

APPENDIX 5-4

DISCIPLINARY/ADVERSE ACTIONS – RATE PER 1,000 EMPLOYEES

Category	97	98	99	00	01	02	03	04	05	06	07	08
Army												
Suspensions	871	845	812	802	753	744	703	727	1,000	1,007	912	942
Removals for Cause	468	372	531	594	502	515	558	653	663	726	569	725
Resignations While Adverse Action Pending	51	40	43	50	38	36	43	35	25	32	42	52
Change to a Lower Grade	4	4	8	17	16	7	13	13	19	8	13	20
Total Disc/Adverse Actions	1,394	1,261	1,394	1,463	1,309	1,302	1,317	1,428	1,707	1,773	1,536	1,739
Size of the Workforce	217,263	207,651	200,835	198,334	196,537	199,889	198,541	202,813	209,957	211,615	212,591	226,723
DOD												
Suspensions	3,450	3,102	2,920	3,010	2,778	3,093	3,054	3,066	3,545	3,808	3,377	3,415
Removals for Cause	1,664	1,600	2,265	2,072	1,857	2,048	2,184	2,244	2,408	2,000	1,752	1,895
Resignations While Adverse Action Pending	170	164	113	115	117	98	115	99	90	90	99	111
Change to a Lower Grade	29	42	31	37	36	31	43	34	49	34	39	48
Total Disc/Adverse Actions	5,313	4,908	5,329	5,234	4,788	5,270	5,396	5,443	6,092	5,932	5,267	5,469
Size of the Workforce	691,201	663,387	637,974	624,757	612,923	613,520	601,073	606,386	616,254	618,680	613,845	635,460
Federal Government												
Suspensions	9,027	8,402	7,343	8,318	8,070	9,113	9,609	10,055	10,615	11,097	10,815	10,791
Removals for Cause	5,511	5,259	8,124	8,403	8,278	9,118	8,632	8,235	8,440	5,726	5,767	6,228
Resignations While Adverse Action Pending	385	412	355	348	369	363	372	395	405	404	376	451
Change to a Lower Grade	101	92	90	88	78	88	109	108	110	109	134	138
Total Disc/Adverse Actions	15,024	14,165	15,912	17,157	16,795	18,682	18,722	18,793	19,570	17,336	17,092	17,608
Size of the Workforce	1,836,052	1,810,341	1,772,333	1,762,559	1,772,533	1,819,107	1,839,600	1,856,441	1,860,949	1,852,825	1,862,404	1,938,821

Army data include US-citizen appropriated fund employees (military & civil function). Army National Guard (Title 32) are excluded.

DOD data include Army, Navy, Air Force, & Fourth Estate (except for Defense Intelligence Agency); US-citizen appropriated fund employees. Army & Air Force National Guard (Title 32) are excluded.

Government-wide data include all employees in OPM's Civilian Personnel Data File (CPDF). The CPDF includes only US-citizen appropriated fund employees. National Guard (Title 32) are included.

Note that the Government-wide data includes DOD data and DOD data include Army data.

**5-4 (CONT.)
Disciplinary/Adverse Actions**

Number of Actions in Each Category by Fiscal Year

The Nature of Action (NOA) and Legal Authority Codes (LACs) used are shown below. Note that these are the current LACs. The collection of historical data required the use of a few different LACs.

Suspensions:

NOA: 450 LAC: VAA, VAB, V4J & ZEM, VAV & ZEM, VAC, VWJ, VAD & USP, VAE & USR, USP, USR
NOA: 452 LAC: VAJ, VHJ, USM

Removals for Cause:

NOA: 330 LAC: RYM, V5J, V6J, V7J, V8J, V4J & ZEM, VAJ, VHJ, UPM, UQM, LUM;
NOA: 356 LAC: QGM, QHM, VWP, VWR, U2M, LUM, VAJ
NOA: 385 LAC: L2M, L4M, L5M, L6M, L8M, V2M, VYM, VUM, LXM
NOA: 386 LAC: ZLK, ZLM, ZLJ, ZLL

Resignations While Adverse Action Pending:

NOA: 312 LAC: R5M, R7M, R8M, R9M, RUM
NOA: 317 LAC: R5M, RQM, RRM, RSM

Change to Lower Grade:

NOA: 713 LAC: QGM, QHM, VWP, L9M, VWR, U2M, U2M & N2M

Denial of within-grade increase (NOA 888, LAC Q5M, Q5M & VLJ) is not included because of concern about data accuracy.

5-4 (CONT.)
Disciplinary/Adverse Actions - Rate per 1,000 Employees

Number of Actions in Each Category
Command Data for FY08

Cmd Code	MACOM	Suspension	Removal for Cause	Resignation While Adv. Act. Pending	Change to Lower Grade	Total Disc./ Adverse Actions
AC	CONTRACTING AGCY	4	2	0	0	0
AE	ACQ EXEC SPT AGCY	2	2	0	0	4
AS	INSCOM	0	0	3	0	3
AT	ARMY TEST & EVAL	15	4	1	0	20
BA	IMA	186	107	13	5	311
CB	CIDC	5	2	1	0	8
CE	USACE	137	41	7	2	187
E1	US Army Europe / 7th Army ¹	10	10	0	0	20
FC	FORSCOM	4	1	3	0	8
G6	NETCOM	0	3	0	0	3
GB	NGB (Title 5 & 32)	0	1	0	0	1
HR	RESERVE CMD	39	45	2	0	86
JA	Joint Activities ²	1	6	0	0	7
MA	USA Military Academy	9	0	0	0	9
MC	USA Medical CMD ³	181	204	9	7	401
MT	SDDC	1	0	0	0	1
MW	MDW	6	5	0	0	11
P1	US Army Pacific	1	2	1	0	4
P8	8TH US ARMY	1	0	0	0	1
SC	SPACE & STRAT DEF CMD	2	3	0	0	5
SP	USASOC	2	2	0	0	4
TC	US Training & Doctrine CMD ⁴	64	46	2	0	112
X1	USA Materiel CMD ⁵	235	210	9	5	459
5A	US Army North//5th Army	4	1	0	0	5
6A	US Army South // 6th Army ⁶	4	1	0	0	5
	HQDA ⁷	29	27	1	1	58
ARMY	WIDE	942	725	52	20	1,739

1) All USAREUR subactivities: E1 - EN. Does not include USAR support to USAREUR (ER)

2) Consolidates Joint Activities (JA) and NATO/SHAPE (J1). Joint Activities include US Army civilians in support of:

- a) Combatant Commands: US Southern CMD, US European CMD, US Africa CMD, US Forces Korea, United Nations
- b) US Special Operations CMD Theatre SOCs
- c) Jointly Manned Activities (JIEDDO, JCISFA, JTAMDO, MOG-W, IADB, JTA, JTFs, et al.)

3) Consolidates Medical CMD (MC) and Health Services CMD (HS) - HS assignments should be changed to MC

4) All TRADOC subactivities: TRADOC (TC), Army War College (TW), Accessions CMD (TA), MEP CMD (TM)

5) All AMC subactivities: X1-XX but not XD. XD is included in USA Contracting Agency (AC) in FY09.

6) Consolidates US Army South (6A) and civilians assigned to (SL) - SO assignments should be changed to 6A

7) All HQDA Staff and FOA commands:

- a) Immediate Office of the Secretary (SA)
- b) Secretariat FOAs (SB)
- c) Secretariat Support to Joint & DOD Activities (SJ)
- d) Army Staff (CS) - includes OCAR and Director ARNG
- e) Army Staff FOAs (SE)
- f) SJA School (SF) - special exception

No longer used: SS, AU, MP - any assignments in these CMDs should be reported as HQDA but changed to valid CMD assignments