

Pay Pool Administrator Advisory

2014- 6

Issue Date: January 28, 2014

Topic: Calculating the General Pay Increase for Top of the Broadband Employees

Discussion: When the General Pay Increase (GPI) calculation for AcqDemo Base Salary occurs, an employee at the maximum dollar amount of the broadband can end up a few dollars over or under the maximum of the broadband. If they are over the maximum dollar amount of the broadband, the Compensation Management Spreadsheet (CMS) caps them at the maximum of the broadband. If they are under the maximum amount of the broadband, their pay is left as it is.

- If an employee who was at the calendar year (CY) 2013 maximum dollar amount of a broadband (NH, NJ, or NK), ends up below the CY14 maximum of the broadband after GPI is applied, and the employee also receives a Contribution Rating Increase (CRI) payout, they should receive enough CRI to take them to the maximum of the broadband and any remaining CRI over that may become a carryover award.

In the future, if a pay pool wants employees who were at the maximum amount of the band to stay at the top, they can set aside CRI dollars to add to the GPI when the new base pay falls short of the new maximum amount.

The chart below shows:

- Baseline Values – AcqDemo broadband maximums for CY13. Base salary for employees at the maximum dollar amount of the broadband.
- Baseline Inflated 1% - Adding the 1% GPI value to the CY13 broadband maximums/capped pay. This is a look at the CY13 broadband maximums after applying the 1% GPI increase to them.
- GS-Pay Table – New CY14 broadband maximums mirroring the General Schedule (GS) pay scale. Note that in some cases the Baseline Inflated 1% salary is larger than the GS-Pay Table maximums for the broadband and in other cases it is smaller.
- Difference – Results of subtracting the GS-Pay Table salaries from the Baseline Inflated 1% salaries.
 - 1) Green shaded cells indicate that inflating the baseline values by 1% gives a dollar value higher than the GS-Pay Table allows. In this case, the employee would receive the new broadband maximum (and not the dollars in the green cells as that would put the salary over the maximum).
 - 2) Pink shaded cells indicate the opposite of the green cells. In these instances, the inflated baseline maximums are less than the GS-Pay Table. The employee receives the inflated 1% dollar value in total and is under the GS-Pay Table maximum by \$1, \$2 or \$4.

Baseline Values				Baseline Inflated 1%			
BroadBand	NH	NJ	NK	BroadBand	NH	NJ	NK
1	\$31,871	\$31,871	\$31,871	1	\$32,190	\$32,190	\$32,190
2	\$65,371	\$48,917	\$44,176	2	\$66,025	\$49,406	\$44,618
3	\$93,175	\$65,371	\$59,505	3	\$94,107	\$66,025	\$60,100
4	\$129,517	\$93,175		4	\$130,812	\$94,107	
AcqDemo Table (based on GS-Pay table) Difference (Inflated value - GS-Pay Table)				BroadBand	NH	NJ	NK
				1	\$32,188	\$32,188	\$32,188
				2	\$66,027	\$49,410	\$44,615
				3	\$94,108	\$66,027	\$60,098
				4	\$130,810	\$94,108	
BroadBand	NH	NJ	NK				
1	\$2	\$2	\$2				
2	-\$2	-\$4	\$3				
3	-\$1	-\$2	\$2				
4	\$2	-\$1					

Action Required: None.