

Pay Pool Administrator Advisory

2019-23

Issue Date: October 28, 2019

Topic: CMS v3 and Sub-Panel v3

Discussion: Changes to the CMS and Sub-Panel are driving new releases of the spreadsheets.

1. Use of OCS Control Points (CP)

In the previous version of the CMS v2, if an employee's new 2020 base pay exceeds the calculated value of the OCS CP or Salary CP (Column CG) then the cell in Column CG is red-flagged in the CMS and the cell in Column CH for Allow Over Control Point is yellow, meaning the Administrator can modify the value. Available values were:

- 1= Allow over Control Point
- 0= Do not allow over Control Point

However, Column CH for Allow Over the Control Point did not work if the employee's new 2020 base pay exceeded the salary control point in Column CG. CMS v2 showed an Approved CRI in Column CJ added to the Pay with GPI (Column BT) for New Base Pay 2020 Column CK.

W	X	Y	BT	BU	BV	BW	BX	BY	BZ	CA	CE	CF	CG	CH	CJ	CK	CX	CY	
				Set CRI 2.00%	Total CRI \$133,756	Default=\$133,756	Discretionary=\$0	Computed=\$133,756	G carry-over=\$0.00	CRI Budget=\$134,645.00	CRI Set Aside=\$0.00	Alpha=1.000000	OCS Control Point			Total New Base Pay=\$7,014,391	Total Approved CRI=\$107,634	Set Award 1.50%	Total C Total I Total Total Disc
Copy to Opt Sig				Available Balance=\$889.00	(Default CRI) Alpha1Delta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Computed CRI %	Computed Base Pay 2020	Max Allowable CRI %	DCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Approved CRI \$	New Base Pay 2020	Carryover Award		
0	0	1	\$68,015	\$4,284	\$4,284	6.46%	\$72,239	6.00%	75.5	\$87,435	0	\$3,377	\$71,392	\$307					
0	0	1	\$93,712	\$2,113	\$2,113	2.42%	\$91,825	6.00%	75.5	\$87,435	0	\$2,113	\$91,825	\$0					
0	0	1	\$87,421	\$862	\$862	1.01%	\$88,263	6.00%	75.5	\$87,435	0	\$0	\$87,421	\$862					

W	X	Y	BT	BU	BV	BW	BX	BY	BZ	CA	CE	CF	CG	CH	CJ	CK	CX	CY	
				Set CRI 2.26%	Total CRI \$17,270	Default=\$17,270	Discretionary=\$0	Computed=\$17,270	G carry-over=\$0.00	CRI Budget=\$17,270.00	CRI Set Aside=\$0.00	Alpha=1.000000	Salary Control Point			Total New Base Pay=\$796,607	Total Approved CRI=\$12,401	Set Award 1.50%	Total C Total I Total Total Disc
Copy to Opt Sig				Available Balance=\$3.00	(Default CRI) Alpha1Delta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Computed CRI %	OCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Approved CRI \$	New Base Pay 2020	Carryover Award				
0	0	1	\$83,106	\$1,605	\$1,605	1.98%	\$80,000	0.00%	0	\$80,000	0	\$1,605	\$84,711	\$0					
0	0	1	\$106,704	\$723	\$723	0.70%	\$104,000	0.00%	0	\$104,000	0	\$723	\$107,427	\$0					
0	0	1	\$114,000	\$0	\$0	0.00%	\$114,000	0.00%	0	\$114,000	0	\$0	\$114,000	\$0					
0	0	1	\$107,958	\$435	\$435	0.41%	\$104,000	0.00%	0	\$104,000	0	\$435	\$108,393	\$0					

In the new version of the CMS v3, if an employee's new 2020 base pay exceeds the calculated value of the OCS CP/Salary CP (Column CG), then the cell in Column CG is red-flagged in the CMS and the cell in Column CH for Allow Over Control Point is grey, indicating the cell value is unnecessary. Because the employee's new base pay already exceeds the CP, it is not necessary

to allow or disallow it to go over the CP. But a decision must be made either to allow the Approved CRI in Column CJ to be added to the employee's new base pay in Column BT or rollover as a Carryover Award in Column CY.

W	X	Y	BT	BU	BV	BW	BX	BY	CE	CG	CH	CJ	CK	CX	CY
			CMS v3 Set CRI 2.00% Default= \$133,756 Discretionary= \$0 Computed = \$133,756		Total CRI \$133,756		G carry-over= CRI Budget = CRI Set Aside = Alpha1=			OCS Control Point Base Pay = \$7,014,991 Total Approved CRI = \$107,634		Set Award 1.50%			
			Copy to Opt Sig		Available Balance= \$889.00										
CRI Override?	CA Override?	Rollover CRI to CA?	Pay with GPI	(Default CRI) AlphaDelta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Computed CRI %	OCS Control Point	Control Point Used in Calculations	Allow Over Control Point?	Approved CRI \$	New Base Pay 2020	Carryover Award		
0	0	1	\$68,015	\$4,284		\$4,284	6.46%	75.5	\$87,435	0	\$3,977	\$71,992	\$307		
0	0	1	\$89,712	\$2,113		\$2,113	2.42%	75.5	\$87,435		\$2,113	\$91,825	\$0		
0	0	1	\$87,421	\$862		\$862	1.01%	75.5	\$87,435	0	\$0	\$87,421	\$862		

W	X	Y	BT	BU	BV	BW	BX	BY	CE	CF	CG	CH	CJ	CK	CX	CY
			CMS v3 Set CRI 2.26% Default= \$17,270 Discretionary= \$0 Computed = \$17,270		Total CRI \$17,270		G carry-over= CRI Budget = CRI Set Aside = Alpha1=			Salary Control Point Total New Base Pay = \$793,674 Total Approved CRI = \$9,468		Set Award 1.00%				
			Copy to Opt Sig		Available Balance= \$3.00											
CRI Override?	CA Override?	Rollover CRI to CA?	Pay with GPI	(Default CRI) AlphaDelta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Computed CRI %	OCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Approved CRI \$	New Base Pay 2020	Carryover Award		
0	0	1	\$83,106	\$458		\$458	0.57%		\$80,000	\$80,000		\$458	\$83,564	\$0		
0	0	1	\$106,704	\$816		\$816	0.78%			0		\$816	\$107,520	\$0		
0	0	1	\$114,000	\$0		\$0	0.00%			0		\$0	\$114,000	\$0		
0	0	1	\$107,958	\$490		\$490	0.47%		\$104,000	\$104,000		\$490	\$108,448	\$0		

To rollover the CRI to a Carryover Award for an employee that has already exceeded the value of their control point, you must set Column Y "Rollover CRI to CA" value to 2 = Enable for Employees not at a Pay Cap. Available values are:

- 0=Disable Award Rollover
- 1=Enable for Employee at a Pay Cap (note: this is the default value)
- 2=Enable for Employee NOT at a Pay Cap

This will cause any earned CRI money to be delivered to the employee as a carryover award and not increase their salary more than the standard General Pay Increase.

**Because the Sub-Panel does not calculate the value of the OCS CP, only the CMS red flags that value.*

2. Presumptive Status and PAQL

Reminders:

- In the Spreadsheets, a yellow cell indicates the cell value can be modified; a grey cell indicates the cell value is unnecessary, and a white cell indicates the cell value is visible but locked

- The Presumptive Status (PS) drives the PAQL formatting. In other words, it drives whether Administrators can modify the value in the cell and /or view the value in the cell

In the previous version of the CMS v2 and Sub-Panel v2, for Presumptive Status 1, PAQL (Column AL, AM and AN) is white.

In the previous version of the Sub-Panel v2, the validation for Presumptive Status 1 caused the cell to be circled and become unlocked (Administrators could modify its value by choosing a value from the picklist)

In the new version of the CMS v3 and the Sub-Panel v3, for Presumptive Status 1, PAQL (Column AL, AM, and AN) is grey.

In the new version of the Subpanel v3, the validation for Presumptive Status 1 does not cause the cell to be circled and unlocked.

Results:

- For Presumptive Status 1, showing the cell value is unnecessary because it does not exist
 - Presumptive Status 1 is for new AcqDemo hires with less than 90 calendar days immediately preceding September 30th who are not eligible for an annual CCAS contribution assessment
- Factors for the non-presumptive employee will be validated in the CMS when using the “Validate” function from the Add-Ins options
 - empty cells for PAQL scores for eligible employees will be flagged during validation in the CMS v3; this functionality already existed in the Sub-Panel v2

Solution: The new versions of the Spreadsheets are CMS v3 and Sub-Panel v3 are available for download from pay pool notices.

Action: Pay Pool Administrators: Please go into the pay pool notices module located in CAS2Net, to download “**2019 CMS v3.xlsm**” and “**2019 Sub-Panel v3.xlsm**” and do a Round Trip to start using the new version of the Spreadsheets.

Note: If you have any questions, please contact your local AcqDemo POC or Component POC first and if the issue is system-related, email the AcqDemo Program Office, AcqDemo.Contact@hci.mil