

CAS2Net and CCAS Open Forum

Thursday
3 August 2023
1:00 PM Eastern Time

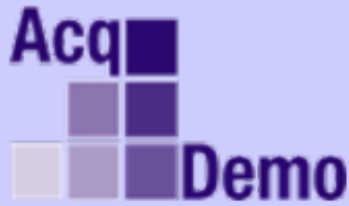
Topic:

CCAS Spreadsheets Enhancements

The Open Forum Slide Presentation is posted to Pay Pool Notices and What's New.

Opening Remarks

DoD Civilian Acquisition Workforce Personnel Demonstration Project Program Office



CAS2Net Administrator Advisory

2023-15

Issue Date: 3 August 2023


Topic: CAS2Net Offline - Data Migration

Discussion: ALTESS will conduct the data migration to Postgres this weekend 5/6 August 2023. CAS2Net will be offline from 4:00 PM EDST, Friday, 4 August 2023, to 6:00 AM EDST, Monday, 7 August 2023.

Action: Notify your users as needed.

Note: If you have any questions or experience any issues related to the above notice; please email the AcqDemo Program Office, AcqDemo.Contact@dau.edu.

2023 End of Cycle Timeline

2023 End of Cycle Timeline			
	Date	Event	Action By
Sunday	1-Oct-23	Activate CAS2Net End of Cycle Process Modules (Appraisal Status, Offline Interface, Previous Cycle Data, Sub-Panel Meeting, and CMS Online)	PMO
Sunday	1-Oct-23	Post Sub-panel Meeting Spreadsheet (SPMS), Compensation Management Spreadsheet (CMS) and Pay Pool Analysis Tool (PAT) to CAS2Net Pay Pool Notices	PMO
Friday	15-Dec-23	Initial upload so AcqDemo Program Office can check CMS parameters Subject to Component or Command Initial Upload Date	Pay Pool Administrators
Wednesday	10-Jan-24	Pay pools finalize upload Subject to Component or Command Initial Upload Date	Pay Pool Administrators
 Sunday	14-Jan-24	Beginning date of the first full pay period in January – Effective date of CCAS payouts (ratings effective 1 Jan 2024)	
Friday-Saturday	19-20 Jan 24	CAS2Net upload pay and rating transaction files to regional pay offices	PMO
Thursday	25-Jan-24	NLT the second Thursday of the first full pay period in January, Regional Pay Offices process transaction files for non-Army pay pools.	Regional Pay Offices- other than Army
Thursday	1-Feb-24	NLT the first Thursday of the second full pay period in January, Army Regional Pay Offices transaction files for Army pay pools.	Regional Pay Offices- Army
Friday	2-Feb-24	NLT the first Friday of the second pay period of the new year, payday (all except pay pools serviced by Army)	DoD except Army
Saturday-Sunday	3-4 Feb-24	Turn the database to the new year and populate user profiles with pay pool results	PMO
Saturday-Sunday	3-4 Feb-24	Signing of Annual Assessments will switch from Previous Cycle Supervisor to Current Supervisor in User Profiles	CAS2Net
Friday	9-Feb-24	NLT the second Friday of the second pay period of the new year, payday (Army)	Army

2023 CCAS Spreadsheets Test Schedule (Macro-based)

2023 CCAS Spreadsheets Schedule				
Updates	Start Date	Spreadsheet	POC	Activity
			PMO	Component meetings brief spreadsheet test schedule
Wednesday	21-Jun-23		PMO	Request EC Members to provide names and email addresses of testers
Friday	21-Jul-23		Component	EC Members provide names and email addresses of testers to PMO
Monday	31-Jul-23	CMS/SubPanel	Developer	Release version with updated interface with CAS2Net
Tuesday	1-Aug-23	CMS/SubPanel	Tester	Test interface with CAS2Net
Monday	7-Aug-23	CMS/SubPanel	Tester	Provide feedback to developers
Tuesday	8-Aug-23	CMS/SubPanel	Developer	Update spreadsheets based on testers inputs
Monday	14-Aug-23	CMS/SubPanel	Developer	Release draft version with approved enhancements
Monday/Tuesday	14-Aug-23	CMS/SubPanel	PMO	Release draft spreadsheets with import files to testers with finding log
Thursday	15-17 Aug 2023	CMS/SubPanel	Tester	Document findings and provide feedback to PMO
Monday	21-Aug-23	CMS/SubPanel	PMO	Provide feedback to developers
Wednesday	13-Sep-23	CMS/SubPanel	Developer	Update spreadsheets based on testers inputs
Thursday	14-Sep-23	CMS/SubPanel	Developer	Release final versions to PMO
Monday	18-Sep-23	PAT	Developer	Release draft version with approved enhancements
Monday/Tuesday	18-19 Sep-23	PAT	PMO	Release draft PAT with export files to testers
Thursday	21-Sep-23	PAT	Tester	Provide feedback to PMO
Friday	22-Sep-23	PAT	PMO	Provide feedback to developers
Monday	25-Sep-22	PAT	Developer	Update spreadsheets based on testers inputs
Friday	29-Sep-23	PAT	Developer	Release final versions to PMO
Friday	29-Sep-23	All Spreadsheets	Developer	Draft advisory with new enhancements
Sunday	1-Oct-23	CAS2Net	PMO	Activate Appraisal Status, Offline Interface and Previous Cycle Data
Sunday	1-Oct-23	All Spreadsheets	PMO	Post to Pay Pool Notices

Changes to CMS and Sub-Panel for 2023

- **Sub-Panel Meeting Spreadsheet**
 - Added column for EDIPI data
 - Added columns for requested Time-off award and approved time-off award percentage
- **CMS**
 - Added column for EDIPI data
 - Additional values added for Post-Cycle Action
 - Added ability to rollover unspent CRI to CA
 - Added next year's locality code for employees
 - Minor edits to Part one form
 - Added expanded list of time off factors – ***in development***
 - Added ability to select up to 2.4% CRI (2.5% for new organizations) in the Parameters tab – ***in development***

Sub-Panel Meeting Spreadsheet

Sub-Panel Meeting Spreadsheet (Lessons Learned Issue #63)

- Added column for EDIPI data

	A	B	C	D	E	
1	Return to Main Menu	Set View				
2						
3						
4	Goto					
5	Scores					
6						
7	Blue arrows indicate fields set to filter the data.					
8						
	Last Name	First Name	Middle Initial	Suffix	EDIPI	CA
9						
10						
11	BUNTING	INDIGO			1000000001	
12	FINCH	GOLD			1000000002	
13	USER	SUPER			1000000004	
14	WARBLER	RUMPED			1000000005	
15	WREN	CAROLINA			1000000006	
16	TOWHEE	CANYON			1000000003	
17						
18						
19	Open Rows	View Name	Enter an X in this row to hide column			
20		All Columns				
21		Categorical Scores	X	X	X	X
22		Final Scores, OCS	X	X	X	X
23		PAQI, P-B, P-1	X	X	X	X

Navigation: Contents | **Data** | Matrix | Rails and RoR

CAS2Net Sub-Panel Meeting (Lessons Learned Issue #63)

CAS-3864

- Add column for EDIPI data



Sub-Panel Meeting Online

Show/Hide Columns

Alphabetical
 By Column Index

Hidden

- Name
- CAS2Net ID
- Office Symbol
- Wildcard 1
- Presumptive Status
- Retained Pay
- Career Path
- Broadband Level
- Occ Series
- Start Basic Pay

Name	CAS2Net ID	Office Symbol
WARBLER, RUMPED	232655	
CON, NECTICUT	245933	SP-5-Friday
MA, INE	245946	SP-5-Friday
MASSA, CHUSETTS	245948	SP-5-Friday
NEW, HAMPSHIRE	245956	SP-5-Friday
NEW, JERSEY	245957	SP-5-Friday
NEW, YORK	245959	SP-5-Friday
PENN, SYLVANIA	245965	SP-5-Friday
RHODE, ISLAND	245966	SP-5-Friday
VER, MONT	245973	SP-5-Friday

Sub-Panel Meeting Spreadsheet (Lessons Learned Issue #13 and #83)

- Added columns for requested Time-off award and approved time-off award percentage
- Drop down options
 - 0%
 - 25%
 - 50%
 - 75%
 - 100%

A	B	AV	AW	AX
Return to Main Menu	Set View			
Goto Scores				
Blue arrows indicate fields set to filter the data.				
Last Name	First Name	Control Point Used in Calculations	Requested % to TOA	Approved % to TOA
BUNTING	INDIGO	\$98,896		
FINCH	GOLD		75%	50%
USER	SUPER			
WARBLER	RUMPED			
WREN	CAROLINA	\$102,675		
TOWHEE	CANYON		50%	25%

CAS2Net Sub-Panel Meeting (Lessons Learned Issue #13 and #83) CAS-3829

- Add columns for requested Time-off award and approved time-off award percentage
- Drop down options
 - 0%/25%/50%/75%/100%

The screenshot displays a data table with the following columns: Name, Last ACDP %, Previous Years Control Point, Control Point Salary, Control Point Score, and Control Point Dollars. A yellow 'ADD' button is located above two newly added columns: 'Requested % to TOA' and 'Approved % to TOA'. To the right, a 'Show/Hide Columns' dialog is open, showing a list of columns including 'Last ACDP Date', 'Last ACDP %', 'Previous Years Control Point', 'Control Point Salary', 'Control Point Score', 'Control Point Dollars', 'Exp OCS', 'Exp OCS Range', 'Current OCS', 'Delta OCS', and 'Raw Avg Score'. A yellow arrow points from the dialog to the two new columns.

Name	Last ACDP %	Previous Years Control Point	Control Point Salary	Control Point Score	Control Point Dollars	Requested % to TOA	Approved % to TOA
WARBLER, RUMPED							
CON, NECTICUT							
MA, INE							
MASSA, CHUSETTS							
NEW, HAMPSHIRE							
NEW, JERSEY							
NEW, YORK							
PENN, SYLVANIA							
RHODE, ISLAND							
VER, MONT							

CMS

CMS

2022	2023
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CRI Funding %

2.00% to 2.26%	2.00% to 2.40%
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Check box if this is your organization's first cycle in AcqDemo

2.4%	2.5%
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Award Funding %

No Change to Award Funding % with minimum of 1%

CMS (Lessons Learned Issue #1) CAS-3868

- Added **OPTION** to rollover remaining/unspent CRI to CA
 - Check this box if you want to add CRI remainder to CA

Return to Contents Reset to Default Values

Return to Data

You may set any parameters in Yellow

Scenario Summary

GPI (G)%		4.10	
GS-1/step1 pay (24)	\$	20,999	
GS-1/step1 pay (23)	\$	20,172	

Start with little or no CRI and CA set-aside and increase it gradually. If you reduce the set-aside after allocating your discretionary funds, your remainder will go negative and you will have to delete all or some of your allocations and start over again. Set aside may change if rollover amount changes. The cash award amount is 90% of the total award budget.

Cash Amount Plus Unused GPI			
CRI Funding %		2.40%	\$915
CRI Set-Aside ● % ○ \$		0.000%	\$0
Award Funding %		2.500%	\$1,111
Award Spent in CMS (<=90%)		90%	\$1,000
Non-CCAS Award for Remainder of FY		10%	\$111
Award Set-Aside ● % ○ \$		0.000%	\$0

Beta 1 (CRI) 1 Beta 1 1= Upper Rail
 Beta 2 (Award) 1 1= Upper Rail 2% = 2% above SPL
 Minimum CRI Dollar Amount \$0 0= SPL 1% = 1% above SPL

Plus Unused CRI		\$200	<input type="checkbox"/> Check box if this is your organization's first cycle in AcqDemo
Plus Unused CRI		\$200	<input checked="" type="checkbox"/> Check this box if you want to add CRI remainder to CA

Contents Parameters Data Matrix Rails and RoR Delta Stats Delta Plot Cur OCS New ...

- Check this box if you want to add CRI Remainder to CA

- Check this box if you want to add CRI Remainder to CA

CMS (Lessons Learned Issue #1) CAS-3868

CRI Funding %	2.40%	\$915	<input type="checkbox"/> Check box if this is your organization's first cycle in AcqDemo
CRI Set-Aside ● % ○ \$	0.000%	\$0	Plus Unused CRI
Award Funding %	2.500%	\$1,111	<input checked="" type="checkbox"/> Check this box if you want to add CRI remainder to CA
Award Spent in CMS (<=90%)	90%	\$1,000	
Non-CCAS Award for Remainder of FY	10%	\$111	
Award Set-Aside ● % ○ \$	0.000%	\$0	

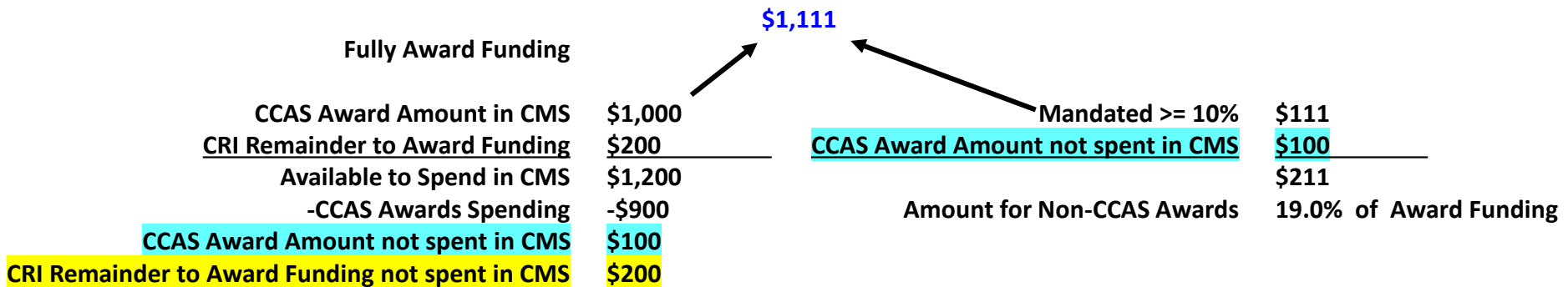
Distribution starts with the Award Spent in CMS then spend Unused CRI when needed. Example: The Award Spent in CMS is \$1,000 and Unused CRI is \$200 with the **potential to spend \$1,200 total in the CMS as CA.**

Beginning Non-CCAS Award	Award Spent in CMS	Unused CRI When Needed	Ending Non-CCAS Award	Unused CRI / Remaining CRI
\$111 (10%)	\$1,000 (90%)	\$200 Available	\$111	\$200
Example:	If \$___ award spent in the CMS	Then \$___ of Unused CRI was needed	Ending with \$___ Non-CCAS Award	And \$___ Unused CRI as the Remaining CRI
	\$100	\$0	\$1,011	\$200
	\$200	\$0	\$911	\$200
	\$1,000	\$0	\$111	\$200
	\$1,100	\$100	\$111	\$100
	\$1,200	\$200	\$111	\$0

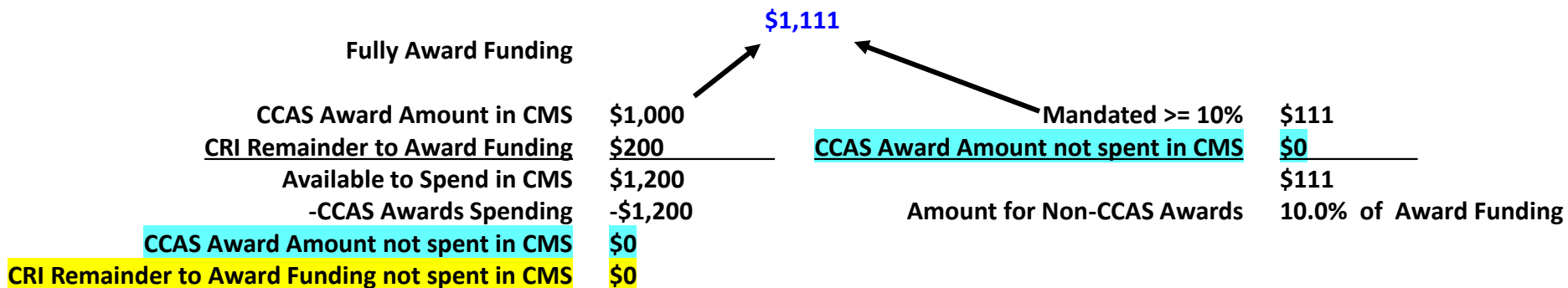
CMS (Lessons Learned Issue #1)

CRI Funding %	2.40%	\$915	<input type="checkbox"/> Check box if this is your organization's first cycle in AcqDemo
CRI Set-Aside ● % ○ \$	0.000%	\$0	Plus Unused CRI
Award Funding %	2.500%	\$1,111	<input checked="" type="checkbox"/> Check this box if you want to add CRI remainder to CA
Award Spent in CMS (<=90%)	90%	\$1,000	
Non-CCAS Award for Remainder of FY	10%	\$111	
Award Set-Aside ● % ○ \$	0.000%	\$0	

Award Spending Summary



Award Spending Summary



CAS2Net and CMS Online (Lessons Learned Issue #1) CAS-3868

- CAS2Net - add

Edit Organization Level

Organization Details

Can Roll Over Unused CRI

No

Yes

- CMS Online Parameters – add/update

CRI Funding %	<input type="text" value="2.4"/> %	\$125,260	\$125,260
CRI Set-Aside	<input type="radio"/> % <input checked="" type="radio"/> \$	<input type="text" value="0"/> %	\$ <input type="text" value="0"/>

Check this box if you want to add CRI Remainder to CA

Fully Award Funding	\$1,111		
CCAS Award Amount in CMS	\$1,000	Mandated >= 10%	\$111
<u>CRI Remainder to Award Funding</u>	<u>\$200</u>	<u>CCAS Award Amount not spent in CMS</u>	<u>\$100</u>
Available to Spend in CMS	\$1,200		\$211
-CCAS Awards Spending	-\$900	Amount for Non-CCAS Awards	19.0% of Award Funding
CCAS Award Amount not spent in CMS	\$100		
CRI Remainder to Award Funding not spent in CMS	\$200		

CMS (Lessons Learned Issue #63)

- Added column for EDIPI data

	A	B	C	D	E
1	Return to	Edit Parameters			
2	Main Menu				
3		Set View			
4	Goto				
5	Scores GPI				
6	CRI Awards				
7	Blue arrows indicate fields set to filter the data.				
8					
	Last Name	First Name	Middle Initial	Suffix	EDIPI
9					
10					
11	BIRD	BLU			1000000001
12	CHICKADEE	CAPPED			1000000004
13	DOVE	MOURNING			1000000005
14	EAGLE	CRESTED			1000000006
15	EMPLOYEE	ACDP			1000000007
16	EMPLOYEE	ACDP 2			1000000008
17	EMPLOYEE	ACDP 3			1000000009
18	FALCON	PEREGRINE			1000000010
19	FINCH	GOLD			1000000011
20	GRACKLE	COMMON			1000000012
21	JUNCO	DARKEYED			1000000014

CMS Online (Lessons Learned Issue #63) CAS-3864

- Add column for EDIPI data

CMS Online

Show/Hide Columns

Alphabetical
 By Column Index

Hidden

Name

CAS2Net ID

Office Symbol

Wildcard 1

Presumptive Status

Retained Pay

Career Path

Broadband Level

Occ Series

Start Basic Pay



Add EDIPI



Add EDIPI

Name																				
	Presumptive Status	Career Path	Broadband Level	Occ Series	Cat Score JobAch/Inno	Cat Score Comm/Teamwk	Cat Score Mission Spt	Num Score JobAch/Inno	Num Score Comm/Teamwk	Num Score Mission Spt	PAQL JobAch/Inno	PAQL Comm/Teamwk	PAQL Mission Spt	Exp OCS	Exp OCS Range	Current OCS	Delta OCS	Raw Avg Score	ROR	Rail Position

CMS (Lessons Learned Issue #6)

- **2022 Post-Cycle Activity**

- ACDP
- Change to Lower Broadband
- Promotion
- Retirement
- Separation
- Temp Promotion

- **Additional values for Post-Cycle Activity**

- Death of Employee
- LWOP

	A	B	Y	Z	AA	AB	AC
1	Return to Main Menu	Edit Parameters					
2		Set View					
3							
4	Goto						
5	Scores GPI						
6	CRI Awards						
7	Blue arrows indicate fields set to filter the data.						
8							
	Last Name	First Name	Position Start Date	CA Proration	Post Cycle activity	CRI Override	CA Override?
9							
10							
11	BIRD	BLU				0	0
12	CHICKADEE	CAPPED				0	0
13	DOVE	MOURNING				0	0
14	EAGLE	CRESTED				0	0
15	EMPLOYEE	ACDP				0	0
16	EMPLOYEE	ACDP 2				0	0
17	EMPLOYEE	ACDP 3	17-Jul-22			0	0
18	FALCON	PEREGRINE				0	0
19	FINCH	GOLD				0	0
20	GRACKLE	COMMON	25-Apr-21			0	0
21	JUNCO	DARKEYED				0	0

Navigation: Contents | Parameters | **Data** | Matrix | Rails and RoR

CAS2Net User Profile (Lessons Learned Issue #6) CAS-3821

User Profile

Post-Cycle Activity

2023 Post-Cycle Activity

- ACDP
- Change to Lower Broadband
- Death of Employee**
- LWOP**
- Promotion
- Retirement
- Separation
- Temp Promotion

If Administrator selects **Death of Employee**
 Administrator sees, enters date of death, and saves

Post-Cycle Activity Details

Date of Death

If Administrator selects **LWOP**
 Administrator sees, enters Start Date and End Date if set, and saves

Post-Cycle Activity Details

Start Date

End Date (If Known)

CMS Online (Lessons Learned Issue #6) CAS-3821

- **2022 Post-Cycle Activity**
 - ACDP
 - Change to Lower Broadband
 - Promotion
 - Retirement
 - Separation
 - Temp Promotion
- **Additional values for Post-Cycle Activity**
 - Death of Employee
 - LWOP

CMS Online				
Name	Occ Series	Locality Code	Locality Rate	Post Cycle Activity
ALA, BAMA	0335	RUS	16.5	
ALAS, KA	0023	RUS	16.5	
AR, KANSAS	0303	RUS	16.5	
ARI, ZONA	0029	RUS	16.5	
BIRD, BLU	0343	RUS	16.5	Temp
CAL, FORNIA	0020	RUS	16.5	

CMS (Lessons Learned Issue #20)

- Added next year's locality code for employees

R	S	A	B	DA	DB	DC	DD
		Return to Main Menu Edit Parameters Set View Goto Scores GPI CRI Awards Blue arrows indicate fields set to filter the data.			Locality Pay		
2023 Locality Code	2023 Locality Rate	Last Name	First Name	Wildcard 5	2024 Locality Code	2024 Locality Rate	
RUS	16.50%	EMPLOYEE	ACDP		RA	21.37%	
RUS	16.50%	EMPLOYEE	ACDP 2		RA	21.37%	
DCB	32.49%	EMPLOYEE	ACDP 3		SF	44.15%	
RUS	16.50%	FALCON	PEREGRINE		RA	21.37%	
		JUNCO	DARKEYED			0.00%	

- Added year to locality labels

D	E	F	G
Reset Columns	To change column data		
Career Path	Broadband Level	Occ Series	2024 Locality Rate
NH	2	0017	Initial Locality Amount
NJ	3	0332	New Basic Pay + Locality
NH	3	0301	Final Basic Pay + Locality

CMS Online (Lessons Learned Issue #20)

CAS-3820

- Add next year's locality code for employees
- Add year to current locality and to Summary

Show/Hide Columns

Alphabetical

By Column Index

Hidden

- Occ Series
- Start Basic Pay
- Start Calc Pay
- Ratable Temp Promo
- Locality Code
- Locality Rate
- Used in Awd Fund
- Previous OCS
- Previous ROR
- Start Date

Hidden

- Sup Differential Amt
- New Sup Differential Rate
- New Sup Differential Amt
- Wildcard 5
- Locality Pay
- Locality Code
- New Locality Rate
- Initial Locality Amt
- New Basic Pay + Locality
- New Max + Loc
- Hit EXIV Cap

Re-label as

2024 Locality Pay

2024 Locality Code

2024 Locality Rate

2024 Locality Amount

Re-label as

2023 Locality Code

2023 Locality Rate

2023 Locality Code	2023 Locality Rate	Rail Position	2024 Locality Pay	2024 Locality Code	2024 Locality Rate	Initial Locality Amt
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

CMS

• Minor edits to Part One Form

Part I: CCAS Salary Appraisal Form			
Name: EMPLOYEE ACDP	Series: 1102	Appraisal Period:	
CAS2Net ID: 232662	Broadband Level: II	From: 1-Oct-21	To: #####
Organization: Div 3	Retained Pay: No		
Career Path: NH	Presumptive: None		
Approved By: Pay Pool Manager		Effective Date of Appraisal: January 1, 2023	
Discuss evaluation with employee and obtain signature confirming discussion. Signature of employee does not constitute agreement with CCAS appraisal.			
Supervisor Print / Sign		2022 Date	
Employee Print / Sign		Date	
2022 Performance Details	PAQL	2022 Contribution Detail	Cat Score Num Score
Job Achievement and/or Innovation	3	Job Achievement and/or Innovation	2M 47
Communication and/or Teamwork	3	Communication and/or Teamwork	2M 47
Mission Support	3	Mission Support	2M 47
		Overall Contribution Score	47
Average Raw Score	3.0	Expected Contribution Score	46
Performance Rating of Record	3	Expected Contribution Range	42-49
Compensation Detail		Employee Compensation Region Chart	
\$49,855 Current Rate of Basic Pay as of 30 Sep 2022 + \$ 2,045 General Pay Increase 4.1% + \$ 145 CRI (Salary Increase) 0.29% = \$52,045 New Rate of Basic Pay + \$8,587 Locality Pay @ 16.50% = \$60,632 New Total Salary \$ 406 Contribution Award + \$ 219 Carryover from CRI = \$ 625 Total Award		The graph plots the employee's current basic pay versus the final OCS relative to the rails and standard pay line (SPL), relating contribution to compensation. The top and bottom lines are the Upper and Lower Rails, respectively. The middle line is the SPL. Above the Upper Rail is the Overcompensated (Zone A), Undercompensated (Zone B) is below the Lower Rail. Appropriately Compensated (Zone C) is on or within the rails. Compensation regions determine the eligibility for the basic pay increases and awards. The point on the graph below is the employee's appraisal results.	
2023 Expected Contribution Level			
Expected Overall Contribution Score		46	
Expected Contribution Range		42-49	
Remarks			
* Basic pay on 30 September and does not include any promotion increase, temporary promotion increase, or ACDP basic that was approved o/s 1 October.			

Part I: CCAS Salary Appraisal Form			
Name: EMPLOYEE ACDP	Series: 1102	Appraisal Period:	
CAS2Net ID: 232662	Broadband Level: II	From: 1-Oct-22	To: 30-Sep-23
Organization: Div 3	Retained Pay: No		
Career Path: NH	Presumptive: None		
Approved By: PAY POOL MANAGER, Pay Pool Manager		Effective Date of Appraisal: January 1, 2024	
Discuss evaluation with employee and obtain signature confirming discussion. Signature of employee does not constitute agreement with CCAS appraisal.			
Supervisor Print / Sign		2023 Date	
Employee Print / Sign		Date	
2023 Performance Details	PAQL	2023 Contribution Detail	Cat Score Num Score
Job Achievement and/or Innovation	3	Job Achievement and/or Innovation	2M 45
Communication and/or Teamwork	3	Communication and/or Teamwork	2M 45
Mission Support	3	Mission Support	2M 45
		Overall Contribution Score	45
Average Raw Score	3.0	Expected Contribution Score	44
Performance Rating of Record	3	Expected Contribution Range	40-47
Compensation Detail		Employee Compensation Region Chart	
\$49,855 Current Rate of Basic Pay as of 30 Sep 2023 + \$ 2,344 General Pay Increase 4.7% + \$ 958 CRI (Salary Increase) 1.92% = \$53,157 New Rate of Basic Pay + \$11,360 Locality Pay @ 21.37% = \$64,517 New Total Salary \$ 510 Contribution Award + \$ - Carryover from CRI = \$ 510 Total Award		The graph plots the employee's current basic pay versus the final OCS relative to the rails and standard pay line (SPL), relating contribution to compensation. The top and bottom lines are the Upper and Lower Rails, respectively. The middle line is the SPL. Above the Upper Rail is the Overcompensated (Zone A), Undercompensated (Zone B) is below the Lower Rail. Appropriately Compensated (Zone C) is on or within the rails. Compensation regions determine the eligibility for the basic pay increases and awards. The point on the graph below is the employee's appraisal results.	
2024 Expected Contribution Level			
Expected Overall Contribution Score		44	
Expected Contribution Range		41-48	
Remarks			
* Basic pay on 30 September and does not include any promotion increase, temporary promotion increase, or ACDP basic that was approved o/s 1 October.			

Contents

EMPLOYEE ACDP

EMPLOYEE ACDP 2

CMS (Lessons Learned Issue #83)

Add expanded list of time off factors – in development

- Drop down options in 2022 were
 - 0%
 - 50%
 - 100%
- Drop down options in 2023 will be
 - 0%
 - 25%
 - 50%
 - 75%
 - 100%

Approved % to TOA	Time Hour
<input type="text"/>	<input type="text"/>
▼	
0%	
50%	
100%	

Approved % to TOA	Time Hour
<input type="text"/>	<input type="text"/>
▼	
0%	
25%	
50%	
75%	
100%	

CAS2Net and CMS Online (Lessons Learned Issue #83) CAS-3829

Add expanded list of time off percents

- Drop down options in 2022 were 0%/ 50% /100%
- Drop down options in 2023 will be 0%/25%/50%/75%/100%

1 Administrator

Organization Management

Edit Organization Level

Time Off Award Options

25/50/75/100

50/100

100

0

Add

2 Annual Assessment for

Apply CA toward Time-Off

No Yes

Select Percentage of CA to Apply

25%

25%

50%

75%

100%

Update

3 CMS Online

Approved % to TOA	Time Off Hours
0	0
0	0
25	0
50	0
75	0
100	0

Update

2023 CCAS Spreadsheets Test Schedule (Macro-free)

2023 Macro-Free CMS Schedule				
Updates	Start Date	Spreadsheet	POC	Activity
Tuesday	6-Jun-23	CMS	Spreadsheet Developer	Made changes / corrections spreadsheet Deployed to CAS2Net training site
Tuesday	20-Jun-23	CMS	ALTESS	Tested Phase 2: Work with ALTESS to deploy finalized CMS for AcqDemo PMO team testing
Monday	7-Aug-23	CMS	Spreadsheet Developer	Release first iteration of CMS for test within ACqDemo PMO
Wednesday	9-Aug-23	CMS	Tester	Test Macro-free CMS
Tuesday	15-Aug-23	CMS	Spreadsheet Developer	Make changes identified by testers and initial round of tests
Thursday	31-Aug-23	CMS	ALTESS	Test Phase 3: Worked with ALTESS to finalize CMS for improve development in CAS2Net
Tuesday	5-Sep-23	CMS	PMO	Release draft version to testers
Tuesday-Thursday	5-7 Sep 2023	CMS	Tester	Document findings and provide feedback to PMO
Friday	8-Sep-23	CMS	PMO	Provide feedback to developers
Tuesday	12-Sep-23	CMS	Spreadsheet Developer	Make final changes identified by testers
Thursday	21-Sep-23	CMS	Spreadsheet Developer and ALTESSr	Finalize Macro-Free CMS in CAS2Net
Tuesday	26-Sep-23	CMS	Spreadsheet Developer	Macro-Free CMS User Guide
Sunday	1-Oct-23	CMS	ALTESS	Activate in CAS2Net the Appraisal Status, Offline Interface, Previous Cycle Data, Sub-Panel Meeting,CMS Online, and Macro-Free CMS
Monday	2-Oct-23	CMS	PMO	Notify pilot users Provide Macro-Free User Guide to pilot users
End of Cycle	2 Oct 2023 - 10 Jan 2024	CMS	Pilot Users	Pilot use of Macro-Free CMS (<i>initial and final uploads must be from the Macro-Based CMS</i>)
End of Cycle	2 Oct 2023 - 10 Jan 2024	CMS	PMO and Spreadsheet Developer	Monitor pilot of Macro-Free CMS Provide help desk support

2023 Open Forum Schedule

- ✓ 05 January, 1pm – 2:30pm ET: Pay Transactions and Turning CAS2Net Data Base
- ✓ 02 February, 1pm – 2:30pm ET: CCAS Grievance and Archived/Transfer
- ✓ 02 March, 1pm – 2:30pm ET: Assigning Mandatory Objectives, Midpoint Assessment/Review, Additional Feedback, and Closeout Assessment
- ✓ 06 April, 1pm – 2:30pm ET: ACDP Assessments and Communicating with AcqDemo Program Office on CAS2Net and CCAS Issues
- ✓ 04 May, 1pm – 2:30pm ET: Reports – FY-based Reports & Current Settings Reports
- ✓ 01 June, 1pm – 2:30pm ET: Macro Free ~~Sub-Panel Spreadsheet~~ and Compensation Management Spreadsheet (CMS) Introduction
- ✓ 06 July, 1pm – 2:30pm ET: ~~Creating Sub-Organization Levels and Assigning Sub-Panel Managers, and User Role Assignments and/or~~ CAS2Net Performance Test
- ✓ 03 August, 1pm – 2:30pm ET: CCAS Spreadsheet Test Schedule (Offline Sub-Panel Meeting Spreadsheet, Offline CMS, Macro Free versions, and CAS2Net Online versions)
- **07 September, 1pm – 2:30pm ET: Post Cycle Modules (Appraisal Status, Offline Interface, Previous Cycle Data, Sub-Panel Meeting and CMS Online)**
- 14 September, 1pm – 2:30pm ET: Transfer, Archive and Post Cycle Activities
- 21 September, 1pm-2:30pm ET: Sub-Panel Meeting Spreadsheet and CMS
- 28 September, 1pm-2:30pm ET: Macro Free Sub Panel Spreadsheet and Macro Free CMS
- 05 October, 1pm-2:30pm ET: Discrepancy Reports
- 12 October, 1pm-2:30pm ET: Lock/Unlock Supervisor 1, Sub-Pay Pool and Pay Pool
- 19 October, 1pm-2:30pm ET: Pay Pool Analysis Tool (PAT)
- 02 November, 1pm-2:30pm ET: Initial and Final Upload
- 16 November, 1pm-2:30pm ET: Not Final Reports and Data Complete Reports
- 07 December, 1pm-2:30pm ET: Grievance/Grievance Window
- 04 Jan 2024, 1pm-2:30pm ET: CCAS Pay Transactions for Regional Pay Offices

Open Forum Questions?

Erin.Murray@dau.edu

jerry.lee@dau.edu

AcqDemo.Contact@dau.edu

For user issues, please provide the name, issue, attachment (if any), and, as applicable, a screenshot in the email.

For system issues, such as, cannot access CAS2Net, a screenshot of the error message would pinpoint time and issue.