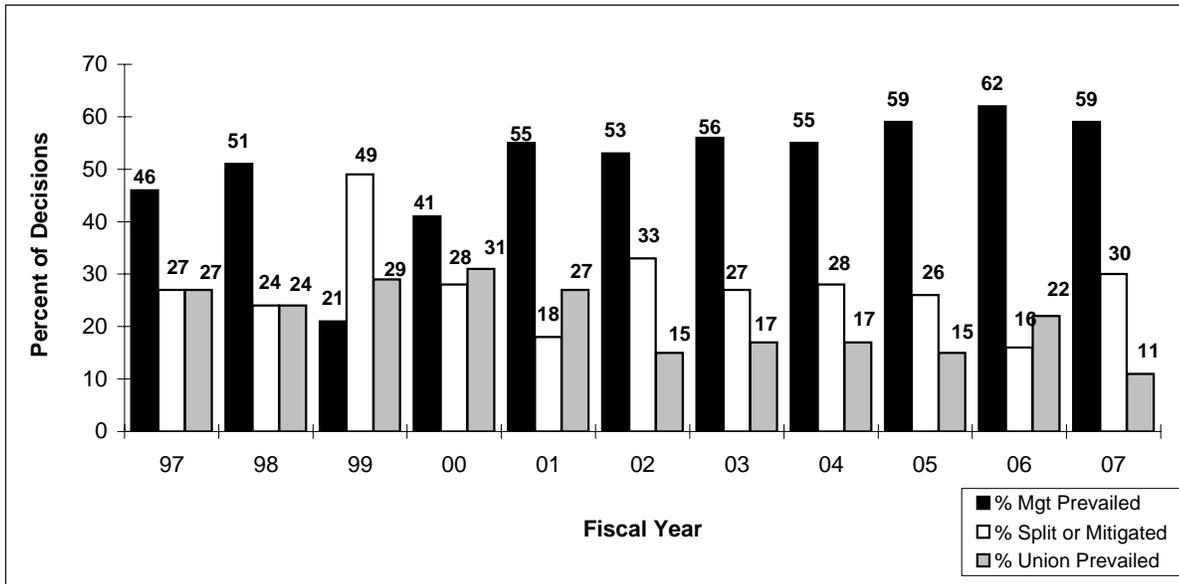


### 3-1. Arbitration Decisions - Percent Won, Lost, Split

Objective: None Established



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

#### Number of Decisions

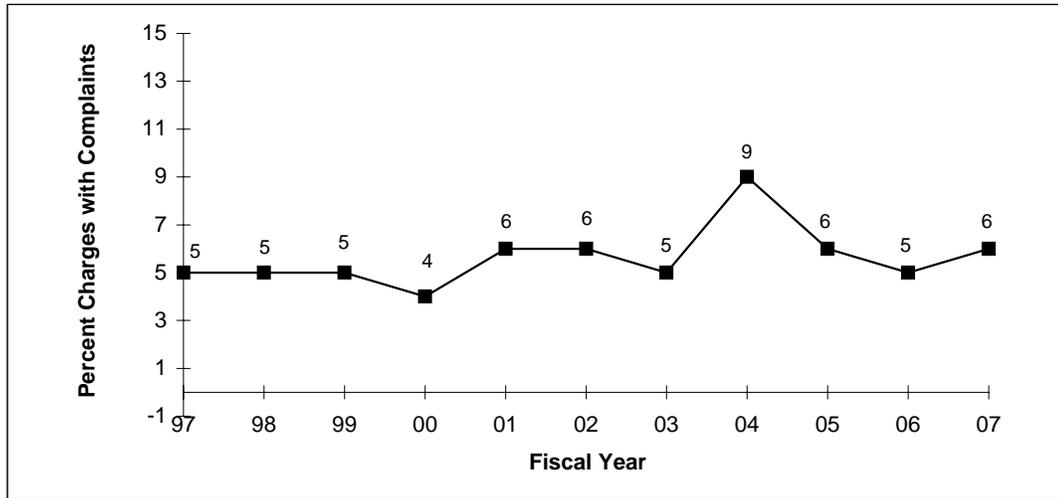
Fiscal Year	97	98	99	00	01	02	03	04	05	06	07
Management Prevailed	36	19	12	22	24	58	48	29	27	28	36
Split or Mitigated	21	9	27	15	8	36	23	15	12	7	18
Union Prevailed	21	9	16	17	12	16	15	9	7	10	7

#### Analysis:

- In FY07, 59 percent of the decisions favored management, 11 percent favored the union, and 30 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 seven years management has won over half of the decisions.
- See Appendix, p. A4, for FY07 Command 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	97	98	99	00	01	02	03	04	05	06	07
ULP Charges	381	759	433	625	365	340	287	239	263	255	233
Complaints Issued	18	41	22	27	23	20	14	22	15	13	14

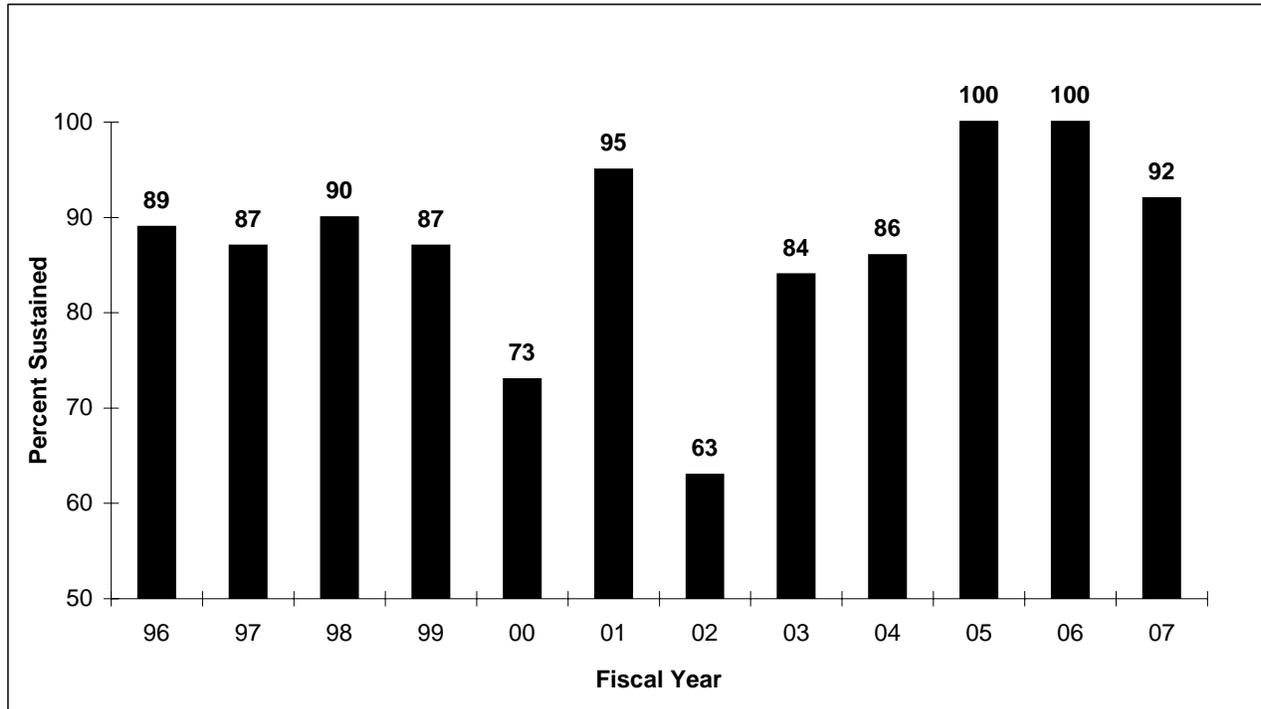
**Analysis:**

- The percent of ULP charges filed by unions for which complaints were issued by the FLRA increased by one percent in FY07. This percentage reflects the the legitimacy of ULP charges brought. In FY07 the number of charges filed decreased by twenty-two and the number of complaints issued increased by one. Installation Management Command, Army Corps of Engineers, Medical Command, Army Materiel Command, and HQDA accounted for over 97 percent of the ULP charges in Army.
- See Appendix, p. A5, for FY07 Command data.

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

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

*Assessment: Met*



Source: HQDA (DAPE-CPD-EP).

Fiscal Year	96	97	98	99	00	01	02	03	04	05	06	07
Total Appeals	91	68	110	39	26	20	27	19	7	10	11	12
Sustained	81	59	99	34	19	19	17	16	6	10	11	11

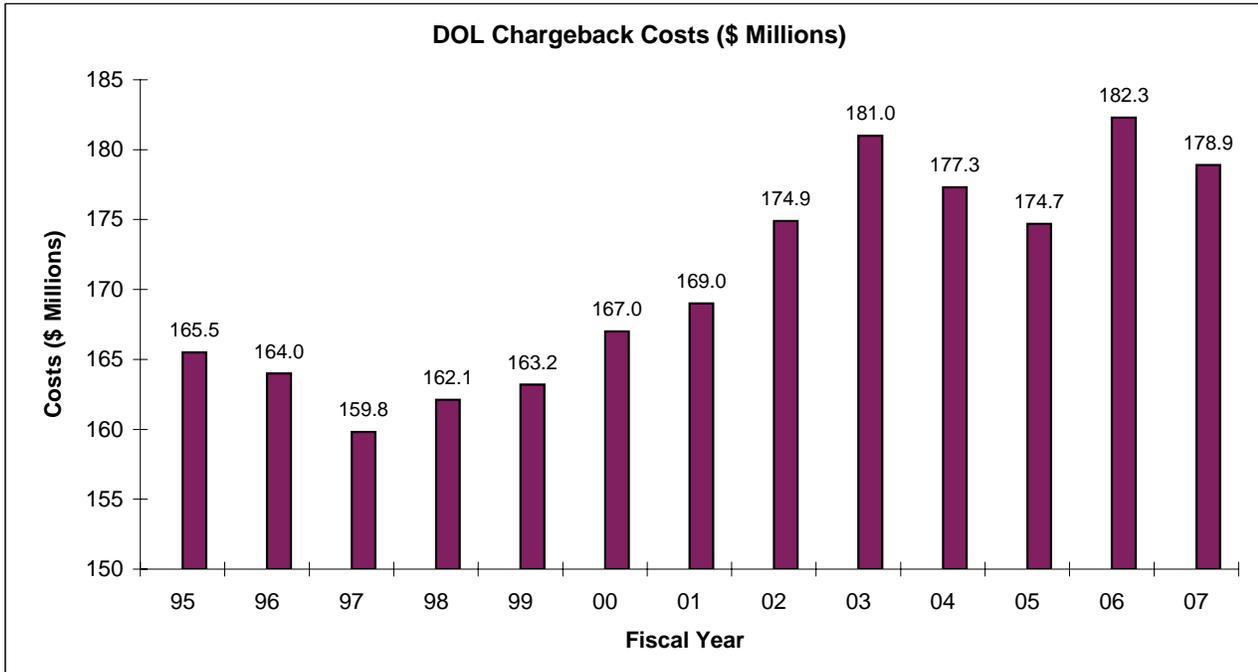
**Analysis:**

- In FY07, we had a total of twelve (12) adjudicated position classification appeals (either by DoD or OPM). Nine were Title 5 positions (GS or WG), and three were NSPS.
- Eleven grades were sustained (appeal denied for grade change), and one decision approved a series change (the series itself was being appealed).

**Note:** The FY06 data were corrected based on new information. In FY06, we had a total of eleven (11) adjudicated position classification appeals. Ten grades were sustained, and one was initially approved for upgrade. However, we requested reconsideration of that decision, and after we provided additional information, the decision was reversed (no upgrade). USAREUR also instituted a new grading plan (pay scale) which was appealed for Local Nationals (LN). These appeals were not for title/series/grade issues normally reported.

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

*Objective: None Established*

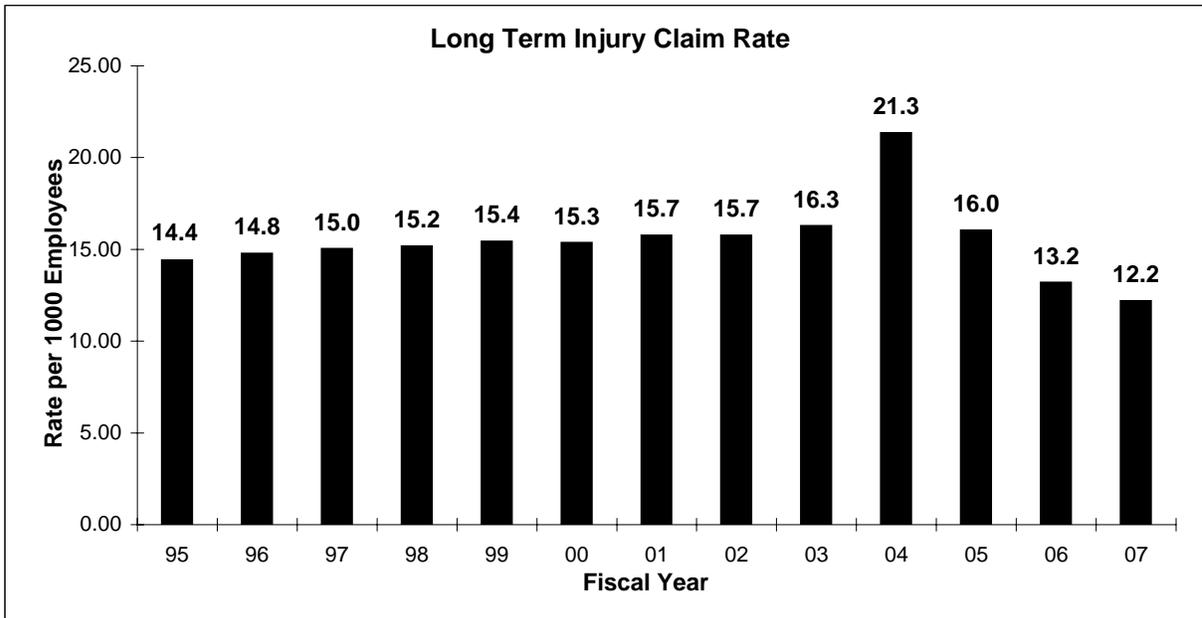


Source: Dept. of Labor (DOL) annual Chargeback Bills.

**Analysis:**

- FY07 DOL chargeback costs decreased by 3.4 million dollars. The decrease is largely due to the intense efforts which were made in FY07 to focus on improved case management. Injured workers who do not return to employment are entitled to payments for a lifetime. This decrease shows that it is possible for CPACs to devise light duty or modified jobs so that injured workers can be brought back to productive Army employment.
- See Appendix, p. A6, for Command 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 continues to decrease substantially from the previous year. The rate is now below the historical rate of injuries over the long term (see Appendix, p. A6).
- Long-term injury claims exclude death and permanently disabled cases.
- See Appendix, p. A6, for Command 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

*Objective: Execute 100% of ACTEDS Resources*

*Assessment: Met*

#### FY07 Percent of Funding Executed

BREAKDOWN	EXECUTION	
	Percentage	Dollars
Salary/Benefits	81.63%	\$ 91,228,707
Training	6.54%	\$ 7,303,528
Travel	11.83%	\$ 13,220,091
<b>ARMY WIDE</b>	<b>100%</b>	<b>\$ 111,752,326</b>

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

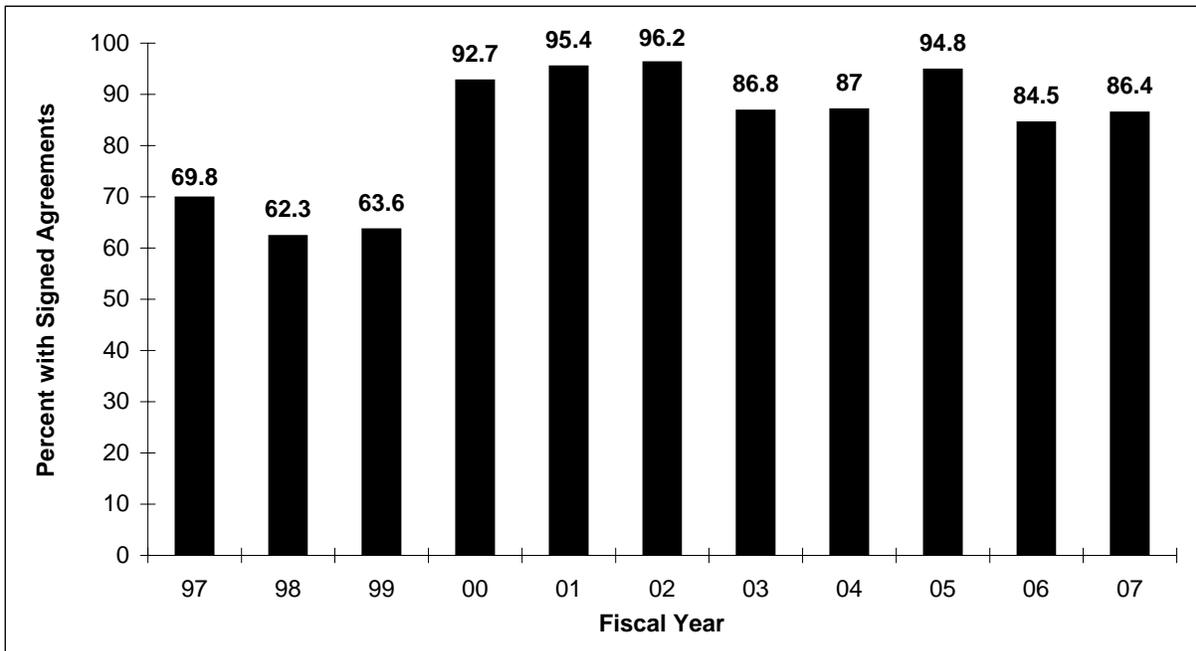
**Analysis:**

- In FY07, Army executed 100 percent of its ACTEDS intern dollars and its distributed workyears.
- FY07 funds were executed centrally.

### 3-6. 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 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 FY07, 272 of 1,272 EE employees (21 percent) were in positions not coded as being EE. This percentage has not improved from last year (20 percent), in fact, it has become worse. 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.

The following commands were below 90%: Army Contracting Agency, IMCOM, USACE, NETCOM, MEDCOM, SDDC, and USARPAC

- See Appendix, p. A7, for raw data, Command data, and the computer codes used.