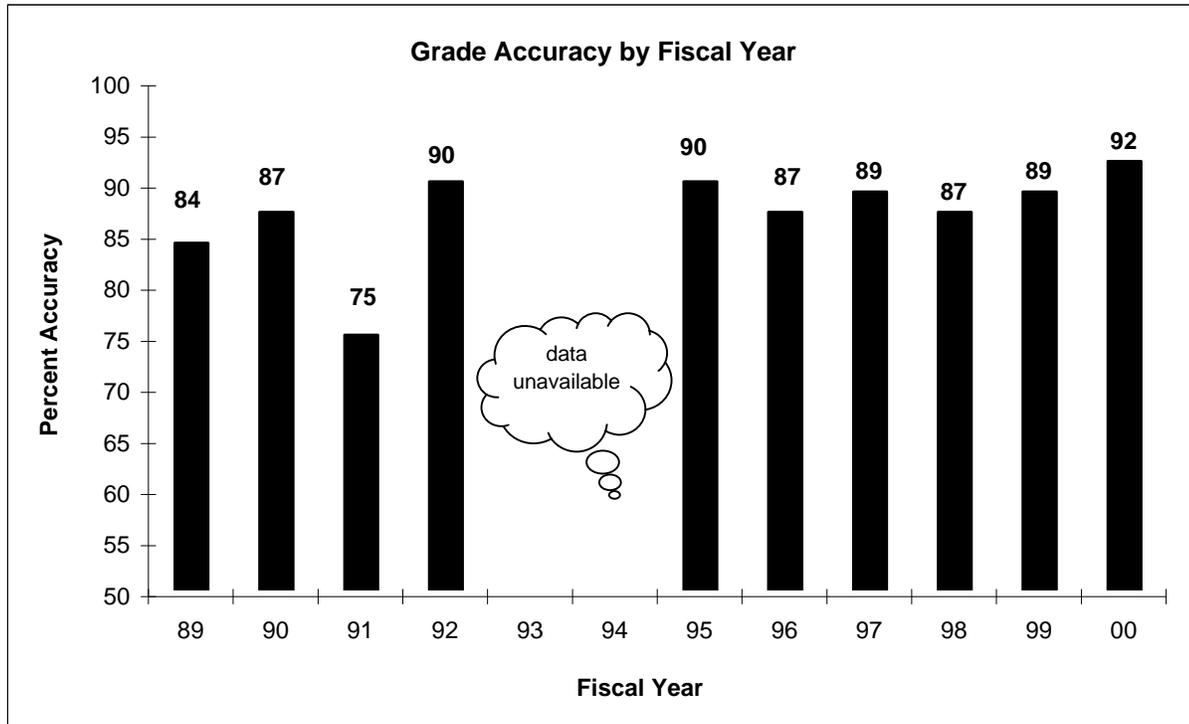


3-1. Grade Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Met



Source: USACPEA survey reports

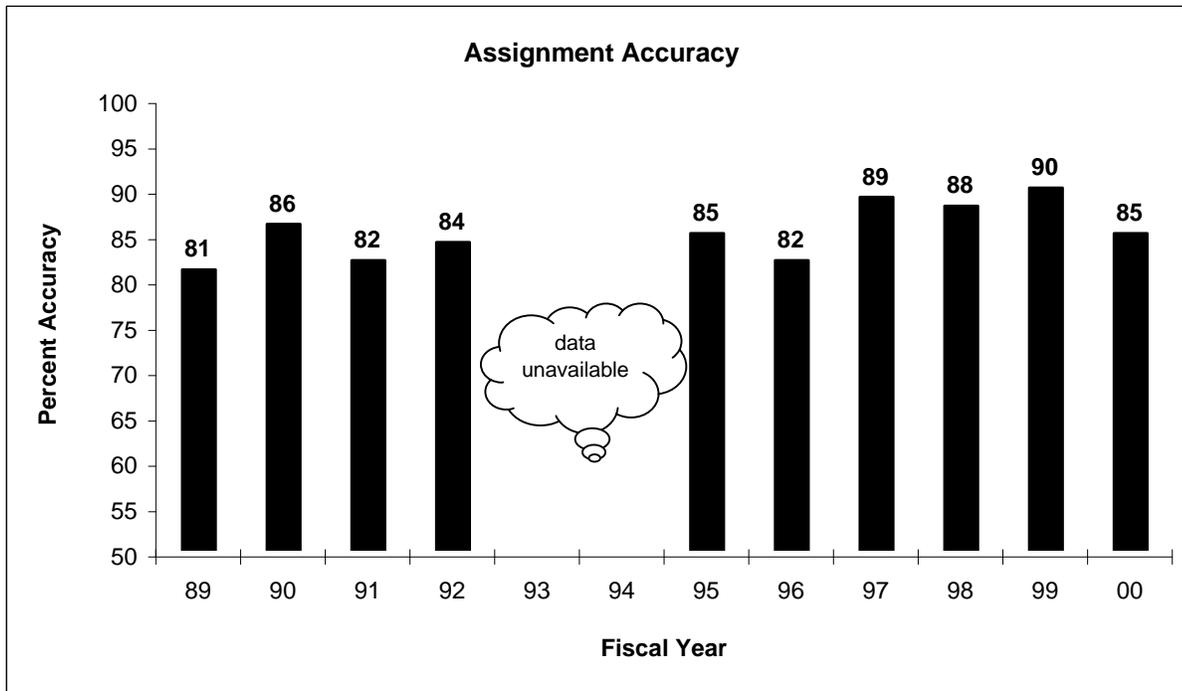
Analysis:

- Army met its objective of 90% accuracy. In FY00 four out of seven sites surveyed met the objective.
- See pages ii and iii for a discussion of sampling and generalizability of USACPEA results. See Appendix, p. A16, for individual on-site review information.
- Grade accuracy is determined by the percentage of positions found to be correctly graded in accordance with OPM classification standards.

3-2. Assignment Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Not Met



Source: USACPEA survey reports

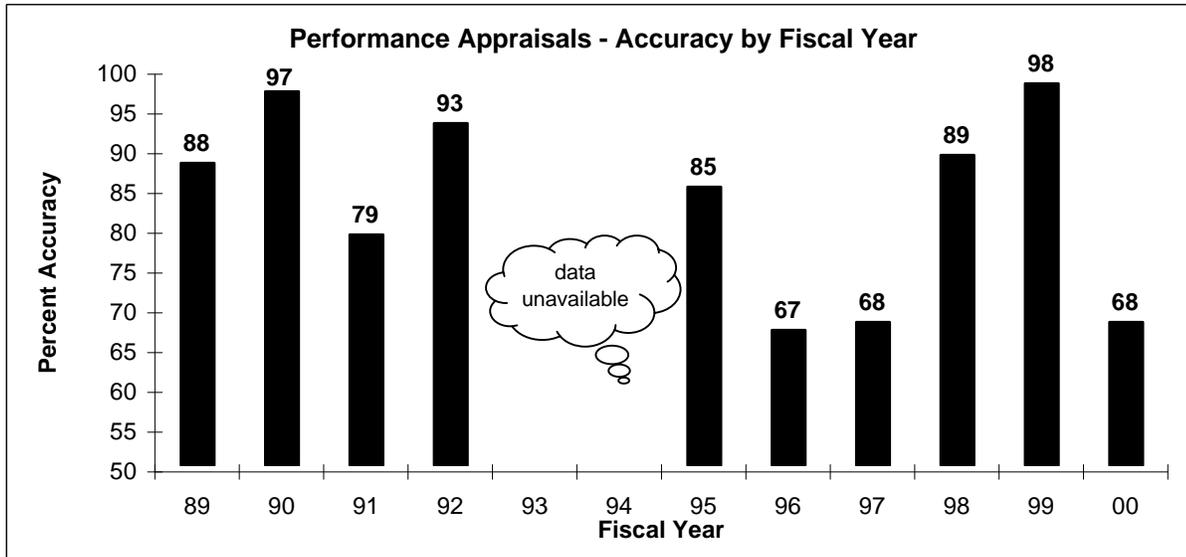
Analysis:

- Army did not meet its goal of 90% accuracy. Only two of the seven individual sites surveyed met the objective.
- USACPEA attributes poor performance in this area to the frequency of workload changes resulting from agency wide downsizing initiatives. Of the seven CPACs evaluated, all were undergoing commercial activity studies, reductions in force, and/or reorganizations involving one or more of their base operations (e.g., the Directorate of Public Works and Directorate for Information Management).
- See pages ii and iii for a discussion of sampling and generalizability of USACPEA results. See Appendix, p. A17, for individual on-site review information.
- Assignment accuracy is determined by the percent of position descriptions that accurately report the major duties being performed by the incumbent. Inaccuracies could include major duties in the official job description that are not being performed, as well as major duties being performed that are not reflected in the official job description.

3-3. Performance Appraisals - Regulatory and Procedural Compliance

Objective: Not Less than 90% Accuracy

Assessment: Not Met



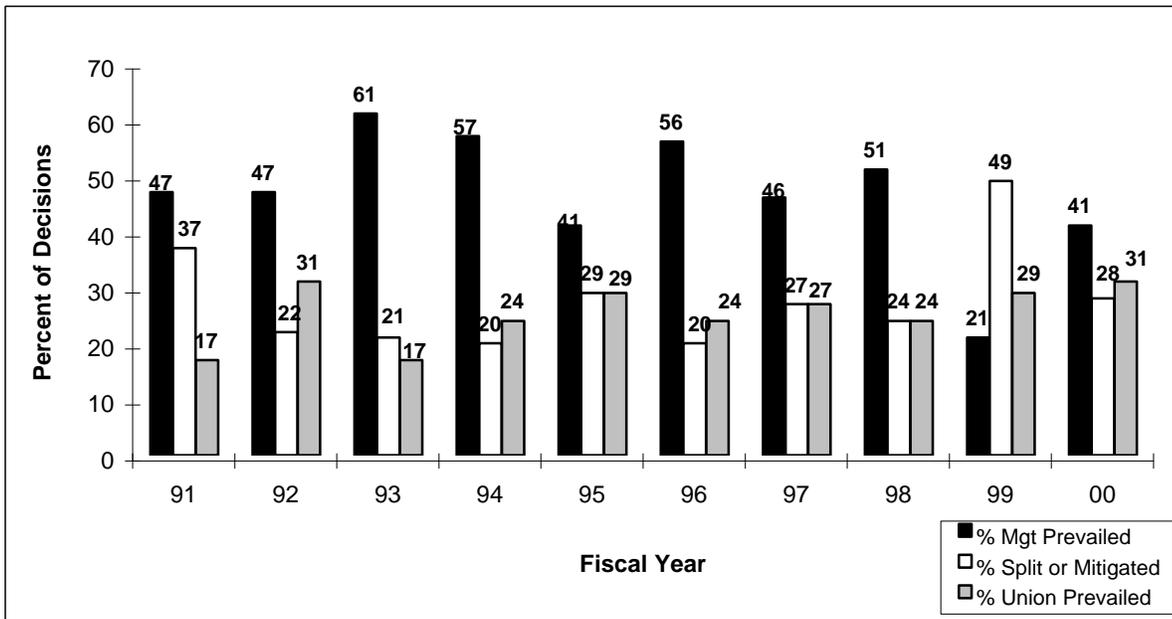
Source: USACPEA survey reports

Analysis:

- This chart shows compliance for two different performance appraisal systems - the Performance Management and Recognition System (PMRS; FY89-92 data) and the Total Army Performance Evaluation System (TAPES; FY95-00 data).
- Army did not meet its goal of 90% accuracy. Only one of seven individual sites surveyed met the objective.
- The deficiencies included failure to conduct and/or document midpoint counseling sessions, failure to keep employee rating files current, failure to rate individual objectives, and failure to authenticate performance plans. USACPEA identifies the factors that contributed to the declining rate as; increased supervisory span of control, limited CPAC review, and Total Army Personnel Evaluation System guidance changes.
- See pages ii and iii for a discussion of sampling and generalizability of USACPEA results. See Appendix, p. A18, for individual on-site review information.
- The FY98-00 performance appraisal compliance rate for TAPES is based on (1) appropriate completion of counseling checklist/support form, (2) rating of individual objectives, (3) documentation of initial and mid-point counseling, (4) rating period of at least 120 days, (5) signed by rater and senior rater, (6) proper summary rating of record, and (7) inclusion of EEO/Affirmative Action and Supervision/Leadership objectives on superior rating forms. The earlier TAPES had an additional compliance factor of a senior rater profile.

3-4. Arbitration Decisions - Percent Won, Lost, Split

Objective: None Established



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

Number of Decisions

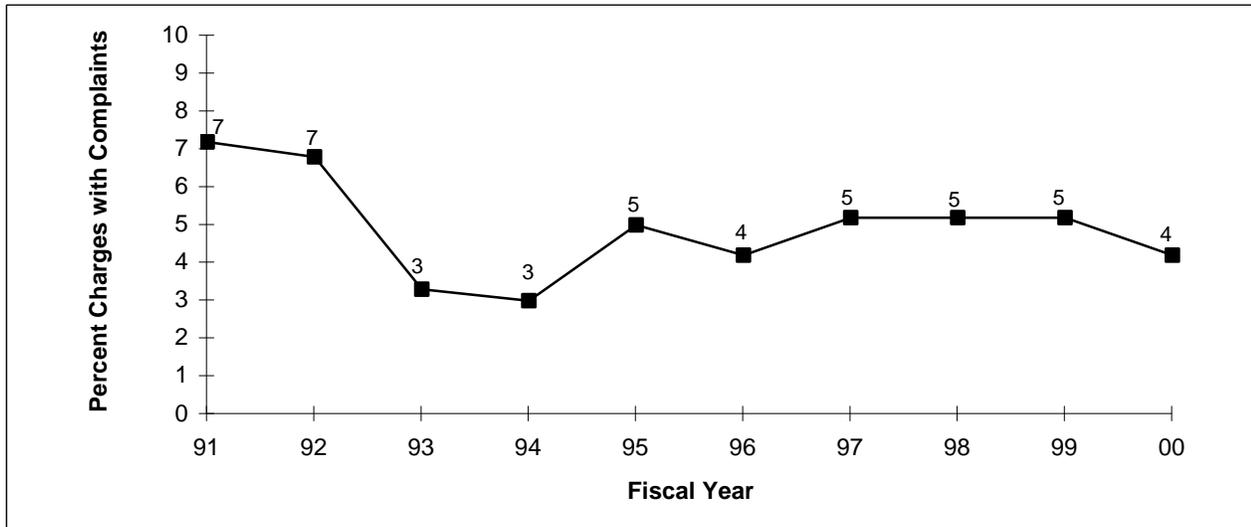
Fiscal Year	91	92	93	94	95	96	97	98	99	00
Management Prevailed	83	83	81	60	38	37	36	19	12	22
Split or Mitigated	65	38	28	21	27	13	21	9	27	15
Union Prevailed	30	55	23	25	27	16	21	9	16	17

Analysis:

- Between FY91-98 and for FY00, approximately half of the decisions favored management, one quarter favored the union and one quarter were split or mitigated. FY99 was an anomaly with half of the decisions split or mitigated, and approximately one quarter favoring management and one quarter favoring the union.
- See Appendix, p. A19, for FY00 MACOM data.

3-5. 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	91	92	93	94	95	96	97	98	99	00
ULP Charges	1207	1347	972	679	607	530	381	759	433	625
Complaints Issued	84	89	30	19	29	23	18	41	22	27

Analysis:

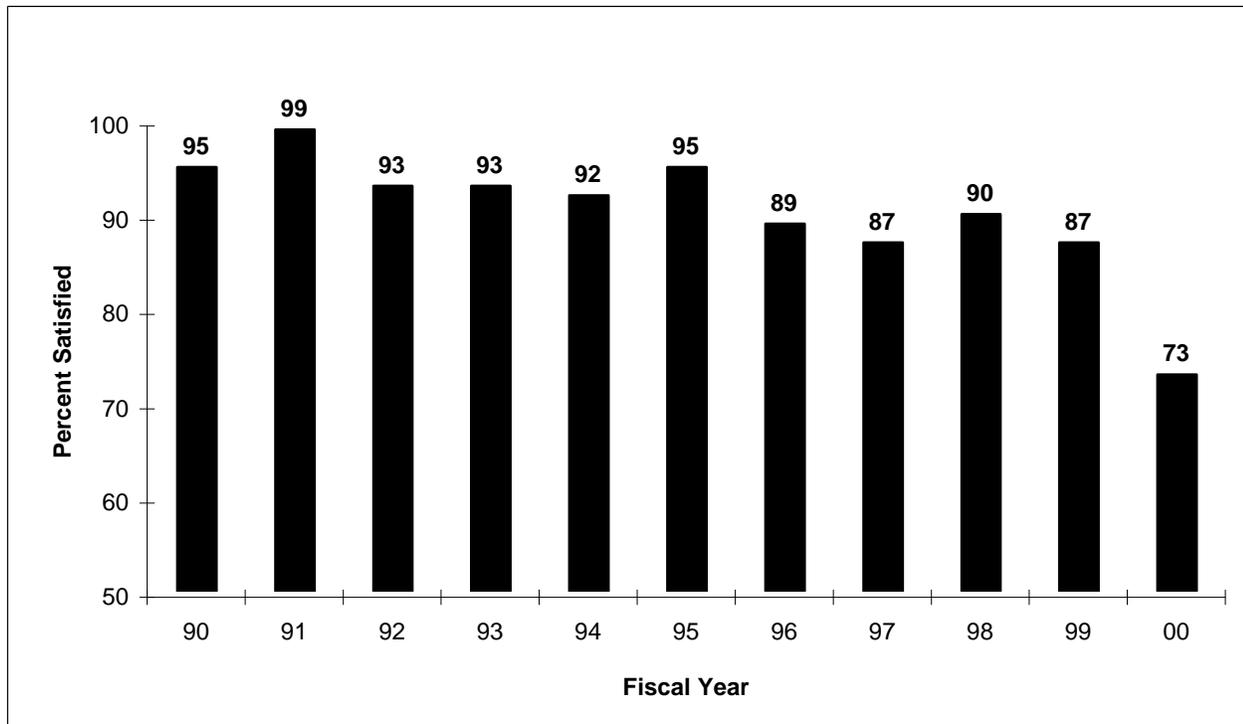
- For FY00, the percent of ULP charges filed by unions, for which complaints were issued by the FLRA, is consistent with the past five years. The number of charges filed and complaints issued in FY00 are up, following a decrease in FY99. Two MACOMs, U.S. Army Reserve Command and TRADOC, accounted for approximately 48% of the ULP charges in Army.

- See Appendix, p. A20, for FY00 MACOM data.

3-6. Classification Appeals - Percent Army Sustained

Objective: Not less than 90% OSD and OPM Sustainment

Assessment: Not Met



Source: HQDA (SAMR-CPP)

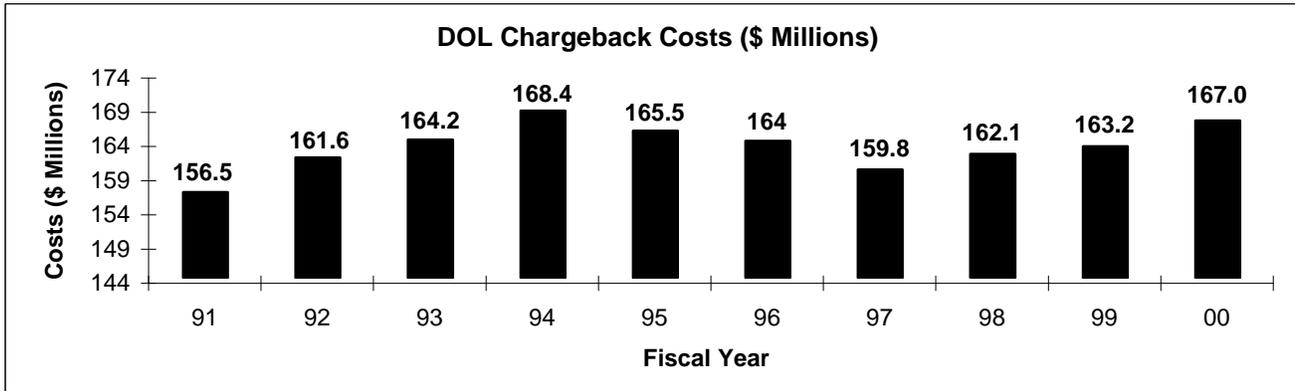
Fiscal Year	90	91	92	93	94	95	96	97	98	99	00
Total Appeals	38	135	134	140	144	129	91	68	110	39	26
Sustained	36	133	124	130	133	122	81	59	99	34	19

Analysis:

- Army did not meet its objective of not less than 90% OSD and OPM sustainment.
- The number of appeals continues to decrease dramatically in FY00. With such a small number, an increase of five sustained actions would have changed the result to over 90%.

3-7. Federal Employees Compensation Act (FECA) Benefits

Objective: None Established



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

Analysis:

- FY00 DOL chargeback costs (workers' compensation) increased by 3.8 million over FY99, but were still lower than the FY94 peak. These figures have not been adjusted to account for inflation (i.e., medical inflation and periodic cost-of-living increases). In FY91 dollars, current costs would be much lower.
- Chargeback costs are total fatal, non-fatal, medical and rehabilitation costs.
- See Appendix, p. A21, for MACOM data.

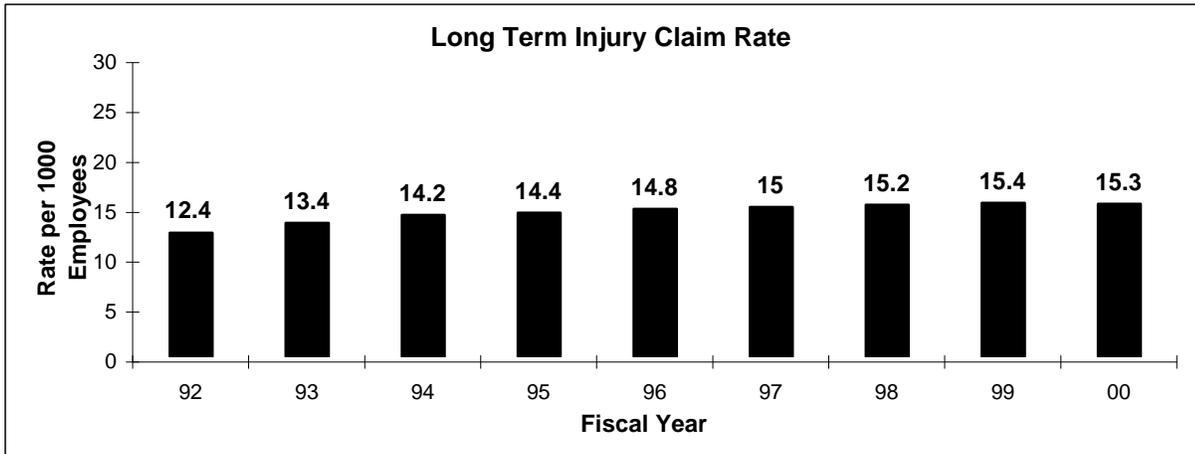
Lost-Time Injury Rate (per 1000 Employees)										
Command	Fiscal Year									
	91	92	93	94	95	96	97	98	99	00
AMC	21.4	24.3	24.5	26.8	23.8	21.3	19.2	20.8	17.5	16.8
FORSCOM	41.5	41.3	44.4	39.1	38.4	37.7	36.7	30.7	46.0	31.9
TRADOC	26.4	22.5	29.1	30.1	27.6	29.3	25.9	31.1	31.1	23.4
USACE	18.1	15.2	18.2	19.7	17.6	13.7	14.3	13.8	12.2	9.4
NGB	32.1	35.5	37.3	37.9	36.3	33.3	32.5	31.5	30.2	27.3
OTHER	NA	NA	NA	NA	NA	18.5	21.5	21.2	9.6	16.2

U.S. Army Safety Center.

Analysis:

- Army-wide totals are not presented because data on "Other" Commands are not available for all years.
- The injury rate peaked during FY93-94 for most MACOMs. FY00 injury rates declined for all MACOMs except "Other", which increased from FY99. FY00 shows the lowest injury rate for each MACOM except for TRADOC and FORSCOM.
- Injury rate is the number of lost time injuries per 1000 Army civilians.

3-7. Federal Employees Compensation Act (FECA) Benefits (Cont.)



Civilian Resource Conservation Information System.

Analysis:

- Although the number of long term injury claims continues to decline (see Appendix, p. A21), the rate of claims has increased by 19% since FY92. This is because the size of the civilian workforce has declined at a faster rate than the number of long term injury claims. In absolute numbers, the decline in claims is attributed to quality safety programs and reductions in the civilian work force. Downsizing has also had an adverse impact on reemployment of long term cases because there are fewer jobs.
- Long-term injury claims exclude death and permanently disabled cases. Data prior to FY92 are not reported because they are not based on the same definition (i.e., death and permanent disability cases were included).

Note: Data on a fourth FECA indicator, Continuation of Pay (COP) Days, were not available from DFAS.

3-8. Accuracy of MACOM and Career Program Budget Estimates for ACTEDS Intern Funds

Objective: Execute at Least 98% of Obligation Plan

Assessment: Not Met by Most Organizations

FY00 Percent Executed - Dollars and Workyears

CMD CODE	MACOM	EXECUTION	
		Dollars	Workyears
AS	INSCOM	99%	103%
AT	ATEC	98%	103%
CB	CIDC	95%	100%
CE	USACE	99%	99%
E1	USAREUR	100%	96%
FC	FORSCOM	98%	97%
MA	MILITARY ACADEMY	96%	98%
MC	MEDCOM	92%	103%
MP	PERSCOM	96%	90%
MT	MTMC	110%	111%
MW	MDW	94%	101%
P1	USARPAC	87%	98%
P8	EUSA	92%	100%
RC	USAREC	101%	103%
SC	SMDC	100%	100%
SP	USASOC	83%	97%
TC	TRADOC	96%	102%
X1	AMC	93%	109%
	USAFMSA	125%	97%
	HQDA	93%	92%
	SAFETY CENTER	107%	99%
	ARPERSCOM	228%	100%
	FCR TRANSPORTATION	96%	102%
	FCR CIVILIAN PERSONNEL	97%	101%
	FCR LOGISTICS	98%	103%
ARMY WIDE		97%	102%

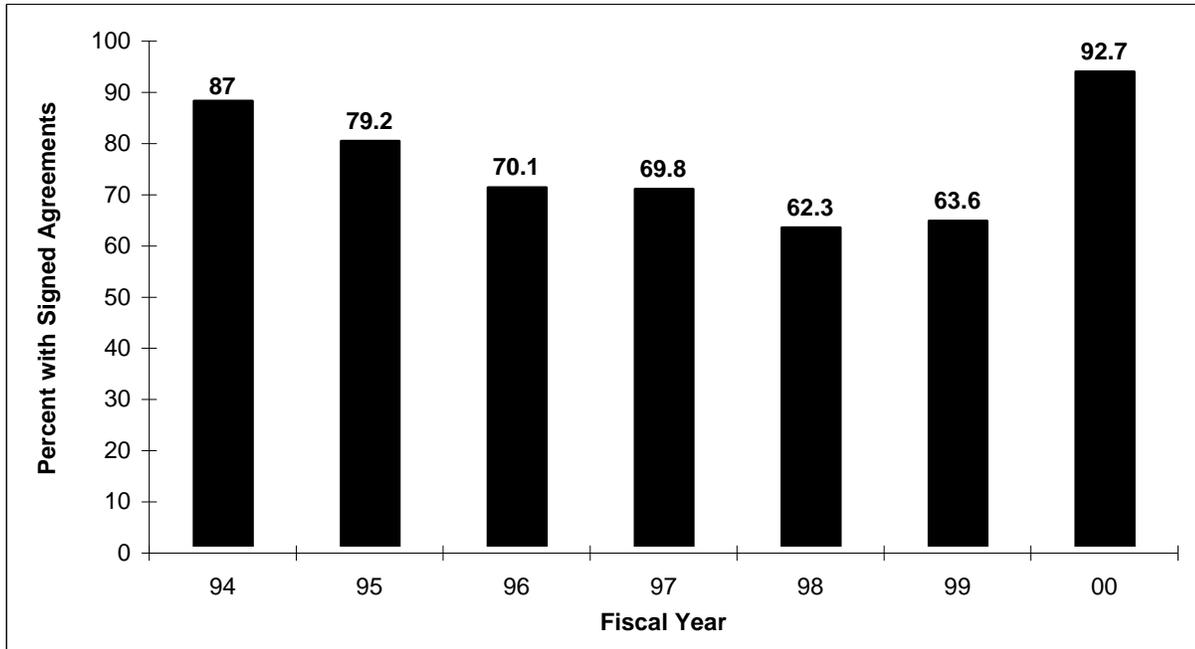
Source: ASA(M&RA), Central Programs Operations Division, ACTEDS Management Branch (SFCP-COA)

Analysis:

- Accuracy of budget estimates was not good, with only nine of the 25 recipients of FY00 funds meeting the objective for both dollars and workyears. However, 22 of the 25 met the objective for one of the two measures.
- In FY00 Army executed 97% of its allocated intern dollars and 102% of its distributed workyears compared to 94% and 95%, respectively, in FY99 and 93% and 86%, respectively, in FY98.
- Only those MACOMs, IRAs, and Career Programs receiving ACTEDS funds in FY00 are listed. Bolded number indicates that the objective was met. See Appendix, pp. A22-23, for FY00 raw data and FY96-00 percentages.

3-9. Percent of Pre-Identified Emergency Essential Employees with Signed Agreements

Objective: 90% with Signed Agreements
Assessment: Met



Source: HQ ACPERS

Analysis:

- Army met its objective. USAREUR and MTMC fell below the objective by a few employees.
- 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 FY00, 702 of 1071 EE employees (66%) were in positions not coded as being EE. 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. A24, for raw data, MACOM data, and the computer codes used.
- Data prior to FY94 are not presented because the EE position codes needed for this analysis did not appear in earlier years.