



5-4 APPENDIX

RAW AND COMMAND DATA

Category	99	00	01	02	03	04	05	06	07	08	09
Army											
Suspensions	812	802	753	744	703	727	1,000	1,007	912	942	974
Removals for Cause	531	594	502	515	558	653	663	726	569	725	848
Resignations While Adverse Action Pending	43	50	38	36	43	35	25	32	42	52	61
Change to a Lower Grade	8	17	16	7	13	13	19	8	13	20	11
Total Disc/Adverse Actions	1,394	1,463	1,309	1,302	1,317	1,428	1,707	1,773	1,536	1,739	1,894
Size of the Workforce	200,835	198,334	196,537	199,889	198,541	202,813	209,957	211,615	212,591	226,723	245,586
DOD											
Suspensions	2,920	3,010	2,778	3,093	3,054	3,066	3,545	3,808	3,377	3,415	3,378
Removals for Cause	2,265	2,072	1,857	2,048	2,184	2,244	2,408	2,000	1,752	1,895	2,067
Resignations While Adverse Action Pending	113	115	117	98	115	99	90	90	99	111	121
Change to a Lower Grade	31	37	36	31	43	34	49	34	39	48	35
Total Disc/Adverse Actions	5,329	5,234	4,788	5,270	5,396	5,443	6,092	5,932	5,267	5,469	5,601
Size of the Workforce	637,974	624,757	612,923	613,520	601,073	606,386	616,254	618,680	613,845	635,460	675,272
Federal Government											
Suspensions	7,343	8,318	8,070	9,113	9,609	10,055	10,615	11,097	10,815	10,791	10,751
Removals for Cause	8,124	8,403	8,278	9,118	8,632	8,235	8,440	5,726	5,767	6,228	6,853
Resignations While Adverse Action Pending	355	348	369	363	372	395	405	404	376	451	386
Change to a Lower Grade	90	88	78	88	109	108	110	109	134	138	134
Total Disc/Adverse Actions	15,912	17,157	16,795	18,682	18,722	18,793	19,570	17,336	17,092	17,608	18,124
Size of the Workforce	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	2,038,183

Army data include US-citizen appropriated fund employees (military & civil function). Army National Guard (Title 32) is 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 because of their sizes, DOD data is included in the Government-wide data just as Army data is included in the DOD data.

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.

Cmd Code	MACOM	Suspension	Removal for Cause	Resignation While Adv. Act. Pending	Change to Lower Grade	Total Disc./ Adverse Actions
AA	US Army Accessions Command	9	5	0	0	14
AC	USA Contracting Agency ¹	0	0	0	0	0
AE	ACQ EXEC SPT AGCY	10	2	0	0	12
AP	Military Entrance Processing Cmd	25	12	2	1	40
AS	INSCOM	0	1	1	0	2
AT	ARMY TEST & EVAL	15	3	1	0	19
BA	IMA	190	153	10	7	360
CB	CIDC	3	1	0	0	4
CE	USACE	94	59	7	0	160
E1	US Army Europe / 7th Army ²	7	7	0	0	14
FC	FORSCOM	3	7	0	0	10
GB	USA National Guard (Title 5 + Title 32)	0	0	0	0	0
G6	NETCOM	4	2	0	0	6
HR	RESERVE CMD	45	65	1	0	111
JA	Joint Activities ³	2	1	0	0	3
MA	USA Military Academy	4	3	0	0	7
MC	USA Medical CMD ⁴	157	262	17	2	438
MW	MDW	1	3	0	0	4
P1	US Army Pacific	3	2	1	0	6
P8	8TH US ARMY	2	1	0	0	3
SC	SPACE & STRAT DEF CMD	2	1	0	0	3
SP	USASOC	2	1	1	0	4
TC	US Training & Doctrine CMD ⁵	53	32	4	0	89
X1	USA Materiel CMD ⁶	317	201	15	0	533
3A	US Army Central // 3rd Army	0	1	0	0	1
5A	US Army North//5th Army	0	1	0	0	1
6A	US Army South // 6th Army ⁷	1	1	0	0	2
HQ	HQDA ⁸	25	21	1	1	48
ARMY WIDE		974	848	61	11	1,894

1) Included in AMC (X1).

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

3) 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) Army Support to US SOCOM activities (excluding USASOC)
- c) Jointly Manned Activities (JIEMDO, JCISFA, JTAMDO, MOG-W, IADB, JTA, JTFs, et al.)

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

5) Includes Army War College (TW).

6) All AMC subactivities: X1-XX.

7) Includes civilians assigned to 6A and SO.

8) 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 - assignments in these CMDs should be reported as HQDA and changed to valid CMDs