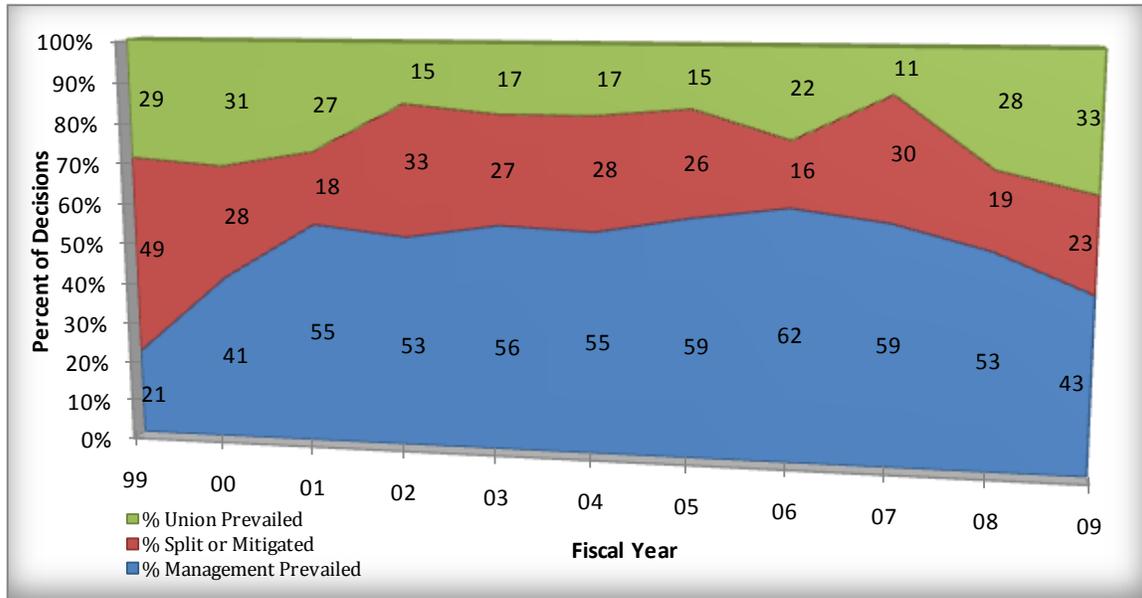




3-1 ARBITRATION

DECISIONS

Objective: None established



SOURCE: FIELD DATA SUBMITTED FOR ANNUAL CIVILIAN PERSONNEL MANAGEMENT STATISTICAL REPORTING REQUIREMENTS

Fiscal Year	99	00	01	02	03	04	05	06	07	08	09
Management Prevailed	12	22	24	58	48	29	27	28	36	17	13
Split or Mitigated	27	15	8	36	23	15	12	7	18	6	7
Union Prevailed	16	17	12	16	15	9	7	10	7	9	10
Total	55	54	44	110	86	53	46	45	61	32	30

ANALYSIS

- In FY09, 43 percent of the decisions favored management, 33 percent favored the union, and 23 percent were split or mitigated. Historically, with the exception of FY99, management typically wins between 40 to 60 percent of the decisions. Below are the numbers of decisions by fiscal year.

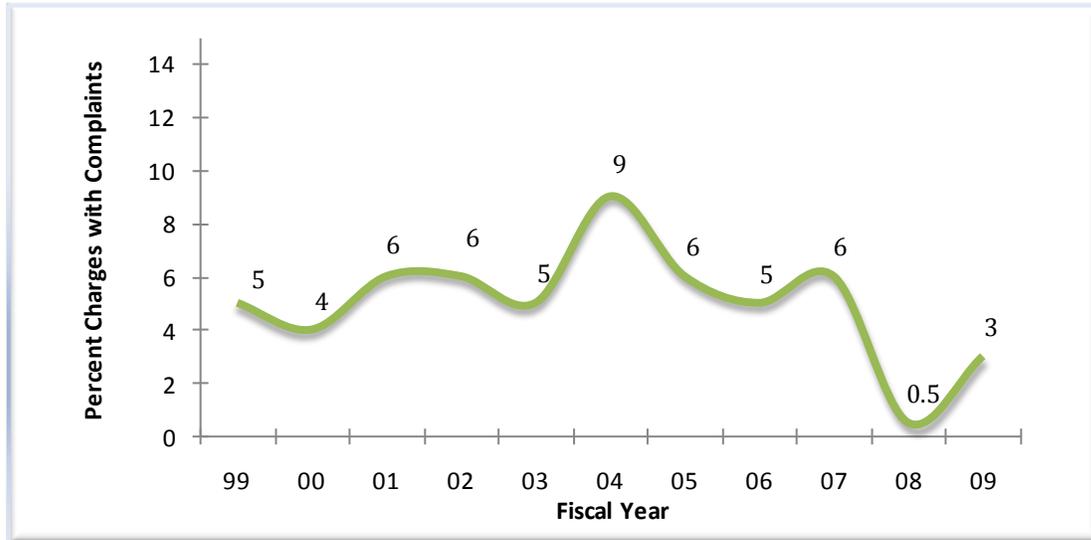
See Appendix, p. A3, for FY09 command data.



3-2 UNFAIR LABOR PRACTICES

*PERCENT OF 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	99	00	01	02	03	04	05	06	07	08	09
ULP Charges	433	625	365	340	287	239	263	255	233	166	167
Complaints Issued	22	27	23	20	14	22	15	13	14	1	5

ANALYSIS

- The percent of Unfair Labor Practice (ULP) charges filed by unions for which complaints were issued by the FLRA increased by 2.5 percent in FY09. In FY09 the number of charges filed increased by 1 and the number of complaints issued increased by four. Installation Management Command, Army Corps of Engineers, Medical Command, Materiel Command, TRADOC, and HQDA accounted for over 83 percent of the ULP charges in Army.

See Appendix, p. A4, for FY09 command data.

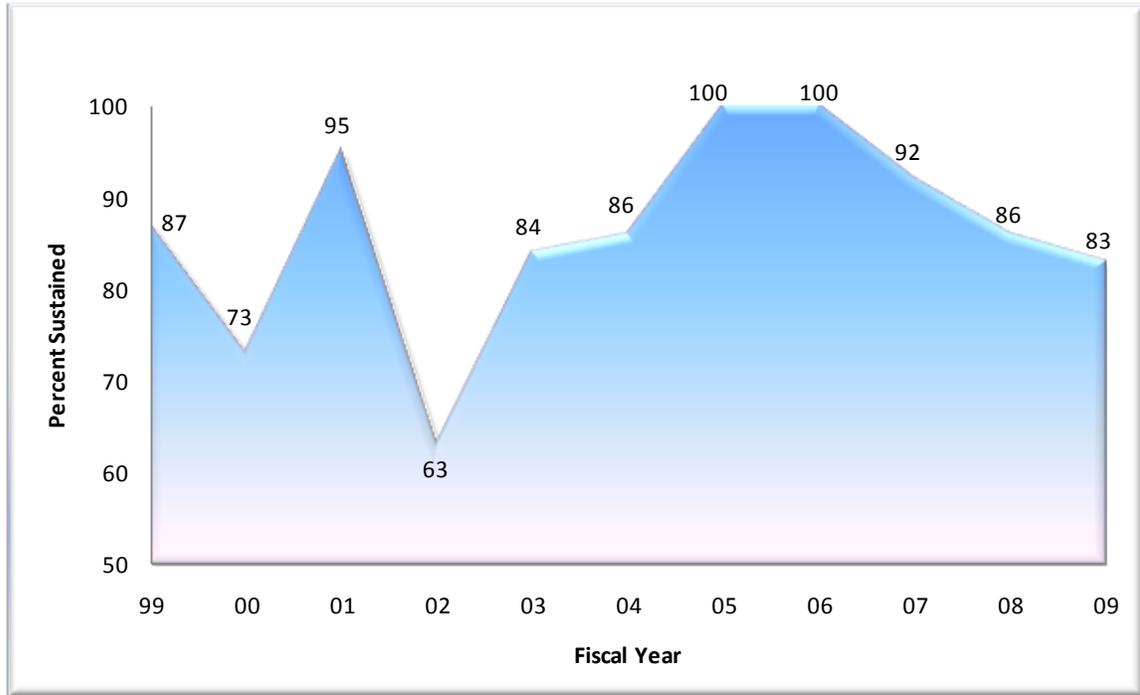


3-3 CLASSIFICATION APPEALS

PERCENT ARMY SUSTAINED

Objective: Not less than 90% OSD and OPM sustainment

Assessment: Not Met



SOURCE: HEADQUARTERS DEPARTMENT OF THE ARMY PROGRAM DEVELOPMENT DIVISION

Fiscal Year	99	00	01	02	03	04	05	06	07	08	09
Total Appeals	39	26	20	27	19	7	10	11	12	7	6
Sustained	34	19	19	17	16	6	10	11	11	6	5

ANALYSIS

- Six adjudicated appeals were received in FY09 as well as one OPM FLSA determination appeal decision was issued. Of the six classification appeals, five were sustained and one was approved by OPM. Below are actual figures for total and sustained appeals by fiscal year.



3-4 FEDERAL EMPLOYEES COMPENSATION ACT BENEFITS

FEDERAL EMPLOYEE COMPENSATION ACT (FECA) BENEFITS AND DEPARTMENT OF LABOR CHARGEBACK COSTS

Objective: None established

DELTA ANALYSIS

Army is paying for injuries that happened as long ago as 1961. By law, Army must continue to pay compensation (salary replacement) for these cases until the claimant dies or until the Army makes a suitable job offer. For claimants who die of a condition caused by or made worse by their federal employment, Army pays the surviving spouse until the spouse's death.



SOURCE: CIVILIAN RESOURCE CONSERVATION INFORMATION SYSTEM AND DEPARTMENT OF LABOR ANNUAL CHARGEBACK BILLS

Claimants on long-term compensation receive a cost-of-living increase each year. Medical costs have risen even faster than inflation. The COLA and medical costs are beyond Army control.

ANALYSIS

Total number of Long-term Workers Compensation (WC) cases, excluding death and permanently disabled cases, dropped slightly, decreasing from 2,850 in 2008 to 2,657 in 2009. The amount of money spent on compensation (salary replacement) for all long-term cases has dropped slightly but steadily for the last three years, as we continue to get claimants back to work; however, this progress has been overshadowed by soaring cost of medical care. Medical care bills increased 10.4 % in 2008 and an additional 7.4 % in 2009.

An additional factor during 2009 was the increase in injuries to civilians deployed to Iraq and Afghanistan. Many of these injuries were severe and costly. In 2009, Army spent 2.8 million dollars on claims originating in the combat zones. Some of these claimants will require life-long care.

In 2009, two residential training classes for Injury Compensation Program Administrators (ICPAs) from the installations were held, and a total of 42 ICPAs were trained. An additional innovation during 2009 was training incoming garrison commanders. A module on WC, taught in person by the Program Manager for WC, is now part of the Garrison Pre-Command Course. This has stimulated interest at the garrison level of the cost of WC and the importance of returning injured employees to productivity wherever possible.

See Appendix, p. A5, for FY09 command data.



3-5 ACTEDS EXECUTION

OVERALL EXECUTION FOR THE ACTEDS INTERN PROGRAM

Objective: Execute 100%

Assessment: Met

BREAKDOWN	EXECUTION	
	Percentage	Dollars
Salary/Benefits	83.66%	\$ 108,748,762
Training	4.63%	\$ 6,016,375
Travel	11.72%	\$ 15,229,856
ARMY WIDE	100%	\$ 129,994,993

SOURCE: ASSISTANT G-1 (CP), TRAINING MANAGEMENT DIVISION AND DEFENSE FINANCE AND ACCOUNTING SYSTEM

ANALYSIS

- In FY09, Army executed 100 percent of its ACTEDS intern dollars and its distributed work years.
- FY09 funds were executed centrally.

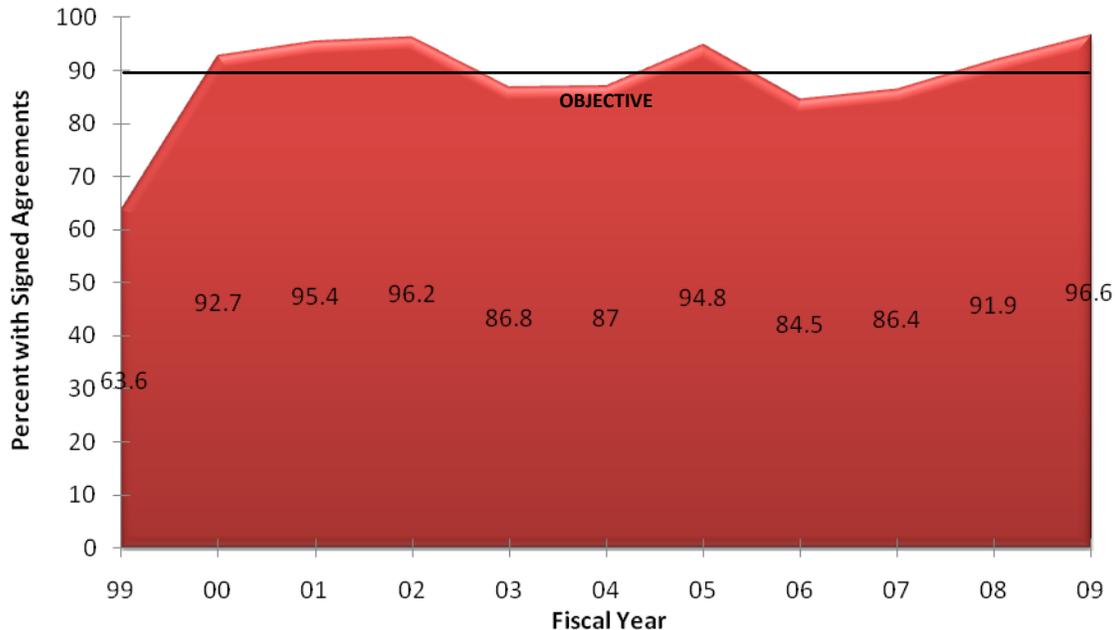


3-6 EMERGENCY ESSENTIAL (EE) AGREEMENTS

PERCENT OF PRE-IDENTIFIED EE EMPLOYEES WITH SIGNED AGREEMENTS

Objective: 90% with signed agreements

Assessment: Met



SOURCE: HEADQUARTERS ARMY CIVILIAN PERSONNEL SYSTEM

ANALYSIS

- Army met 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. In FY09, 202 of 1,193 EE employees (17 percent) were in positions not coded as being EE. This percentage has continued over the years. The percentage of EE employees in EE positions with signed agreements has improved over the last four years. Army has two errors to be concerned about - the coding of EE positions and signed agreements for EE employees in these positions.
- The following commands were below 90%: USARPAC and two organizations in AMC; Joint Munitions (XQ) and Military Surface Deployment (XT).

See Appendix, p. A6, for raw data, command data, and the computer codes used.