

Executive Order 13839: Promoting Accountability and Streamlining Removal Procedures Consistent with Merit System Principles

Executive Order 13839 “Promoting Accountability and Streamlining Removal Procedures Consistent with Merit System Principles” issued May 25, 2018 requires executive departments and agencies subject to chapter 75 of title 5, U. S. Code (agencies), to advance and assist a Federal supervisor’s ability to promote civil servant accountability while providing each employee with the appropriate procedural rights and protections. This initial report covers October 1, 2017 through September 30, 2018. One consolidated report was required from each department or agency head.

Agencies were reminded to follow all applicable laws, including those that control privacy and data security, when assembling and submitting data in accordance with this reporting requirement. Non-appropriated fund (NAF) employees are not subject to OPM’s regulations on performance-based actions and adverse actions; accordingly, data involving NAF employees was not requested. Further, the following executive branch agencies are excluded from the data collection: The United States Postal Service, Postal Rate Commission, Foreign Service Personnel at the State Department, Central Intelligence Agency, Tennessee Valley Authority, National Security Agency, Federal Reserve Board of Governors, Defense Intelligence Agency, Public Health Service’s Commissioned Officer Corps, National Geospatial-Intelligence Agency, Office of the Director of National Intelligence, Foreign Nationals Overseas and the Foreign Service, The White House, and the Office of the Vice President. Non-reporting agencies are as follows: U.S. Agency for International Development, U.S. Agency for Global Media, Presidio Trust, U.S. Holocaust Memorial Museum, Federal Housing Finance Agency, and the Selective Service System.

Agency/Department	Department of Agriculture	Department of Commerce	Department of Defense	Department of Education	Department of Energy	Department of Health and Human Services	Department of Homeland Security	Department of Housing and Urban Development
Total workforce count (per FedScope data as of September 2018)	90,382	40,004	741,955	3,712	14,382	82,518	205,121	7,466
Does your agency have SES employees?	YES	YES	YES	YES	YES	YES	YES	YES
Does your agency have ALJ employees?	YES	NO	YES	YES	YES	YES	YES	YES
Number of employees serving in a probationary period or otherwise employed for a specific term:								
Non-SES	20,899	4,143	92,775	35	430	5,062	31,888	220
SES	27	3	119	1	29	44	60	7
ALJ	0	0	5	0	0	0	0	0
Of this number, the number of employees that were removed:								
Non-SES	124	516	1,683	0	7	26	589	8
SES	0	0	1	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees reprimanded in writing:								
Non-SES	381	236	4,274	5	74	364	3,555	30
SES	1	0	2	0	1	0	4	0
ALJ	0	0	0	0	0	0	0	0
Number of employees afforded an opportunity period under 5 U.S.C. § 4302(c)(6):								
Non-SES	89	324	747	5	37	108	217	28
Of this number, the number of employees who received an opportunity period greater than 30 days:								
Non-SES	81	297	460	0	32	55	67	24

Agency/Department	Department of Agriculture	Department of Commerce	Department of Defense	Department of Education	Department of Energy	Department of Health and Human Services	Department of Homeland Security	Department of Housing and Urban Development
Number of removals taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	163	108	2,357	2	23	85	898	15
SES	1	1	3	0	0	1	1	0
ALJ	0	0	0	0	0	0	0	0
Number of reduction in grade or equivalent taken against employees:								
Non-SES	10	1	123	1	1	0	55	0
SES	0	0	1	1	0	0	1	0
ALJ	0	0	0	0	0	0	0	0
Number of reduction in pay or equivalent taken against employees:								
Non-SES	6	0	46	0	0	0	10	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of 14 days or less taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	274	149	3,457	12	38	220	2,102	26
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of greater than 14 days taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	17	12	482	2	6	23	92	0
SES	2	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
*Number of agency decisions issued on proposed removals taken under chapter 75 of title 5, United States Code:								
Non-SES	174	91	1,945	3	20	77	709	8
SES	1	1	1	0	0	1	1	0
*Of this number, the number of agency decisions that were not issued within 15 business days of the end of the employee's reply period:								
Non-SES	120	60	998	0	14	46	186	8
SES	1	0	0	0	0	1	0	0
*Number of adverse personnel actions taken for which employees received the 30-day advance written notice requirement of chapter 75, or the number of actions taken under 5 CFR part 359 against SES members which required the 30-day advance written notice:								
Non-SES	196	121	3,646	5	30	108	319	15
SES	3	1	4	1	0	1	2	0
*Of this number, the number of employees (or SES members) that received written notice in excess of the 30 days:								
Non-SES	0	106	1,350	2	15	55	148	0
SES	0	0	0	0	0	1	0	0

Agency/Department	Department of Agriculture	Department of Commerce	Department of Defense	Department of Education	Department of Energy	Department of Health and Human Services	Department of Homeland Security	Department of Housing and Urban Development
Number of agency settlement agreements reached with employees arising out of adverse personnel actions:								
Non-SES	55	91	838	3	20	40	194	
SES	0	1	1	0	0	1		
ALJ	0	0	0	0	0	0		
The number of last chance/abeyance agreements:								
Non-SES	46	47	177	0	5	7	44	
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0		
The number of agreements involving payment of back pay:								
Non-SES	1	7	79	2	2	4	15	
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0		
The number of agreements involving reassignment:								
Non-SES	3	1	77	0	1	4	17	
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0		
The number of agreements involving retirement:								
Non-SES	1	7	79	2	4	8	16	
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0		
The number of agreements involving a waiver of appeal rights:								
Non-SES	36	65	378	0	6	28	174	
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0		
The number of agreements involving payment of attorney/legal fees:								
Non-SES	0	2	93	3	6	12	26	
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0	0	0
Summary of other key terms provided by the agency	Employment bar; complete training; resignation after period of time; random computer checks; EAP referral; random drug testing; duty station change at employee's expense; permanent debarment from government housing; drug testing abeyance agreements.	Resignation; SES resignation; clean resignation agreement.	Pre-decisional agreements; clean resignation agreements; monetary settlement; reduced suspension.			Leave Restoration; Resignation; Lump Sum Payments; Changes to Rating; Detail Support; Changes to Documents in employee's eOPF; granting WGIs; abeyance agreement; quality step increase.		Monetary settlement.

Agency/Department	Department of Agriculture	Department of Commerce	Department of Defense	Department of Education	Department of Energy	Department of Health and Human Services	Department of Homeland Security	Department of Housing and Urban Development
The number of instances in which litigation was used to resolve matters pertaining to adverse actions taken against employees:								
Non-SES	86	29	793	1	14	64	347	19
SES	0	1	0	0	1	1		
ALJ	0	0	20	0	0	0		
The number of cases in which the appeal was dismissed:								
Non-SES	21	3	194	1	4	13	42	
SES	0	0	0	0	0	0		
ALJ	0	0	11	0	0	0		
The number of cases in which the appeal was upheld:								
Non-SES	23	6	212	0	0	8	138	
SES	0	0	0	0	1	0		
ALJ	0	0	6	0	0	0		
The number of cases in which the appeal was mitigated:								
Non-SES	2	2	54	0	0	0		
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0		
The number of cases in which the appeal was reversed:								
Non-SES	3	0	51	0	0	0		
SES	0	0	0	0	0	0		
ALJ	0	0	3	0	0	0		
The number of cases in which the appeal was settled:								
Non-SES	37	14	195	0	6	37	117	
SES	0	1	0	0	0	1		
ALJ	0	0	0	0	0	0		
The number of cases in which the appeal was resolved by other means:								
Non-SES	0	4	60	0	4	6	10	
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0		

Agency/Department	Department of the Interior	Department of Interior (*OIG)	Department of Justice	Department of Labor	Department of State	Department of Transportation	Department of the Treasury	Department of Veterans Affairs
Total workforce count (per FedScope data as of September 2018)	66,750	N/A	113,462	14,311	11,709	54,111	88,605	392,287
Does your agency have SES employees?	YES	YES	YES	YES	YES	YES	YES	YES
Does your agency have ALJ employees?	YES	NO	NO	YES	NO	YES	NO	NO
Number of employees serving in a probationary period or otherwise employed for a specific term:								
Non-SES	23,100	4	7,540	260	1,139	5,069	10,259	44,832
SES	22	0	53	54	3	8	23	21
ALJ	0	0	0	1	0	0	0	0
Of this number, the number of employees that were removed:								
Non-SES	142	1	112	7	7	580	431	1,519
SES	0	0	2	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees reprimanded in writing:								
Non-SES	444	1	696	69	42	318	651	2,142
SES	0	0	1	0	0	0	0	5
ALJ	0	0	0	0	0	0	0	0
Number of employees afforded an opportunity period under 5 U.S.C. § 4302(c)(6):								
Non-SES	15	0	153	45	20	45	19	8
Of this number, the number of employees who received an opportunity period greater than 30 days:								
Non-SES	14	0	47	45	20	45	16	6
Number of removals taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	77	1	193	26	13	97	227	1,586
SES	0	0	2	0	0	0	0	1
ALJ	0	0	0	0	0	0	0	0
Number of reduction in grade or equivalent taken against employees:								
Non-SES	4	0	20	1	0	17	11	96
SES	0	0	1	0	0	0	0	3
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Department of the Interior	Department of Interior (*OIG)	Department of Justice	Department of Labor	Department of State	Department of Transportation	Department of the Treasury	Department of Veterans Affairs
Number of reduction in pay or equivalent taken against employees:								
Non-SES	0	0	1	1	0	0	8	96
SES	0	0	0	0	0	0	0	3
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of 14 days or less taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	300	2	851	38	25	255	564	2,127
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of greater than 14 days taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	21	0	131	4	10	33	149	168
SES	0	0	6	0	0	0	0	1
ALJ	0	0	0	0	0	0	0	0
*Number of agency decisions issued on proposed removals taken under chapter 75 of title 5, United States Code:								
Non-SES	78	0	253	28	11	91	445	433
SES	0	0	4	0	0	0	0	1
*Of this number, the number of agency decisions that were not issued within 15 business days of the end of the employee's reply period:								
Non-SES	64	0	89	28	11	65	11	0
SES	0	0	4	0	0	0	0	1
*Number of adverse personnel actions taken for which employees received the 30-day advance written notice requirement of chapter 75, or the number of actions taken under 5 CFR part 359 against SES members which required the 30-day advance written notice:								
Non-SES	94	1	345	32	23	141	395	509
SES	0	0	9	0	0	0	0	1
*Of this number, the number of employees (or SES members) that received written notice in excess of the 30 days:								
Non-SES	90	0	241	28	23	9	16	0
SES	0	0	5	0	0	0	0	1
Number of agency settlement agreements reached with employees arising out of adverse personnel actions:								
Non-SES	33	0	98	5	25	46	85	168
SES	1	0	3	0	1	0	0	1
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Department of the Interior	Department of Interior (*OIG)	Department of Justice	Department of Labor	Department of State	Department of Transportation	Department of the Treasury	Department of Veterans Affairs
The number of last chance/abeyance agreements:								
Non-SES	3	0	20	1	1	6	14	99
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of back pay:								
Non-SES	3	0	12	1	1	19	20	6
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving reassignment:								
Non-SES	3	0	6	0	11	3	2	24
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving retirement:								
Non-SES	10	0	12	2	1	4	5	17
SES	1	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving a waiver of appeal rights:								
Non-SES	19	0	89	5	6	24	42	88
SES	1	0	0	0	0	0	0	1
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of attorney/legal fees:								
Non-SES	2	0	15	0	3	4	10	7
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Summary of other key terms provided by the agency	Mitigation or cancellation of adverse action; clean record settlement; lump sum payment; leave restoration; leave without pay until retirement; repayment of leave; repayment to agency of overtime hours; reinstatement; EEO training.		Voluntary reassignments.		Voluntary reassignments; training; administrative leave.	eOPF modification; neutral references.	Retirement agreement; abeyance/last chance agreements.	

Agency/Department	Department of the Interior	Department of Interior (*OIG)	Department of Justice	Department of Labor	Department of State	Department of Transportation	Department of the Treasury	Department of Veterans Affairs
The number of instances in which litigation was used to resolve matters pertaining to adverse actions taken against employees:								
Non-SES	18	0	88	0	15	48	98	870
SES	0	0	0	0	0	0	0	7
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was dismissed:								
Non-SES	11	0	22	0	1	14	15	330
SES	0	0	0	0	0	0	0	3
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was upheld:								
Non-SES	1	0	29	0	4	7	10	159
SES	0	0	0	0	0	0	0	2
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was mitigated:								
Non-SES	1	0	3	0	0	6	3	18
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was reversed:								
Non-SES	1	0	4	0	0	4	3	46
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was settled:								
Non-SES	3	0	30	0	3	15	61	258
SES	0	0	0	0	0	0	0	2
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was resolved by other means:								
Non-SES	1	0	0	0	7	2	6	59
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Appalachian Regional Commission	Armed Forces Retirement Home	Commodity Futures Trading Commission	Consumer Financial Protection Bureau	Consumer Product Safety Commission	Corporation for National and Community Services	Court Services and Offender Supervision Agency	Defense Nuclear Facilities Safety Board
Total workforce count (per FedScope data as of September 2018)	N/A	308	687	N/A	528	561	1,132	89
Does your agency have SES employees?	NO	YES	NO	NO	YES	NO	YES	YES
Does your agency have ALJ employees?	NO	NO	NO	YES	NO	NO	NO	NO
Number of employees serving in a probationary period or otherwise employed for a specific term:								
Non-SES	0	52	27	133	70	88	14	0
SES	0	0	0	0	1	0		
ALJ	0	0	0	0	0	0	0	0
Of this number, the number of employees that were removed:								
Non-SES	0	12	0	0	1	3	1	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
Number of employees reprimanded in writing:								
Non-SES	0	6	0	4	1	4	8	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
Number of employees afforded an opportunity period under 5 U.S.C. § 4302(c)(6):								
Non-SES	0	0	1	3	2	1		
Of this number, the number of employees who received an opportunity period greater than 30 days:								
Non-SES	0	0	1	3	2	0		
Number of removals taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	0	0	0	0	0	1		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of reduction in grade or equivalent taken against employees:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Appalachian Regional Commission	Armed Forces Retirement Home	Commodity Futures Trading Commission	Consumer Financial Protection Bureau	Consumer Product Safety Commission	Corporation for National and Community Services	Court Services and Offender Supervision Agency	Defense Nuclear Facilities Safety Board
Number of reduction in pay or equivalent taken against employees:								
Non-SES	0	0	0	2	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	
Number of suspensions of 14 days or less taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	0	5	2	0	2	2	14	
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of greater than 14 days taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
*Number of agency decisions issued on proposed removals taken under chapter 75 of title 5, United States Code:								
Non-SES	0	0	0	0	0	0	2	0
SES	0	0	0	0	0	0	0	0
*Of this number, the number of agency decisions that were not issued within 15 business days of the end of the employee's reply period:								
Non-SES	0	0	0	0	0	0	2	0
SES	0	0	0	0	0	0	0	0
*Number of adverse personnel actions taken for which employees received the 30-day advance written notice requirement of chapter 75, or the number of actions taken under 5 CFR part 359 against SES members which required the 30-day advance written notice:								
Non-SES	0	0	0	2	0	1	9	0
SES	0	0	0	0	0	0	0	0
*Of this number, the number of employees (or SES members) that received written notice in excess of the 30 days:								
Non-SES	0	0	0	2	0	0	0	0
SES	0	0	0	0	0	0	0	0
Number of agency settlement agreements reached with employees arising out of adverse personnel actions:								
Non-SES	0	0	0	1	1	1	5	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Appalachian Regional Commission	Armed Forces Retirement Home	Commodity Futures Trading Commission	Consumer Financial Protection Bureau	Consumer Product Safety Commission	Corporation for National and Community Services	Court Services and Offender Supervision Agency	Defense Nuclear Facilities Safety Board
The number of last chance/abeyance agreements:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of back pay:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving reassignment:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving retirement:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving a waiver of appeal rights:								
Non-SES	0	0	0	1	1	1	5	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of attorney/legal fees:								
Non-SES	0	0	0	1	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Summary of other key terms provided by the agency				Adjustment of work records; adjustment of salary/benefits; resignation.	Resignation.			

Agency/Department	Appalachian Regional Commission	Armed Forces Retirement Home	Commodity Futures Trading Commission	Consumer Financial Protection Bureau	Consumer Product Safety Commission	Corporation for National and Community Services	Court Services and Offender Supervision Agency	Defense Nuclear Facilities Safety Board
The number of instances in which litigation was used to resolve matters pertaining to adverse actions taken against employees:								
Non-SES	0	0	0	0	0	0	1	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
The number of cases in which the appeal was dismissed:								
Non-SES	0	0	0	0	0	0		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was upheld:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was mitigated:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
The number of cases in which the appeal was reversed:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
The number of cases in which the appeal was settled:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was resolved by other means:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Environmental Protection Agency	Equal Employment Opportunity Commission	Export-Import Bank of the United States	Farm Credit Administration	Federal Communications Commission	Federal Deposit Insurance Corporation	Federal Election Commission	Federal Energy Regulatory Commission
Total workforce count (per FedScope data as of September 2018)	14,457	2,051	393	310	1,449	5,910	304	N/A
Does your agency have SES employees?	YES	YES	NO	NO	YES	NO	NO	YES
Does your agency have ALJ employees?	YES	NO	NO	NO	YES	YES	NO	YES
Number of employees serving in a probationary period or otherwise employed for a specific term:								
Non-SES	317	178	30	50	111	50	42	96
SES	9	4	0	0	9	0	0	0
ALJ	0	0	0	0	0	0	0	0
Of this number, the number of employees that were removed:								
Non-SES	7	15	2	0	0	4	0	2
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees reprimanded in writing:								
Non-SES	27	23	7	0	4	37	0	3
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees afforded an opportunity period under 5 U.S.C. § 4302(c)(6):								
Non-SES	10	17	9	1	3	0	1	3
Of this number, the number of employees who received an opportunity period greater than 30 days:								
Non-SES	10	17	9	1	3	0	1	3
Number of removals taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	13	23	3	0	1	14	1	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of reduction in grade or equivalent taken against employees:								
Non-SES	1	0	0	0	1	2	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Environmental Protection Agency	Equal Employment Opportunity Commission	Export-Import Bank of the United States	Farm Credit Administration	Federal Communications Commission	Federal Deposit Insurance Corporation	Federal Election Commission	Federal Energy Regulatory Commission
Number of reduction in pay or equivalent taken against employees:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of 14 days or less taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	27	7	2	0	5	17		
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of greater than 14 days taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	3	2	0	0	0	2	0	0
SES	1	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
*Number of agency decisions issued on proposed removals taken under chapter 75 of title 5, United States Code:								
Non-SES	19	20	4	0	2	12	1	0
SES	1	0	0	0	0	0	0	0
*Of this number, the number of agency decisions that were not issued within 15 business days of the end of the employee's reply period:								
Non-SES	19	20	4	0	2	8	1	0
SES	1	0	0	0	0	0	0	0
*Number of adverse personnel actions taken for which employees received the 30-day advance written notice requirement of chapter 75, or the number of actions taken under 5 CFR part 359 against SES members which required the 30-day advance written notice:								
Non-SES	17	25	3	0	2	18		
SES	1	0	0	0	0	0	0	0
*Of this number, the number of employees (or SES members) that received written notice in excess of the 30 days:								
Non-SES	11	23	3	0	0	12	0	0
SES	0	0	0	0	0	0	0	0
Number of agency settlement agreements reached with employees arising out of adverse personnel actions:								
Non-SES	16	6	2	0	0	5	0	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Environmental Protection Agency	Equal Employment Opportunity Commission	Export-Import Bank of the United States	Farm Credit Administration	Federal Communications Commission	Federal Deposit Insurance Corporation	Federal Election Commission	Federal Energy Regulatory Commission
The number of last chance/abeyance agreements:								
Non-SES	7	1	0	0	0	1	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of back pay:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving reassignment:								
Non-SES	4	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving retirement:								
Non-SES	3	2	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving a waiver of appeal rights:								
Non-SES	14	6	2	0	0	4	0	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of attorney/legal fees:								
Non-SES	1	0	2	0	0	1	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Summary of other key terms provided by the agency								

Agency/Department	Environmental Protection Agency	Equal Employment Opportunity Commission	Export-Import Bank of the United States	Farm Credit Administration	Federal Communications Commission	Federal Deposit Insurance Corporation	Federal Election Commission	Federal Energy Regulatory Commission
The number of instances in which litigation was used to resolve matters pertaining to adverse actions taken against employees:								
Non-SES	13	5	4	0	0	5	0	0
SES	1	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
The number of cases in which the appeal was dismissed:								
Non-SES	1	0	0	0	0	0		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was upheld:								
Non-SES	1	4	0	0	0	2	0	0
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was mitigated:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was reversed:								
Non-SES	0	1	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was settled:								
Non-SES	2	0	4	0	0	2		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was resolved by other means:								
Non-SES	9	0	0	0	0	1	0	0
SES	1	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Federal Labor Relations Authority	Federal Maritime Commission	Federal Mediation and Conciliation	Federal Retirement Thrift Investment Board	Federal Trade Commission	General Services Administration	General Services Administration (*OIG)	Inter-American Foundation
Total workforce count (per FedScope data as of September 2018)	121	113	220	287	1,115	11,060	N/A	46
Does your agency have SES employees?	YES	YES	YES	YES	YES	YES	YES	NO
Does your agency have ALJ employees?	YES	YES	NO	NO	YES	NO	NO	NO
Number of employees serving in a probationary period or otherwise employed for a specific term:								
Non-SES	6	4	37	2	52	531	9	13
SES	1	0	0	3	3	1	1	0
ALJ	0	0	0	0	0	0	0	0
Of this number, the number of employees that were removed:								
Non-SES	0	0	1	2	1	15	1	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees reprimanded in writing:								
Non-SES	1	1	0	0	2	47	1	0
SES	0	0	0	0	1	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees afforded an opportunity period under 5 U.S.C. § 4302(c)(6):								
Non-SES	0	1	0	0	0	12	0	0
Of this number, the number of employees who received an opportunity period greater than 30 days:								
Non-SES	0	1	0	0	0	12	0	0
Number of removals taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	0	1	0	1	0	8	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of reduction in grade or equivalent taken against employees:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Federal Labor Relations Authority	Federal Maritime Commission	Federal Mediation and Conciliation	Federal Retirement Thrift Investment Board	Federal Trade Commission	General Services Administration	General Services Administration (*OIG)	Inter-American Foundation
Number of reduction in pay or equivalent taken against employees:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of 14 days or less taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	0	1	0	1	0	32	1	0
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of greater than 14 days taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	0	0	0	0	0	2	0	0
SES	0	0	0	0	0	1	0	0
ALJ	0	0	0	0	0	0	0	0
*Number of agency decisions issued on proposed removals taken under chapter 75 of title 5, United States Code:								
Non-SES	0	0	0	0	0	16	0	0
SES	0	0	0	0	0	0	0	0
*Of this number, the number of agency decisions that were not issued within 15 business days of the end of the employee's reply period:								
Non-SES	0	0	0	0	0	10	0	0
SES	0	0	0	0	0	0	0	0
*Number of adverse personnel actions taken for which employees received the 30-day advance written notice requirement of chapter 75, or the number of actions taken under 5 CFR part 359 against SES members which required the 30-day advance written notice:								
Non-SES	0	1	0	1	0	10	0	0
SES	0	0	0	0	0	1	0	0
*Of this number, the number of employees (or SES members) that received written notice in excess of the 30 days:								
Non-SES	0	0	0	0	0	10	0	0
SES	0	0	0	0	0	1	0	0
Number of agency settlement agreements reached with employees arising out of adverse personnel actions:								
Non-SES	0	0	0	1	1	4	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Federal Labor Relations Authority	Federal Maritime Commission	Federal Mediation and Conciliation	Federal Retirement Thrift Investment Board	Federal Trade Commission	General Services Administration	General Services Administration (*OIG)	Inter-American Foundation
The number of last chance/abeyance agreements:								
Non-SES	0	0	0	0	1	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of back pay:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving reassignment:								
Non-SES	0	0	0	1	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving retirement:								
Non-SES	0	0	0	0	0	1	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving a waiver of appeal rights:								
Non-SES	0	0	0	1	1	3	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of attorney/legal fees:								
Non-SES	0	0	0	0	0	1	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Summary of other key terms provided by the agency						Resignations; resignation in lieu of removal; monetary payments; future employment agreement.		

Agency/Department	Federal Labor Relations Authority	Federal Maritime Commission	Federal Mediation and Conciliation	Federal Retirement Thrift Investment Board	Federal Trade Commission	General Services Administration	General Services Administration (*OIG)	Inter-American Foundation
The number of instances in which litigation was used to resolve matters pertaining to adverse actions taken against employees:								
Non-SES	0	0	0	0	0	7	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was dismissed:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was upheld:								
Non-SES	0	0	0	0	0	4	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was mitigated:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was reversed:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was settled:								
Non-SES	0	0	0	0	0	1	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was resolved by other means:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	International Boundary and Water Commission	Millennium Challenge Corporation	National Aeronautics and Space Administration	National Archives and Records Administration	National Credit Union Administration	National Endowment for the Humanities	National Labor Relations Board	National Science Foundation
Total workforce count (per FedScope data as of September 2018)	230	323	17,183	2,785	1,109	390	1,323	1,482
Does your agency have SES employees?	NO	NO	YES	YES	NO	YES	YES	YES
Does your agency have ALJ employees?	NO	NO	NO	NO	NO	NO	YES	NO
Number of employees serving in a probationary period or otherwise employed for a specific term:								
Non-SES	43	103	1,147	183	22	9	6	480
SES	0	0	15	0	0	0	2	23
ALJ	0	0	0	0	0	0	0	0
Of this number, the number of employees that were removed:								
Non-SES	0	1	2	3	1	0	0	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees reprimanded in writing:								
Non-SES	3	16	40	17	3	0	8	10
SES	0	0	1	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees afforded an opportunity period under 5 U.S.C. § 4302(c)(6):								
Non-SES	0	3	27	6	7	0	2	1
Of this number, the number of employees who received an opportunity period greater than 30 days:								
Non-SES	0	3	25	1	7	0	0	1
Number of removals taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	0	7	9	12	2	0	0	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of reduction in grade or equivalent taken against employees:								
Non-SES	0	1	0	0	0	0	0	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	International Boundary and Water Commission	Millennium Challenge Corporation	National Aeronautics and Space Administration	National Archives and Records Administration	National Credit Union Administration	National Endowment for the Humanities	National Labor Relations Board	National Science Foundation
Number of reduction in pay or equivalent taken against employees:								
Non-SES	0	1	0	0	0	0	0	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
Number of suspensions of 14 days or less taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	1	1	36	9	3	0		
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of greater than 14 days taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	0	0	2	0	1	0	1	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
*Number of agency decisions issued on proposed removals taken under chapter 75 of title 5, United States Code:								
Non-SES	0	5	17	6	1	0	4	1
SES	0	0	0	0	0	0	0	0
*Of this number, the number of agency decisions that were not issued within 15 business days of the end of the employee's reply period:								
Non-SES	0	0	15	1	1	0	1	1
SES	0	0	0	0	0	0		
*Number of adverse personnel actions taken for which employees received the 30-day advance written notice requirement of chapter 75, or the number of actions taken under 5 CFR part 359 against SES members which required the 30-day advance written notice:								
Non-SES	0	9	11	12	3	0		
SES	0	0	0	0	0	0	0	0
*Of this number, the number of employees (or SES members) that received written notice in excess of the 30 days:								
Non-SES	0	0	5	1	1	0		
SES	0	0	0	0	0	0	0	0
Number of agency settlement agreements reached with employees arising out of adverse personnel actions:								
Non-SES	0	1	15	4	2	0	2	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	International Boundary and Water Commission	Millennium Challenge Corporation	National Aeronautics and Space Administration	National Archives and Records Administration	National Credit Union Administration	National Endowment for the Humanities	National Labor Relations Board	National Science Foundation
The number of last chance/abeyance agreements:								
Non-SES	0	0	4	1	1	0	0	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of back pay:								
Non-SES	0	0	1	1	0	0		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving reassignment:								
Non-SES	0	0	0	1	0	0	0	0
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving retirement:								
Non-SES	0	1	3	0	1	0	2	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving a waiver of appeal rights:								
Non-SES	0	0	14	1	2	0		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of attorney/legal fees:								
Non-SES	0	0	1	0	0	0	0	0
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0	0	0
Summary of other key terms provided by the agency		Resignations.	Waiver of damages; waiver of back pay; waiver of attorney's fees.	Last chance agreement with lower grade reinstatement.				

Agency/Department	International Boundary and Water Commission	Millennium Challenge Corporation	National Aeronautics and Space Administration	National Archives and Records Administration	National Credit Union Administration	National Endowment for the Humanities	National Labor Relations Board	National Science Foundation
The number of instances in which litigation was used to resolve matters pertaining to adverse actions taken against employees:								
Non-SES	0	0	7	1	0	0	2	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
The number of cases in which the appeal was dismissed:								
Non-SES	0	0	4	0	0	0		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was upheld:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was mitigated:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
The number of cases in which the appeal was reversed:								
Non-SES	0	0	1	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
The number of cases in which the appeal was settled:								
Non-SES	0	0	1	1	0	0	2	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was resolved by other means:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0	0	0

Agency/Department	National Transportation Safety Board	Nuclear Regulatory Commission	Occupational Safety and Health Review Commission	Overseas Private Investment Corporation	Peace Corps	Pension Benefit Guaranty Corporation	Railroad Retirement Board	Securities and Exchange Commission
Total workforce count (per FedScope data as of September 2018)	400	3,081	52	263	942	944	860	4,445
Does your agency have SES employees?	YES	YES	YES	NO	YES	NO	YES	NO
Does your agency have ALJ employees?	YES	NO	YES	NO	NO	NO	NO	YES
Number of employees serving in a probationary period or otherwise employed for a specific term:								
Non-SES	10	38	1	1	151	112	16	156
SES	0	12	0	0	1	0	0	0
ALJ	0	0	0	0	0	0	0	0
Of this number, the number of employees that were removed:								
Non-SES	0	0	0	0	1	2	0	2
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees reprimanded in writing:								
Non-SES	2	2	0	0	5	3	6	6
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees afforded an opportunity period under 5 U.S.C. § 4302(c)(6):								
Non-SES	3	2	1	0	5	0	3	5
Of this number, the number of employees who received an opportunity period greater than 30 days:								
Non-SES	3	2	0	0	5	0	3	5
Number of removals taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	1	5	0	1	0	7	1	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of reduction in grade or equivalent taken against employees:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	National Transportation Safety Board	Nuclear Regulatory Commission	Occupational Safety and Health Review Commission	Overseas Private Investment Corporation	Peace Corps	Pension Benefit Guaranty Corporation	Railroad Retirement Board	Securities and Exchange Commission
Number of reduction in pay or equivalent taken against employees:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	
Number of suspensions of 14 days or less taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	0	3	0	1	1	8		
ALJ	0	0	0	0	0	0	0	0
Number of suspensions of greater than 14 days taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	0	3	0	0	1	0	1	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
*Number of agency decisions issued on proposed removals taken under chapter 75 of title 5, United States Code:								
Non-SES	1	1	0	0	0	0	2	0
SES	0	0	0	0	0	0	0	0
*Of this number, the number of agency decisions that were not issued within 15 business days of the end of the employee's reply period:								
Non-SES	1	0	0	0	0	0	2	0
SES	0	0	0	0	0	0	0	
*Number of adverse personnel actions taken for which employees received the 30-day advance written notice requirement of chapter 75, or the number of actions taken under 5 CFR part 359 against SES members which required the 30-day advance written notice:								
Non-SES	1	8	0	1	1	7		
SES	0	0	0	0	0	0	0	0
*Of this number, the number of employees (or SES members) that received written notice in excess of the 30 days:								
Non-SES	0	6	0	0	0	1	0	2
SES	0	0	0	0	0	0	0	0
Number of agency settlement agreements reached with employees arising out of adverse personnel actions:								
Non-SES	0	6	1	2	0	1	0	12
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	

Agency/Department	National Transportation Safety Board	Nuclear Regulatory Commission	Occupational Safety and Health Review Commission	Overseas Private Investment Corporation	Peace Corps	Pension Benefit Guaranty Corporation	Railroad Retirement Board	Securities and Exchange Commission
The number of last chance/abeyance agreements:								
Non-SES	0	2	0	1	0	0	0	1
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of back pay:								
Non-SES	0	0	0	0	0	0		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving reassignment:								
Non-SES	0	0	0	0	0	0		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving retirement:								
Non-SES	0	2	0	0	0	0	0	3
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving a waiver of appeal rights:								
Non-SES	0	3	1	1	0	1	0	12
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of attorney/legal fees:								
Non-SES	0	1	0	1	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Summary of other key terms provided by the agency				Monetary agreement.				Resignations.

Agency/Department	National Transportation Safety Board	Nuclear Regulatory Commission	Occupational Safety and Health Review Commission	Overseas Private Investment Corporation	Peace Corps	Pension Benefit Guaranty Corporation	Railroad Retirement Board	Securities and Exchange Commission
The number of instances in which litigation was used to resolve matters pertaining to adverse actions taken against employees:								
Non-SES	0	1	0	0	0	0	0	8
SES	0	0	0	0	0	0	0	
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was dismissed:								
Non-SES	0	0	0	0	0	0	0	2
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was upheld:								
Non-SES	0	0	0	0	0	0	0	4
SES	0	0	0	0	0	0	0	
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was mitigated:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was reversed:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was settled:								
Non-SES	0	1	0	0	0	0	0	2
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was resolved by other means:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Small Business Administration	Social Security Administration	United States Commission of Fine Arts	United States International Trade Commission	United States Merit Systems Protection Board	United States Office of Personnel Management	United States Office of Special Counsel	United States Trade and Development Agency
Total workforce count (per FedScope data as of September 2018)	5,276	62,519	12	408	217	5,565	138	53
Does your agency have SES employees?	YES	YES	YES	YES	YES	YES	YES	YES
Does your agency have ALJ employees?	NO	YES	NO	YES	NO	NO	NO	NO
Number of employees serving in a probationary period or otherwise employed for a specific term:								
Non-SES	51	2,801	1	26	19	235	14	12
SES	0	14	0	0	1	8	0	1
ALJ	0	0	0	0	0	0	0	0
Of this number, the number of employees that were removed:								
Non-SES	0	123	0	1	1	7		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
Number of employees reprimanded in writing:								
Non-SES	34	456	0	1	1	45	0	0
SES	0	0	0	0	0	0		
ALJ	0	32	0	0	0	0	0	0
Number of employees afforded an opportunity period under 5 U.S.C. § 4302(c)(6):								
Non-SES	8	104	0	0	2	22	0	0
Of this number, the number of employees who received an opportunity period greater than 30 days:								
Non-SES	8	104	0	0	2	17	0	0
Number of removals taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	16	254	0	0	0	11	0	0
SES	0	0	0	1	0	0	0	0
ALJ	0	1	0	0	0	0	0	0
Number of reduction in grade or equivalent taken against employees:								
Non-SES	0	7	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

Agency/Department	Small Business Administration	Social Security Administration	United States Commission of Fine Arts	United States International Trade Commission	United States Merit Systems Protection Board	United States Office of Personnel Management	United States Office of Special Counsel	United States Trade and Development Agency
Number of reduction in pay or equivalent taken against employees:								
Non-SES	0	7	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0		
Number of suspensions of 14 days or less taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	13	358	0	0	0	16		
ALJ	0	1	0	0	0	0	0	0
Number of suspensions of greater than 14 days taken against employees under chapter 75 of title 5, United States Code:								
Non-SES	1	60	0	0	0	2	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
*Number of agency decisions issued on proposed removals taken under chapter 75 of title 5, United States Code:								
Non-SES	18	144	0	0	0	11	0	0
SES	0	0	0	0	0	0	0	0
*Of this number, the number of agency decisions that were not issued within 15 business days of the end of the employee's reply period:								
Non-SES	13	58	0	0	0	11	0	0
SES	0	0	0	0	0	0		
*Number of adverse personnel actions taken for which employees received the 30-day advance written notice requirement of chapter 75, or the number of actions taken under 5 CFR part 359 against SES members which required the 30-day advance written notice:								
Non-SES	17	328	0	0	0	13		
SES	0	0	0	1	0	0	0	0
*Of this number, the number of employees (or SES members) that received written notice in excess of the 30 days:								
Non-SES	6	276	0	0	0	0	0	0
SES	0	0	0	0	0	0		
Number of agency settlement agreements reached with employees arising out of adverse personnel actions:								
Non-SES	5	8	0	0	1	0		
SES	0	0	0	1	0	0	0	0
ALJ	0	2	0	0	0	0	0	0

Agency/Department	Small Business Administration	Social Security Administration	United States Commission of Fine Arts	United States International Trade Commission	United States Merit Systems Protection Board	United States Office of Personnel Management	United States Office of Special Counsel	United States Trade and Development Agency
The number of last chance/abeyance agreements:								
Non-SES	0	1	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of back pay:								
Non-SES	2	5	0	0	0	0		
SES	0	0	0	0	0	0	0	0
ALJ	0	1	0	0	0	0	0	0
The number of agreements involving reassignment:								
Non-SES	0	0	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving retirement:								
Non-SES	2	1	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	1	0	0	0	0		
The number of agreements involving a waiver of appeal rights:								
Non-SES	1	3	0	0	0	0	0	0
SES	0	0	0	1	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of agreements involving payment of attorney/legal fees:								
Non-SES	3	4	0	0	0	0	0	0
SES	0	0	0	0	0	0		
ALJ	0	2	0	0	0	0	0	0
Summary of other key terms provided by the agency					Neutral reference.			

Agency/Department	Small Business Administration	Social Security Administration	United States Commission of Fine Arts	United States International Trade Commission	United States Merit Systems Protection Board	United States Office of Personnel Management	United States Office of Special Counsel	United States Trade and Development Agency
The number of instances in which litigation was used to resolve matters pertaining to adverse actions taken against employees:								
Non-SES	30	46	0	0	0	1		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was dismissed:								
Non-SES	26	13	0	0	0	0	0	0
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was upheld:								
Non-SES	1	15	0	0	0	1		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was mitigated:								
Non-SES	0	2	0	0	0	0	0	0
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was reversed:								
Non-SES	0	6	0	0	0	0	0	0
SES	0	0	0	0	0	0		
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was settled:								
Non-SES	1	8	0	0	0	0		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0
The number of cases in which the appeal was resolved by other means:								
Non-SES	0	2	0	0	0	0		
SES	0	0	0	0	0	0	0	0
ALJ	0	0	0	0	0	0	0	0

*There is a distinct process for Administrative Law Judges (ALJ's). Thus, ALJ's are excluded – see Title 5 7521 and 5 CFR 1201.137-1201.142.

Note: Any discrepancies in the agency reported data can be attributed to distinctive situations such as invoking the crime provision statute, taking adverse actions under other authorities, and pending or unresolved litigation.