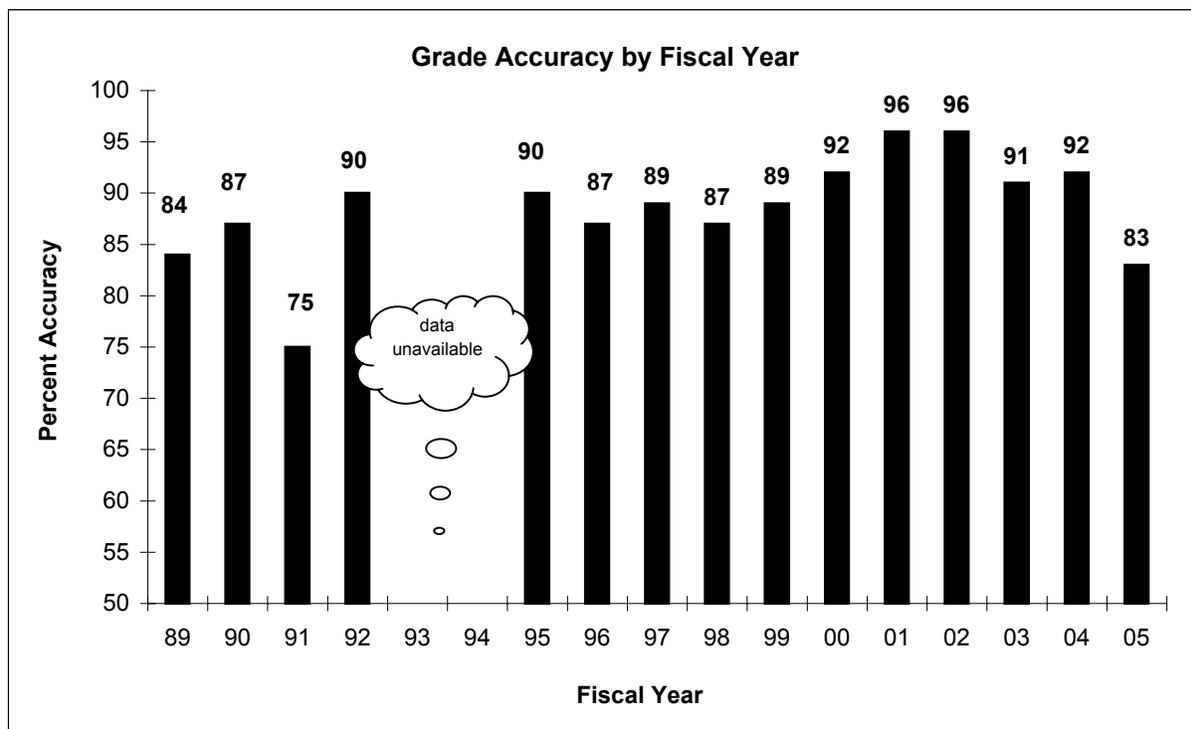


### 3-1. Grade Accuracy

*Objective: Not Less than 90% Accuracy*

*Assessment: Not Met*



Source: CPEA survey reports

**Analysis:**

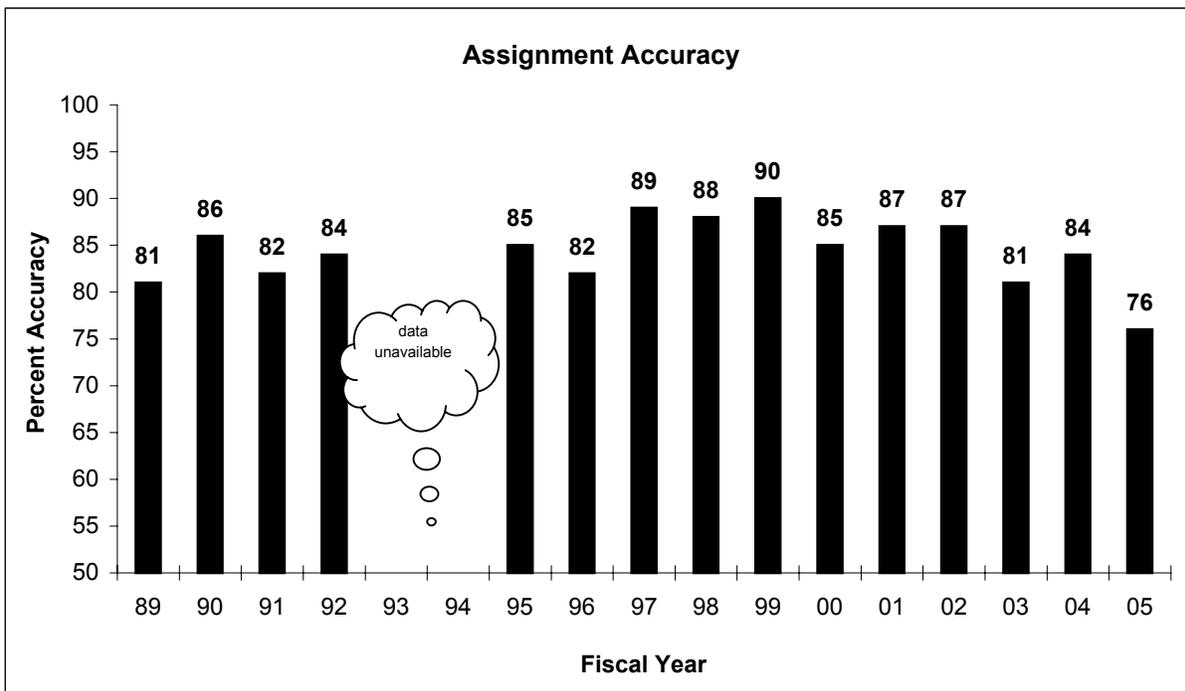
- CPEA audited 75 randomly selected positions throughout the Korea and South Central Regions. There were 13 grade errors (9 downgrades and 4 upgrades) that produced an accuracy rate of 83 percent. This does not meet the Army objective of not less than 90 percent accuracy. Five of the grade errors were the result of improper classification and eight due to employee misassignments.
- This assessment was conducted at five CPACs in two regions in FY05 and is not representative of Army-wide performance. See Introduction, page ii for a discussion of sampling and generalizability of CPEA results. See Appendix, p. A14, 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

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*Objective: Not Less than 90% Accuracy*

*Assessment: Not Met*



Source: CPEA survey reports

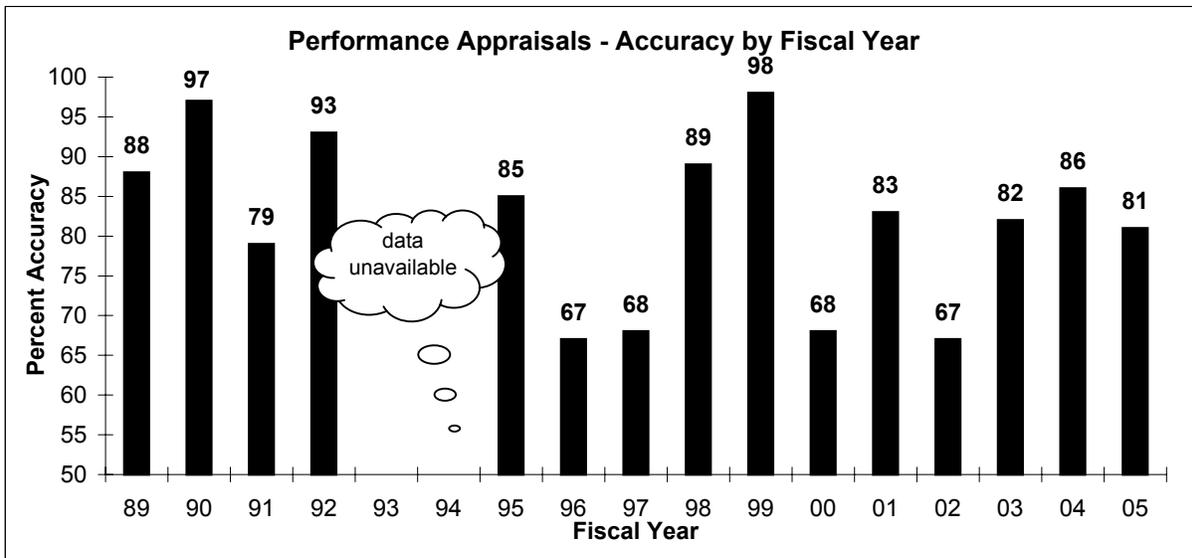
#### Analysis:

- The Army objective of not less than 90 percent assignment accuracy was not met. Eighteen of the 75 positions audited were misassignments resulting in a 76 percent accuracy rate. A misassignment occurs when one or more of the major duties of the position are not being performed or when an employee performs one or more major duties not described in the position description.
- This assessment was conducted in five CPACs in two regions in FY05 and is not representative of Army-wide performance. See Introduction, page ii for a discussion of sampling and generalizability of CPEA results. See Appendix, p. A15, 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*



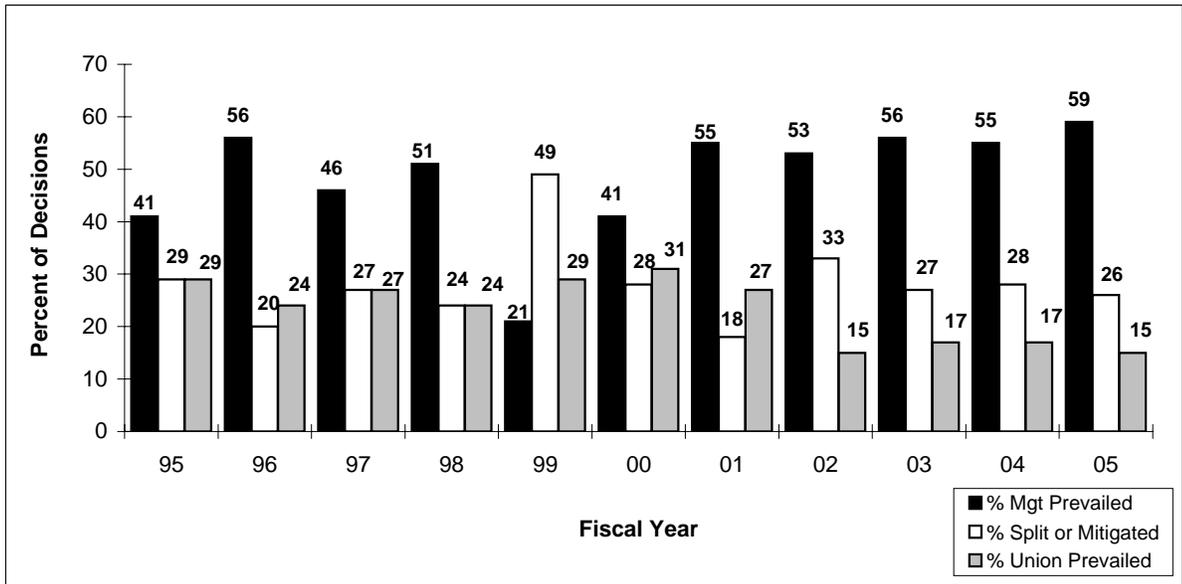
Source: CPEA survey reports

#### Analysis:

- Army did not meet its goal of 90 percent 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; FY95-05 data).
- CPEA audited 119 performance management documents, in the form of Total Army Performance Evaluations. Each appraisal was audited for (1) completion of a performance appraisal for the current rating cycle, (2) completion of counseling checklists/support forms, (3) rating of individual objectives, (4) minimum 120 day rating period, (5) documentation of performance counseling, (6) signatures(s) of rater/senior rater, (7) correct calculation of performance level, and (8) inclusion of EEO/Affirmative Action and Supervision/Leadership objectives on supervisory appraisals. Twenty-three errors were found for an overall compliance rate of 81 percent that failed to meet the Army objective of 90 percent. The most common errors made by managers involved a failure to record individual performance objectives on the support form, measurable supervisory/EEO objectives were not identified on the support form, summary ratings that do not match individual objective ratings, and employees that do not have a current performance appraisal. A statistical review of performance appraisals revealed that approximately 12 percent of all employees at the activities reviewed do not have a current performance appraisal entered into DCPDS.
- This assessment was conducted at five CPACs in two regions in FY05 and is not representative of Army-wide performance. See Introduction, page ii for a discussion of sampling and generalizability of CPEA results. See Appendix, p. A16, for individual on-site review information.

### 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

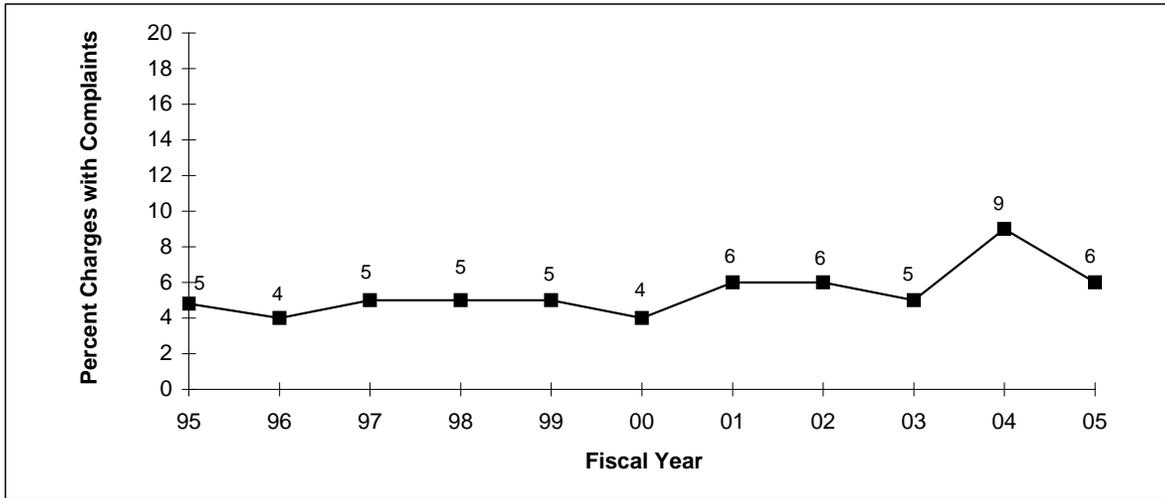
Fiscal Year	95	96	97	98	99	00	01	02	03	04	05
Management Prevailed	38	37	36	19	12	22	24	58	48	29	27
Split or Mitigated	27	13	21	9	27	15	8	36	23	15	12
Union Prevailed	27	16	21	9	16	17	12	16	15	9	7

#### Analysis:

- In FY05, 59 percent of the decisions favored management, 15 percent favored the union, and 26 percent were split or mitigated. Historically, with the exception of FY99, management typically wins between 40 percent to 60 percent of the decisions. Over the past three years management won 56 percent and the union won 17 percent.
- See Appendix, p. A17, for FY05 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	95	96	97	98	99	00	01	02	03	04	05
ULP Charges	607	530	381	759	433	625	365	340	287	239	263
Complaints Issued	29	23	18	41	22	27	23	20	14	22	15

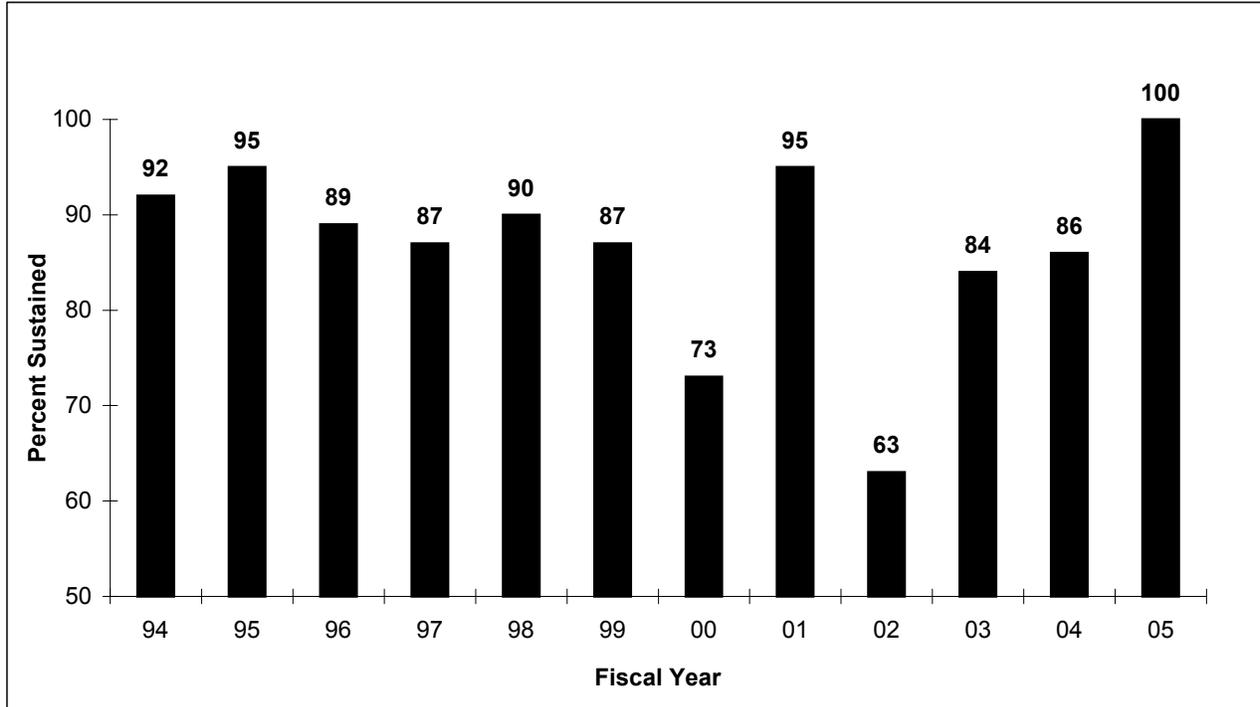
**Analysis:**

- The percent of ULP charges filed by unions for which complaints were issued by the FLRA decreased in FY05. This percentage decrease reflects the decrease in the legitimacy of ULP charges brought. In FY05 the number of charges filed increased while the number of complaints decreased. Headquarters, Department of Army, Contracting Agency, Corps of Engineers, Medical Command, Installation Management Agency, and Army Materiel Command accounted for over 90 percent of the ULP charges in Army.
- See Appendix, p. A18, for FY05 MACOM data.

### 3-6. Classification Appeals - Percent Army Sustained

*Objective: Not less than 90% OSD and OPM Sustainment*

*Assessment: Met*



Source: HQDA (DAPE-CP-PPM)

Fiscal Year	94	95	96	97	98	99	00	01	02	03	04	05
Total Appeals	144	129	91	68	110	39	26	20	27	19	7	10
Sustained	133	122	81	59	99	34	19	19	17	16	6	10

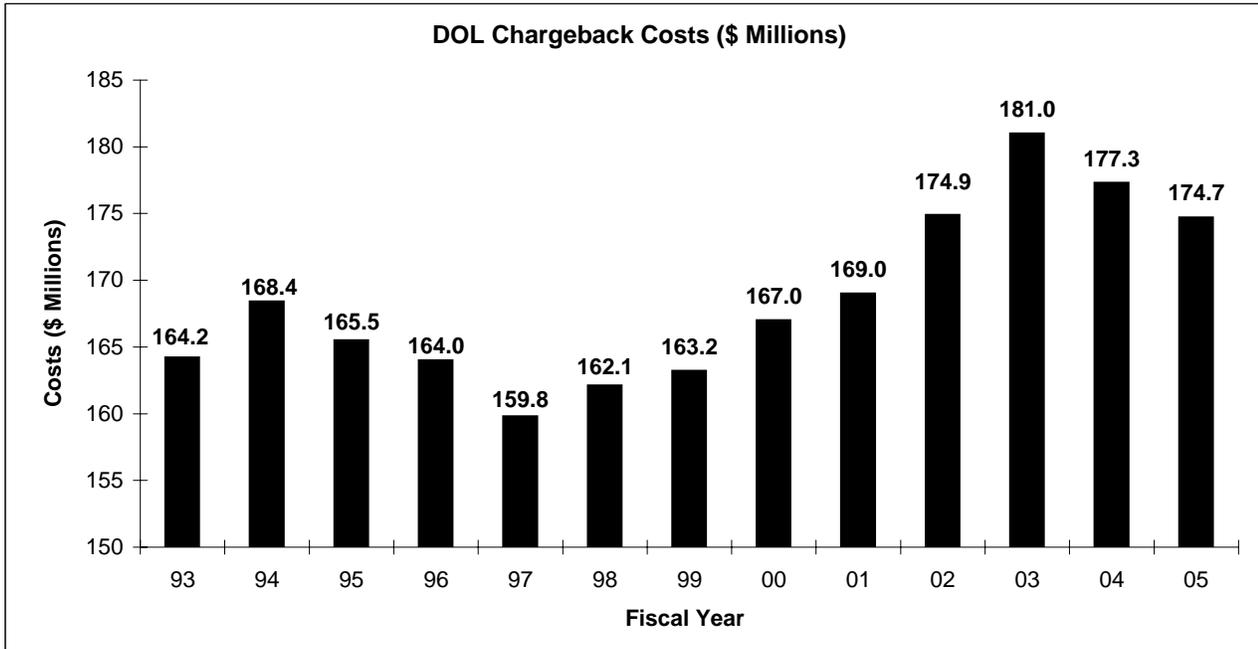
**Analysis:**

- Army met the objective. Nineteen appeals were received in FY05. Four were resolved or withdrawn prior to a final decision. Five appeals are currently pending. Ten classification appeal decisions were received and sustained upholding Army's classifications for a 100 percent rate in FY05.
- The number of appeals remain low in FY04 and FY05 as compared to previous years.

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

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*Objective: None Established*

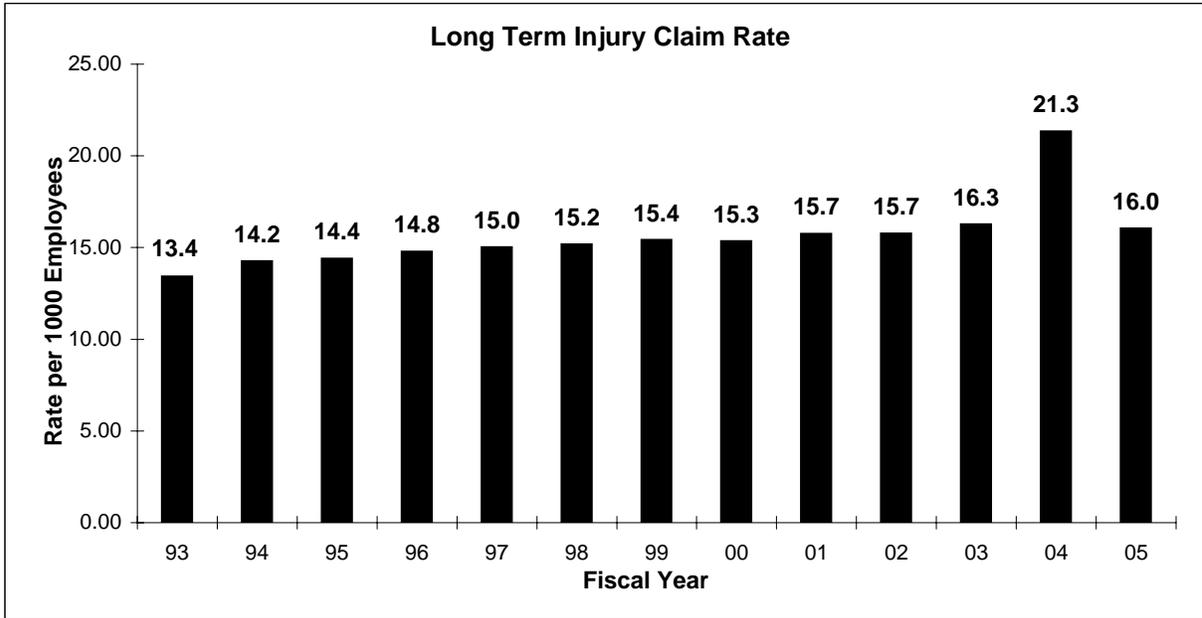


Source: Dept. of Labor (DOL) annual Chargeback Bills.

**Analysis:**

- FY05 DOL chargeback costs (workers' compensation) decreased by 2.6 million from FY04, and is 6.3 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. A19, for MACOM data.

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



*Civilian Resource Conservation Information System.*

**Analysis:**

- The number and rate of long term injury claims decreased substantially from last year and returned to the more historical rate of injuries over the long term (see Appendix, p. A19).
- 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. A19, for MACOM data.

Note: Data on FECA indicator, Continuation of Pay (COP) Days, were not available from DFAS. Data on FECA indicator, Lost-Time Injuries were not able to be verified.

### 3-8. Overall Execution for the ACTEDS Intern Program

*Objective: Execute 100% of ACTEDS Resources*

*Assessment: Met*

#### FY05 Percent of Funding Executed

BREAKDOWN	EXECUTION	
	Percentage	Dollars
Salary/Benefits	79.8%	\$ 84,995,640
Training	10.6%	\$ 11,244,925
Travel	9.6%	\$ 10,250,971
<b>ARMY WIDE</b>	<b>100%</b>	<b>\$ 106,491,536</b>

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

**Analysis:**

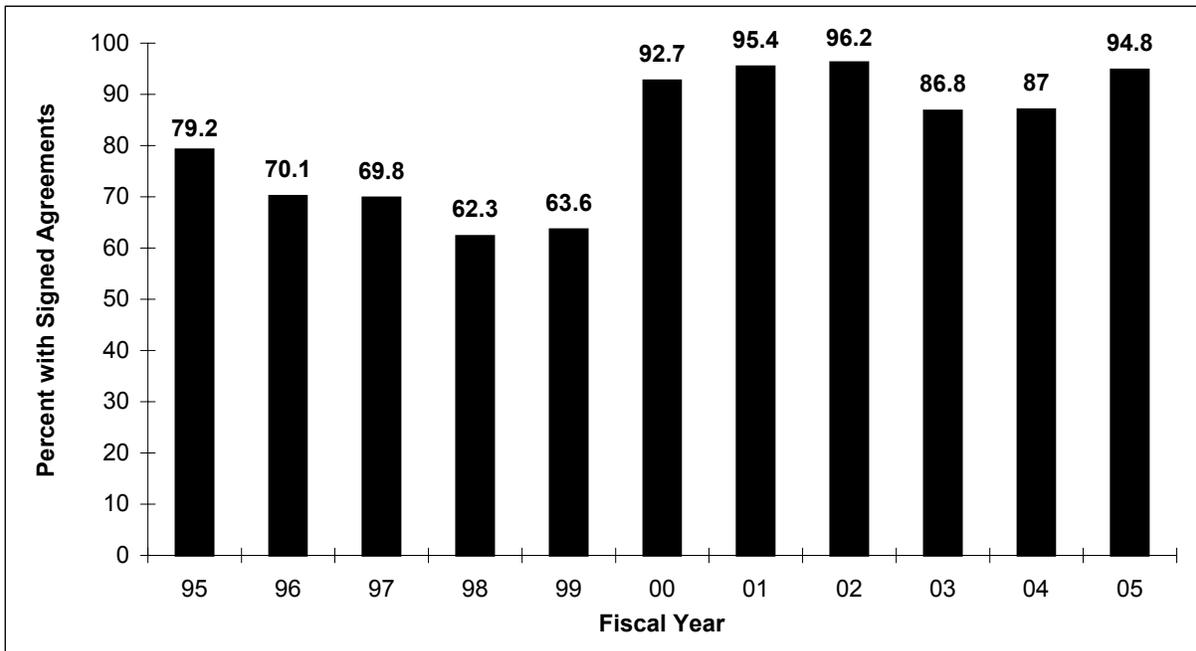
- In FY05, Army executed 100 percent of its ACTEDS intern dollars and its distributed work-years.
- FY05 funds were executed centrally. MACOM data are not applicable in FY04.
- See Appendix, pp. A20, for FY97-05 percentages.

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

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*Objective: 90% with Signed Agreements*

*Assessment: Met*



Source: HQ ACPERS

**Analysis:**

- Army met the objective. During FY05 the Commands were notified to review and ensure that all Emergency Essential personnel were properly documented within the automated systems.
- 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 FY05, 339 of 1,724 EE employees (20 percent) 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. A22, for raw data, MACOM data, and the computer codes used.