

United States Department of Defense (DoD)
Acquisition Workforce Demonstration Project (AcqDemo)
Contribution-based Compensation and Appraisal System Software
(CAS2Net)



Subcontract Number HQ003415A0020
Task Order HQ003420F0792 – AcqDemo Analytics

PAY POOL ANALYSIS TOOL (PAT) USER GUIDE

Version V1.0
Updated October 2021

Prepared for:

United States Department of Defense (DoD)
Acquisition Workforce Demonstration Project (AcqDemo)

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The views, opinions, and findings contained in this document are those of the authors and should not be construed as an official Department of Defense position, policy, or decision unless so designated by other official documentation.

AcqDemo Pay Pool Analysis Tool (PAT) User Guide

October 2021

The Microsoft Excel workbook called *Pay Pool Analysis Tool 2021 v1.0* contains nineteen visible tabbed worksheets. The PAT was created for AcqDemo to analyze the results of the pay pool process; it provides a view across multiple pay pools. AcqDemo Personnel Policy Boards may use this tool to analyze aggregated pay pool results. Individual pay pool managers may benefit by using the PAT to review results also as it offers an analysis that goes beyond the functions of the Compensation Management Spreadsheet (CMS). This user guide details how to use the functionalities of the PAT and describes the available reports. The nineteen tabbed worksheets are described in this document in the order in which they appear along the bottom of the workbook.

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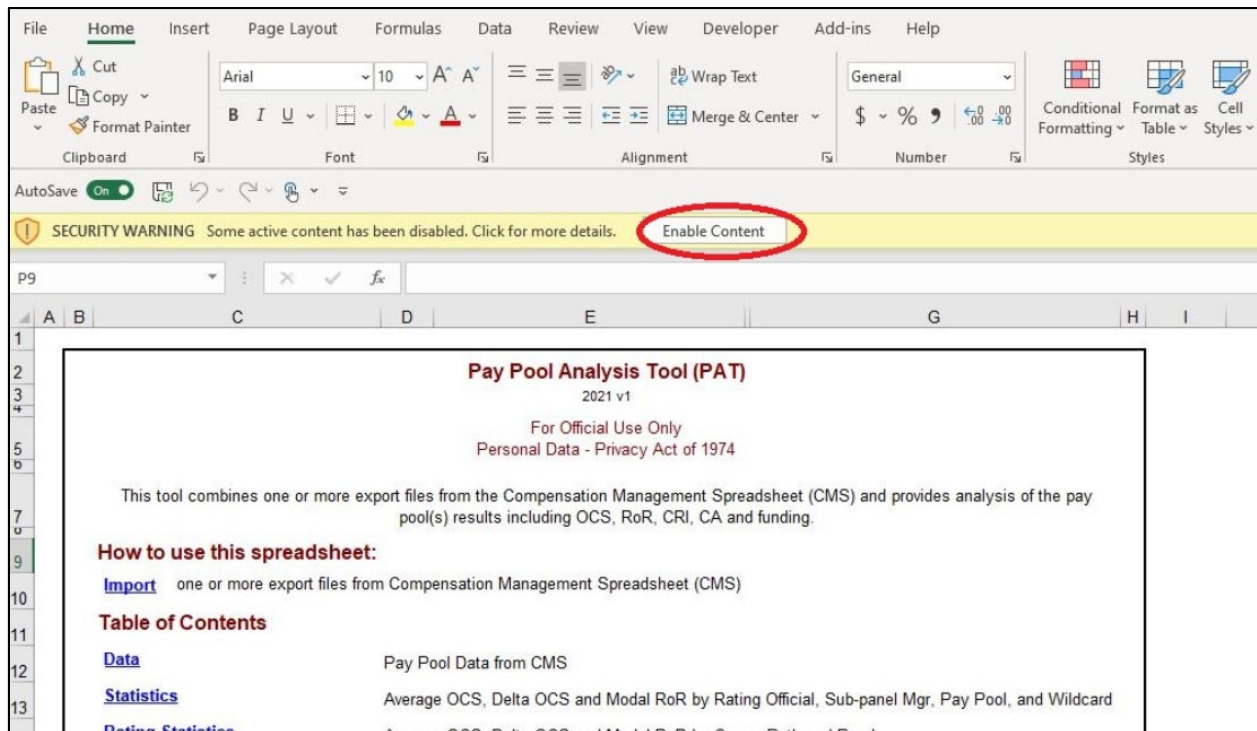
Date of Change	Chapter(s)/ Section(s)	Topic	Remarks
Fall 2021	Data Worksheet	A new column (AE) has been added to display the Expected OCS	N/A
Fall 2021	Data Worksheet	A new column (AQ) has been added to display the salary split value	This is a ratio 0-99 indicating the percentage of the CRI payout should go to salary vs. carryover award
Fall 2021	Enhanced Flexibilities Worksheet	Changed name of CA Adjustments worksheet to better reflect statistics within.	It now has two additional columns to show the number and average salary split

Getting Started

The PAT spreadsheet is distributed using the Pay Pool Notices module of CAS2Net located at <https://cas2net.army.mil>. The spreadsheet initially comes “empty” and must be populated with data by importing one or more export files from CMS spreadsheets or files downloaded from CAS2Net Offline Interface then select Download PAT or CAS2Net Reports to select a previous fiscal year then Download PAT File(s).

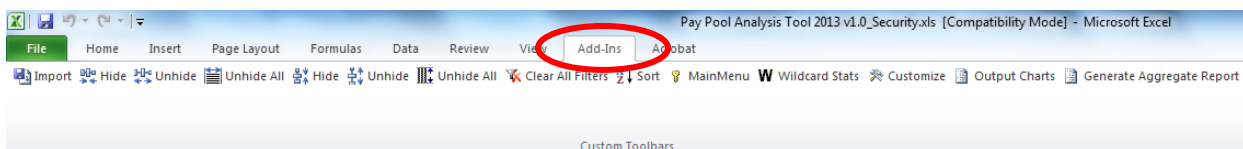
Enable Macros

The macros must be enabled each time you open the spreadsheet in order for the functions to operate correctly. When opening the spreadsheet, you will likely receive a Security Warning. Select “Enable Content” to enable the macros. It is possible that you may be asked this twice. Click “Enable Content” in all cases.



Add-Ins Menu Bar

The PAT has a custom tool bar that appears at the top of each worksheet. Click on the “Add-ins” tab on the menu to view the options for displaying, organizing, and printing data.



Import – Import data using this button or the “Import” link on the **Instructions** worksheet.

Hide Column – Users may hide columns from view by selecting any cell in the columns to be hidden and then clicking on this button. Single columns are selected by clicking on any cell in the column. Multiple columns are selected by holding down the <Ctrl> key while clicking on any cells in the columns, or a range of columns is selected by clicking and dragging across any row of cells in the range of columns. The first two columns (A and B) cannot be hidden by this method.

Unhide Column – Clicking this button will unhide columns you have just hidden *as long as you have not moved the cursor*. You can also unhide a specific column or range of columns by selecting cells in the columns on either side of the hidden column or range of columns, and then clicking this button.

Unhide All Columns – This button restores to view all hidden columns.

Hide Row – The user may hide rows from view by selecting any cell in the row or rows to be hidden and then clicking on this button. A single row is selected by clicking on any cell in the row. Multiple rows are selected by holding down the <Ctrl> key while clicking on any cells in the rows. A range of rows is selected by clicking and dragging up or down any column of cells.

Unhide Row – Clicking this button will unhide rows you have just hidden *as long as you have not moved the cursor*. You can also unhide a specific row or range of rows by highlighting cells in the rows on either side of the hidden rows or range of rows, and then clicking this button.

Unhide All Rows – This button restores to view all hidden rows.

Clear All Filters – This button clears all filters you have set, including filters on worksheets other than the one you are currently on. You cannot import data into the workbook with filters set. When you click the “Import” link on the **Instructions** worksheet, all filters are automatically cleared.

Sort – Allows the user to sort the rows in the worksheet by any combination of up to three columns. Sorts may be in either ascending or descending order. The sorts are specified using the standard Excel sort function.

Main Menu – This takes you to the **Instructions** worksheet with quick links to the worksheets.

Wildcard Stats – A window appears allowing you to select the Wildcard columns to be used in statistical reports. The Wildcard values are pulled from the **Data** worksheet columns title cells with dark green background. **Note:** Wildcard titles can be changed to meaningful titles.

Customize – You can reorder and rename pay pools with this button. You can also move Wildcard values into desired order.

Output Charts – Brings up a user form that allows output of any/all chart into Excel or PowerPoint format. Charts are exported as images only.

Generate Aggregate Report–Pay pools provide summary feedback to the workforce. This button generates a report that displays aggregate data for rail zones, OCS, delta OCS, salary increases and awards.

Instructions Worksheet

The **Instructions** worksheet (shown below) is the first sheet in the PAT. It provides a brief description of the spreadsheet, its purpose, and contents. The Import function to upload the data to be analyzed is initiated on this sheet. The Table of Contents lists the worksheets that are available to aid in your analysis. You may navigate to each worksheet by clicking on the name in the Table of Contents list or by using the tabs at the bottom of the workbook.

Pay Pool Analysis Tool (PAT)

2021dev2

For Official Use Only
Personal Data - Privacy Act of 1974

This tool combines one or more export files from the Compensation Management Spreadsheet (CMS) and provides analysis of the pay pool(s) results including OCS, RoR, CRI, CA and funding.

How to use this spreadsheet:

[Import](#) one or more export files from Compensation Management Spreadsheet (CMS)

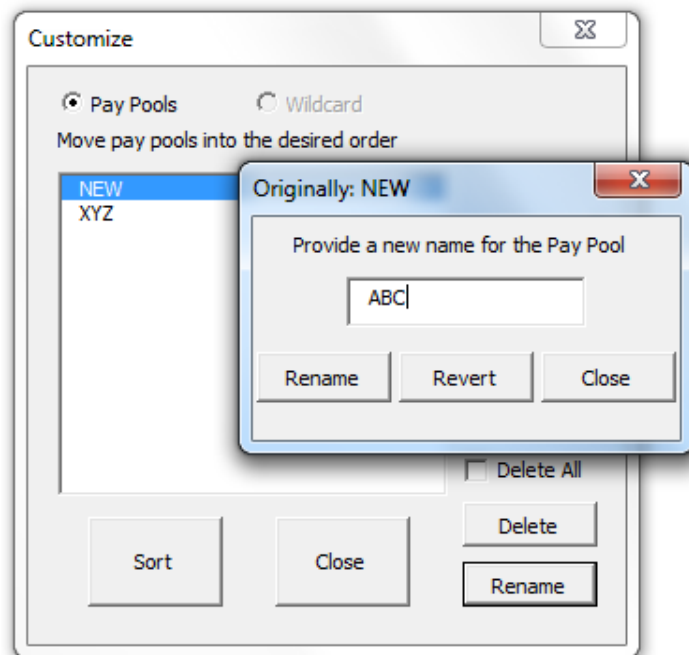
Table of Contents

Data	Pay Pool Data from CMS
Statistics	Average OCS, Delta OCS and Modal RoR by Rating Official, Sub-panel Mgr, Pay Pool, and Wildcard
Rating Statistics	Average OCS, Delta OCS and Modal RoR by Career Path and Band
Distributions by Group	Zone Distributions and RoR by Number and Percent for various groups
Distribution Charts by Group	Distribution Charts by Pay Pool and Wildcard
Payout Statistics	Statistics on Salary Increase and Award (\$ and %) and Supv Diff by Pay Pool
Payout Charts	Above Statistics in Chart Form
Payout Stats by Group	Statistics on Salary Increase and Award (\$ and %) by various groups and wildcard
Payout Charts by Group	Above Statistics in Chart Form
Payout Charts by Wildcard	Above Wildcard Statistics in Chart Form
Funding Statistics	Statistics on Funding Amounts Budgeted and Allocated by Pay Pool
Funding Charts	Above Statistics in Chart Form
Net Draw Analysis	Summary of Net Draw Statistics by Career Path, Band, and Wildcard
Net Draw Charts	Above Statistics in Chart Form
Enhanced Flexibilities	Time-Off, Proration, and Salary Split Usage by Career Path and Band Combinations
CP-B Counts	Counts by Career Path and Band Combinations
Salary	Average Salary by Career Path and Band Combinations
Rail Report	Report of Rail Zone and OCS Chart for Aggregate Report

Scroll down the **Instructions** worksheet and you'll find status information for the data contained in your workbook, including the last Wildcard analyzed and the names (and alias if assigned) of the pay pools currently loaded into the PAT.

32	Last analyzed Wildcard:	
33	Wildcard 1	
34	Pay Pools present in the PAT	
35	Pay Pool	Alias Name
36		
37		
38	1001	ASAALT
39	1012	PEO Aviation
40		

The pay pool alias name is an option you may use if you are interested in giving your pay pools more meaningful names. Go to the Add-ins menu bar and select the “Customize” button. Use the “Rename” feature to assign an alias name.



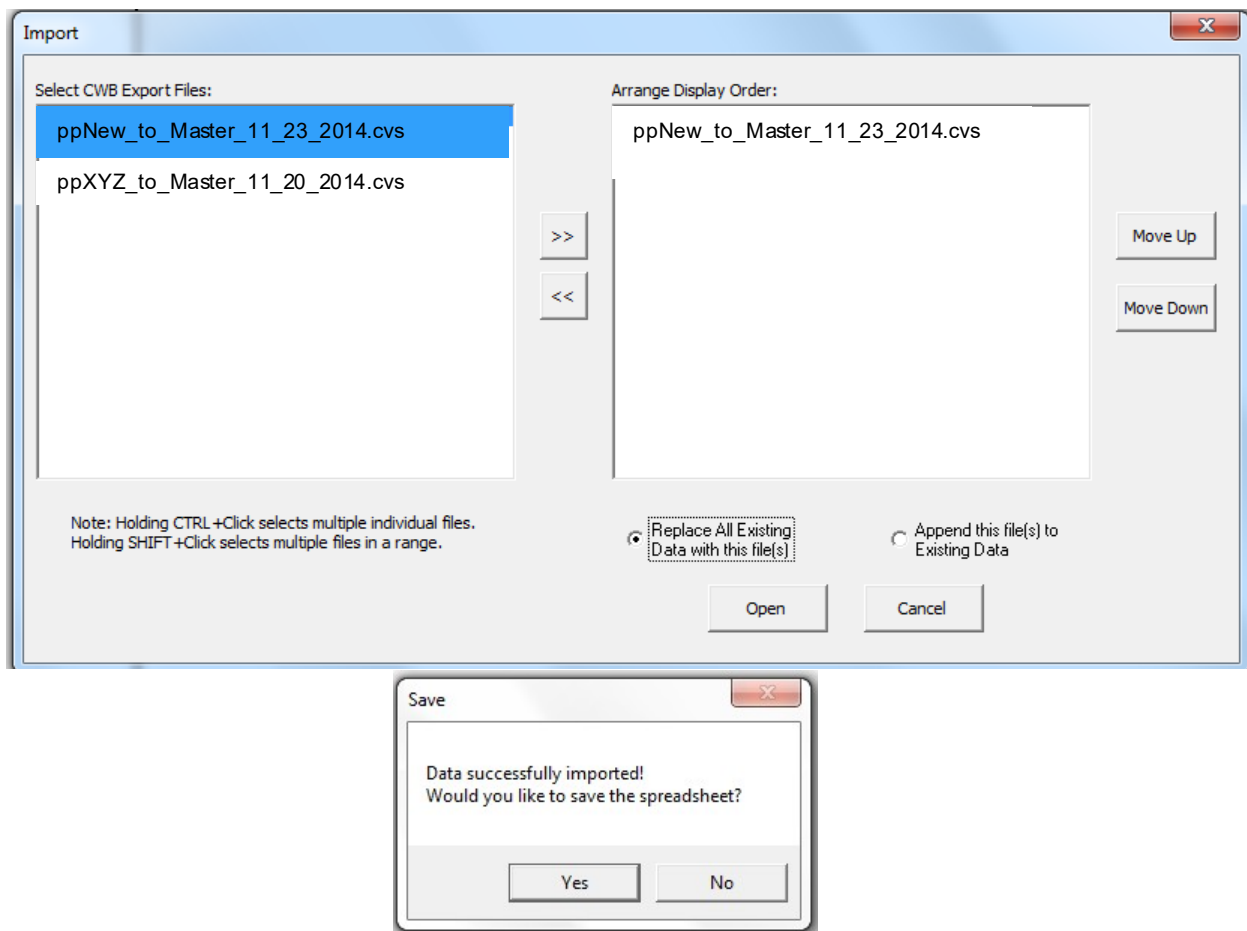
Import

The PAT initially comes “empty” and must be populated with data by importing one or more export files from CMS spreadsheets or files downloaded from CAS2Net. You may import more than one file at the same time. As a reminder, all files you want to import must be in the same folder as the PAT.

Use the following steps to import data:

1. Open the PAT and enable the macros.
2. Ensure the CMS export files you want to import are in the same folder as the PAT.
3. Select the Import function on the **Instructions** worksheet or Add-Ins menu.
4. See the available files listed in the left-hand box in the Import window.
5. Double click on the file you want to import or use the double-right facing arrow. This moves the file to the right-hand box for import. Repeat for each file you want to import.
6. Use the “Move up” and “Move down” buttons to reorder your selections. Order the pay pool files here as you would like to see them displayed in the PAT worksheets.
7. Use the radio buttons under the second box to indicate if you want the imported data to *replace* all existing data or if you want to *append* (add) the import file(s) to existing data.
NOTE: It is not possible to append the same pay pool if it's data already exists in the tool. You would need to delete the old data first or choose to replace.
8. Select the “Open” button to import the selected files to the PAT.
9. A pop-up box will appear letting you know the import was successful. Select “Yes” to save the spreadsheet.

Once you have selected the files, it will take the workbook up to several minutes (depending on the size of your file(s)) to import the data and run the many macros required to generate statistics, charts and format it properly.



Data Worksheet

The **Data** worksheet contains pay pool data from the CMS. There are 71 visible columns in the worksheet. The columns contain data such as ratings, salary increases and awards that were calculated during the pay pool process using the CMS. Columns are read-only with the exception of the Wildcard columns. Cells E1 and E2 displays the number of pay pools and employees loaded in the PAT.

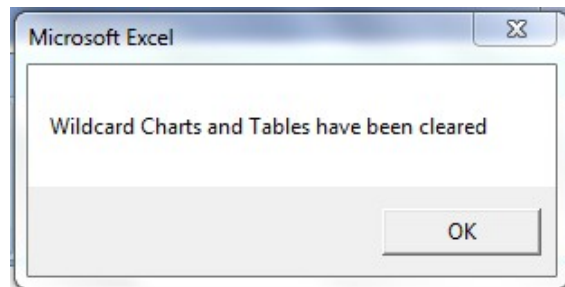
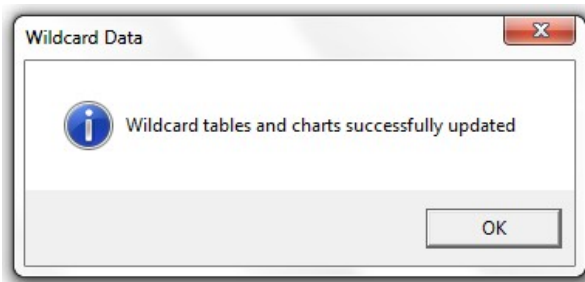
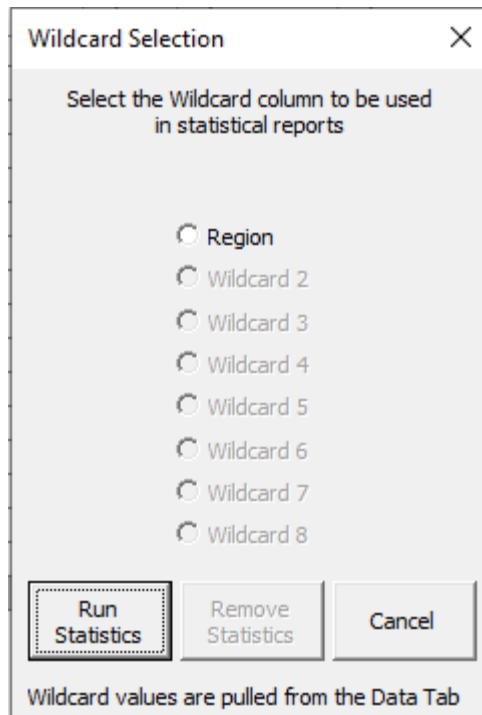
Wildcard Columns

There are 8 Wildcard columns spaced across the worksheet and they are open for editing. Wildcards may be used to review subsets of data to aid in your analysis. You may want to review the results by geographic regions, work teams, or some other criteria not defined by an existing column on the spreadsheet. Wildcard data that existed in the CMS files you imported will be available in the PAT.

	A	B	C	D	E	F	G	H	I	J	K	L
1			Remove Name and ID	Paypools: 2								
2				Employees: 100		Wildcard 1	Presumptive Status?	Retained Pay?	Career Path	Broadband Level	Occ Series	End Cycle Base Salary
3	Last Name	First Name	CAS2Net ID	Paypool	Office Symbol							
5	Appleton	Adam	2612	NEW	NEW/A	Region 1	0	0	NH	3	1550	\$65,311
6	Arndt	Aaron	43	NEW	NEW/T	Region 1	3	0	NK	2	0322	\$35,010
7	Artis	Amy	19	NEW	NEW/L	Region 1	0	0	NH	2	0318	\$54,459
8	Babbitt	Chris	15	NEW	NEW/A	Region 1	0	0	NH	3	0803	\$62,551
9	Burns	Barry	1843	NEW	NEW/T	Region 1	0	0	NH	2	1515	\$30,798
10	Butler	Bryce	44	NEW	NEW/L	HQ	0	0	NH	4	0025	\$92,351
11	Cavasos	Carmen	45	NEW	NEW/A	Region 1	0	0	NH	2	0246	\$62,329
12	Celon	Connie	21	NEW	NEW/T	Region 1	0	0	NH	3	0334	\$70,832
13	Curtiss	Dan	4	NEW	NEW/L	Region 1	0	0	NH	4	0830	\$98,850
14	Dancy	Dyanne	46	NEW	NEW/A	Region 1	0	0	NK	1	0322	\$22,543
15	Donaldson	Dennis	22	NEW	NEW/T	Region 1	0	0	NK	2	0318	\$37,519
16	Emerson	Erica	47	NEW	NEW/L	Region 2	3	0	NH	2	0341	\$29,180
17	Evans	Francis	5	NEW	NEW/A	Region 2	0	0	NH	4	0830	\$103,144
18	Evans	Erin	23	NEW	NEW/T	HQ	0	0	NH	3	0830	\$78,771

You can change the wildcard groupings used in the PAT by selecting the “Wildcard Stats” button on the Add-ins menu bar (see above). Only those wildcard columns with data in them will show as available to use and the others will be grayed out. Click on the Wildcard column to be used and select “Run Statistics.” You’ll receive a message indicating the action was successful. Note that you can also remove previously generated statistics by the Wildcard columns in this box. Another

feature is that the Wildcard Column can be renamed in the dark green cell above the column. NOTE: in the figure below the Wildcard 1 statistic has been renamed Region. This will provide more meaningful titled statistics and charts for dissemination.

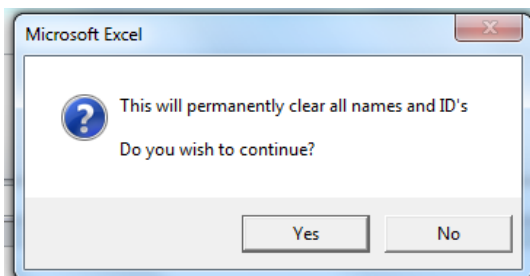


Remove Name and ID

You may elect to keep your analysis at the summary level. If so, then names and IDs of individuals may not be required. You can permanently hide names and IDs by selecting the "Remove Name and ID" button.

	A	B	C	D	E	F	G	H	I	J	K	L
1			Remove Name and ID	Paypools: 2								
2				Employees: 100								
	Last Name	First Name	CAS2Net ID	Paypool	Office Symbol	Wildcard 1	Presumptive Status?	Retained Pay?	Career Path	Broadband Level	Occ Series	End Cycle Base Salary
3												
4												
5	Appleton	Adam	2612	NEW	NEW/A	Region 1	0	0	NH	3	1550	\$65,311
6	Arndt	Aaron	43	NEW	NEW/T	Region 1	3	0	NK	2	0322	\$35,010
7	Artis	Amy	19	NEW	NEW/L	Region 1	0	0	NH	2	0318	\$54,459
8	Babbitt	Chris	15	NEW	NEW/A	Region 1	0	0	NH	3	0803	\$62,551
9	Burns	Barry	1843	NEW	NEW/T	Region 1	0	0	NH	2	1515	\$30,798
10	Butler	Bryce	44	NEW	NEW/L	HQ	0	0	NH	4	0025	\$92,351
11	Cavasos	Carmen	45	NEW	NEW/A	Region 1	0	0	NH	2	0246	\$62,329
12	Celon	Connie	21	NEW	NEW/T	Region 1	0	0	NH	3	0334	\$70,832
13	Curtiss	Dan	4	NEW	NEW/L	Region 1	0	0	NH	4	0830	\$98,850
14	Dancy	Dyanne	46	NEW	NEW/A	Region 1	0	0	NK	1	0322	\$22,543
15	Donaldson	Dennis	22	NEW	NEW/T	Region 1	0	0	NK	2	0318	\$37,519
16	Emerson	Erica	47	NEW	NEW/L	Region 2	3	0	NH	2	0341	\$29,180
17	Evans	Francis	5	NEW	NEW/A	Region 2	0	0	NH	4	0830	\$103,144
18	Evans	Erin	23	NEW	NEW/T	HQ	0	0	NH	3	0830	\$78,771
19	Farnsworth	Fred	24	NEW	NEW/L	Field	0	0	NH	2	0830	\$42,235
20	Fites	George	17	NEW	NEW/A	Field	0	0	NH	3	0896	\$60,469
21	Freeman	Francis	2	NEW	NEW/T	Field	0	1	NK	2	0318	\$53,000
22	Garfield	George	3	NEW	NEW/L	Field	0	0	NJ	4	0856	\$78,770
23	Gonzalez	Helen	6	NEW	NEW/A	Field	0	0	NH	4	0340	\$95,535
24	Grimes	Garth	25	NEW	NEW/T	Field	0	0	NH	2	0850	\$33,576
25	Hansen	Ike	18	NEW	NEW/L	Field	0	0	NH	3	0830	\$92,787
26	Harris	Henry	26	NEW	NEW/A	Field	0	0	NH	2	0830	\$57,983
27	Hoang	Danielle	2572	NEW	NEW/T	Field	0	0	NH	3	0025	\$63,655
28	Hoang	Andrew	2571	NEW	NEW/L	Field	0	0	NJ	1	0019	\$20,367
29	Hoang	Eric	2574	NEW	NEW/A	Field	0	0	NJ	1	0332	\$21,203
30	Hummer	Hershel	2611	NEW	NEW/T	Field	0	0	NH	3	0893	\$69,618
31	Irinski	Ivan	27	NEW	NEW/L	Field	0	0	NK	3	0085	\$49,462

A warning pop-up window will ask if you want to continue. Clicking “Yes” will *permanently* hide columns A, B and C from the PAT. A box will appear in the upper left-side corner of the **Data** worksheet to confirm the names and IDs are securely hidden.



	D	E	F	G
1	Secured	Paypools: 2		
2		Employees: 100		
	Paypool	Office Symbol	Wildcard 1	Presumptive Status?
3				
4				

Statistics Worksheet

The **Statistics** worksheet provides the average rating, average delta OCS, modal rating of record, number of employees and number of employees rated by supervisor, sub-panel manager, pay pool and Wildcard if this option was selected.

	A	B	C	D	E	F	G	H	I	J
1	Composite Pay Pool Statistics									
2										
3					Average Rating	Average Delta OCS	Modal RoR	Number of Employees	Employees Rated	
4										
5	Entire Population				77.2	1.1	3	15	14	
6										
7	Rating Official									
8										
9	ACDP SUPERVISOR				64.0	0.0	3	4	3	
10	AMERICAN ROBIN				77.5	1.8	3	4	4	
11	DEWEY WOODPECKER				72.8	1.3	3	4	4	
12	PAY POOL MANAGER				96.0	1.0	5	3	3	
13										
14	Sub-Panel Manager									
15										
16	BARNES, JOHN				80.3	0.4	3	8	7	
17	SCHERER, CHRIS				74.1	1.7	3	7	7	
18										
19	Pay Pool									
20										
21	9009				77.2	1.1	3	15	14	
22										
23	Region									
24										
25	Region 1				79.3	0.8	3	12	11	
26	Region 2				69.7	2.0	3	3	3	
27										

Number of Employees reflects the count of all employees in the Data worksheet regardless of presumptive status. All other statistics on this page exclude Presumptive Due to Time employees.

Rating Statistics Worksheet

The **Rating Statistics** worksheet displays average OCS, average delta OCS and Modal Rating of Record for each career path and broadband level. The Overall column shows the combined averages for all imported pay pools and columns to the right show averages for each pay pool. Employees in a Presumptive Due to Time are not included.

	A	B	C	D	F	H
1	Rating Statistics					
2	Analyzed Population does not include Presumptives Due to Time					
3	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; background-color: #d4f1d4; padding: 5px; transform: rotate(-45deg);">Overall</div> <div style="border: 1px solid black; background-color: #d4f1d4; padding: 5px; transform: rotate(-45deg);">9909</div> </div>					
4	Analyzed Population			15	15	
5	Average OCS			77.1	77.1	
6	NH-1					
7	NH-2			40.5	40.5	
8	NH-3			77.4	77.4	
9	NH-4			94.5	94.5	
10	NJ-1					
11	NJ-2					
12	NJ-3					
13	NJ-4					
14	NK-1					
15	NK-2					
16	NK-3					
17	Average Delta OCS			0.9	0.9	
18	NH-1					
19	NH-2			1.5	1.5	
20	NH-3			0.2	0.2	
21	NH-4			2.3	2.3	
22	NJ-1					
23	NJ-2					
24	NJ-3					
25	NJ-4					
26	NK-1					
27	NK-2					
28	NK-3					
29	Modal Rating of Record			3	3	
30	NH-1					
31	NH-2			3	3	
32	NH-3			3	3	
33	NH-4			3	3	
34	NJ-1					
35	NJ-2					
36	NJ-3					
37	NJ-4					
38	NK-1					
39	NK-2					

Distributions by Group Worksheet

The **Distributions by Group** worksheet provides two sets of distribution tallies. It shows counts and percentages of employees by rail position and by performance rating for various groups. Modal Rating for these groups is presented also. Distributions are shown by pay pool, career path, broadband, career path/band, Wildcard, and the entire population. All statistics on this worksheet exclude Presumptive Due to Time.

	B	E	F	G	H	I	J	K	L	M	
1	Zone Distribution by Group										
2	Does not include presumptive due to time										
3		Number of Employees Not Rated	Zone Distribution								
4			A	C1	C2	B	A	C1	C2	B	
5											
6	Entire Population:	2	3	12	58	4	3.9%	15.6%	75.3%	5.2%	
7											
8	Pay Pool										
9											
10	11	1	3	0	9	2	21.4%	0.0%	64.3%	14.3%	
11	XYZ	1	0	12	49	2	0.0%	19.0%	77.8%	3.2%	
12											
13	Career Path										
14											
15	NH	2	3	12	56	4	4.0%	16.0%	74.7%	5.3%	
16	NK	0	0	0	2	0	0.0%	0.0%	100.0%	0.0%	
17											
18	Band										
19											
20	2	0	0	0	5	0	0.0%	0.0%	100.0%	0.0%	
21	3	2	3	11	35	2	5.9%	21.6%	68.6%	3.9%	
22	4	0	0	1	18	2	0.0%	4.8%	85.7%	9.5%	
23											
24	Career Path/Band										
25											
26	NH-2	0	0	0	3	0	0.0%	0.0%	100.0%	0.0%	
27	NH-3	2	3	11	35	2	5.9%	21.6%	68.6%	3.9%	
28	NH-4	0	0	1	18	2	0.0%	4.8%	85.7%	9.5%	
29	NK-2	0	0	0	2	0	0.0%	0.0%	100.0%	0.0%	
30											
31	Wildcard 1										
32											
33	-2	0	0	2	17	0	0.0%	10.5%	89.5%	0.0%	
34	-1	0	0	4	9	0	0.0%	30.8%	69.2%	0.0%	
35											

Rail Positions

A = above the upper rail

B = below the lower rail

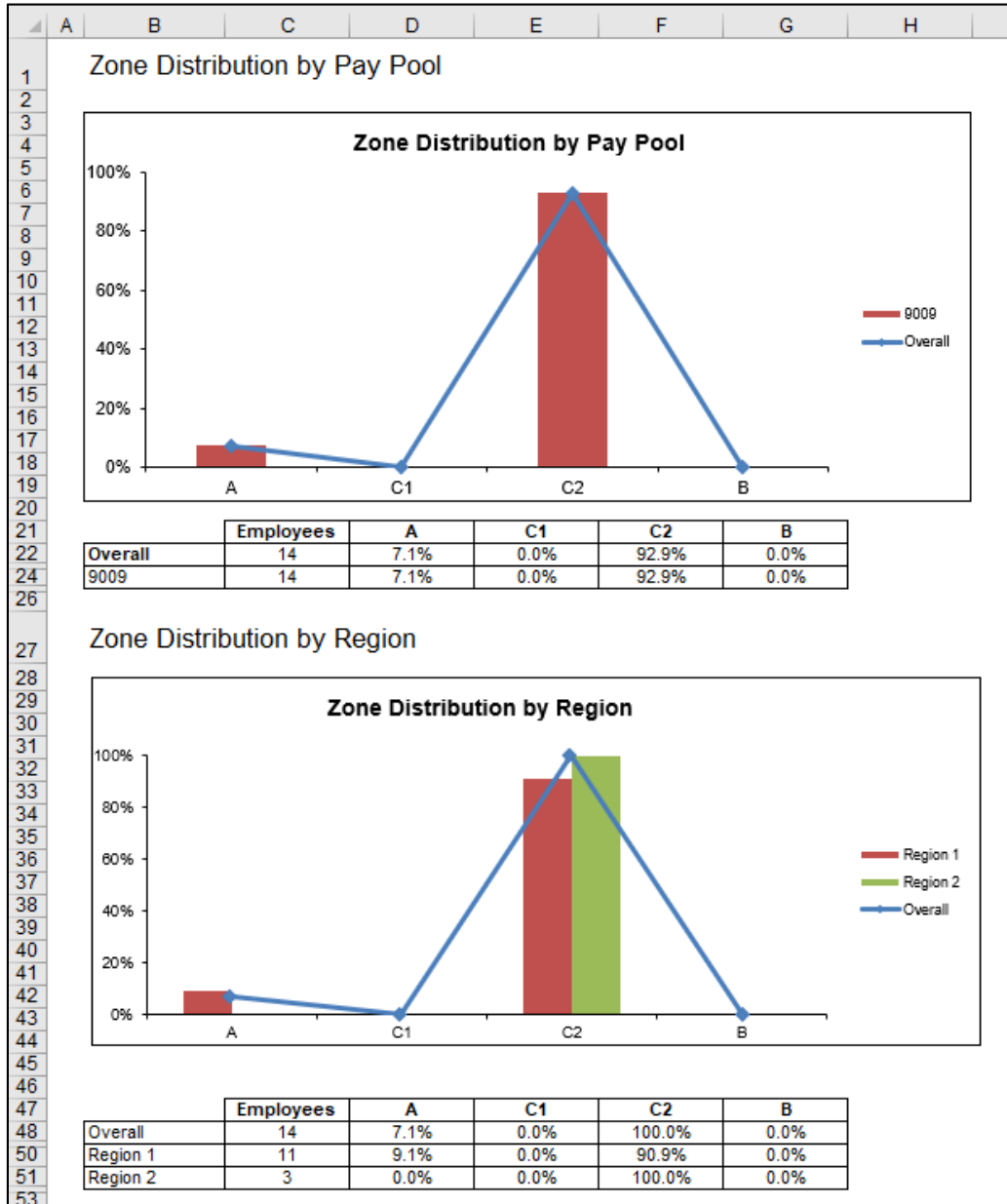
C1 = above the standard pay line but below the upper rail

C2 = on or below the standard pay line but above the lower rail

	B	E	N	O	P	Q	R	S	T
1									
2									
3		Number of Employees Not Rated	Rating of Record Distribution						
4			1	3	5	1	3	5	Modal RoR
5									
6	Entire Population:	2	2	72	2	2.6%	94.7%	2.6%	3
7									
8	Pay Pool								
9									
10	11	1	2	10	2	14.3%	71.4%	14.3%	3
11	XYZ	1	0	62	0	0.0%	100.0%	0.0%	3
12									
13	Career Path								
14									
15	NH	2	2	70	2	2.7%	94.6%	2.7%	3
16	NK	0	0	2	0	0.0%	100.0%	0.0%	3
17									
18	Band								
19									
20	2	0	0	5	0	0.0%	100.0%	0.0%	3
21	3	2	2	47	2	3.9%	92.2%	3.9%	3
22	4	0	0	20	0	0.0%	100.0%	0.0%	3
23									
24	Career Path/Band								
25									
26	NH-2	0	0	3	0	0.0%	100.0%	0.0%	3
27	NH-3	2	2	47	2	3.9%	92.2%	3.9%	3
28	NH-4	0	0	20	0	0.0%	100.0%	0.0%	3
29	NK-2	0	0	2	0	0.0%	100.0%	0.0%	3
30									
31	Wildcard 1								
32									
33	-2	0	0	19	0	0.0%	100.0%	0.0%	3
34	-1	0	0	13	0	0.0%	100.0%	0.0%	3

Distribution Charts by Group Worksheet

The **Distribution Charts by Group** worksheet displays zone and rating of record distribution by pay pool and wildcard. The top chart is a bar graph displaying zone distributions overall and by each pay pool loaded in the PAT. The bottom chart shows the distribution by the Wildcard groupings. Both charts have a trend line showing the average across the groupings.



Rail Positions

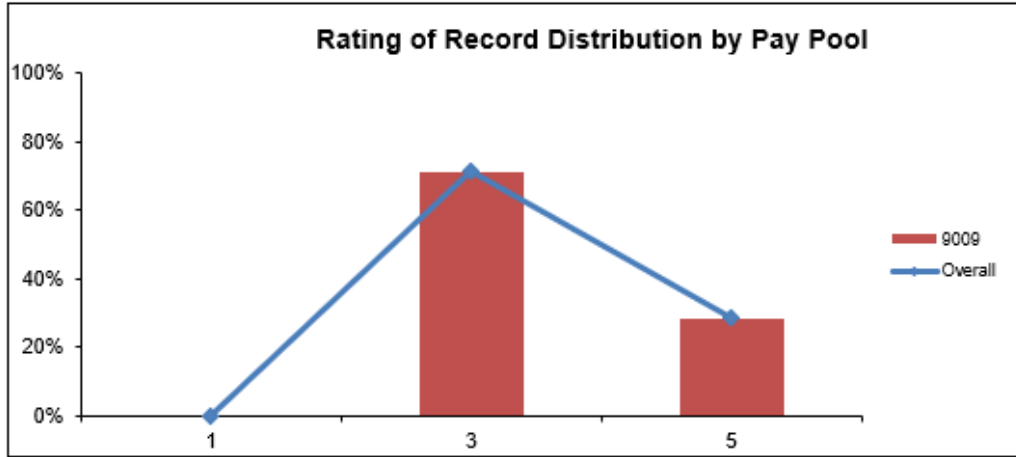
A = above the upper rail

B = below the lower rail

C1 = above the standard pay line but below the upper rail

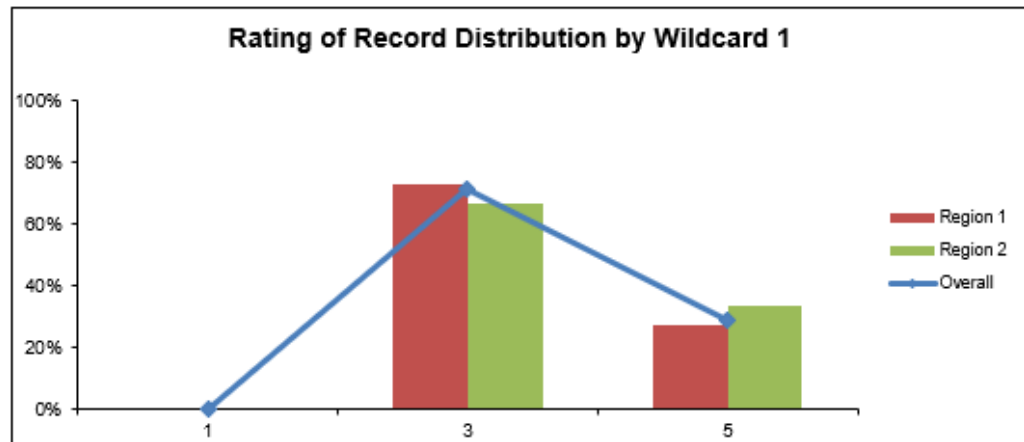
C2 = on or below the standard pay line but above the lower rail

Rating of Record Distribution by Pay Pool



	Employees	1	3	5
Overall	14	0.0%	71.4%	28.6%
9009	14	0.0%	71.4%	28.6%

Rating of Record Distribution by Region



	Employees	1	3	5
	14	0.0%	71.4%	28.6%
Region 1	11	0.0%	72.7%	27.3%
Region 2	3	0.0%	66.7%	33.3%

Payout Statistics Worksheet

The **Payout Statistics** worksheet provides statistics on salary increases, awards and related data across all pay pools and by each pay pool. The majority of the worksheet provides the minimum, average, median, and maximum in terms of dollar amounts and percentages for salary increases and awards. Specifically, the following data elements are provided: Presumptive Due to Time employees are not included.

- Analyzed Population – Overall and by each individual pay pool loaded in the PAT
- Average OCS
- Average Delta OCS
- Alpha 1 (CRI) – Percent applied to delta salary to buy back the difference between employees' current salaries and the target salaries for CRI
- Alpha 2 (CA) – Percent applied to delta salary to buy back the difference between employees' current salaries and the target salaries for CA
- Salary Increase \$ - Minimum (non-zero), Average, Median, Maximum
- Salary Increase % of Base Pay - Minimum (non-zero), Average, Median, Maximum
- Supervisor Differential – Number receiving and old and new average %
- Flags – Override CRI, Override CA, Disable Rollover, Force Rollover
- Control Points – Number with Control Points Entered, Number Stopped at Control Point
- Carryover Award \$ – Number of Carryover Awards, Minimum (non-zero), Average, Median, Maximum
- Carryover Award % - Minimum (non-zero), Average, Median, Maximum
- CA Award \$ - Minimum (non-zero), Average, Median, Maximum
- CA Award % of Total Pay- Minimum (non-zero), Average, Median, Maximum
- Award (Carryover + CA) Total - Minimum (non-zero), Average, Median, Maximum
- Award Total % of Total Pay- Minimum (non-zero), Average, Median, Maximum

Note: Carryover statistics only include employees receiving a carryover award. Salary increases and CA awards are based on all employees except Presumptives Due to Time.

Payout Statistics			
Analyzed population excludes Presumptive Due to Time			
		Overall	9009
Analyzed Population		14	14
Average OCS		77.2	77.2
Average Delta OCS		1.1	1.1
Alpha 1 (CRI)		0.9572	0.9572
Alpha 2 (CA)		0.3594	0.3594
Salary Increase \$			
Min (non-zero)		\$1,251	\$1,251
Average		\$1,913	\$1,913
Median		\$2,080	\$2,080
Max		\$4,594	\$4,594
Salary Increase % of Base Pay			
Min (non-zero)		1.40%	1.40%
Average		2.35%	2.35%
Median		2.41%	2.41%
Max		6.00%	6.00%
Supervisor Differential			
Number Receiving old % Average *		0	0
new % Average *			

Additional statistics on worksheet

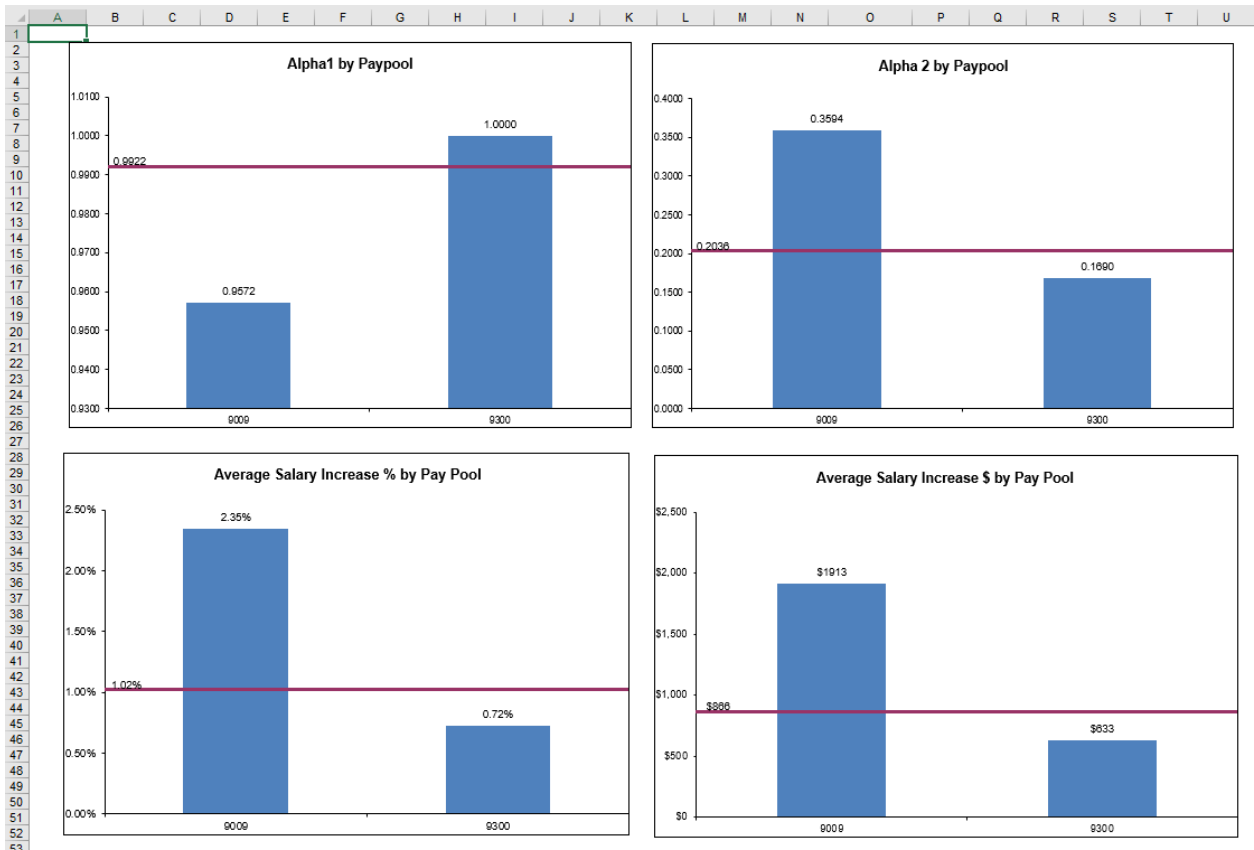
Flags
Override CRI
Override CA
Disable Rollover (0)
Force Rollover (2)
Control Points
with CP Entered
Stopped At CP
CRI Split to Salary
with Split Entered
Average Split % Entered
Carryover Award \$
Carry Over Awards
Min (non-zero)
Average*
Median*
Max
Carryover Award % of Base Pay
Min (non-zero)
Average*
Median*
Max

CA Award \$
Min (non-zero)
Average
Median
Max
CA Award % of Total Pay
Min (non-zero)
Average
Median
Max
Award Total \$
Min (non-zero)
Average
Median
Max
Award Total % of Total Pay
Min (non-zero)
Average
Median
Max

Payout Charts Worksheet

The **Payout Charts** worksheet displays the payout statistics provided in the **Payout Statistics** worksheet in chart form. The charts are bar graphs showing average percent and average dollar amount by pay pool. A trend line shows the average across pay pools. This worksheet contains the following charts:

- Alpha 1 (for CRI)
- Alpha 2 (for CA)
- Average Salary Increase
- Average Carryover Award
- Average Contribution Award
- Average Total Award



Payout Statistics by Group Worksheet

The **Payout Statistics by Group** worksheet provides statistics on salary increase and award, both dollar amount and percent, by various groups and Wildcard. Statistics are shown for the entire population and by pay pool, career path, broadband, career path/band, and Wildcard. Statistics are averaged across those receiving and then by the entire population (exclusive of Presumptive Due to Time)

Payout Statistics by Group (Presumptive due to time excluded)												
----- Averaged Across Only Those Receiving the Payment -----												
	Number of Employees Analyzed	Average OCS	Delta OCS	Average CRI (Salary) Increase ¹			Average Carryover ¹			Average CA Award ²		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
Entire Population:	77	77.1	0.9	24	\$2,777	3.11%	24	\$3,354	3.59%	73	\$1,439	1.24%
Career Path												
NH	75	77.9	0.9	24	\$2,777	3.11%	24	\$3,354	3.59%	71	\$1,460	1.25%
NK	2	46.0	0.0	0	\$0	0.00%	0	\$0	0.00%	2	\$692	1.09%
Band												
2	4	48.8	1.0	1	\$2,238	6.00%	2	\$1,187	2.18%	4	\$920	1.40%
3	53	74.4	0.8	16	\$2,694	3.29%	14	\$2,501	2.87%	50	\$1,258	1.15%
4	20	89.9	1.3	7	\$3,046	2.66%	8	\$5,389	4.74%	19	\$2,024	1.41%
Career Path/Band												
NH-2	2	51.5	2.0	1	\$2,238	6.00%	2	\$1,187	2.18%	2	\$1,148	1.68%
NH-3	53	74.4	0.8	16	\$2,694	3.29%	14	\$2,501	2.87%	50	\$1,258	1.15%
NH-4	20	89.9	1.3	7	\$3,046	2.66%	8	\$5,389	4.74%	19	\$2,024	1.41%
NK-2	2	46.0	0.0	0	\$0	0.00%	0	\$0	0.00%	2	\$692	1.09%

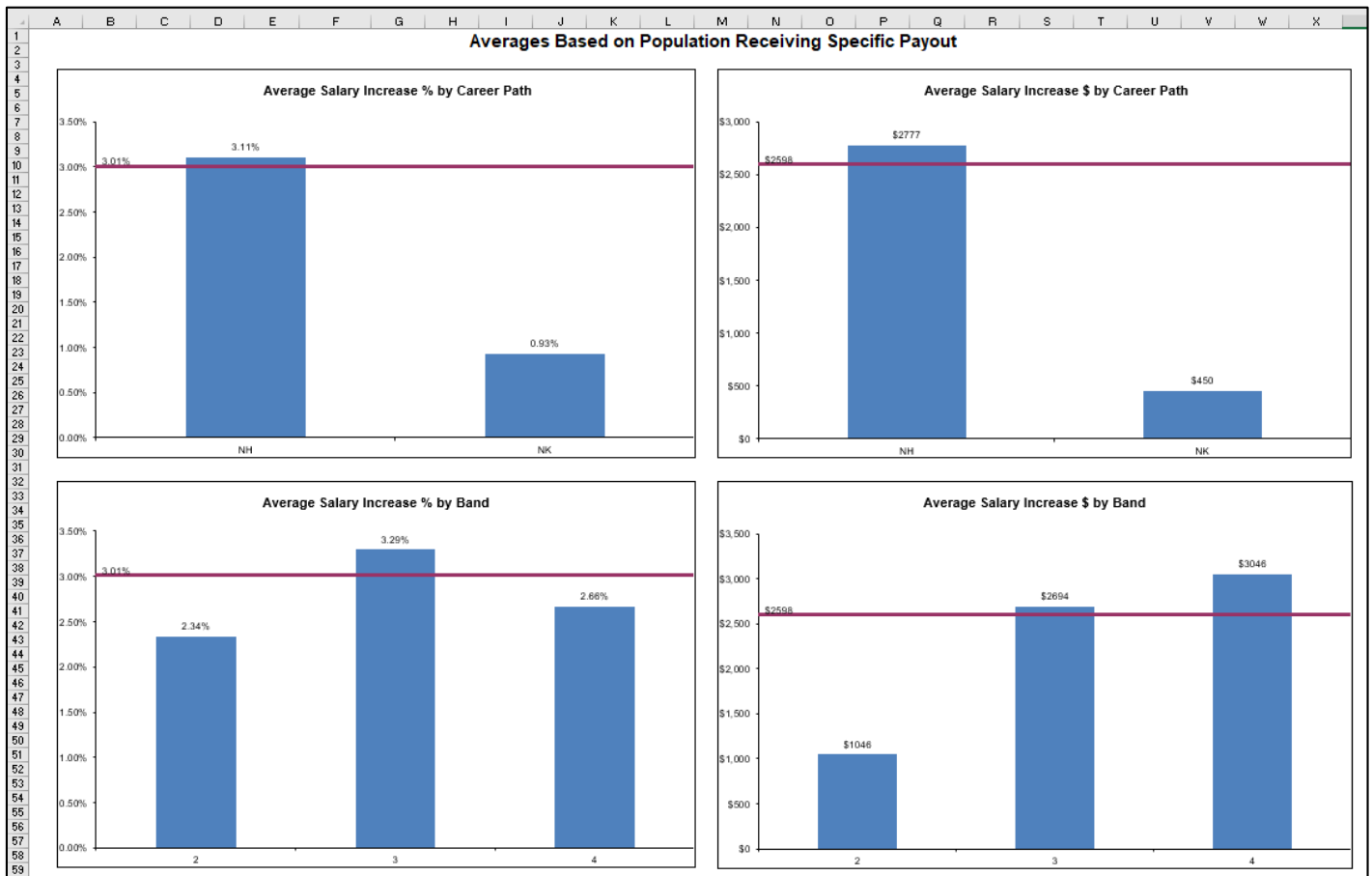
----- Averaged Across the Whole Analyzed Population -----										
	Number of Employees Analyzed	Average CRI (Salary) Increase ³			Average Carryover ³			Average CA Award ⁴		
		Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
Entire Population:	77	24	\$866	0.95%	24	\$1,046	1.15%	73	\$1,364	1.18%
Career Path										
NH	75	24	\$889	0.96%	24	\$1,073	1.16%	71	\$1,382	1.18%
NK	2	0	\$0	0.00%	0	\$0	0.00%	2	\$692	1.09%
Band										
2	4	1	\$560	1.09%	2	\$593	1.15%	4	\$920	1.40%
3	53	16	\$813	0.95%	14	\$661	0.77%	50	\$1,186	1.09%
4	20	7	\$1,066	0.93%	8	\$2,156	1.88%	19	\$1,923	1.33%
Career Path/Band										
NH-2	2	1	\$1,119	2.05%	2	\$1,187	2.18%	2	\$1,148	1.68%
NH-3	53	16	\$813	0.95%	14	\$661	0.77%	50	\$1,186	1.09%
NH-4	20	7	\$1,066	0.93%	8	\$2,156	1.88%	19	\$1,923	1.33%
NK-2	2	0	\$0	0.00%	0	\$0	0.00%	2	\$692	1.09%

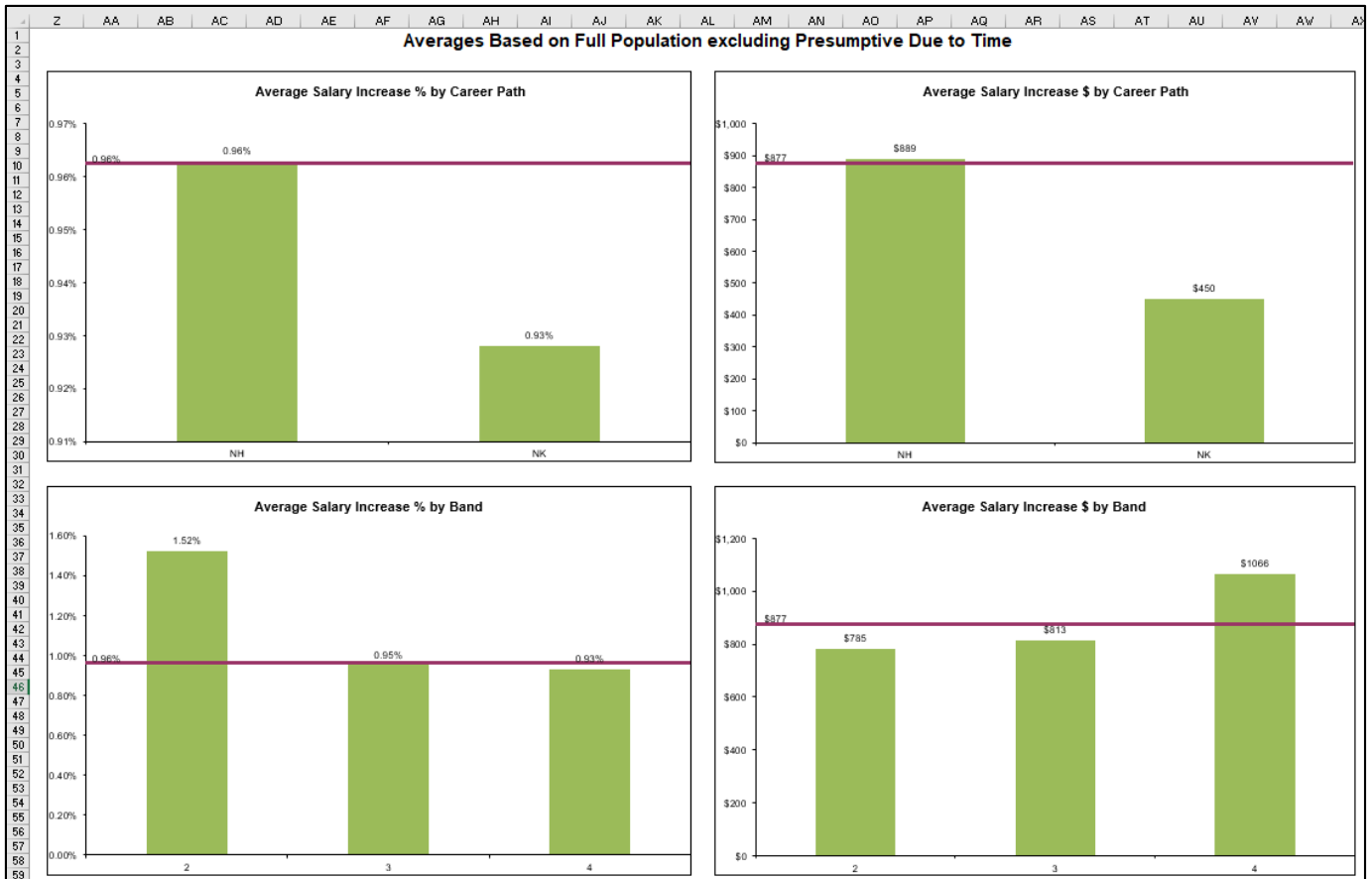
Payout Charts by Group Worksheet

The **Payout Charts by Group** displays bar charts of the statistics (\$) and (%) provided by **Payout Statistics by Group** worksheet. A trend line shows the average across pay pools. This worksheet contains the following charts:

- Average Salary Increase by Career Path
- Average Salary Increase by Band
- Average Salary Increase by Career Path/Band
- Average Total Award by Career Path
- Average Total Award by Band
- Average Total Award by Career Path/Band
- Average Carryover Award by Career Path
- Average Carryover Award by Band
- Average Carryover Award by Career Path/Band

The blue bar charts reflect the statistics that are dependent on population receiving. The green bar charts reflect the statistics across the whole population (except Presumptive Due to Time).

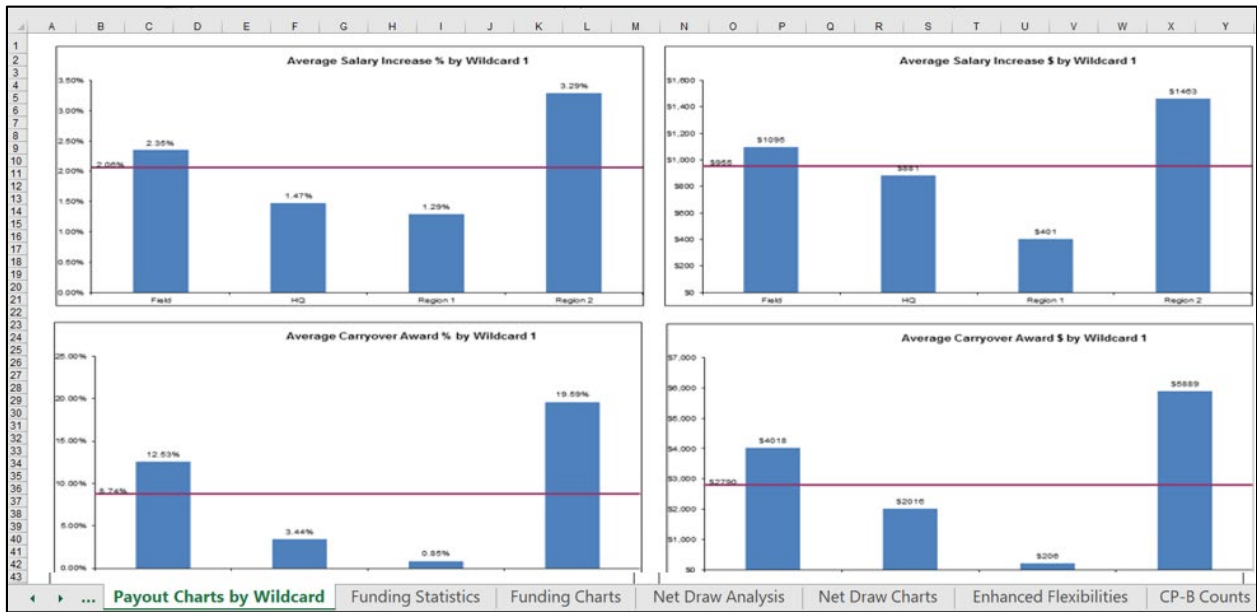




Payout Charts by Wildcard Worksheet

The **Payout Charts by Wildcard** worksheet displays bar charts of the statistics (\$ and %) for the Wildcard selected for analysis on the **Payout Statistics by Group** worksheet. A trend line shows the average across groups. Similar to the Payout Charts by Group, there are blue bar charts dependent on receiving the increase vs green bar charts for the entire population. This worksheet contains the following charts:

- Average Salary Increase by Wildcard
- Average Carryover Award by Wildcard
- Average Total Award by Wildcard



Funding Statistics Worksheet

The **Funding Statistics** worksheet provides statistics on funding amounts budgeted and allocated through the pay pool process. The budget is represented in the Inputs section and the allocations are represented in the Outputs section. Data is provided across pay pools and by individual pay pool.

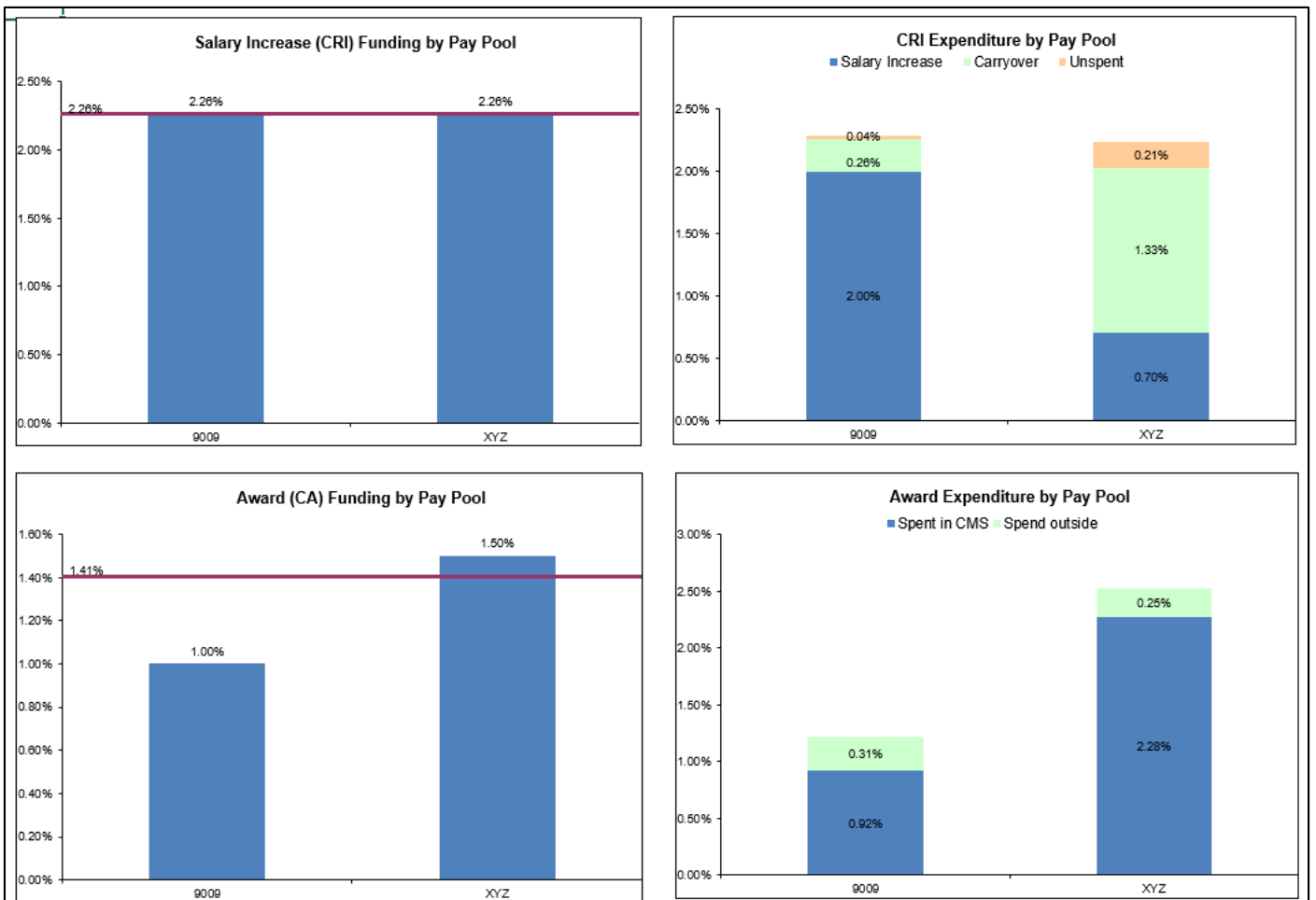
Number of employees and total salaries (base and adjusted) are presented at the top of the sheet. Flags indicating usage of the new proration or time off capabilities are present as well. Inputs include the dollar amount and percent budgeted for salary increases and awards. Outputs include the approved salary increases/awards totals and the difference between the budgeted amount and the amount allocated. This section also provides the percent of total base salary spent on salary increases and carryover and the percent of adjusted salary spent on awards.

Funding Statistics				
	Overall	9009	9999	
Total Employees	30	15	15	
- Retained Employees	0	0	0	
- Presumptive SPL	2	1	1	
Sum of Base Salary (limit to band max)	\$2,815,914	\$1,407,957	\$1,407,957	
Sum of Adjusted Base Salary (cap EXIV)	\$3,265,054	\$1,632,527	\$1,632,527	
First AcqDemo Cycle		0	0	
Use OCS based Control Points		No	No	
OCS Control Point Target				
Proration Plan		non-CCAS	Discretion	
Time Off Plan		non-CCAS	non-CCAS	
Inputs				
Salary Increase (CRI)	2.26%	2.26%	2.26%	
CRI Set-aside (% of total)	1.38%	1.38%	1.38%	
% Budgeted Award (CA)	2.50%	2.50%	2.50%	
% Award Spending in CCAS		75%	75%	
Award Set-aside (% of total)	2.45%	3.27%	3.27%	
Salary Increase (CRI)	\$72,212	\$36,106	\$36,106	
CRI Set-aside	\$1,000	\$500	\$500	
\$ Budgeted Award (CA)	\$81,626	\$40,813	\$40,813	
\$ Award Spending in CCAS	\$61,220	\$30,610	\$30,610	
Award Set-aside	\$2,000	\$1,000	\$1,000	
Beta 1 (CRI Target)		0.	0.	
Beta 2 (CA Target)		1.	1.	
Outputs				
Alpha 1	0.6139	0.6139	0.6139	
Alpha 2	0.2013	0.2013	0.2013	
Approved CRI	\$22,610	\$11,305	\$11,305	
Carryover to Award	\$48,590	\$24,295	\$24,295	
Spent CRI	\$71,200	\$35,600	\$35,600	
Remainder CRI	\$1,012	\$506	\$506	
CA Awards	\$56,368	\$28,084	\$28,284	
Total Awards	\$104,958	\$52,379	\$52,579	
Remainder Award	\$1,859	\$804	\$1,055	
Non-CCAS CA Spending	\$25,258	\$12,729	\$12,529	
CRI % of Base Salary spent on Salary Increase	0.80%	0.80%	0.80%	
% of Base Salary spent on Carryover	1.73%	1.73%	1.73%	
% of Base Salary unspent	0.04%	0.04%	0.04%	
CA % of Adj Salary Spent in CMS	1.73%	1.72%	1.73%	
% of Adj Salary for outside CMS	0.77%	0.78%	0.77%	

Funding Charts Worksheet

The **Funding Charts** worksheet displays bar charts of the statistics (%) provided by the **Funding Statistics** worksheet. A trend line shows the average across pay pools. This worksheet contains the following charts by pay pool:

- Salary Increase (CRI) Funding
- CRI Expenditure – carryover amount identified
- Award (CA) Funding
- Award Expenditure
- Alpha 1 (CRI)
- Alpha 2 (CA)



Net Draw Analysis Worksheet

The Net Draw Analysis worksheet provides a summary of net draw statistics by career path/band, career path, broadband, Wildcard, and the entire population. This analysis considers the difference between the amount of an employee's payout and the dollar amount that was contributed to the pay pool fund based on the employee's base salary and the funding levels. The formula is as follows:

$$\text{Net Draw \%} = (\text{Received} - \text{Contribution}) / \text{Base Pay}$$

If an employee receives a payout greater than the dollar amount that was contributed to the pay pool fund as a percent of their base salary, then the net draw is a positive percent. The net draw percent is a negative if the employee receives a lesser amount in a payout than what was contributed to the pay pool fund as a percent of their base salary.

Example

An employee earns \$60,000 as a base salary with \$5,000 locality pay. The pay pool funds CRI at 2% and CA at 1.5%. The employee therefore contributed \$2,175 ($60,000 \times 0.02 + 65,000 \times 0.015$). The employee received a \$2,500 (CRI increase plus carryover plus bonus) payout resulting in a positive net draw – she received a greater payout than was her contribution to the pay pool fund. Had the employee received a \$1,000 payout, her net draw would be a negative.

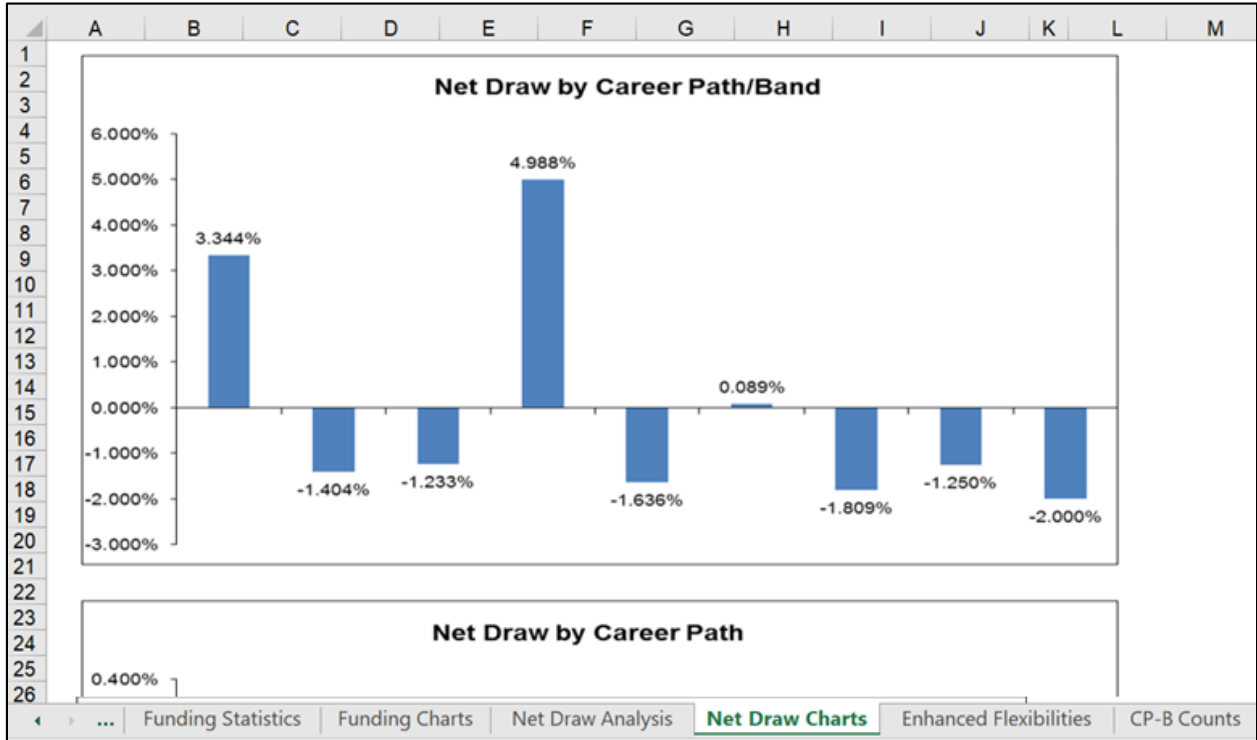
Net Draw Analysis						
Net Draw is a measure used to compare the payouts between groups of employees. Net Draw % = (Received – Contribution) / Base Pay* *Base Pay is limited to band max for retained pay employees Analyzed Population excludes presumptives due to time						
	Number of Employees Analyzed	Payout Amount Received	Contribution	Base Pay	Net Draw %	
Entire Population:	28	\$ 127,568	\$ 116,949	\$ 2,637,508	0.403%	
Career Path						
NH	28	\$ 127,568	\$ 116,949	\$ 2,637,508	0.403%	
Band						
2	4	\$ 6,984	\$ 7,626	\$ 171,994	-0.373%	
3	16	\$ 62,402	\$ 65,275	\$ 1,472,118	-0.195%	
4	8	\$ 58,182	\$ 44,048	\$ 993,396	1.423%	
Career Path/Band						
NH-2	4	\$ 6,984	\$ 7,626	\$ 171,994	-0.373%	
NH-3	16	\$ 62,402	\$ 65,275	\$ 1,472,118	-0.195%	
NH-4	8	\$ 58,182	\$ 44,048	\$ 993,396	1.423%	

Net Draw Charts Worksheet

The **Net Draw Charts** worksheet displays bar charts of the statistics (%) provided by the **Net Draw Analysis** worksheet. This worksheet contains the following charts:

- Net Draw by Career Path/Band
- Net Draw by Career Path
- Net Draw by Band
- Net Draw by Wildcard

The bars above the axis are groups that have contributed less than they received in payouts. Groups with bars below the axis contributed more than they received in payouts.



Enhanced Flexibilities

A number of new flexibilities were added during the 2020 and 2021 cycle to allow pay pools more options in the distribution of CA Funds and the split of CRI money. This worksheet informs the user as to the extent of usage for these new flexibilities

Enhanced Flexibilities									
	Number of Employees	Time-Off Awards				Proration		Salary Split	
		No. Receiving Time-Off	% Receiving Time-Off	Total Time-Off Hours	Average Time-Off Hours*	Number Prorated	Average Pct Proration*	Number Split	Average Split*
Entire Population:	77	1	1.3%	8	8.0	3	78.3%	1	40.0%
Pay Pool									
9009	14	1	7.1%	8	8.0	1	75.0%	1	40.0%
XYZ	63	0	0.0%	0		2	80.0%	0	
Career Path									
NH	75	1	1.3%	8	8.0	3	78.3%	1	40.0%
NK	2	0	0.0%	0		0		0	
Band									
2	4	0	0.0%	0		0		0	
3	53	1	1.9%	8	8.0	2	77.5%	1	40.0%
4	20	0	0.0%	0		1	80.0%	0	
Career Path/Band									
NH-2	2	0	0.0%	0		0		0	
NH-3	53	1	1.9%	8	8.0	2	77.5%	1	40.0%
NH-4	20	0	0.0%	0		1	80.0%	0	
NK-2	2	0	0.0%	0		0		0	
Wildcard 1									
-2	19	0	0.0%	0		1	80.0%	0	
-1	13	0	0.0%	0		0		0	
0	32	1	3.1%	8	8.0	2	77.5%	1	40.0%
1	13	0	0.0%	0		0		0	

CP-B Counts Worksheet

The **CP-B Counts** worksheet displays counts by career path and broadband combinations overall and by pay pool.

Counts by Career Path and Broadband			
	Overall	ABC	XYZ
Number of Employees	100	50	50
Count of Employees by Career Path and Band			
NH-1	0	0	0
NH-2	20	10	10
NH-3	40	20	20
NH-4	12	6	6
NH Total	72	36	36
NJ-1	4	2	2
NJ-2	0	0	0
NJ-3	4	2	2
NJ-4	6	3	3
NJ Total	14	7	7
NK-1	2	1	1
NK-2	10	5	5
NK-3	2	1	1
NK Total	14	7	7

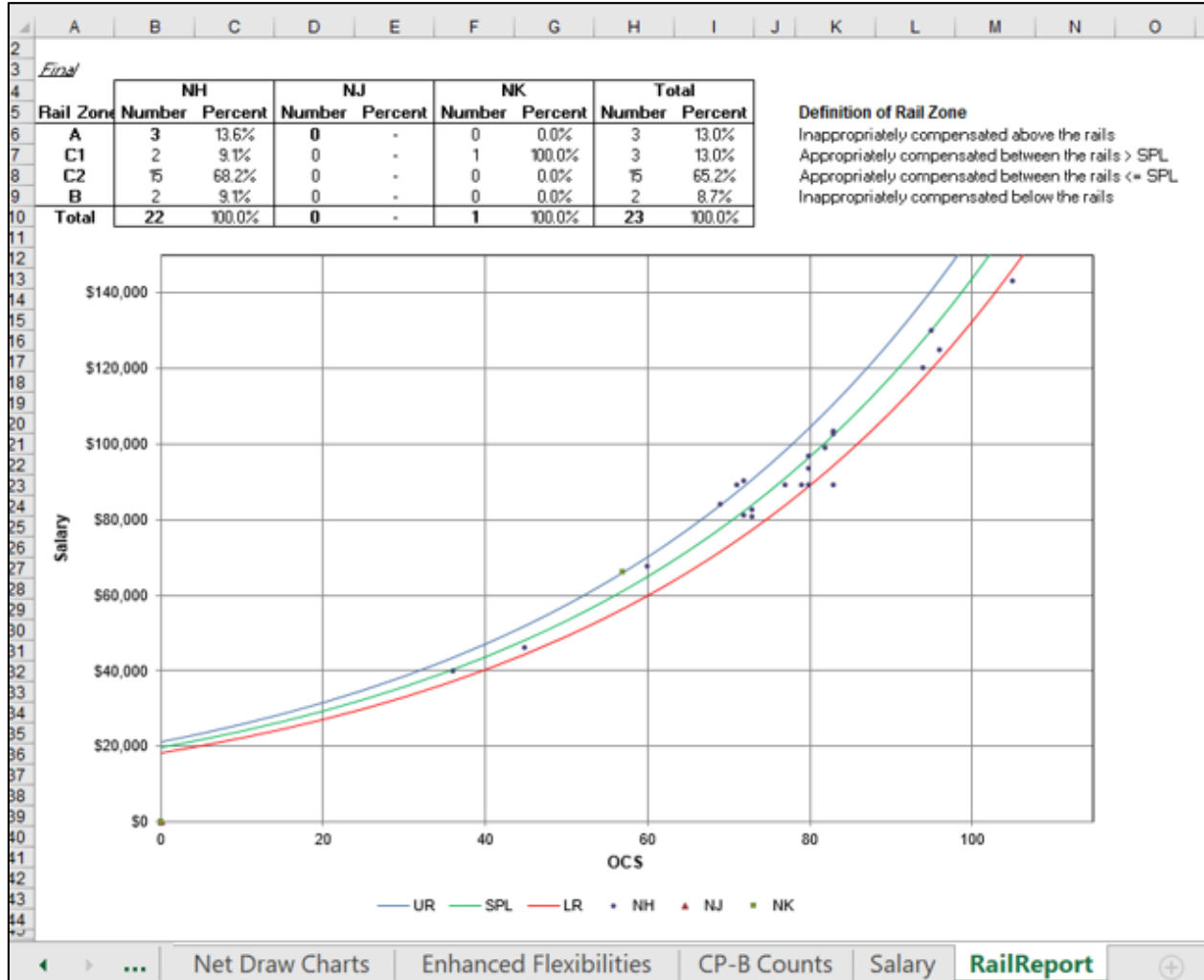
Salary Worksheet

The **Salary** worksheet provides the average salary by career path and broadband for the entire population and for each pay pool.

Average Base Salary by Career Path and Broadband			
Retained Rate Employee Base Salary includes locality pay			
	Overall	11	XYZ
Number of Employees	79	15	64
Average Base Salary for New Pay Year			
NH-1			
NH-2	\$53,976	\$44,723	\$72,482
NH-3	\$87,397	\$93,608	\$86,126
NH-4	\$116,616	\$128,508	\$113,818
NH Total	\$94,063	\$96,397	\$93,499
NJ-1			
NJ-2			
NJ-3			
NJ-4			
NJ Total			
NK-1			
NK-2	\$49,523		\$49,523
NK-3			
NK Total	\$49,523		\$49,523
Average Base Salary for Current Pay Year			
NH-1			
NH-2	\$52,587	\$42,999	\$71,764
NH-3	\$85,880	\$91,696	\$84,690
NH-4	\$114,219	\$124,175	\$111,876
NH Total	\$92,311	\$93,864	\$91,936
NJ-1			
NJ-2			
NJ-3			
NJ-4			
NJ Total			
NK-1			
NK-2	\$48,488		\$48,488
NK-3			
NK Total	\$48,488		\$48,488
Percent Change in Average Base Salary			
NH-1			
NH-2	2.6%	4.0%	1.0%
NH-3	1.8%	2.1%	1.7%
NH-4	2.1%	3.5%	1.7%
NH Total	1.9%	2.7%	1.7%
NJ-1			
NJ-2			
NJ-3			
NJ-4			
NJ Total			
NK-1			
NK-2	2.1%		2.1%
NK-3			
NK Total	2.1%		2.1%

Rail Report Worksheet

The Rail Report Worksheet displays a report of rail zones and an OCS chart that is used for the Aggregate Report generated from the Add-Ins menu bar.

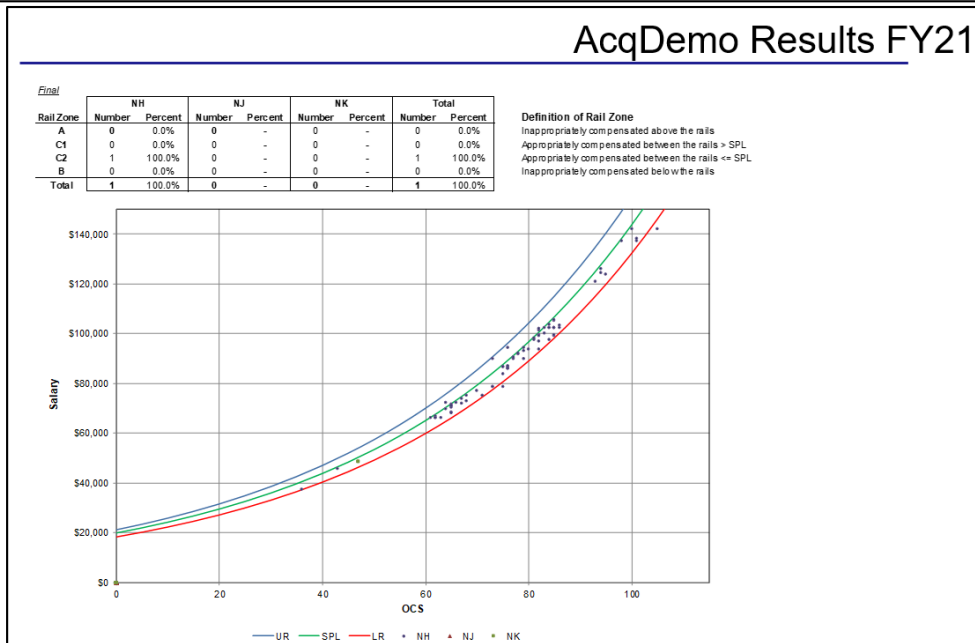
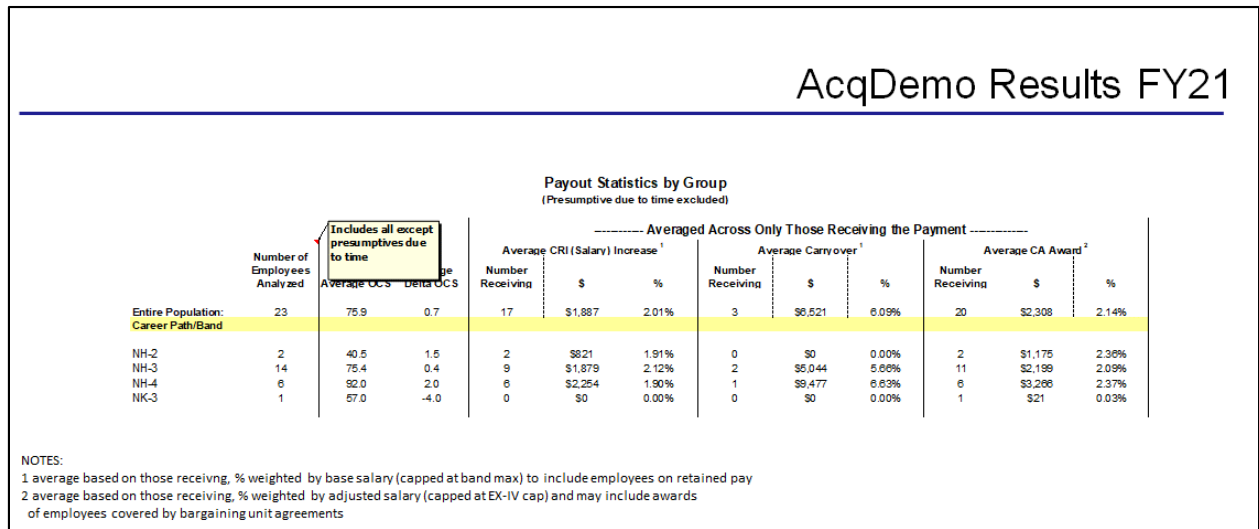
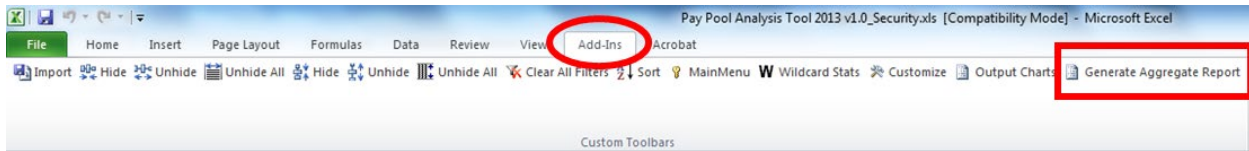


You may take a glance at the OCS chart and rail zone distribution on this worksheet for your information, but it is recommended that you use the Generate Aggregate Report function in the Add-Ins menu bar to create the summary charts to present aggregate data. Retained employees are plotted at their pay band maximum salary.

Sharing Information

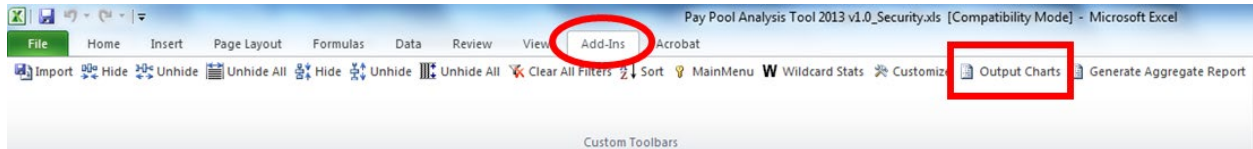
Generating an Aggregate Report

The Generate Aggregate Report button in the Add-Ins menu bar creates a report that displays aggregate data for rail zones, OCS, delta OCS, salary increases and awards. When you select this button, a PowerPoint file opens and you receive a prompt to name and save the file. The charts are imported into PowerPoint as pictures.



Copying and Pasting into PowerPoint and Excel

You can output charts directly from the PAT into PowerPoint presentations and into Excel. There is an Output Charts function in the Add-Ins menu bar. Using this function ensures charts placed into the applications are minus the underlying data.



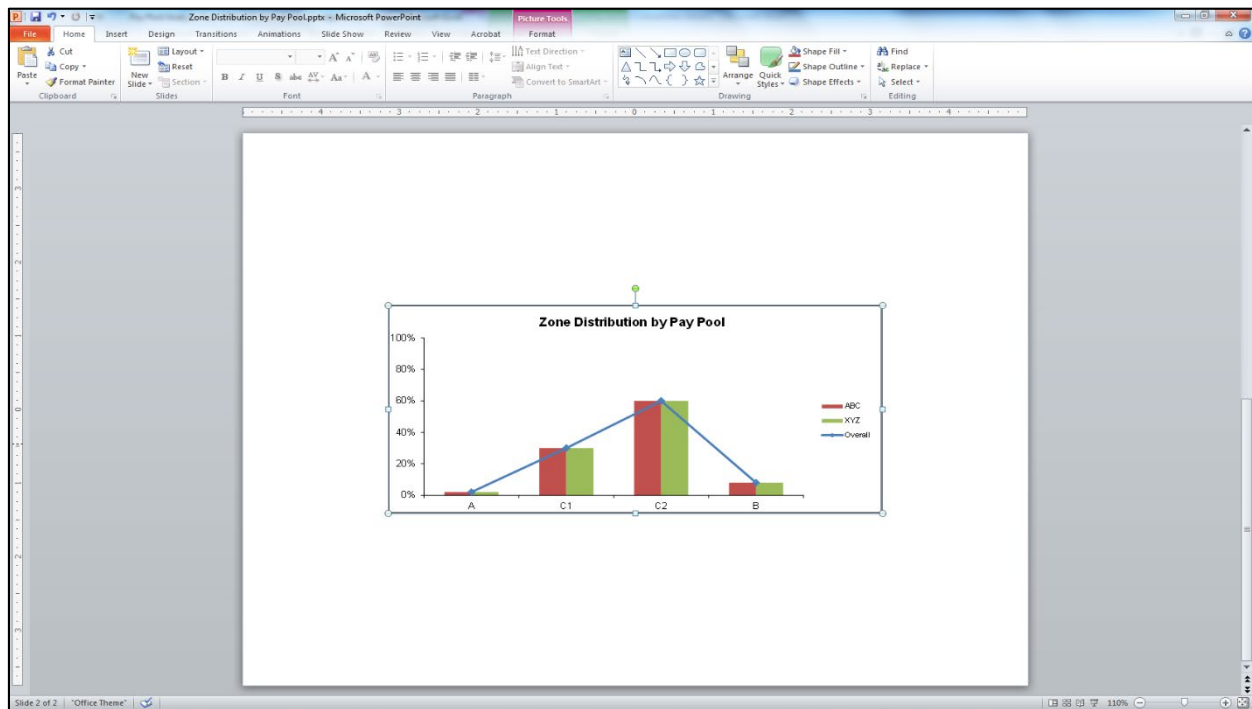
Copying Charts into PowerPoint

To copy charts from the PAT into PowerPoint:

1. Click on the “Output Charts” button in the Add-Ins menu bar. This opens a selection window listing the available worksheets and charts.
2. Select the worksheet and the specific chart(s) you want to capture.
3. Under Applications Options, select the radio button for “Paste into PowerPoint.”
4. Select the “Export Charts” button. This opens a new PowerPoint file with your selected charts and a prompt to name and save the file. Charts are imported into PowerPoint as pictures.

The screenshot shows the Microsoft Excel interface with a chart titled 'Zone Distribution by Pay Pool' and a data table. The 'Capture Charts' dialog box is open, showing the 'Application Options' section with 'Paste into PowerPoint' selected and the 'Export Charts' button highlighted.

	Employees Rated	A	C1	C2	B
Overall	100	2.0%	30.0%	60.0%	8.0%
ABC	50	2.0%	30.0%	60.0%	8.0%
XYZ	50	2.0%	30.0%	60.0%	8.0%



Copying Charts into Excel

To copy charts from the PAT into Excel:

1. Click on the “Output Charts” button in the Add-Ins menu bar. This opens a selection window listing the available worksheets and charts.
2. Select the worksheet and the specific chart(s) you want to capture.
3. Under Applications Options, select the radio button for “Paste into Excel.”
4. Select the “Export Charts” button. This opens an Excel file with your selected charts and a prompt to name and save the file. Charts are imported into Excel as pictures.

Import Hide Unhide Unhide All Hide Unhide Unhide All Clear All Filters Sort MainMenu Wildcard Stats Customize Output Charts

Custom Toolbars

U15

Zone Distribution by Pay Pool

Employees Rated	A	C1	C2	B	
Overall	114	8.8%	18.4%	64.0%	8.8%
901	39	2.6%	23.1%	61.5%	12.8%
902	75	12.0%	16.0%	65.3%	6.7%

Zone Distribution by Wildcard 1

Capture Charts

Highlight the charts to be pasted as images and select the application option.

Worksheet Name	Chart Title
All Worksheets	Zone Distribution by Pay Pool
Zone Distribution by Group	Zone Distribution by Wildcard 1
Payout Charts	
Payout Charts by Group	
Payout Charts by Wildcard	
Funding Charts	
Net Draw Charts	

Application Options

Paste into Excel

Paste into PowerPoint

Select All Deselect All

Export Charts Cancel

Zone Distribution by Pay Pool.pptx.xls - Microsoft Excel

File Home Insert Page Layout Formulas Data Review View Acrobat

Clipboard Font Alignment Number Styles

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Zone Distribution by Pay Pool

Copying Data from Worksheets

You can copy and paste data from the PAT to another Excel file to conduct additional analysis or to create additional views.

To copy selected data to a new spreadsheet:

1. Select the cells you want to copy.
2. Select “Copy” from the Home menu bar or right click and select “Copy.”
3. Open the spreadsheet you want to copy the data into.
4. Select “Paste Special” from the Home menu bar or right click and select “Paste Special.”
5. Select the “Values” radio button under Paste in the Paste Special window and click “OK.”
The data will be pasted as it exists in the PAT worksheet including any hidden columns.
6. As an extra step to allow the data to look more presentable in the new location, immediately select “Paste Special” again and select “Formats.”

