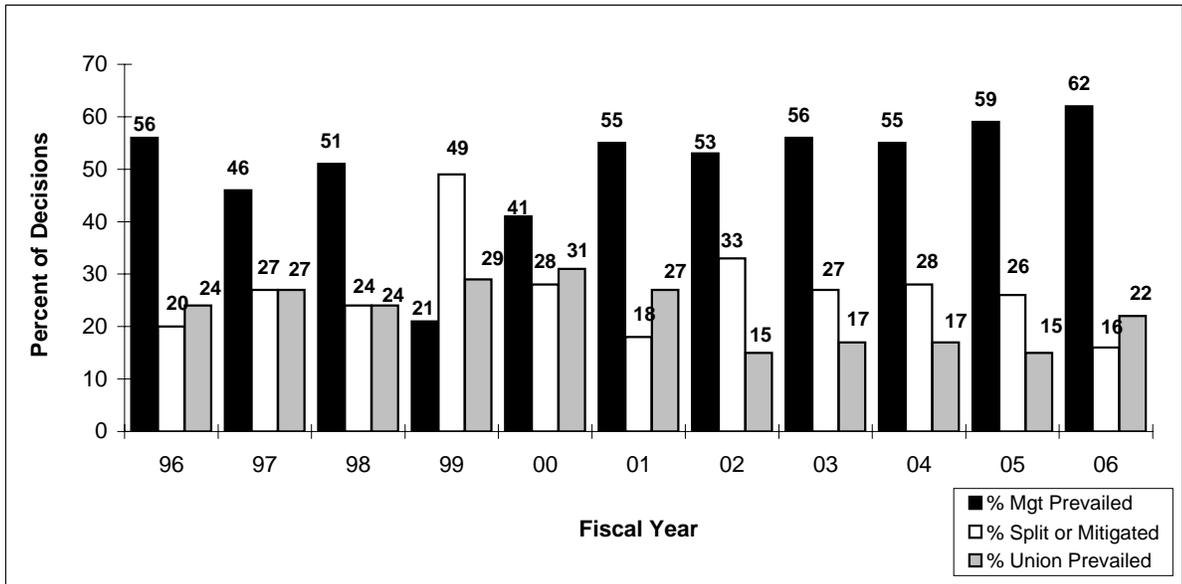


### 3-1. Arbitration Decisions - Percent Won, Lost, Split

Objective: None Established



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

#### Number of Decisions

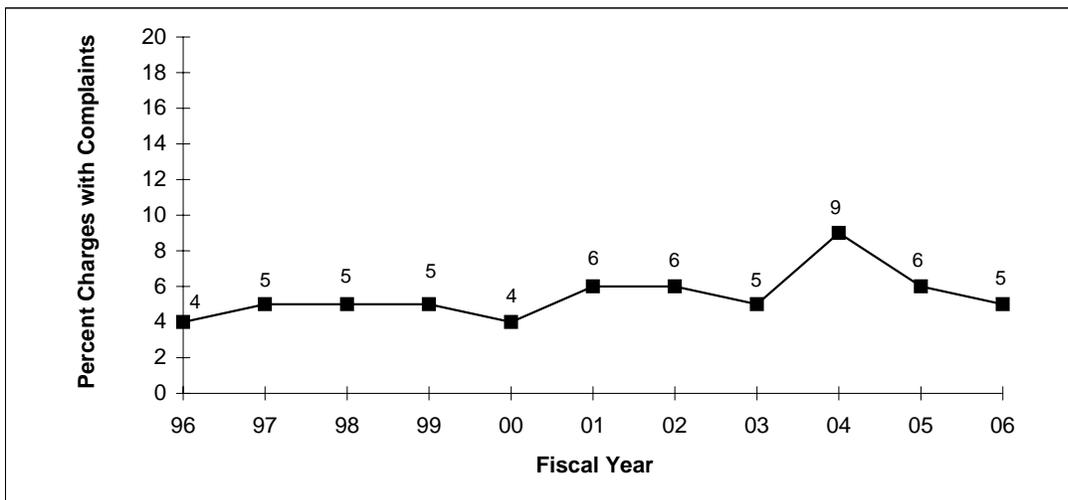
Fiscal Year	96	97	98	99	00	01	02	03	04	05	06
Management Prevailed	37	36	19	12	22	24	58	48	29	27	28
Split or Mitigated	13	21	9	27	15	8	36	23	15	12	7
Union Prevailed	16	21	9	16	17	12	16	15	9	7	10

#### Analysis:

- In FY06, 62 percent of the decisions favored management, 22 percent favored the union, and 16 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 last three years management has increased their percentage won.
- See Appendix, p. A4, for FY06 MACOM data.

### 3-2. 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	96	97	98	99	00	01	02	03	04	05	06
ULP Charges	530	381	759	433	625	365	340	287	239	263	255
Complaints Issued	23	18	41	22	27	23	20	14	22	15	13

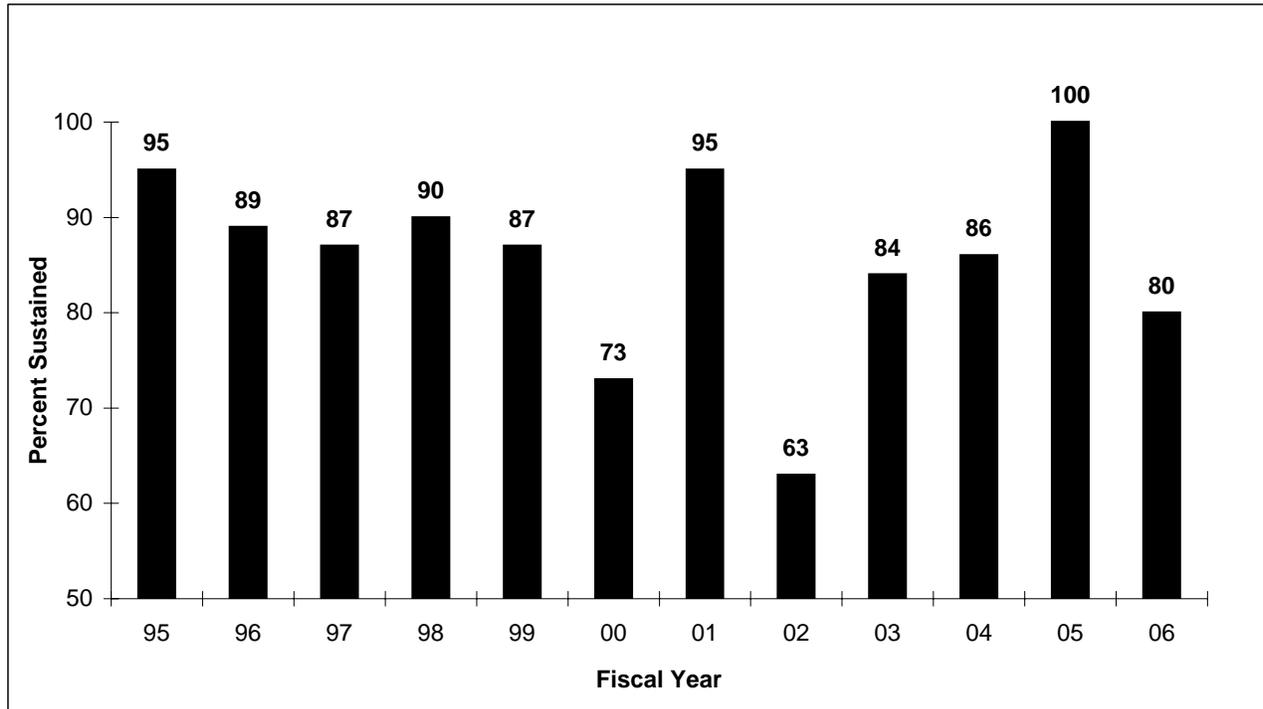
**Analysis:**

- The percent of ULP charges filed by unions for which complaints were issued by the FLRA decreased by one percent in FY06. This percentage decrease reflects the decrease in the legitimacy of ULP charges brought. In FY06 the number of charges filed decreased and the number of complaints decreased. Army Corps of Engineers, Medical Command, Installation Management Agency, Army Materiel Command, and Training and Doctrine Command accounted for over 93 percent of the ULP charges in Army.
- See Appendix, p. A5, for FY06 MACOM data.

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

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

*Assessment: Not Met*



Source: HQDA (PECP-HRP).

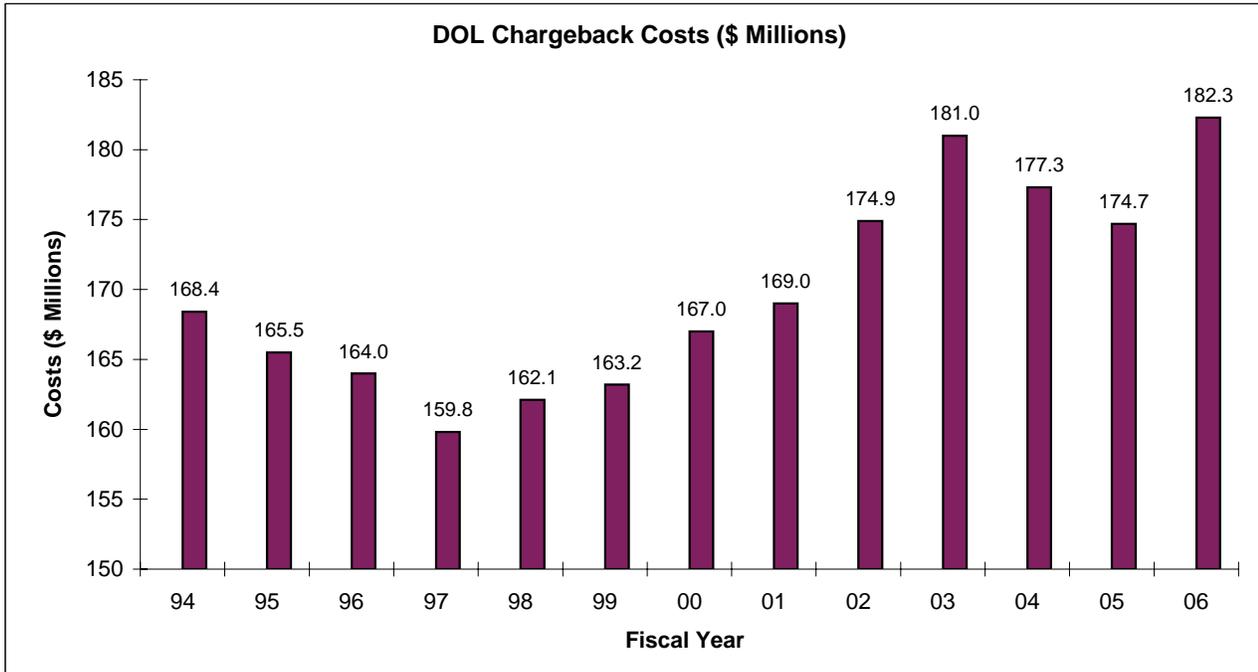
Fiscal Year	95	96	97	98	99	00	01	02	03	04	05	06
Total Appeals	129	91	68	110	39	26	20	27	19	7	10	54
Sustained	122	81	59	99	34	19	19	17	16	6	10	43

**Analysis:**

- Army did not meet the objective. 54 appeals were received in FY06. Three were cancelled, four are pending, one was downgraded, and three were upgraded. 54 classification appeals were received and 43 were sustained. This sets Army's classification sustainment rate at 80 percent for FY06.
- The number of appeals increased substantially in FY06 from FY05 and previous years. This was due to the number of Local National (LN) appeals. These appeals were not for title/series/grade issues normally reported. USAREUR instituted a new grading plan (pay scale) and the appeals to this were added to the classification count.

### 3-4. Federal Employees Compensation Act (FECA) Benefits

*Objective: None Established*



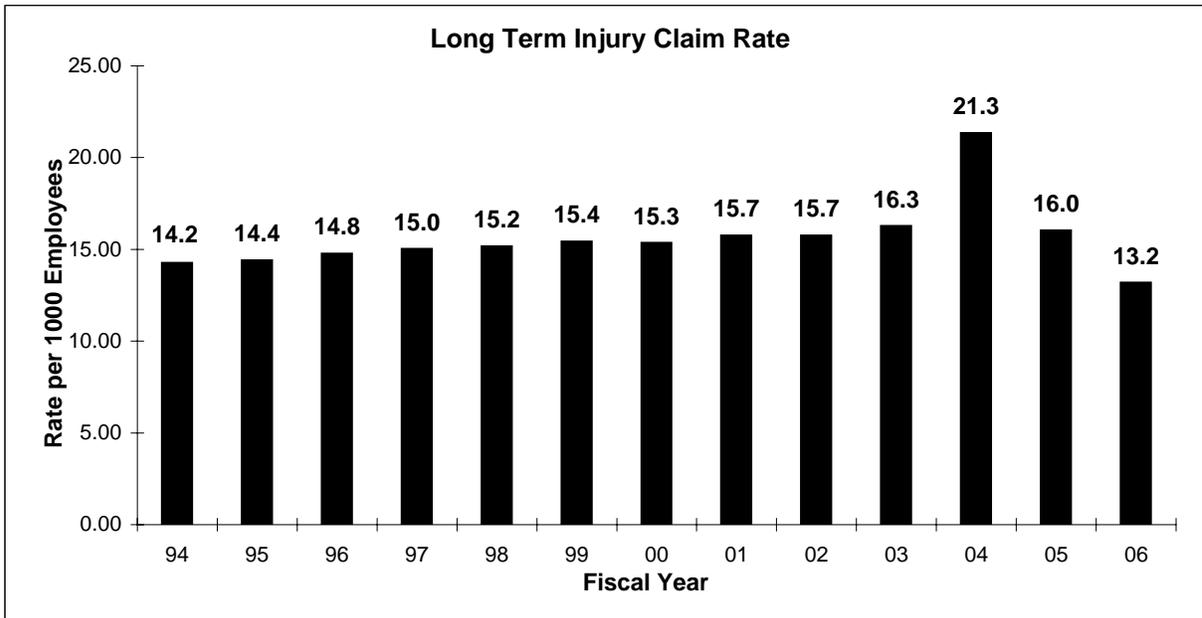
Source: Dept. of Labor (DOL) annual Chargeback Bills.

**Analysis:**

- FY06 DOL chargeback costs increased by 7.6 million dollars. The increase is largely due to the amount paid as compensation to injured workers. Injured workers who do not return to employment are entitled to payments for a lifetime. This increase shows the importance of every CPAC devising light duty or modified jobs to make job offers to bring injured workers back to productive Army employment.

- See Appendix, p. A6, for MACOM data.

### **3-4. 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. A6).
- Long-term injury claims exclude death and permanently disabled cases. Data prior to FY94 are not reported because they are not based on the same definition (i.e., death and permanent disability cases were included).
- See Appendix, p. A6, 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.

### 3-5. Overall Execution for the ACTEDS Intern Program

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*Objective: Execute 100% of ACTEDS Resources*

*Assessment: Met*

#### FY06 Percent of Funding Executed

BREAKDOWN	EXECUTION	
	Percentage	Dollars
Salary/Benefits	82.0%	\$ 81,209,706
Training	5.0%	\$ 4,951,812
Travel	13.0%	\$ 12,874,709
<b>ARMY WIDE</b>	<b>100%</b>	<b>\$ 99,036,227</b>

*Source: Assistant G-1 (CP), Training Management Division and Defense Finance and Accounting System*

**Analysis:**

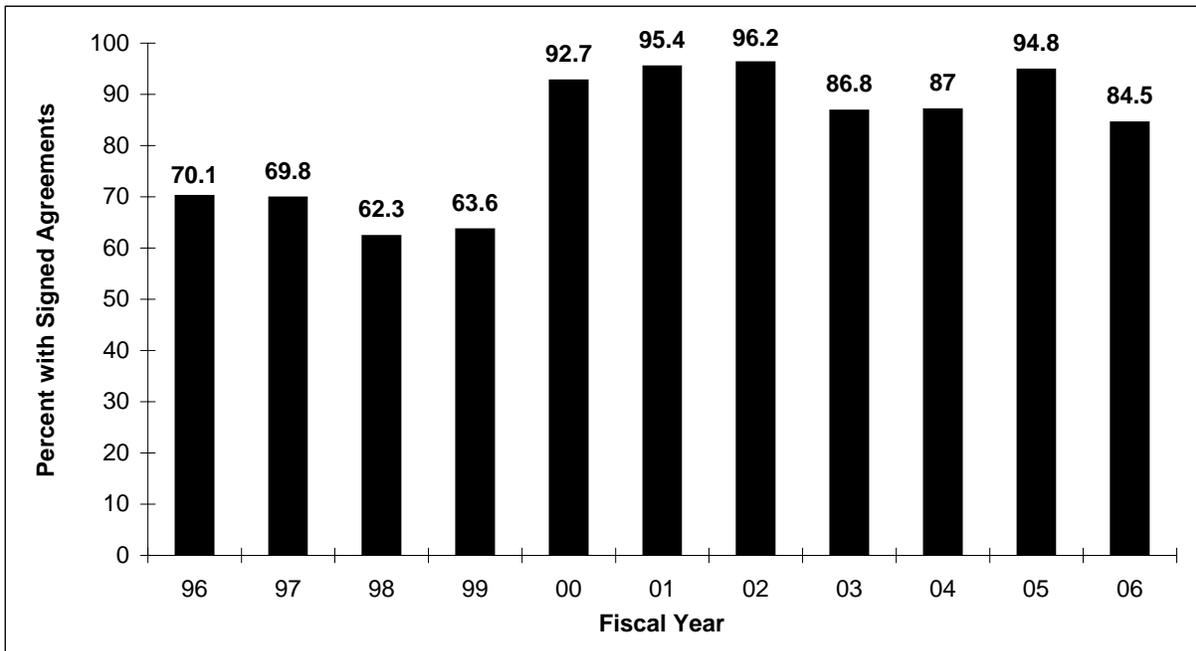
- In FY06, Army executed 100 percent of its ACTEDS intern dollars and its distributed work-years.
- FY06 funds were executed centrally.

### 3-6. Percent of Pre-Identified Emergency Essential Employees with Signed Agreements

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*Objective: 90% with Signed Agreements*

*Assessment: Not Met*



Source: HQ ACPERS.

#### **Analysis:**

- Army did not meet the objective. Commands not meeting the Army objective need to ensure Emergency Essential personnel are 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 FY06, 388 of 1,969 EE employees (20 percent) were in positions not coded as being EE. This percentage has not improved from last year. 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. A7, for raw data, MACOM data, and the computer codes used.