AcqDemo

August 2012

CCAS 13th Cycle Results

Topics

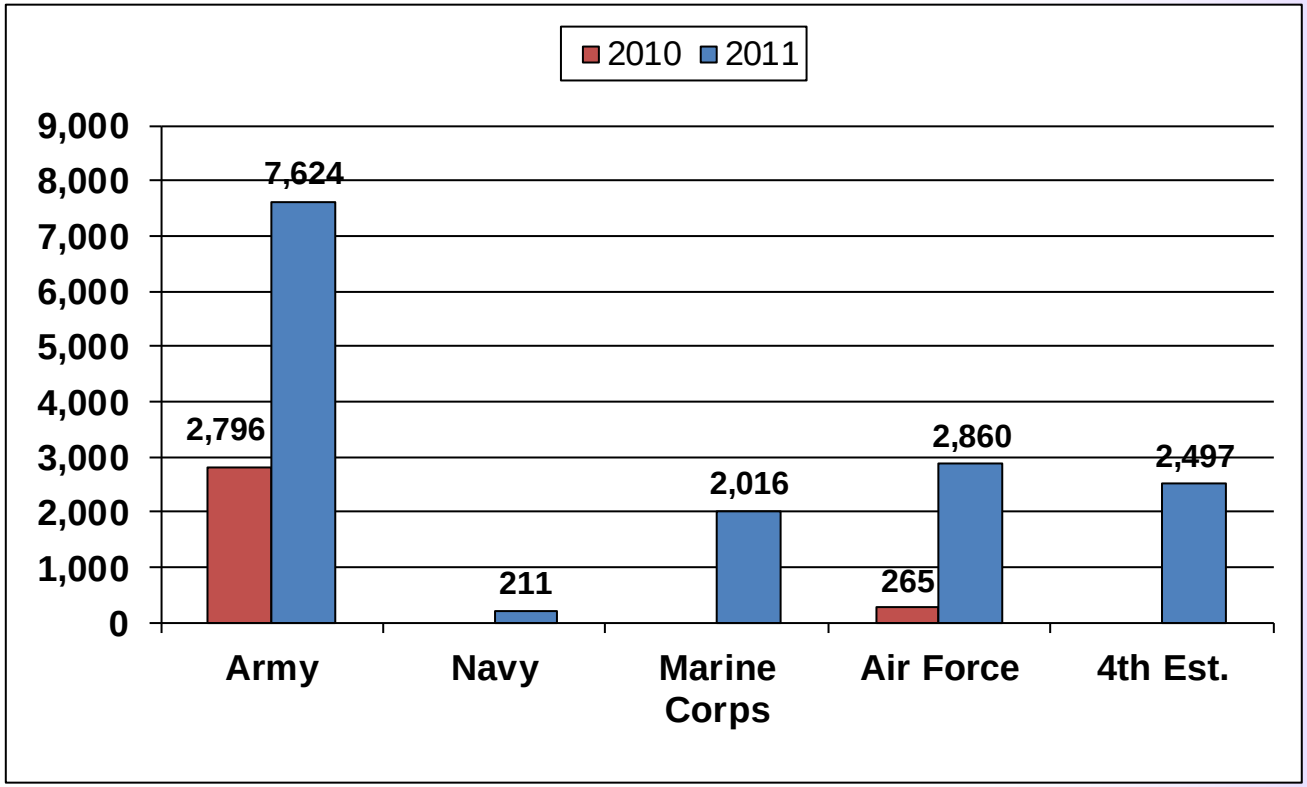
- Population
- Appraisal Results
- Compensation Results
- Summary

Note: All results are based on Jan 2012 data

Thirteenth Cycle Analysis Population

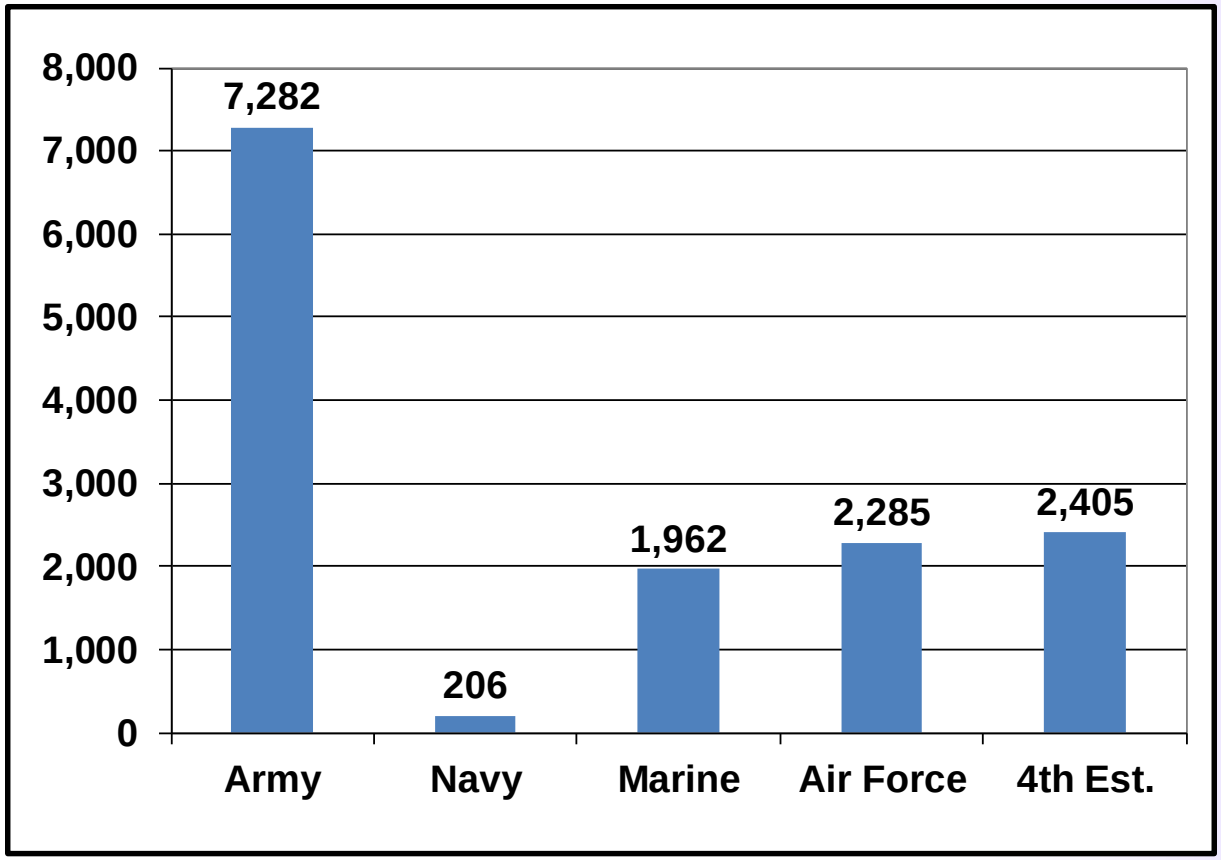
- Thirteenth cycle analysis population increased from 3,061 to 15,208.
  - Over 4,000 of those returning were in AcqDemo in 2006
- Number of pay pools increased from 17 to 85.
  - From 13 to 50 Army pay pools
  - From 0 to 2 Navy pay pools
  - From 0 to 4 Marine pay pools
  - From 4 to 15 Air Force pay pools
  - From 0 to 14 Fourth Estate pay pools

Total 2011 Population by Component



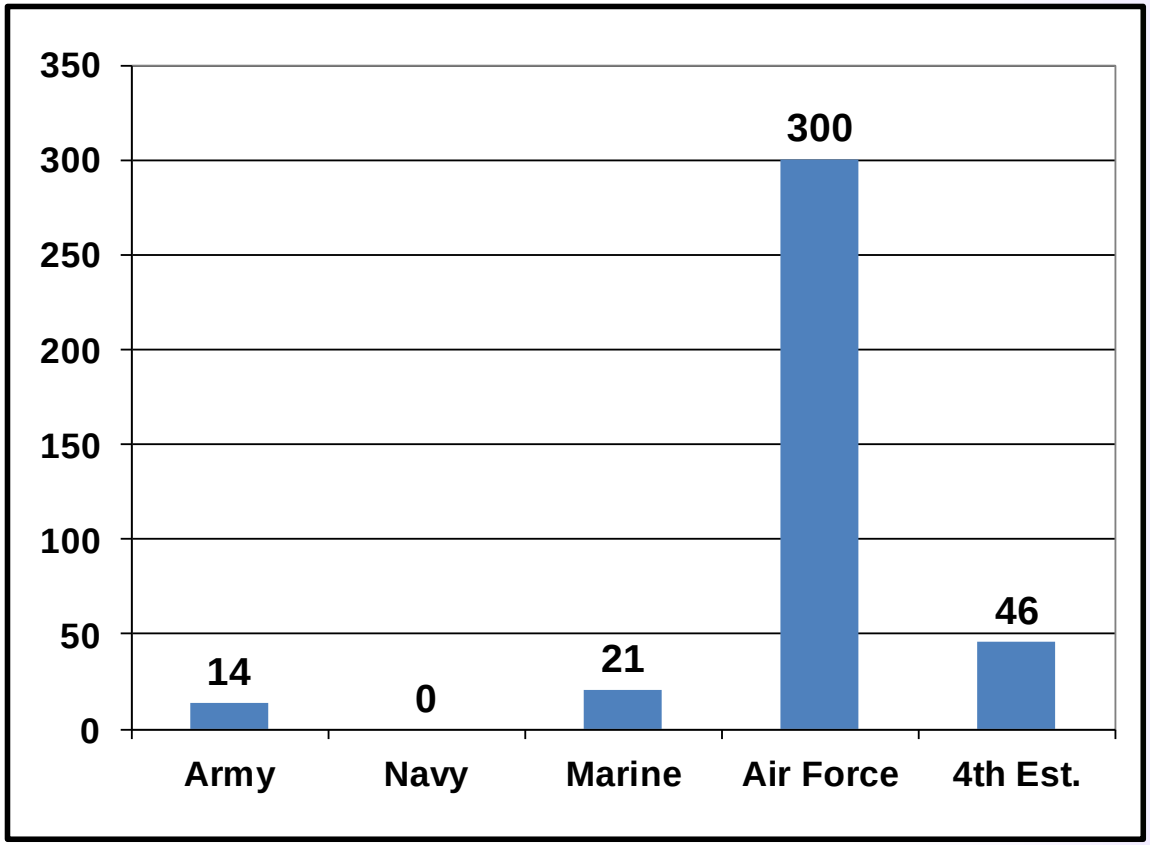
Total 2010 Population = 3,061
Total 2011 Population = 15,208

2011 NH Population by Component



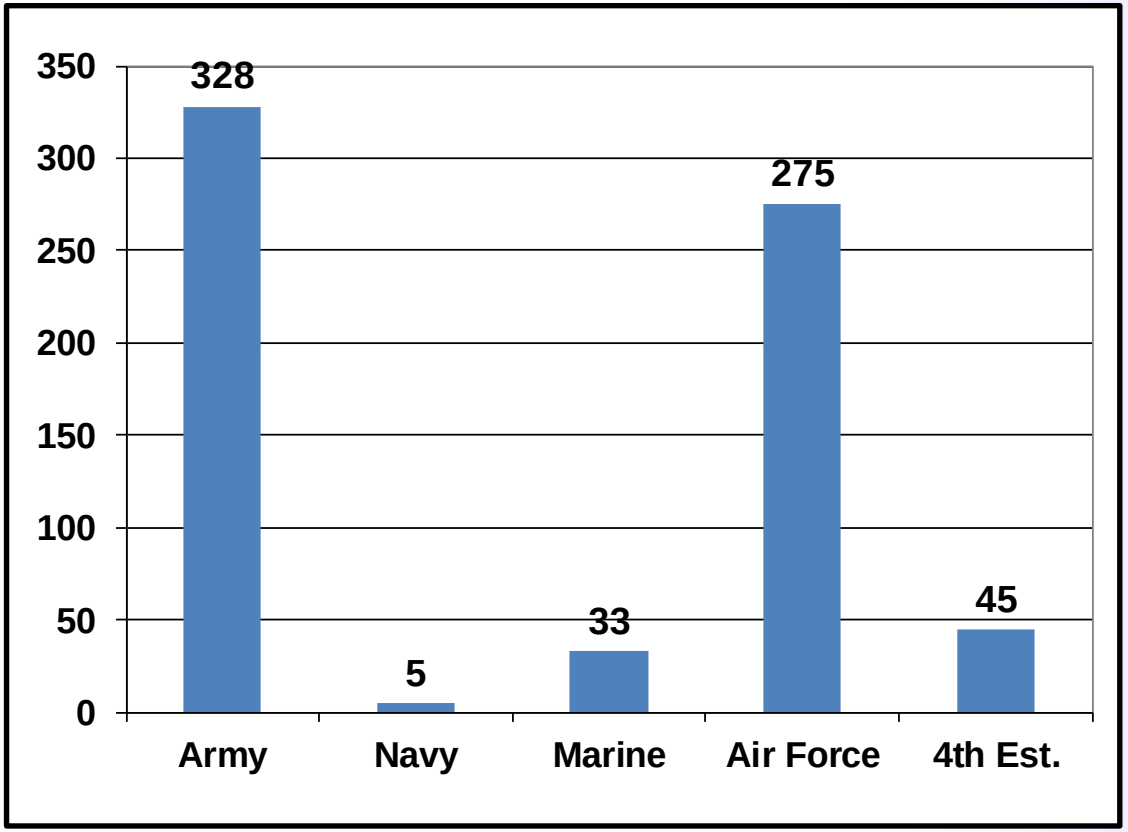
Total 2011 NH Population = 14,141 (93.0%)

2011 NJ Population by Component



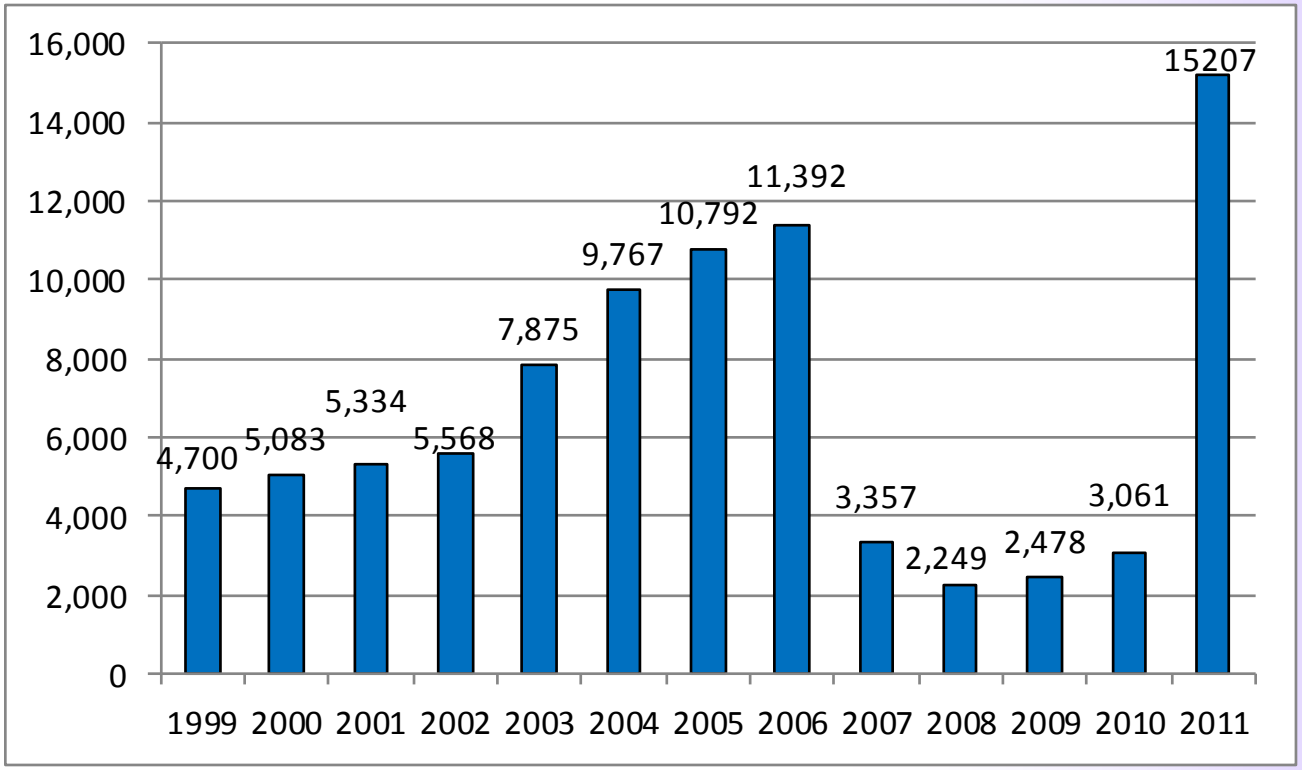
Total 2011 NJ Population = 381 (2.5%)

2011 NK Population by Component



Total 2011 NK Population = 686 (4.5%)

13-Year AcqDemo Population Profile



2007-2011 show movement to and movement back from NSPS.

Acq Demo

Appraisal Results

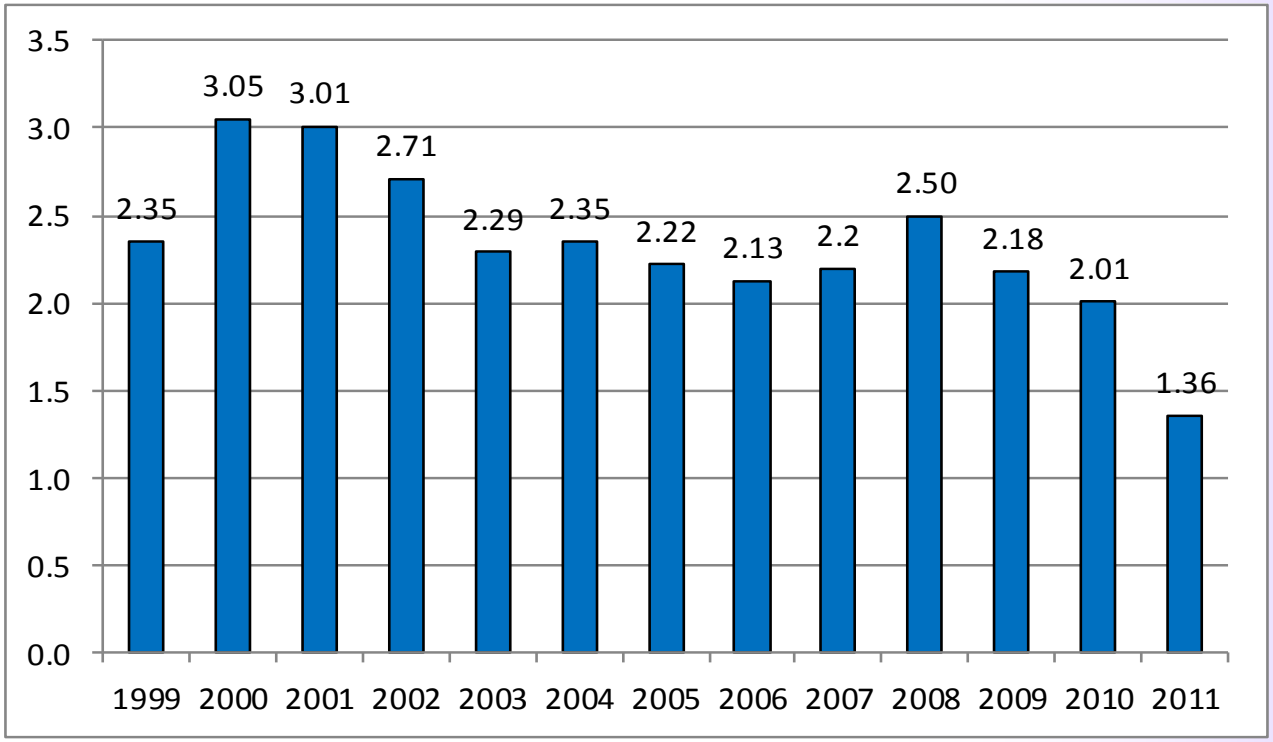
Average Delta OCS

Zone Distributions

Scatter Plots

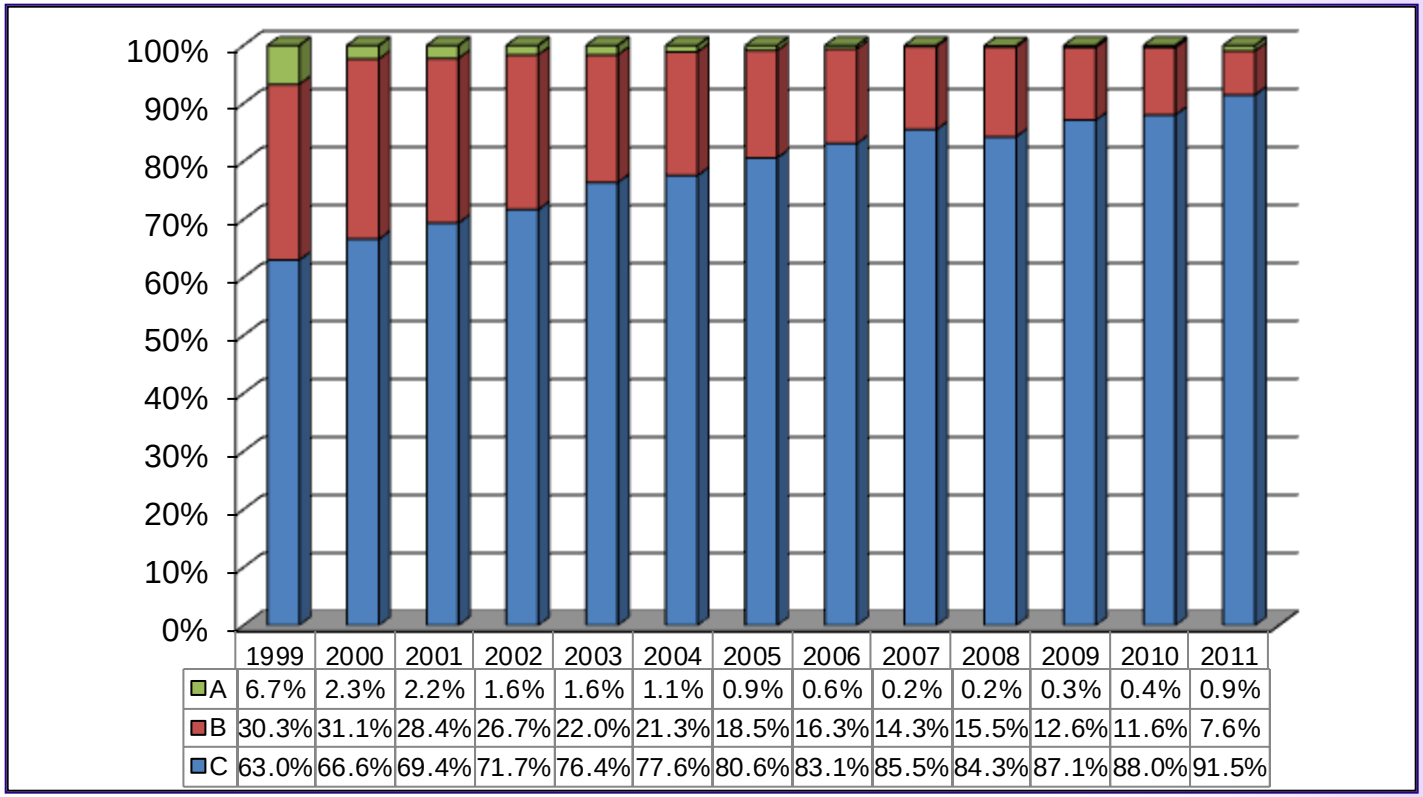
Total Average Delta OCS (to SPL)

(Excludes presumptives due to time and circumstance with expected scores)



General downward trend with anomaly in 2008 as AcqDemo force shrank. Note that CCAS works to buy back delta OCS, so the average tends to decrease to the average annual increase in contribution.

1999 – 2011 Total Zone Distribution



	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
A	6.7%	2.3%	2.2%	1.6%	1.6%	1.1%	0.9%	0.6%	0.2%	0.2%	0.3%	0.4%	0.9%
B	30.3%	31.1%	28.4%	26.7%	22.0%	21.3%	18.5%	16.3%	14.3%	15.5%	12.6%	11.6%	7.6%
C	63.0%	66.6%	69.4%	71.7%	76.4%	77.6%	80.6%	83.1%	85.5%	84.3%	87.1%	88.0%	91.5%

Increasing height of blue bars represents annual movement from zones A and B into Zone C as basic pay approaches target pay and the people become appropriately compensated.

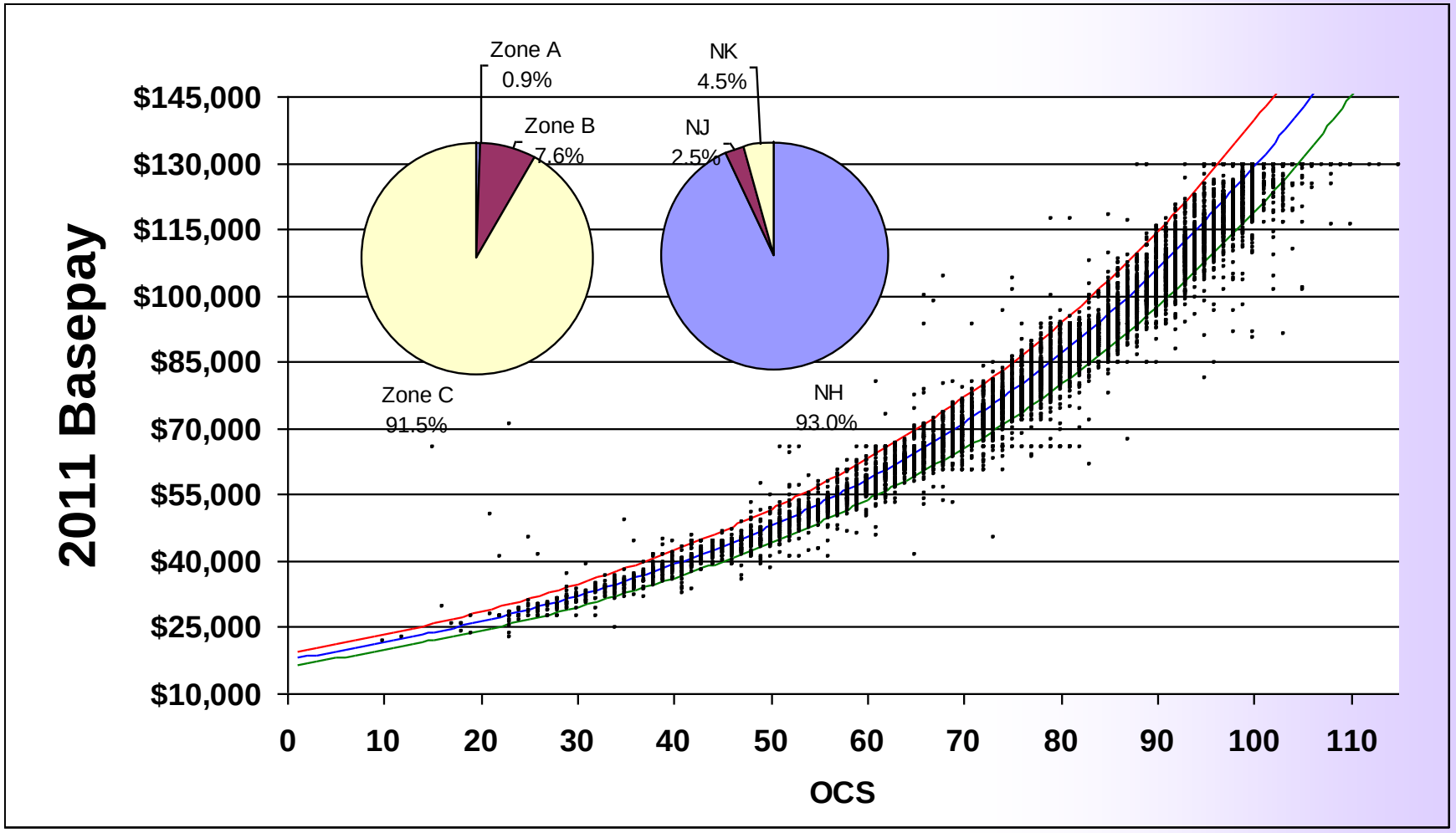
Retained Pay Personnel by Career Path, Band, and Service

- The termination of NSPS required the transition of employees to AcqDemo broadbands. As with GS conversions, this resulted in a significant increase in the number of AcqDemo retained rate employees.

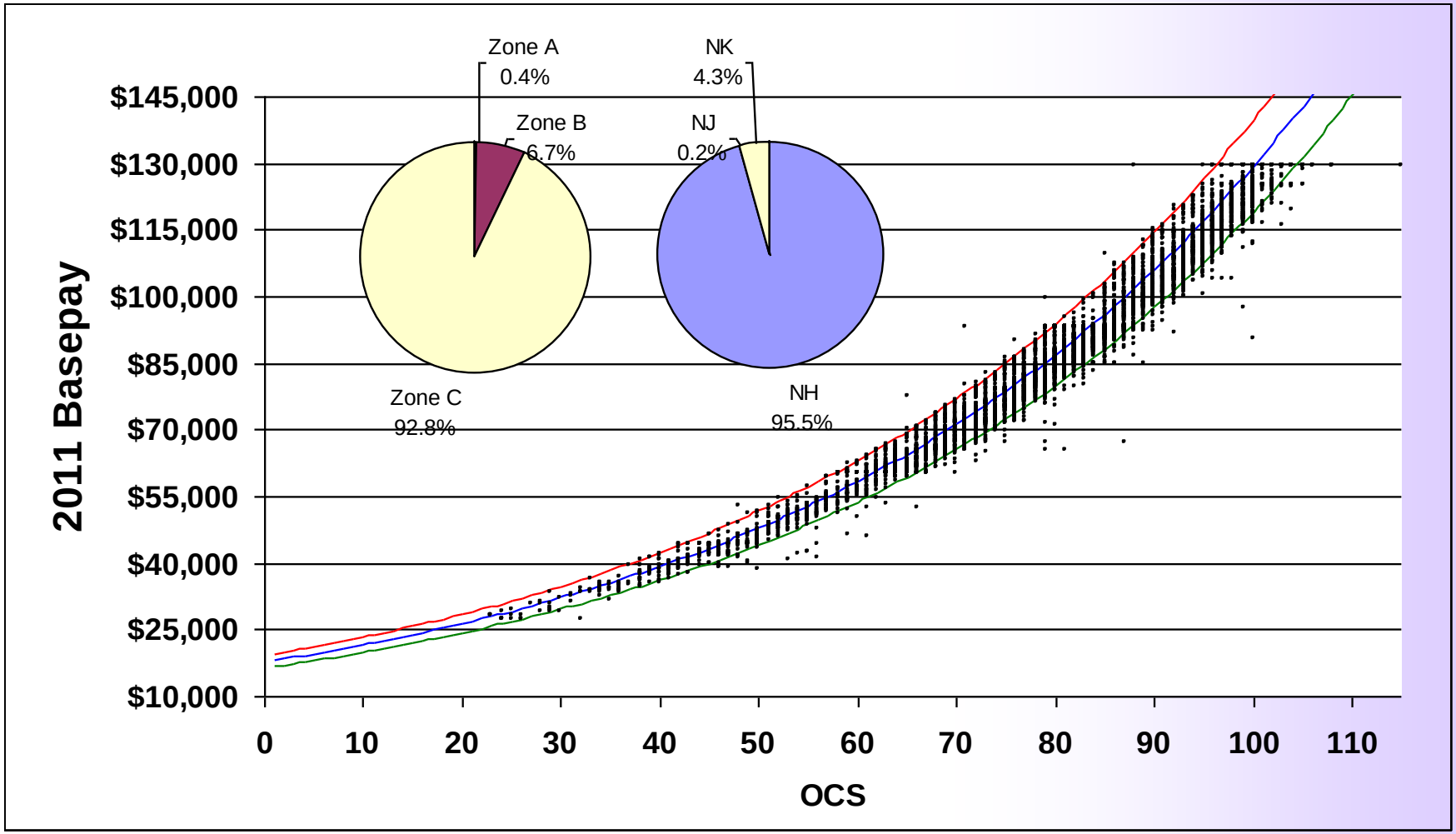
- CCAS appraisals were based upon using top of the band scores (e.g., NH-IV=100, NH-III=83, etc.) as the appropriate Expected OCS of the broadband to which assigned.

Army					
Cpath/Band	1	2	3	4	Total
NH	0	46	125	640	811
NJ	0		0	1	1
NK	0	43	0	0	43
Total	0	89	125	641	855
Air Force					
Cpath/Band	1	2	3	4	Total
NH	0	130	102	20	252
NJ	0	10	36	1	47
NK	3	22	0	0	25
Total	3	162	138	21	324
Navy					
Cpath/Band	1	2	3	4	Total
NH	0	7	0	20	27
NJ	0	0	0	0	0
NK	0	2	0	0	2
Total	0	9	0	20	29
4th Estate					
Cpath/Band	1	2	3	4	Total
NH	0	13	4	401	418
NJ	0	9	0	0	9
NK	0	3	0	0	3
Total	0	25	4	401	430
Marines					
Cpath/Band	1	2	3	4	Total
NH	0	11	22	104	137
NJ	0	0	3	0	3
NK	0	11	0	0	11
Total	0	22	25	104	151
Total					
Cpath/Band	1	2	3	4	Total
NH	0	207	253	1,185	1,645
NJ	0	19	39	2	60
NK	3	81	0	0	84
Total	3	307	292	1,187	1,789

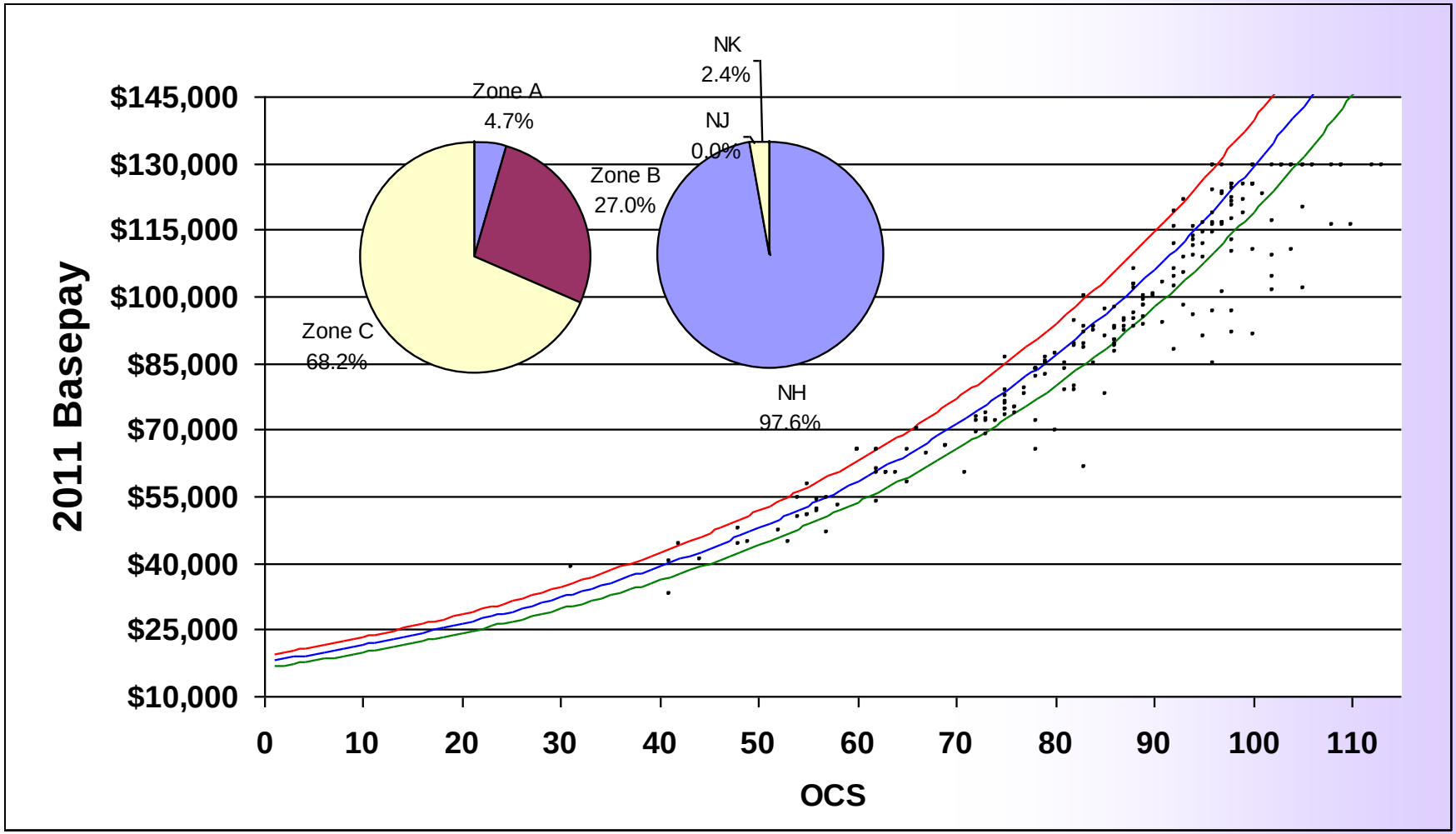
2011 AcqDemo Scatter Plot



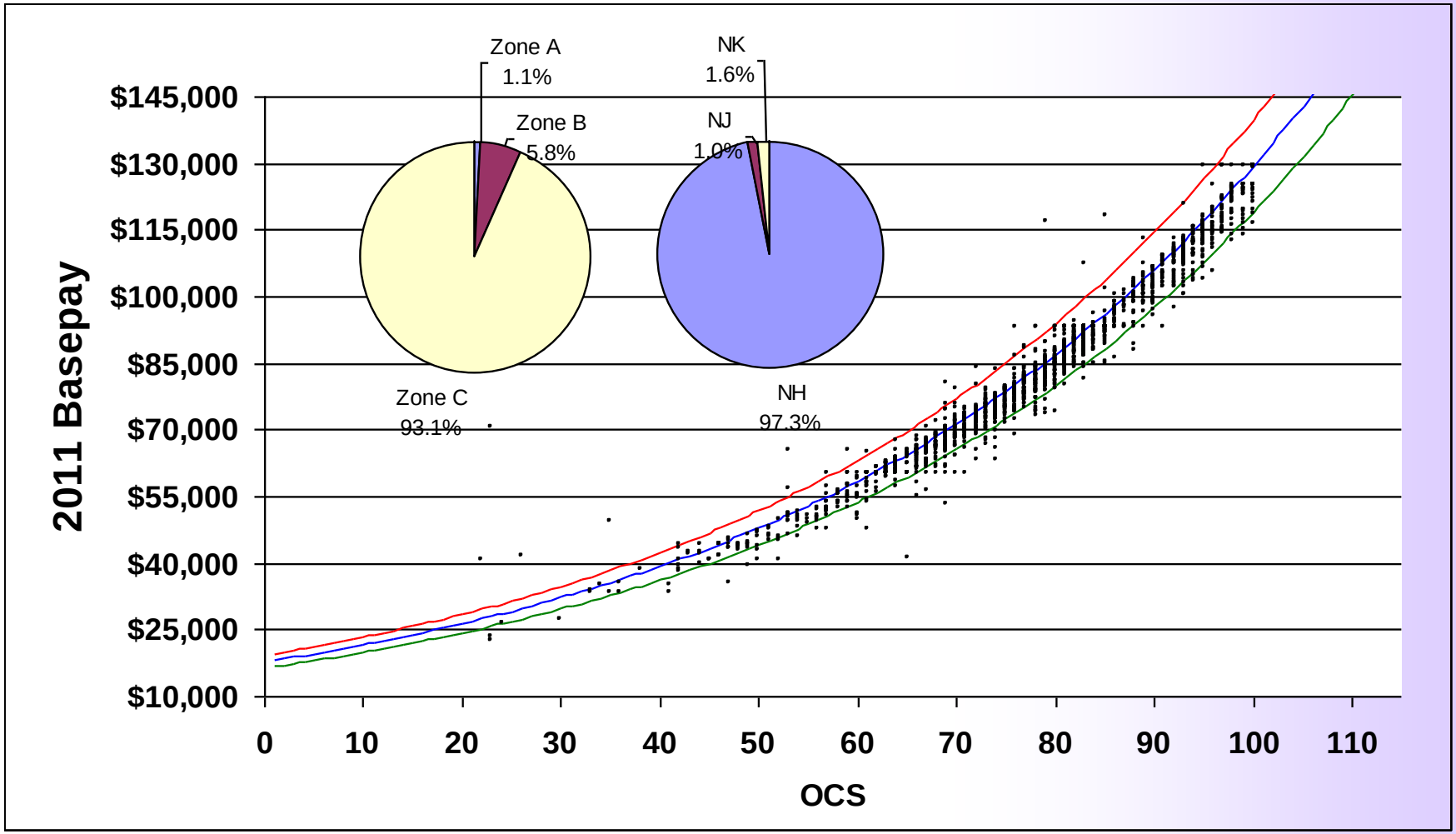
2011 Army Scatter Plot



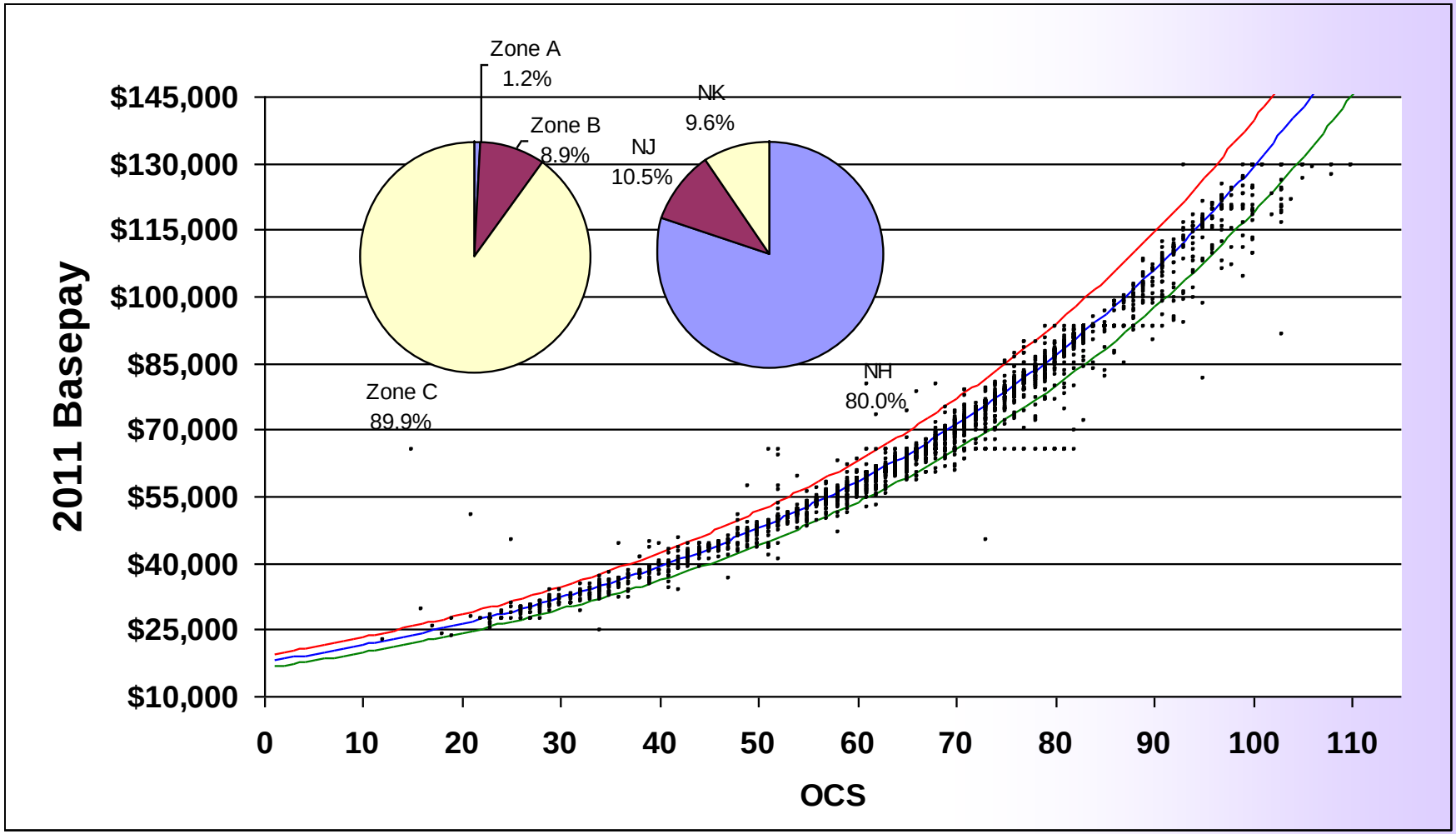
2011 Navy Scatter Plot



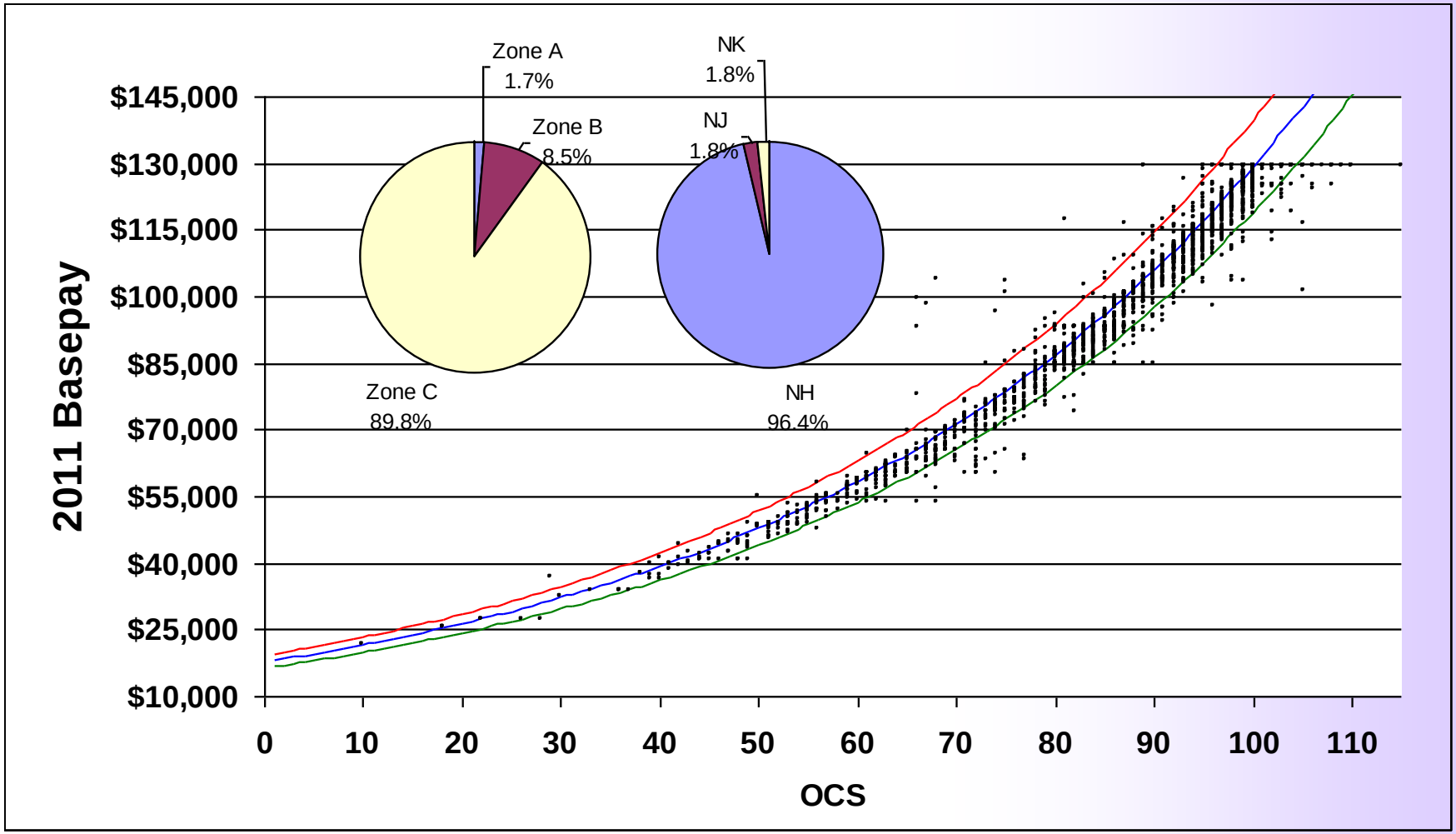
2011 Marine Corps Scatter Plot



2011 Air Force Scatter Plot



2011 4th Estate Scatter Plot



Compensation Results

CRI % and CA%

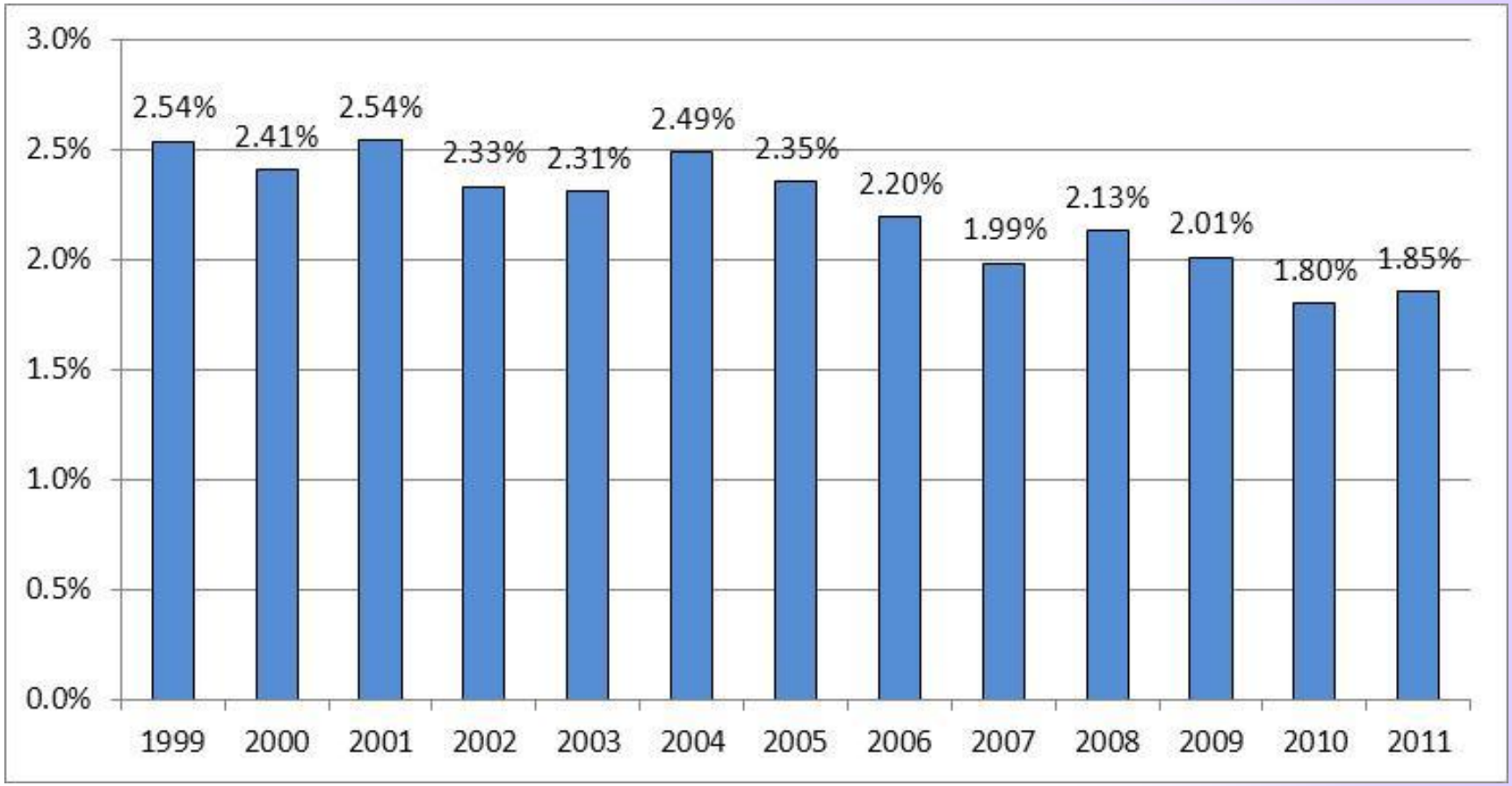
Funding Parameters

2011/2012 rating cycle pay pool funding guidelines were established for all AcqDemo pay pools to align with related limitations imposed on other civilian members of the DoD workforce.

- CRI funding was set at no more than 2.26% of the sum of the salaries of all employees in the pay pool as of 30 September.
  - Minimum setting established by the AcqDemo Federal Register Notice is 2.0%, provided a range of funding settings between 2.0% and 2.26% as determined by local policy
- CA funding was set at no more than 1% of total aggregate salaries (base pay plus locality) of employees in the pay pool as of 30 September.
  - Funding minimum and ceiling both at 1% with 90% selected for CA payouts and the remainder for other awards during the cycle (exception for award funding levels set by established bargaining unit agreements)

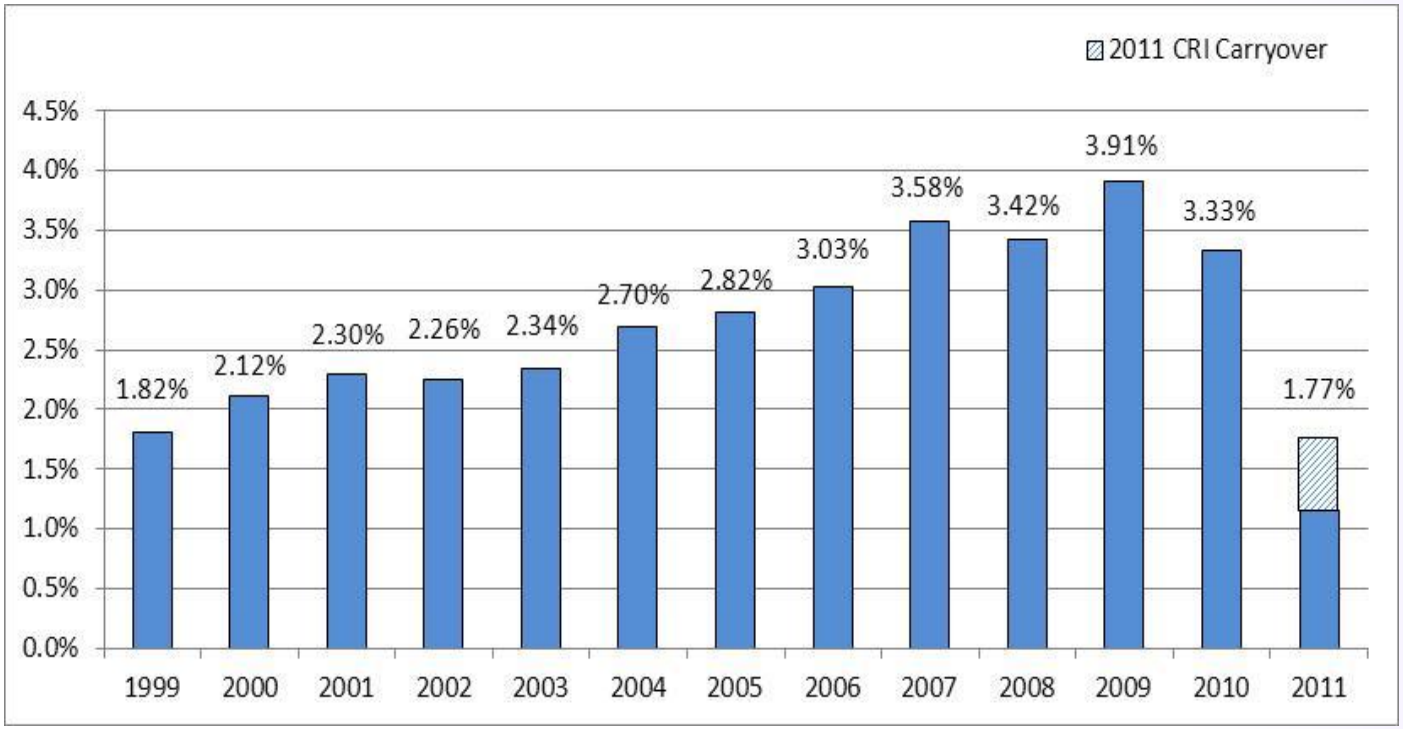
Average CRI %

(Excludes employees on retained pay, presumptives due to time, presumptives due to circumstances who received expected scores, and post-cycle promotions and losses with CRI override)



Average % CA (Including CRI Carryover)

(Excludes presumptives due to time, presumptives due to circumstances who receive expected scores, and post-cycle losses with CA Override)



As % of Base Pay:
CRI Carryover = .61%
CA = 1.16%

OPM limited funding for awards to 1% of aggregate pay for 2011 and AcqDemo can spend only 90% of that on CA.

Summary

- The transition of employees from NSPS back to AcqDemo went smoothly.
  - No unexpected results
  - Retained pay will continue to be an issue until GPI is not 0.0%
- CCAS is working.
  - Employees are moving toward the appropriately compensated region