

# CAS2Net and CCAS Open Forum

Thursday  
17 October 2024  
1:00 PM Eastern Time

**Topic: Pay Pool Analysis Tool (PAT)**

[TEAMS Meeting Link](#)

[Meeting ID: 262 622 539 152](#)

[Passcode: K5GtNP](#)

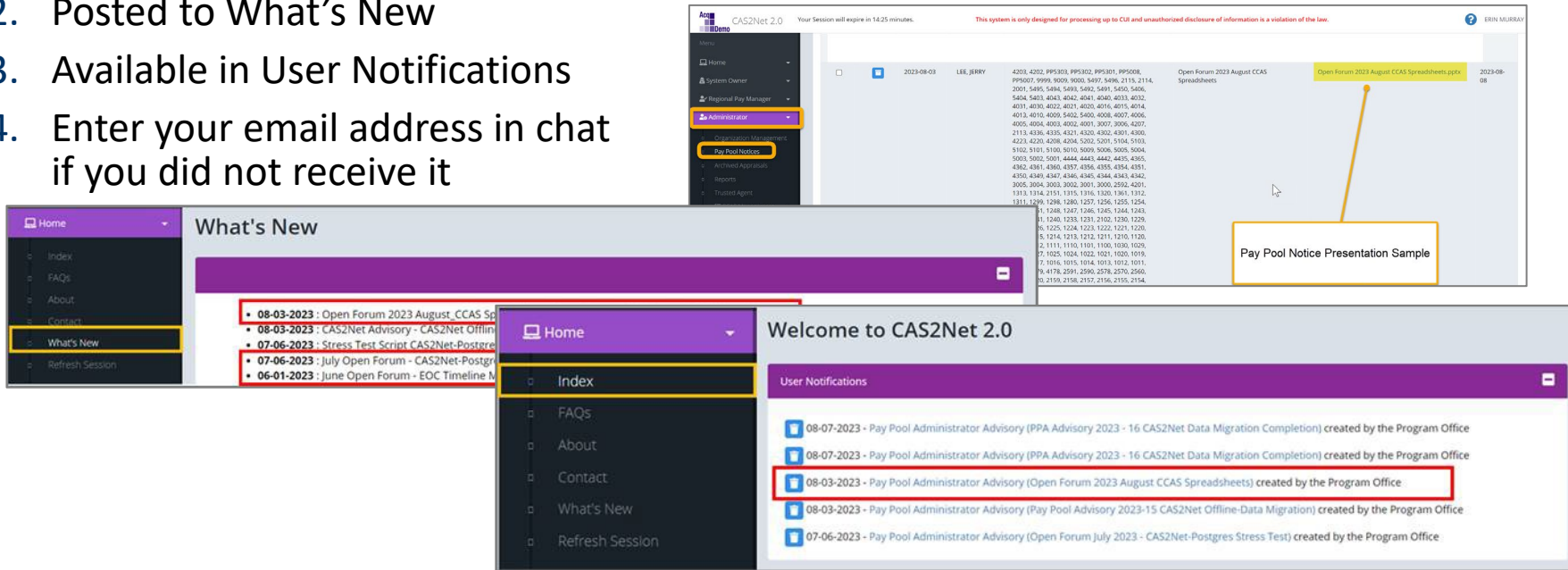
[Meeting Call in Information](#)

[+1 571-403-9146](#)

[Phone Conference ID: 657 603 978#](#)

# Housekeeping Items

1. Presentations are sent in advance through the CAS2Net Pay Pool Notices
2. Posted to What's New
3. Available in User Notifications
4. Enter your email address in chat if you did not receive it



5. Please remember to “Mute” your phone to prevent any background noise and additional feedback.
6. All Open Forum Sessions will be recorded
7. Each recorded session will be posted to the AcqDemo website (including presentation slides) at <https://acqdemo.hci.mil/training.html#cas2netOpenForums>

# CAS2Net and CCAS Open Forum

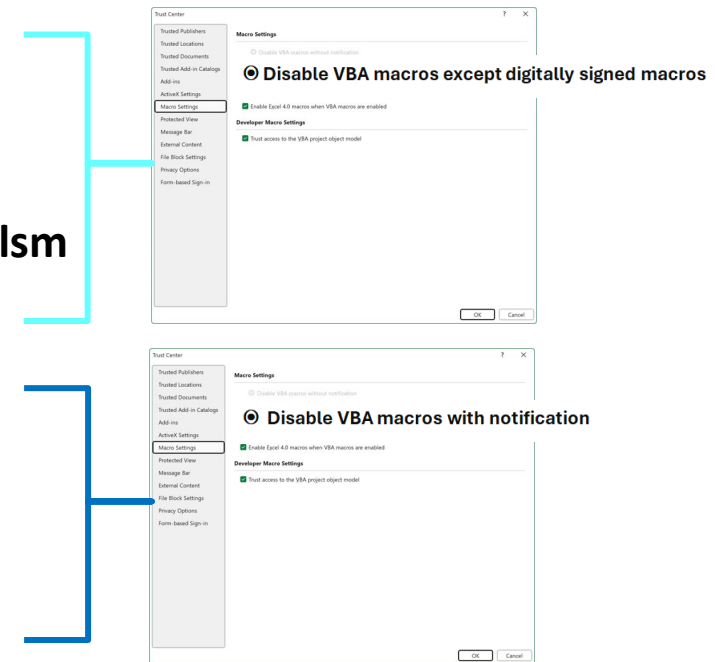
Thursday  
17 October 2024  
1:00 PM Eastern Time

**Topic: Pay Pool Analysis Tool (PAT)**

# PPA Advisory 2024-15 System Check for EOY CCAS Spreadsheets

## Macro-Enabled Sub-Panel Meeting Spreadsheet, Macro-Enabled CMS, and Macro-Enabled Pay Pool Analysis Tool (PPAT)

- Digitally signed version
  - 2024 Sub-Panel Meeting Spreadsheet v1 **digitallysigned**.xlsm
  - 2024 CMS v1 **digitallysigned**.xlsm
  - **2024 Pay Pool Analysis Tool v1** **digitallysigned**.xlsm
- Unsigned version
  - 2024 Sub-Panel Meeting Spreadsheet v1 **Unsigned**.xlsm
  - 2024 CMS v1 **Unsigned**.xlsm
  - **2024 Pay Pool Analysis Tool v1** **Unsigned**.xlsm



*Excel > File > More > Options > Trust Center > Trust Center Setting > Macros Settings*

***There is not a Macro-Free Pay Pool Analysis Tool for 2024***

# Pay Pool Analysis Tool (PAT)

- The Pay Pool Analysis Tool (PAT) was created 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
- Pay pool managers may benefit by using the PAT to review results as it offers an analysis that goes beyond the functions of the Compensation Management Spreadsheet (CMS).

## Pay Pool – Supervisors - Employees

**Compensation Management Spreadsheet**

Cycle: 2024      Version: v1

*The purpose of this spreadsheet is to record appraisal scores and set basic pay rates and contribution-based financial awards.*

**Data/Spreadsheet Download** – Download the data file from CAS2Net, then click on Import to load the file into this spreadsheet.

**Appraisal Score Entry** – Once the file has been loaded, assign categorical and final scores for each factor, and view reports and graphs.

**Score Normalization** – Compare score distributions to look for anomalies and scale differences. Run preliminary pay adjustment scenarios. Set CRI and CA parameters and assign pay outs to employees.

**Data Maintenance** – All additions, deletions, and modifications must be done in the central database. All columns except for data entry and "wild-card" are locked. To preserve your work, export the data from this spreadsheet and upload to CAS2Net before changing any information in CAS2Net.

**Final "G" Setting** – This spreadsheet comes with a best estimate of "G." Once you have been notified that "G" is set, make a final round trip to CAS2Net. The final "G" value and related parameters will be included in the download of your paypool data.

**Final Compensation Setting** – After the final round trip to update "G", finalize the pay adjustments and awards for your pay pool.

**Data Upload** – Use Export to create a file for uploading the results from your pay pool to CAS2Net.

**Generate Part 1's** – First use the filters to select employees, sort data by preferred order, then click on the Generate Part 1 to generate Part 1 of the Appraisal Form for each selected employee.

**Pay Pool Data**      Last Import: 10/8/2024 (10:38:58 AM/EDT)  
[Import](#)   [View](#)   [Export](#)      Last Export: 10/9/2024 (1:19:41 PM/EDT)  
 Last Modified:      

**Parameters**  
[Set CRI and CA Parameters](#)

**Summary Reports**  
[Rails and RoR Report](#)  
[Career Path Factor Matrices ranked by Final Score](#)  
[Summary Statistics of Delta OCS](#)  
[Distribution of Delta OCS](#)  
[Customizable Summary](#)

**Scatter-plots of OCS Score by Salary**  
[Current Pay & 2024 SPL](#)      [New Pay & 2025 SPL](#)

**Part 1 of Appraisal Forms**  
[Open Existing Evaluation](#)

Validate Data, then use the filters to select individuals and use sort to put the data in preferred order.  
[Generate Part 1 of Appraisal Forms](#)

## Pay Pool(s) – Command - Component

**Pay Pool Analysis Tool (PAT)**  
2024 v1

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)

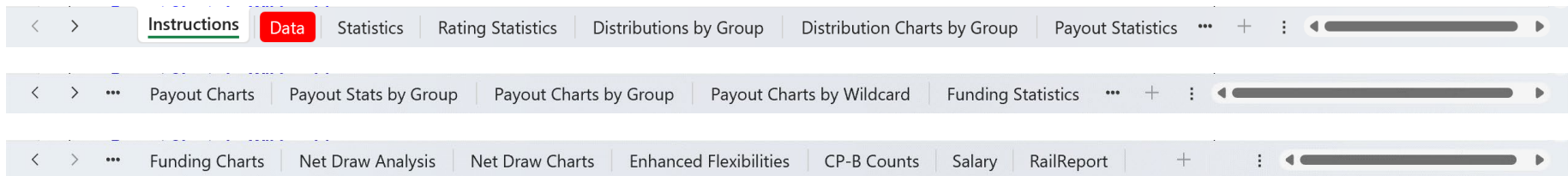
**Table of Contents**

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

# Pay Pool Analysis Tool (PAT)

- The Microsoft Excel workbook called Pay Pool Analysis Tool 2024 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 Open Forum supplements the PAT User Guide on 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 PAT workbook.



# Pay Pool Analysis Tool (PAT)

## Changes to the 2024 Pay Pool Analysis Tool

BA	BB	BC	BD	BE	BF	BG	BH	BI	BJ	BK	BL	BM	BN	BO	BP	BQ	BR	BS	BT	BU	BV	BW	BX
New Basic Pay 2025	Supv/ Team Lead	Supv Differential Rate (%)	Supv Differential Amt \$	New Supv Differential Rate (%)	New Supv Differential Amt \$	Wildcard 5	Coming Off Retained Pay?		Carryover Award (\$)	Computed Award	Discretionary Award (\$)	Time-Off Hours	CA Dollar Value Remain	2nd CA Discretionary (\$)	Final CA Award (\$)	Total Award (\$)	Wildcard 6	CA Award > \$10k	Wildcard 7	Wildcard 8	Command Code	CRI Increase (%)	Total Award (%)

- Data Worksheet - three new columns
  - Column BD Supv Differential Amt \$
  - Column BF New Supv Differential Amt \$
  - Column BV Command Code)

# Pay Pool Analysis Tool (PAT)

## CMS Worksheets

- Contents
- Parameters ([Funding Statistics](#), [Funding Charts](#))
- Data (**149** Columns)
- Matrix (**no equivalent in PAT**)
- Rails and RoR ([Rail Report](#))
- Delta Stats ([Statistics](#))
- Delta Plot (**no equivalent in PAT**)
- Cur OCS ([Rail Report](#))
- New OCS (**no equivalent in PAT**)
- Summary (**no equivalent in PAT**)

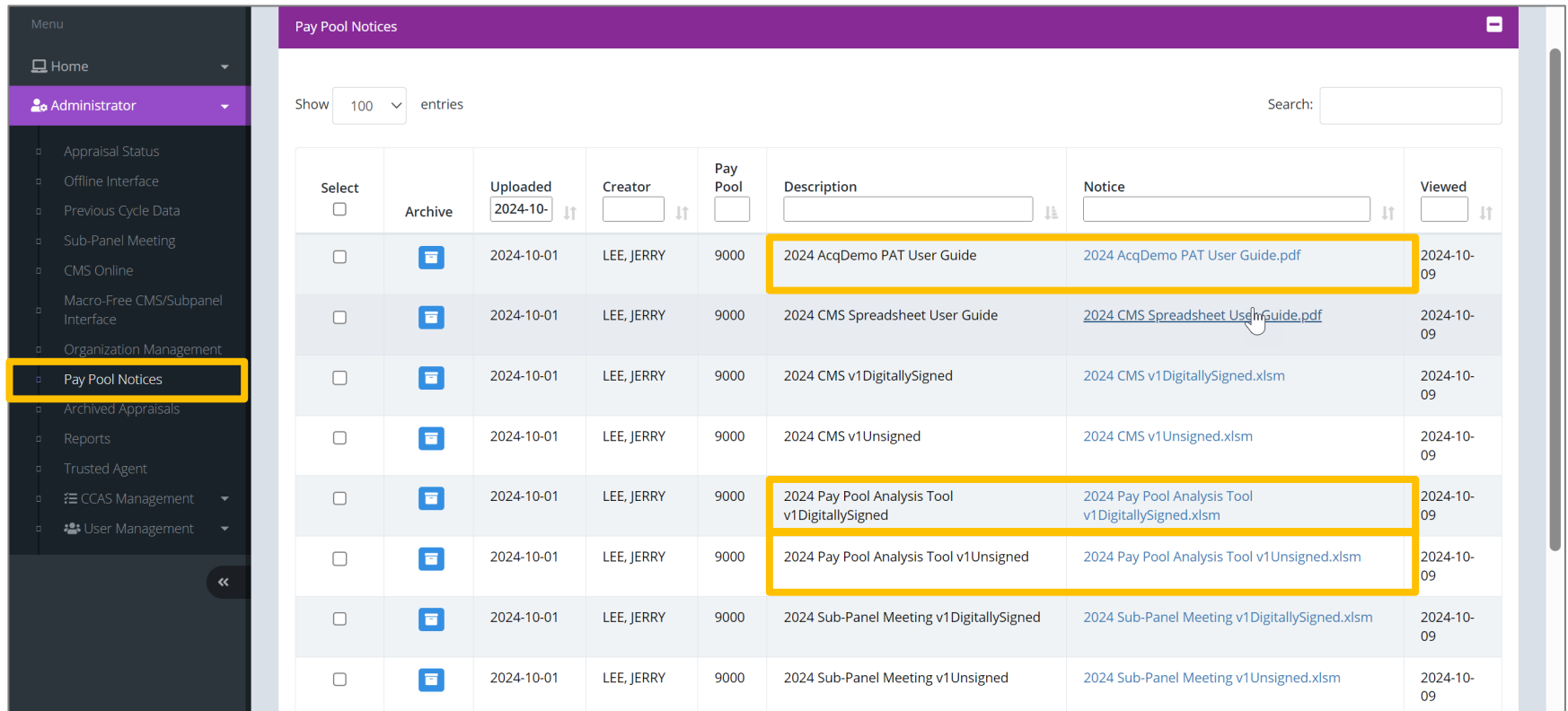
## PAT Worksheets

- Instructions
- Data (**76** Columns)
- Statistics
- Rating Statistics
- Distribution by Group
- Distribution Charts by Group
- Payout Statistics
- Payout Charts
- Payout Stats by Group
- Payout Charts by Group
- Payout Charts by Wildcard
- Funding Statistics
- Funding Charts
- Net Draw Analysis
- Net Draw Charts
- Enhanced Flexibilities
- CP-B Counts
- Salary
- Rail Report



# Pay Pool Analysis Tool (PAT)

- The Pay Pool Analysis Tool (PAT) and User Guide are available in CAS2Net under Home > Administrator > Pay Pool Notices.



Select	Archive	Uploaded	Creator	Pay Pool	Description	Notice	Viewed
<input type="checkbox"/>		2024-10-01	LEE, JERRY	9000	2024 AcqDemo PAT User Guide	2024 AcqDemo PAT User Guide.pdf	2024-10-09
<input type="checkbox"/>		2024-10-01	LEE, JERRY	9000	2024 CMS Spreadsheet User Guide	2024 CMS Spreadsheet User Guide.pdf	2024-10-09
<input type="checkbox"/>		2024-10-01	LEE, JERRY	9000	2024 CMS v1DigitallySigned	2024 CMS v1DigitallySigned.xlsm	2024-10-09
<input type="checkbox"/>		2024-10-01	LEE, JERRY	9000	2024 CMS v1Unsigned	2024 CMS v1Unsigned.xlsm	2024-10-09
<input type="checkbox"/>		2024-10-01	LEE, JERRY	9000	2024 Pay Pool Analysis Tool v1DigitallySigned	2024 Pay Pool Analysis Tool v1DigitallySigned.xlsm	2024-10-09
<input type="checkbox"/>		2024-10-01	LEE, JERRY	9000	2024 Pay Pool Analysis Tool v1Unsigned	2024 Pay Pool Analysis Tool v1Unsigned.xlsm	2024-10-09
<input type="checkbox"/>		2024-10-01	LEE, JERRY	9000	2024 Sub-Panel Meeting v1DigitallySigned	2024 Sub-Panel Meeting v1DigitallySigned.xlsm	2024-10-09
<input type="checkbox"/>		2024-10-01	LEE, JERRY	9000	2024 Sub-Panel Meeting v1Unsigned	2024 Sub-Panel Meeting v1Unsigned.xlsm	2024-10-09

- The PAT must be saved to the same folder as the CMS and its exported files.

# Download PAT File(s) Report

- Exported CMS files may be downloaded by going to Administrator > Reports > Fiscal Year Based Reports > Download PAT File(s).
- The downloaded PAT files(s) must be saved to the same folder with the PAT.

The screenshot displays the 'Administrator Reports' interface. On the left, a navigation menu is open, with the 'Reports' item highlighted in yellow. The main content area is titled 'Administrator Reports' and features a purple header for 'Fiscal Year Based Reports'. Below this header, there is a 'Fiscal Year' dropdown menu set to '2024'. A series of blue buttons are stacked vertically: 'CCAS Pay Pool Results', 'Appraisal Status', and 'TGA Report'. At the bottom of this stack, the 'Download PAT File(s)' button is highlighted with a yellow border. A wavy line graphic separates the top buttons from the bottom button.

# Download PAT File(s) Report

- Administrators will be able to download PAT files for one or more pay pools based on their assigned organization(s).

## Single Pay Pool:

Select Organization(s)

Check All (None checked will run for all organizations)

9009 - 9009 Pay Pool

Q Search

Cancel Continue

## Component Pay Pools:

Select Organization(s)

Check All (None checked will run for all organizations)

- 1010 - USAASC HQ
- AR - All Army (1000 Series)
  - 1000 - 1000
    - 1001 - ASAALT
    - 1011 - JPEO ARMAMENTS & AMMUNITION
    - 1012 - PEO Aviation
    - 1013 - PEO C3T
    - 1014 - JPEO CBRND
    - 1016 - PEO EIS
    - 1019 - PEO IEW&S
    - 1021 - PEO STRI
    - 1022 - PEO SOLDIER
    - 1024 - AQ

Continue

## Command Pay Pools:

Select Organization(s)

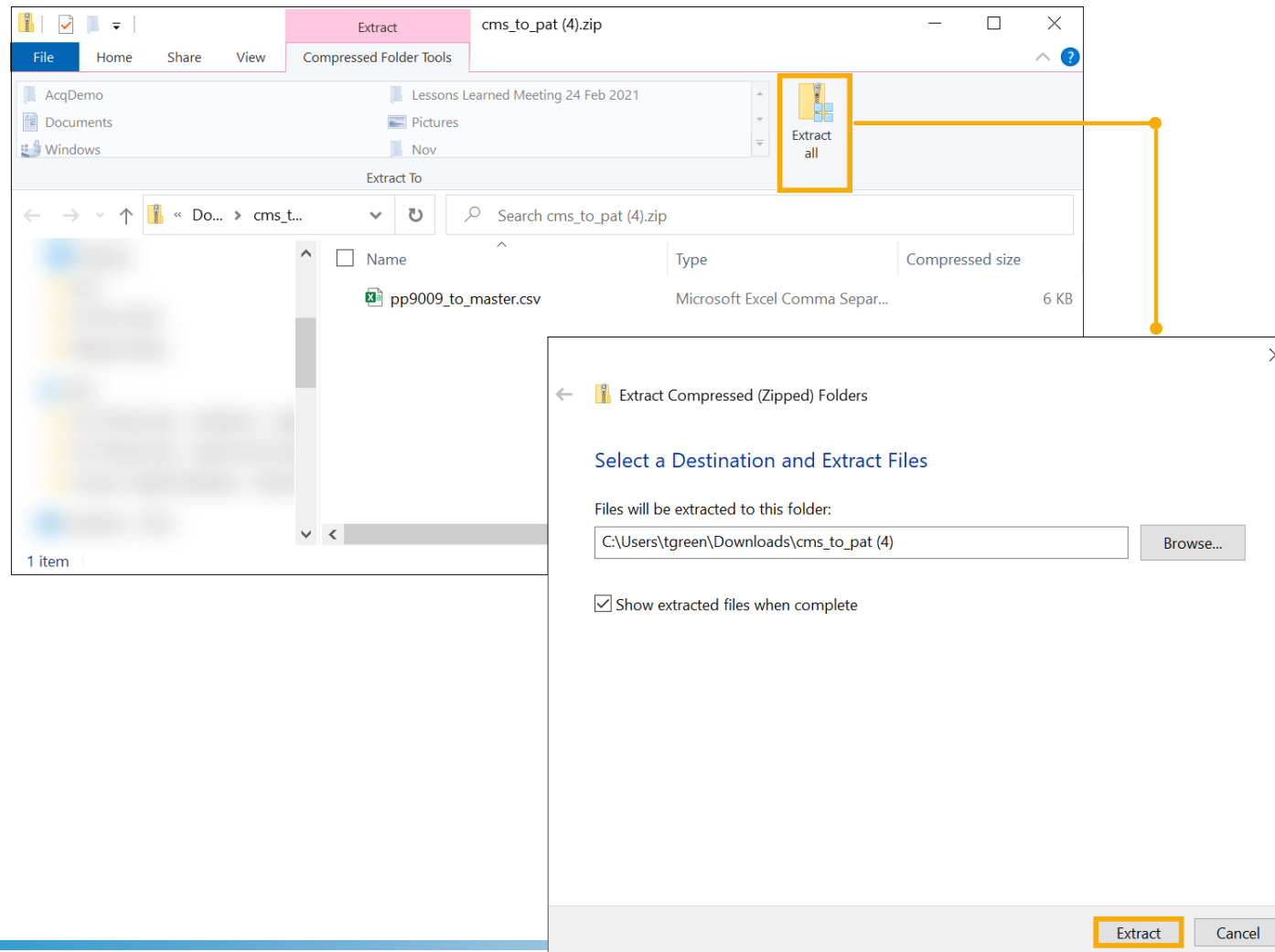
Check All (None checked will run for all organizations)

- DCMA - DCMA
  - PP5301 - CHIEF OF STAFF
  - PP5302 - AQ
  - PP5303 - DCMAP
  - PP5304 - LOG/SAFETY/AIR OPS/CYBER
  - PP5305 - TD
  - PP5306 - PM&BI
  - PP5307 - TF
  - PP5308 - FB
  - PP5320 - DCMA-IT
  - PP5330 - DCMAI
  - PP5340 - DCMAS
  - PP5350 - DCMA-GC
  - PP5360 - DCMAE

Cancel Continue

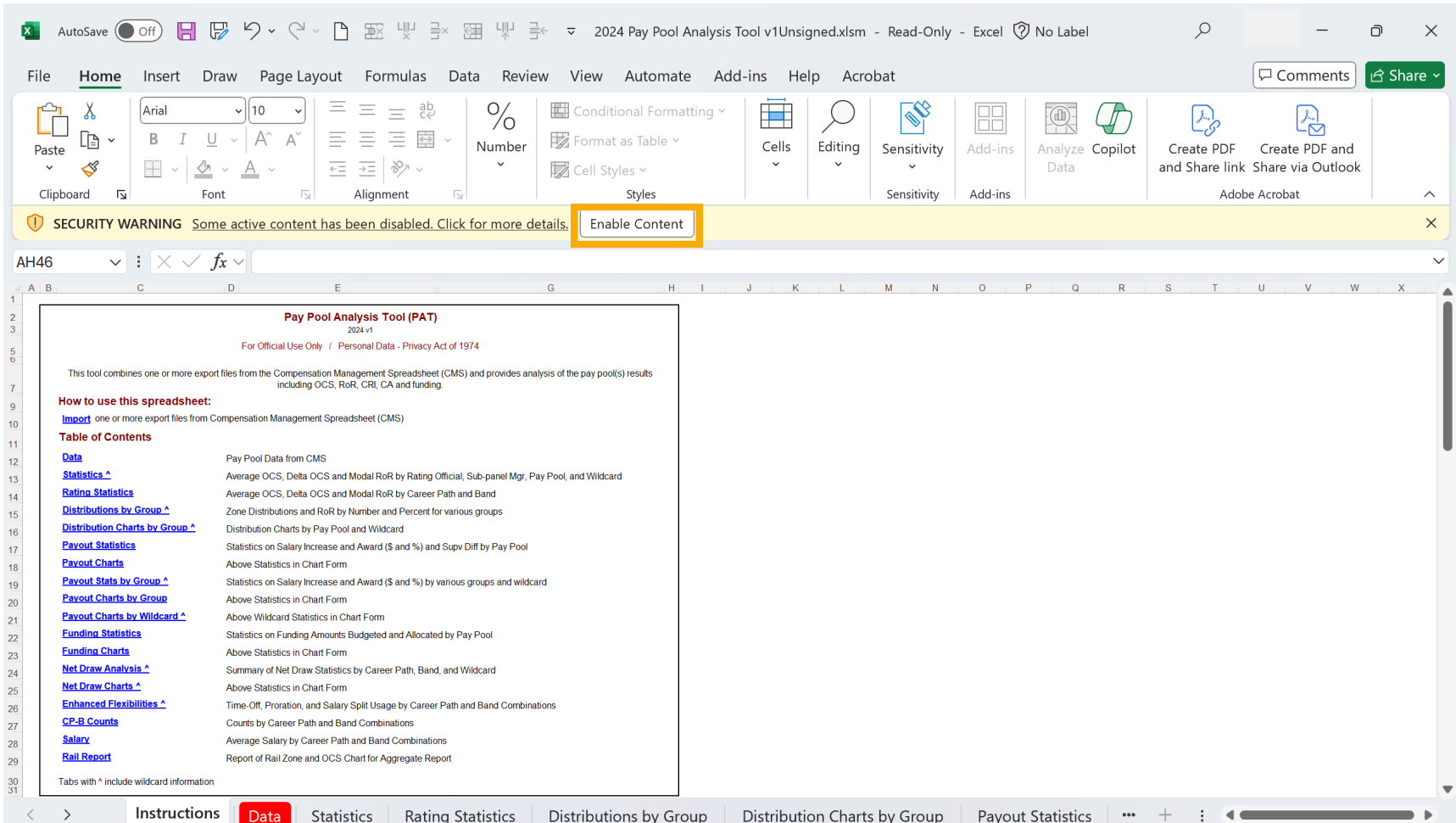
# Download PAT File(s) Report

- Depending on your system, you may have to click Extract All to open the file(s) and save to the folder with the PAT.



# Pay Pool Analysis Tool (PAT)

- When opening the PAT, you must **Enable Content**



The screenshot shows the Microsoft Excel interface with the following elements:

- Title Bar:** 2024 Pay Pool Analysis Tool v1Unsigned.xlsxm - Read-Only - Excel No Label
- Home Tab Ribbon:** Clipboard, Font, Alignment, Styles (Number, Conditional Formatting, Format as Table, Cell Styles), Cells, Editing, Sensitivity, Add-ins, Analyze Data, Copilot, Adobe Acrobat.
- Security Warning:** "SECURITY WARNING Some active content has been disabled. Click for more details." with an "Enable Content" button highlighted in orange.
- Worksheet Content:**

**Pay Pool Analysis Tool (PAT)**  
2024 v1  
For Official Use Only / Personal Data - Privacy Act of 1974

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**How to use this spreadsheet:**  
[Import](#) one or more export files from Compensation Management Spreadsheet (CMS)

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<a href="#">Salary</a>	Average Salary by Career Path and Band Combinations
<a href="#">Rail Report</a>	Report of Rail Zone and OCS Chart for Aggregate Report

Tabs with ^ include wildcard information
- Worksheet Tabs:** Instructions, Data (active), Statistics, Rating Statistics, Distributions by Group, Distribution Charts by Group, Payout Statistics.

# Pay Pool Analysis Tool (PAT) – Import File(s)

- Import only files with “to\_Master.csv”, e.g., pp9000\_to\_Master.csv

**Pay Pool Analysis Tool (PAT)**  
2024 v1

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<a href="#">Rail Report</a>	Report of Rail Zone and OCS Chart and Above Statistics in Chart Form

Tabs with ^ include wildcard information

Import

Select CWB Export Files:

- pp9000\_to\_CMS.csv
- pp9000\_to\_Master.csv
- pp9009\_to\_CMS.csv
- pp9009\_to\_Master.csv
- pp9999\_to\_CMS.csv
- pp9999\_to\_Master.csv

Arrange Display Order:

>>

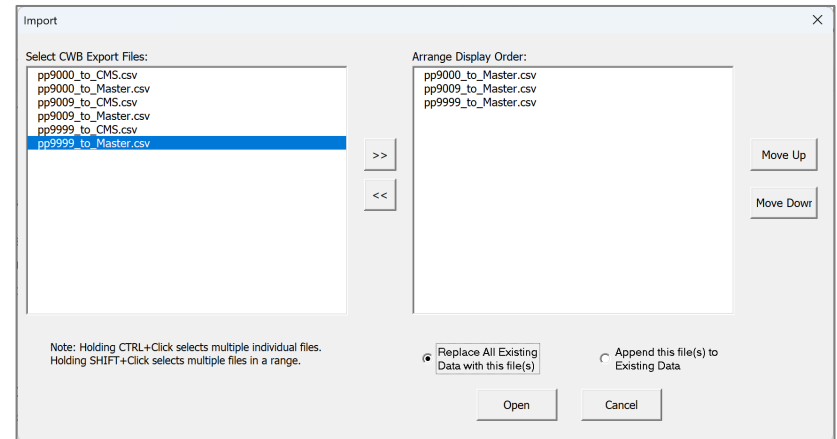
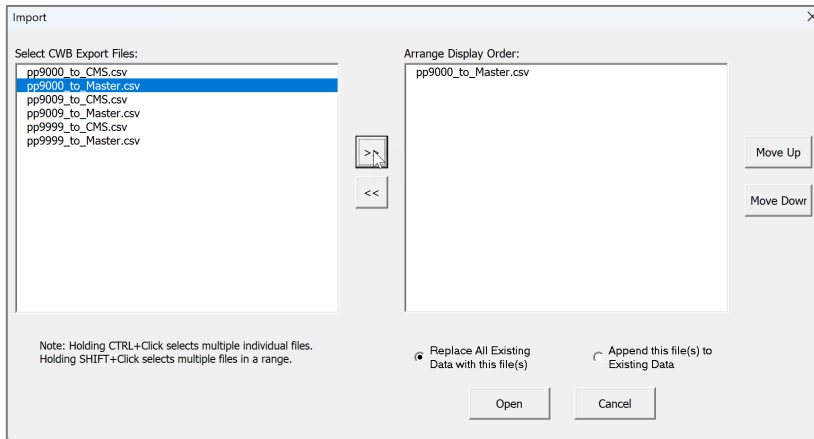
<<


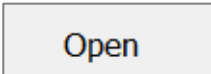
Note: Holding CTRL+Click selects multiple individual files.  
Holding SHIFT+Click selects multiple files in a range.

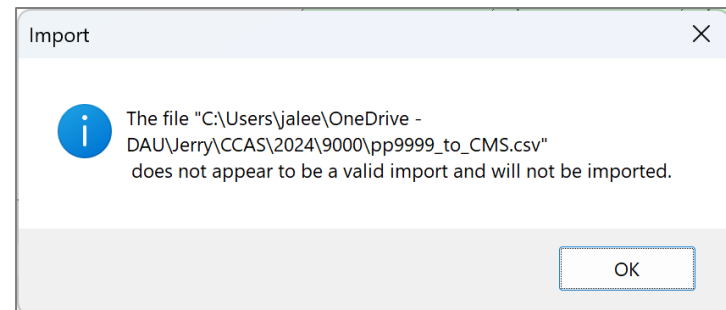
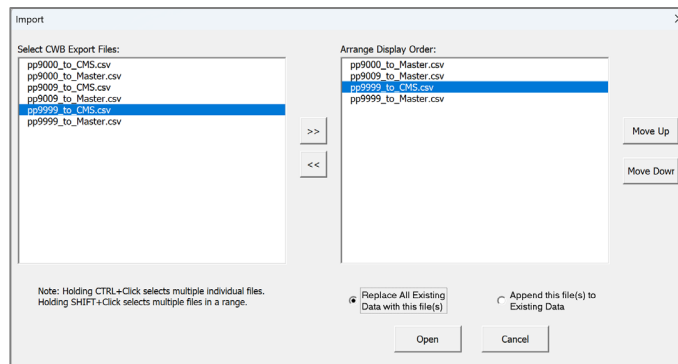
Replace All Existing Data with this file(s)
  Append this file(s) to Existing Data

# Pay Pool Analysis Tool (PAT) – Import File(s)

- In the Import dialogue box, use the arrows to move the files to the PAT in the desired display order.



- Click  to move file(s) for the PAT
- Click  ... Error if importing pp####\_to\_CMS



- Click OK

# Pay Pool Analysis Tool (PAT) – Import File(s)

See pop-up

Save ... Data successfully imported! Would you like to save the spreadsheet?

**Rails Report**

Rail Zone	NH		NJ		NK	
	Number	Percent	Number	Percent	Number	Percent
A	0	0.0%	2	15.4%	0	0.0%
C1	12	19.4%	2	15.4%	0	0.0%
C2	45	72.6%	9	69.2%	13	100.0%
B	5	8.1%	0	0.0%	0	0.0%
<b>Total</b>	<b>62</b>	<b>100.0%</b>	<b>13</b>	<b>100.0%</b>	<b>13</b>	<b>100.0%</b>

Counts do not include personnel receiving presumptive OCS ratings due to time

**Definition of Rail Zone**

Rail Zone	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	0	0.0%	2	15.4%	0	0.0%	2	2.3%
C	57	91.9%	11	84.6%	13	100.0%	81	92.0%
B	5	8.1%	0	0.0%	0	0.0%	5	5.7%
<b>Total</b>	<b>62</b>	<b>100.0%</b>	<b>13</b>	<b>100.0%</b>	<b>13</b>	<b>100.0%</b>	<b>88</b>	<b>100.0%</b>

Counts do not include personnel receiving presumptive OCS ratings due to time

**Rating of Record**

- Unacceptable (Level 1)
- Fully Successful (Level 3)
- Outstanding (Level 5)

**Total**

**Modal**

**Save**

Data successfully imported!  
Would you like to save the spreadsheet?

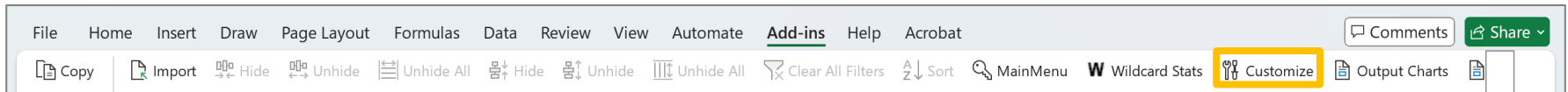
Yes No

Net Draw Analysis | Net Draw Charts | Enhanced Flexibilities | CP-B Counts | Work | Salary | **RailReport**

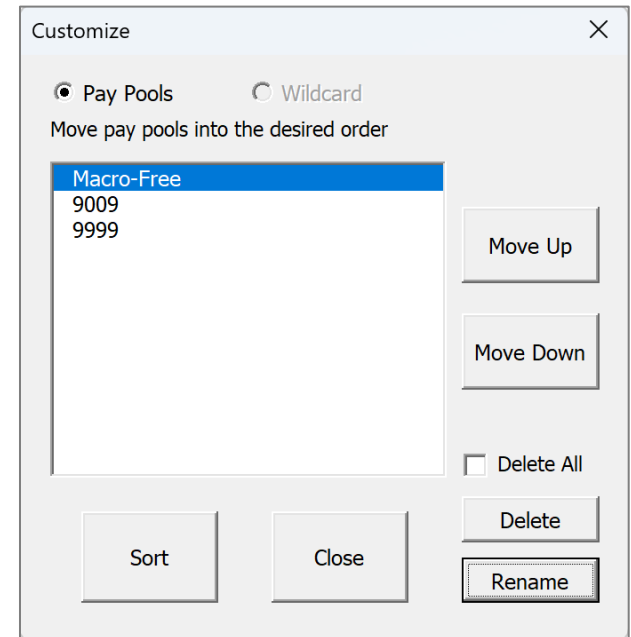
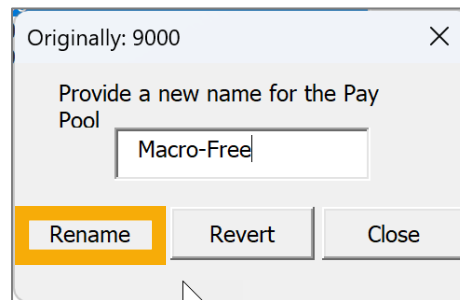
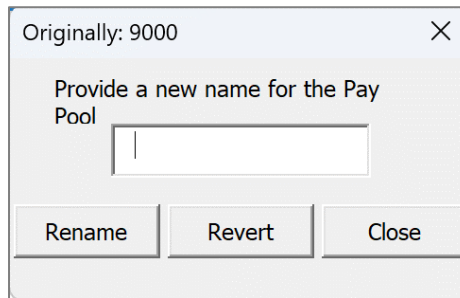
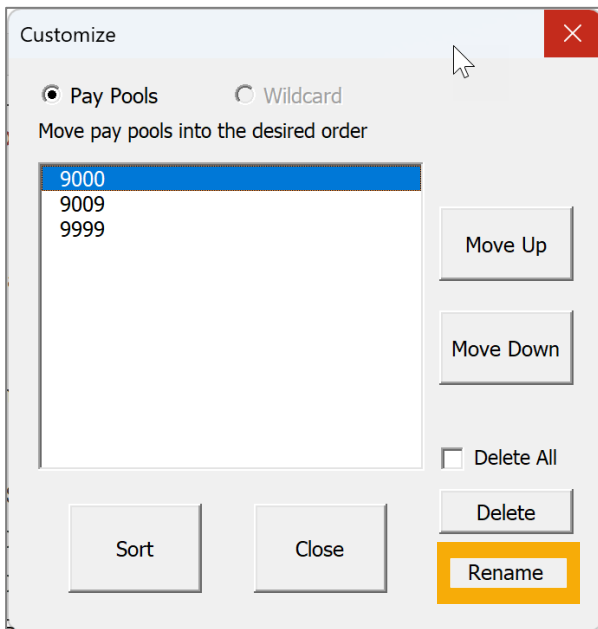


# Pay Pool Analysis Tool (PAT)

- Once the files are uploaded to the PAT, you can rename Pay Pools to customize as desired.
  - Go to Add-Ins > Customize

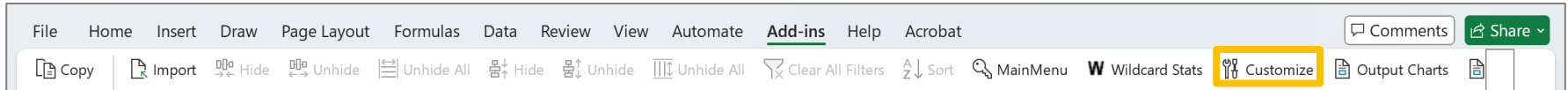


- Select a pay pool
- Click Rename > Enter Name > Click Rename



# Pay Pool Analysis Tool (PAT)

- To reorder a pay pool in the proper sequence:
  - Go to Add-Ins > Customize



- Select a pay pool > click Move Up or Move Down to the desired placement > click Sort
- Click OK to confirm.

The sequence shows the following steps:

- The 'Customize' dialog box is open with '9009' selected. 'Move Down' and 'Move Up' buttons are visible.
- The 'Customize' dialog box is open with '9009' selected. 'Move Up' and 'Move Down' buttons are visible.
- The 'Sort' button is clicked in the dialog box.
- The spreadsheet shows the pay pools reordered: Overall, 5009, 5100, 5102, 5403, 9009.

Below the sequence, a Microsoft Excel notification box displays: **Pay Pool Sort is complete** with an OK button.

# Pay Pool Analysis Tool (PAT) - Wildcards

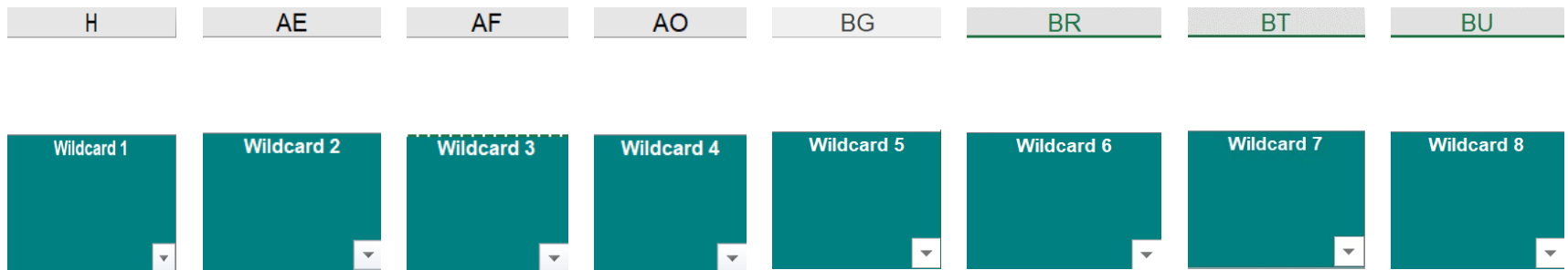
- Some worksheets in the Pay Pool Analysis Tool can be supplemented with Wildcard columns that provide subsets of data to aid in your analysis.

## PAT Worksheets

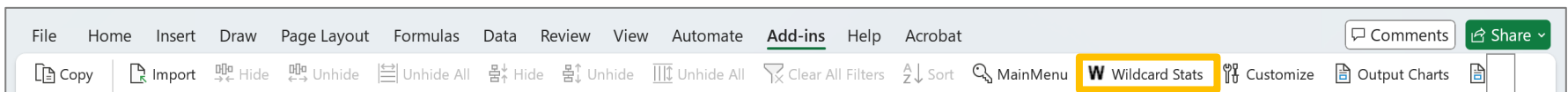
- Data
- Statistics *with Wildcard if selected*
- Rating Statistics
- Distribution by Group *with Wildcard if selected*
- Distribution Charts by Group *with Wildcard if selected*
- Payout Statistics
- Payout Stats by Group *with Wildcard if selected*
- Payout Charts by Group
- Payout Charts by Wildcard *with Wildcard if selected*
- Funding Statistics
- Funding Charts
- Net Draw Analysis *with Wildcard if selected*
- Net Draw Charts *with Wildcard if selected*
- Enhanced Flexibilities *with Wildcard if selected*
- CP-B Counts
- Salary
- Rail Report

# Pay Pool Analysis Tool (PAT)

- There are 8 Wildcard columns spaced across the Data worksheet and are open for editing.
- Wildcards may be used to review subsets of data to aid in your analysis.
  - Suggestion: 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.

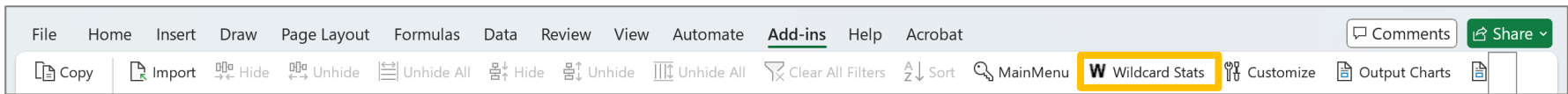


- You can change the wildcard groupings used in the PAT by selecting the Wildcard Stats button on the Add-ins menu bar.

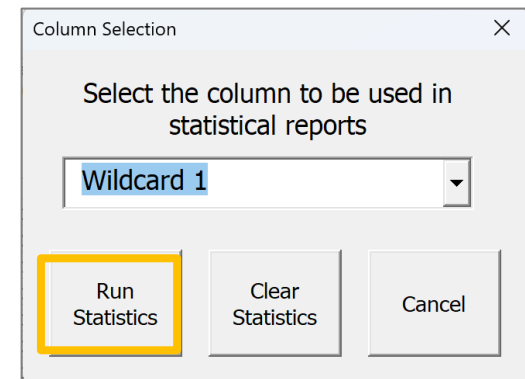
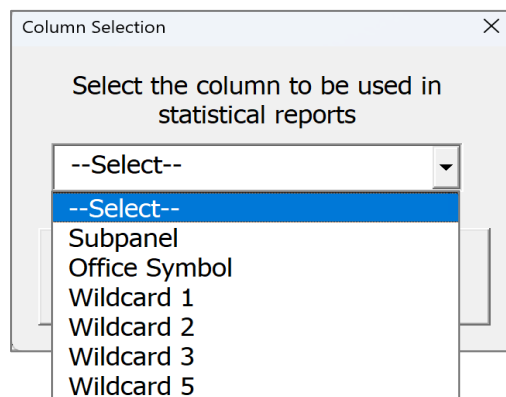
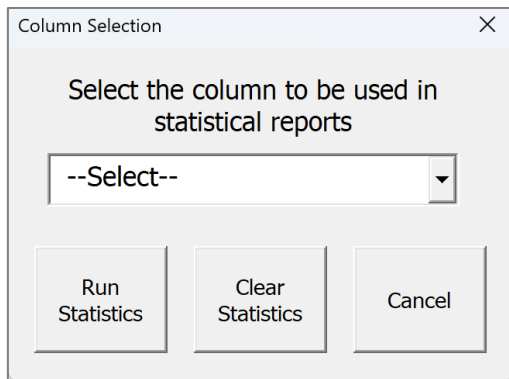


# Pay Pool Analysis Tool (PAT)

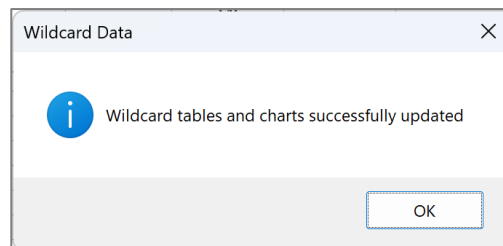
- Only Wildcard columns with data in them will show as available to use in the Select the “Column to be used in statistical reports” drop down field.
  - Empty Wildcard columns will not populate in the drop-down field



- Click on the Wildcard column to be used and select Run Statistics.
  - Default options include the Subpanel and Office Symbol columns

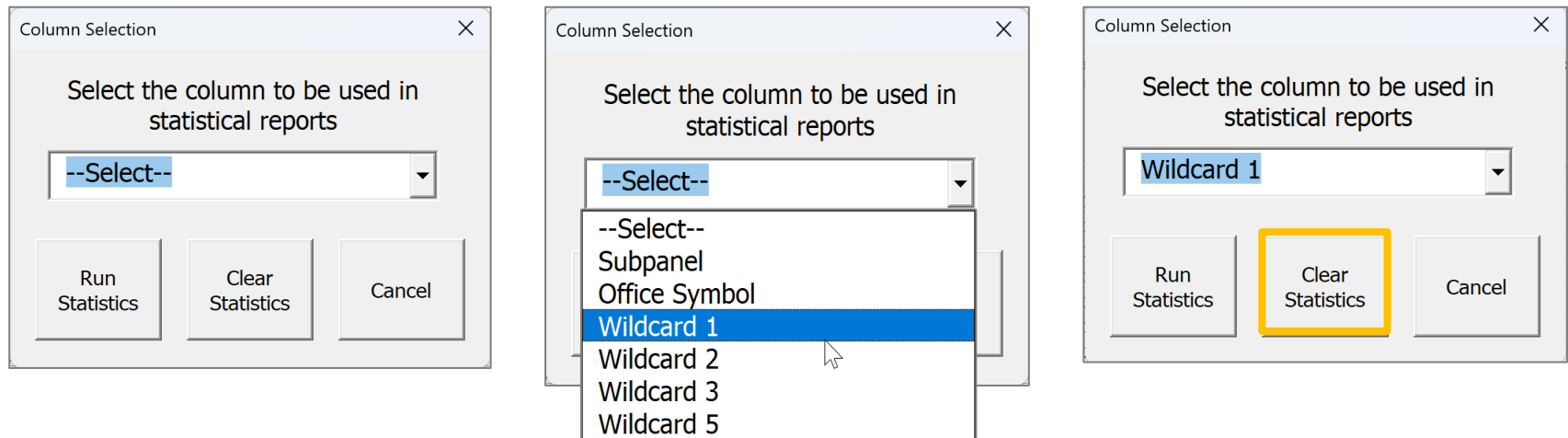


- You’ll receive a message indicating the action was successful

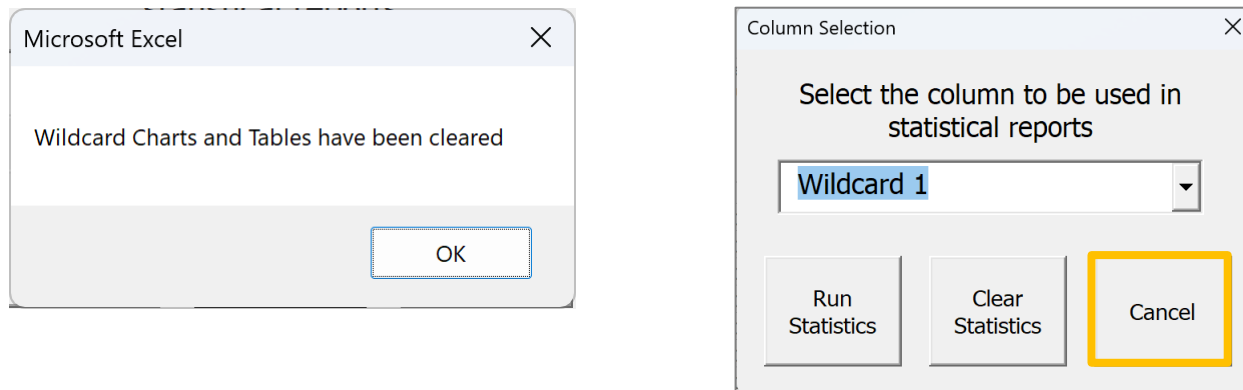


# Pay Pool Analysis Tool (PAT)

- Note that you can also remove previously generated statistics by the Wildcard columns in this box.

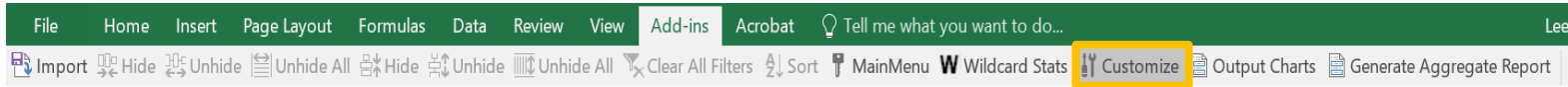


- You'll receive a message indicating the action was successful (you may need to select Cancel to close the Custom Selection box)



# Pay Pool Analysis Tool (PAT) – Wildcard Display

- To reorder a Wildcard to a different sequence:
  - Select a Wildcard > click Move Up or Move Down to the desired placement > click Sort
- Click OK to confirm.



Composite Pay Pool Statistics		Average Rating	Average Delta OCS	Modal RoR	Number of Employees	Employees Rated
Entire Population		77.5				
<b>Rating Official</b>						
ACDP SUPERVISOR		59.3				
AMERICAN ROBIN		78.6				
DEWEY WOODPECKER		79.8				
PAY POOL MANAGER		97.0				
<b>Sub-Panel Manager</b>						
PAY POOL MANAGER		83.0				
<b>Pay Pool</b>						
9009		77.5				
<b>Division</b>						
Division 1		78.6	0.4	5	5	5
Division 2		79.8	0.8	3	5	4
Division 3		59.3	0.0	3	7	4
Supervisors		97.0	1.0	3	3	3

Move Down

Move Up

Sort

Customize

Pay Pools  Wildcard

Move wildcards into the desired order

Supervisors

Division 1

Division 2

Division 3

Move Up

Move Down

Sort

Close

Composite Pay Pool Statistics						
	Average Rating	Average Delta OCS	Modal RoR	Number of Employees	Employees Rated	
Entire Population	77.5	0.5	3	20	16	
<b>Rating Official</b>						
ACDP SUPERVISOR	59.3	0.0	3	7	4	
AMERICAN ROBIN	78.6	0.4	5	5	5	
DEWEY WOODPECKER	79.8	0.8	3	5	4	
PAY POOL MANAGER	97.0	1.0	3	3	3	
<b>Sub-Panel Manager</b>						
PAY POOL MANAGER	83.0	0.0	5	1	1	
<b>Pay Pool</b>						
9009	77.5	0.5	3	20	16	
<b>Division</b>						
Supervisors	97.0	1.0	3	3	3	
Division 1	78.6	0.4	5	5	5	
Division 2	79.8	0.8	3	5	4	
Division 3	59.3	0.0	3	7	4	

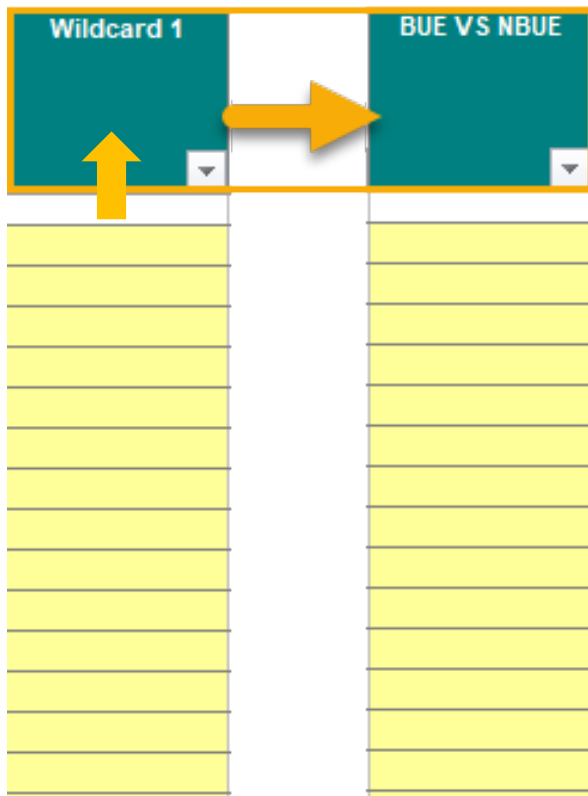
Microsoft Excel

Wildcard Sort is complete

OK

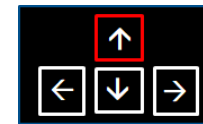
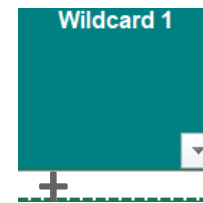
# Pay Pool Analysis Tool (PAT)

- Another feature is that the Wildcard column can be renamed in the dark green cell above the column.
  - This will provide more meaningful titled statistics and charts for analysis and review

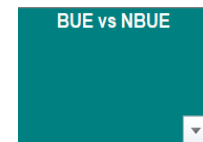


To Re-Name the Wildcard:

- (1) Select the column heading
  - enter the name of the column
- Or
- (2) Select Wildcard column
  - Place cursor + on cell immediately below Wildcard
  - Use the up arrow on your keyboard to move cursor to the green area
  - Enter the name of the column



	A	B	C	D	E	F	G	H
1			Remove Name and ID	Paypools: 3				
2	Last Name	First Name	EDIPI	CAS2Net ID	Pay Pool	Subpanel	Office Symbol	Wildcard 1
3								
4								





# Individual Worksheet Overview

# Data Worksheet

- The Data worksheet contains pay pool data from the CMS.
- There are 76 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.

	A	B	C	D	E
1			Remove Name and ID	Paypools	3
2				Employees	94

- Wildcard Columns
- There are 8 Wildcard columns, as we discussed earlier, 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.

# Data Worksheet

- 76 visible columns are read-only except for the Wildcard columns.

			Remove Name and ID	Paypools: 3															
			Employees: 94																
Last Name	First Name	EDIPI	CAS2Net ID	Pay Pool	Subpanel	Office Symbol	Wildcard 1	Presumptive Status?	Retained Pay?	Career Path	Broadband Level	Occ Series	CY2024 Basic Pay	Ratable Temp Promotion	Locality Code	2024 Locality Rate			

CY2024 Pay Used in CRI Calculations	Used in Award Funding Limitation	Previous OCS	Previous Rating of Record	Start Date	CA Proration	CRI Override?	CA Override?	Rollover CRI to CA?	1st Level Sup Name	Sub-Panel Manager's Meeting	Pay Pool Manager Name
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Ratings and Shares	Wildcard 2	Wildcard 3	Expected OCS	Avg: 71.7	Avg: 1.1	Raw Average Rating	Rating of Record	Rail Pos (Final)
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Salary Increase	G (\$)	Wildcard 4	(Default CRI) Alpha1DeltaY	Discretionary CRI	Computed CRI \$	Split % to Salary	Allow to Exceed 20% limit	On ACDP?	Last ACDP Date	Last ACDP %	Control Point Used in Calculations	Allow Over Control Point?	Approved CRI (\$)	New Basic Pay 2025	Supv/ Team Lead	Supv Differential Rate (%)	Supv Differential Amt \$	New Supv Differential Rate (%)	New Supv Differential Amt \$	Wildcard 5	Coming Off Retained Pay?
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Awards	Carryover Award (\$)	Computed Award	Discretionary Award (\$)	Time-Off Hours	CA Dollar Value Remain	2nd CA Discretionary (\$)	Final CA Award (\$)	Total Award (\$)	Wildcard 6	CA Award > \$10k	Wildcard 7	Wildcard 8	Command Code	CRI Increase (%)	Total Award (%)
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New

New

New

# Statistics Worksheet

- The Statistics worksheet provides the average rating, average delta OCS, modal rating of record, number of employees and number of employees rated the entire population, pay pool, career path, broadband, career path/band, and, if selected Wildcard (in this case, Office Symbol was copied to Wildcard 1).

## Without Wildcard Stats

Composite Pay Pool Statistics					
	Average Rating	Average Delta OCS	Modal RoR	Number of Employees	Employees Rated
Entire Population	72.3	1.2	3	94	88
<b>Pay Pool</b>					
9000	74.6	1.1	3	62	56
9009	65.5	1.0	3	25	25
9999	78.3	2.1	3	7	7
<b>Sub-Panel</b>					
9000	100.0	0.0	3	1	1
9009	46.0	1.0	3	1	1
9999	78.3	2.1	3	7	7
9000-Sp-Friday	73.1	2.0	3	12	10
9000-Sp-Monday	66.3	1.4	3	11	11
9000-Sp-PPP Members	98.0	0.5	3.5	4	4
9000-Sp-Thursday	84.2	0.7	3	12	10
9000-Sp-Tuesday	64.5	0.7	3	11	10
9000-Sp-Wednesday	73.9	1.2	3	11	10
9009-1	81.0	1.8	3	4	4
9009-2	64.7	0.5	3	6	6
9009-3	58.0	0.7	3	6	6
9009-4	60.5	1.5	3	2	2
9009-HQ	68.5	1.2	3	6	6
<b>Rating Official</b>					
ACDP SUPERVISOR	69.0	2.5	3	2	2
AMERICAN ROBIN	58.5	2.5	3	4	4
ASHLEY CARTER	70.3	2.8	3	4	4
BRETT HOLMES	73.0	2.0	3	1	1
DEWEY WOODPECKER	64.4	0.6	3	5	5
ERIN MURRAY	58.0	2.0	3	1	1
JERRY LEE	75.2	1.1	3	64	58
PAY POOL MANAGER	83.2	0.6	3	5	5
SUPER USER	56.0	0.5	3	6	6

## Wildcard Stats

Composite Pay Pool Statistics					
	Average Rating	Average Delta OCS	Modal RoR	Number of Employees	Employees Rated
Entire Population	72.3	1.2	3	94	88
<b>Pay Pool</b>					
9000	74.6	1.1	3	62	56
9009	65.5	1.0	3	25	25
9999	78.3	2.1	3	7	7
<b>Sub-Panel</b>					
9000	100.0	0.0	3	1	1
9009	46.0	1.0	3	1	1
9999	78.3	2.1	3	7	7
9000-Sp-Friday	73.1	2.0	3	12	10
9000-Sp-Monday	66.3	1.4	3	11	11
9000-Sp-PPP Members	98.0	0.5	3.5	4	4
9000-Sp-Thursday	84.2	0.7	3	12	10
9000-Sp-Tuesday	64.5	0.7	3	11	10
9000-Sp-Wednesday	73.9	1.2	3	11	10
9009-1	81.0	1.8	3	4	4
9009-2	64.7	0.5	3	6	6
9009-3	58.0	0.7	3	6	6
9009-4	60.5	1.5	3	2	2
9009-HQ	68.5	1.2	3	6	6
<b>Rating Official</b>					
ACDP SUPERVISOR	69.0	2.5	3	2	2
AMERICAN ROBIN	58.5	2.5	3	4	4
ASHLEY CARTER	70.3	2.8	3	4	4
BRETT HOLMES	73.0	2.0	3	1	1
DEWEY WOODPECKER	64.4	0.6	3	5	5
ERIN MURRAY	58.0	2.0	3	1	1
JERRY LEE	75.2	1.1	3	64	58
PAY POOL MANAGER	83.2	0.6	3	5	5
SUPER USER	56.0	0.5	3	6	6
<b>Wildcard 1</b>					
9009	46.0	1.0	3	1	1
9999	78.3	2.1	3	7	7
9009-1	81.0	1.8	3	4	4
9009-2	64.7	0.5	3	6	6
9009-3	58.0	0.7	3	6	6
9009-4	60.5	1.5	3	2	2
9009-HQ	68.5	1.2	3	6	6
SP-1-Monday	66.3	1.4	3	11	11
SP-2-Tuesday	64.5	0.7	3	11	10
SP-3-Wednesday	73.9	1.2	3	11	10
SP-4-Thursday	84.2	0.7	3	12	10
SP-5-Friday	73.1	2.0	3	12	10
Super User	56.0	0.5	3	6	6

Note:

Employees in a Presumptive Due to Time

# 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 individual pay pool.
  - Note: Employees in a Presumptive Due to Time are not included

Rating Statistics				
Analyzed Population does not include Presumptives Due to Time				
	Over-all	9000	9009	9999
<b>Analyzed Population</b>	88	56	25	7
<b>Average OCS</b>	72.3	74.6	65.5	78.3
NH-1				
NH-2	58.5	59.9	50.5	
NH-3	78.7	80.7	77.0	72.5
NH-4	96.7	99.0	92.0	97.0
NJ-1	15.0		15.0	
NJ-2	45.5	40.0	51.0	
NJ-3	61.7	63.3	58.5	
NJ-4	83.8	83.8		
NK-1	24.0		24.0	
NK-2	43.3	46.0	39.7	
NK-3	61.0	61.0	58.0	64.0
<b>Average Delta OCS</b>	1.2	1.1	1.0	2.1
NH-1				
NH-2	2.2	2.2	2.5	
NH-3	1.3	0.9	1.6	2.5
NH-4	0.8	1.0	0.2	1.0
NJ-1	4.0		4.0	
NJ-2	-2.0	-4.0	0.0	
NJ-3	-0.8	0.5	-3.5	
NJ-4	1.5	1.5		
NK-1	2.0		2.0	
NK-2	1.1	1.0	1.3	
NK-3	1.8	1.3	2.0	3.0
<b>Modal Rating of Record</b>	3	3	3	3
NH-1				
NH-2	3	3	3	
NH-3	3	3	3	3
NH-4	3	3	3	3,5
NJ-1	3		3	
NJ-2	1,3	1	3	
NJ-3	3	3	1,3	
NJ-4	3	3		
NK-1	3		3	
NK-2	3	3	3	
NK-3	3	3	3	3

# Distributions by Group Worksheet

- The Distributions by Group worksheet provides 3 sets of distribution tallies by counts and percentages of employees by
  - Zone distribution
  - Performance rating
  - Raw average PAQL across a variety of groups
- Distributions are shown by the entire population, pay pool, career path, broadband, career path/band, and, if selected, Wildcard.
  - Note: Statistics on this worksheet exclude Presumptive Due to Time

	B	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	
1	Distribution by Group																											
2	Does not include presumptive due to time																											
3	Number of Employees Not Rated	Zone Distribution								Rating of Record Distribution								Raw Average PAQL Distribution										
4		A	C1	C2	B	A	C1	C2	B	1	3	5	1	3	5	Modal RoR	1.0	3.0	3.7	4.3	5.0	1.0	3.0	3.7	4.3	5.0		
6	Entire Population:	6	2	14	67	5	2.3%	15.9%	76.1%	5.7%	2	80	6	2.3%	90.9%	6.8%	3	2	78	2	2	4	2.3%	88.6%	2.3%	2.3%	4.5%	
7	<b>Pay Pool</b>																											
9	9000	6	1	13	39	3	1.8%	23.2%	69.6%	5.4%	1	50	5	1.8%	89.3%	8.9%	3	1	50	0	1	4	1.8%	89.3%	0.0%	1.8%	7.1%	
11	9009	0	1	1	22	1	4.0%	4.0%	88.0%	4.0%	1	24	0	4.0%	98.0%	0.0%	3	1	22	2	0	0	4.0%	88.0%	8.0%	0.0%	0.0%	
12	9999	0	0	0	6	1	0.0%	0.0%	85.7%	14.3%	0	6	1	0.0%	85.7%	14.3%	3	0	6	0	1	0	0.0%	85.7%	0.0%	14.3%	0.0%	
14	<b>Career Path</b>																											
16	NH	3	0	12	45	5	0.0%	19.4%	72.6%	8.1%	0	58	4	0.0%	93.5%	6.5%	3	0	56	2	1	3	0.0%	90.3%	3.2%	1.6%	4.8%	
17	NJ	2	2	2	9	0	15.4%	15.4%	69.2%	0.0%	2	10	1	15.4%	76.9%	7.7%	3	2	10	0	1	0	15.4%	76.9%	0.0%	7.7%	0.0%	
18	NK	1	0	0	13	0	0.0%	0.0%	100.0%	0.0%	0	12	1	0.0%	92.3%	7.7%	3	0	12	0	0	1	0.0%	92.3%	0.0%	0.0%	7.7%	
20	<b>Band</b>																											
21	1	0	0	2	0	0.0%	0.0%	100.0%	0.0%	0	2	0	0.0%	100.0%	0.0%	3	0	2	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%		
22	2	1	1	0	19	2	4.5%	0.0%	86.4%	9.1%	1	20	1	4.5%	90.9%	4.5%	3	1	20	0	0	1	4.5%	90.9%	0.0%	0.0%	4.5%	
23	3	5	1	10	30	2	2.3%	23.3%	69.8%	4.7%	1	41	1	2.3%	95.3%	2.3%	3	1	39	2	0	1	2.3%	90.7%	4.7%	0.0%	2.3%	
25	4	0	0	4	16	1	0.0%	19.0%	76.2%	4.8%	0	17	4	0.0%	81.0%	19.0%	3	0	17	0	2	2	0.0%	81.0%	0.0%	9.5%	9.5%	
27	<b>Career Path/Band</b>																											
29	NH-2	1	0	0	11	2	0.0%	0.0%	84.6%	15.4%	0	13	0	0.0%	100.0%	0.0%	3	0	13	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%	
30	NH-3	2	0	10	20	2	0.0%	31.3%	62.5%	6.3%	0	31	1	0.0%	96.9%	3.1%	3	0	29	2	0	1	0.0%	90.6%	6.3%	0.0%	3.1%	
31	NH-4	0	0	2	14	1	0.0%	11.8%	82.4%	5.9%	0	14	3	0.0%	82.4%	17.6%	3	0	14	0	1	2	0.0%	82.4%	0.0%	5.9%	11.8%	
32	NJ-1	0	0	0	1	0	0.0%	0.0%	100.0%	0.0%	0	1	0	0.0%	100.0%	0.0%	3	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%	
33	NJ-2	0	1	0	1	0	50.0%	0.0%	50.0%	0.0%	1	1	0	50.0%	50.0%	0.0%	1,3	1	1	0	0	0	50.0%	50.0%	0.0%	0.0%		
34	NJ-3	2	1	0	5	0	16.7%	0.0%	83.3%	0.0%	1	5	0	16.7%	83.3%	0.0%	3	1	5	0	0	0	16.7%	83.3%	0.0%	0.0%		
35	NJ-4	0	0	2	2	0	0.0%	50.0%	50.0%	0.0%	0	3	1	0.0%	75.0%	25.0%	3	0	3	0	1	0	0.0%	75.0%	0.0%	25.0%	0.0%	
36	NK-1	0	0	0	1	0	0.0%	0.0%	100.0%	0.0%	0	1	0	0.0%	100.0%	0.0%	3	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%	
37	NK-2	0	0	0	7	0	0.0%	0.0%	100.0%	0.0%	0	6	1	0.0%	85.7%	14.3%	3	0	6	0	0	1	0.0%	85.7%	0.0%	0.0%	14.3%	
38	NK-3	1	0	0	5	0	0.0%	0.0%	100.0%	0.0%	0	5	0	0.0%	100.0%	0.0%	3	0	5	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%	
40	<b>Wildcard 1</b>																											
41																												
42	9009	0	0	0	1	0	0.0%	0.0%	100.0%	0.0%	0	1	0	0.0%	100.0%	0.0%	3	0	1	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%	
43	9999	0	0	0	6	1	0.0%	0.0%	85.7%	14.3%	0	6	1	0.0%	85.7%	14.3%	3	0	6	0	1	0	0.0%	85.7%	0.0%	14.3%	0.0%	
44	9009-1	0	0	0	4	0	0.0%	0.0%	100.0%	0.0%	0	4	0	0.0%	100.0%	0.0%	3	0	3	1	0	0	0.0%	75.0%	25.0%	0.0%	0.0%	
45	9009-2	0	0	0	6	0	0.0%	0.0%	100.0%	0.0%	0	6	0	0.0%	100.0%	0.0%	3	0	6	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%	
46	9009-3	0	1	0	4	1	16.7%	0.0%	66.7%	16.7%	1	5	0	16.7%	83.3%	0.0%	3	1	4	1	0	0	16.7%	66.7%	16.7%	0.0%	0.0%	
47	9009-4	0	0	0	2	0	0.0%	0.0%	100.0%	0.0%	0	2	0	0.0%	100.0%	0.0%	3	0	2	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%	
48	9009-HQ	0	0	1	5	0	0.0%	16.7%	83.3%	0.0%	0	6	0	0.0%	100.0%	0.0%	3	0	6	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%	
49	SP-1-Monday	0	0	4	6	1	0.0%	36.4%	54.5%	9.1%	0	11	0	0.0%	100.0%	0.0%	3	0	11	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%	
50	SP-2-Tuesday	1	1	2	7	0	10.0%	20.0%	70.0%	0.0%	1	8	1	10.0%	80.0%	10.0%	3	1	8	0	0	1	10.0%	80.0%	0.0%	0.0%	10.0%	
51	SP-3-Wednesday	1	0	2	8	0	0.0%	20.0%	80.0%	0.0%	0	9	1	0.0%	90.0%	10.0%	3	0	9	0	0	1	0.0%	90.0%	0.0%	0.0%	10.0%	
52	SP-4-Thursday	2	0	5	5	0	0.0%	50.0%	50.0%	0.0%	0	9	1	0.0%	90.0%	10.0%	3	0	9	0	1	0	0.0%	90.0%	0.0%	10.0%	0.0%	
53	SP-5-Friday	2	0	0	8	2	0.0%	0.0%	80.0%	20.0%	0	10	0	0.0%	100.0%	0.0%	3	0	10	0	0	0	0.0%	100.0%	0.0%	0.0%	0.0%	
54	Supervisors	0	0	0	5	0	0.0%	0.0%	100.0%	0.0%	0	3	2	0.0%	60.0%	40.0%	3	0	3	0	0	2	0.0%	60.0%	0.0%	0.0%	40.0%	

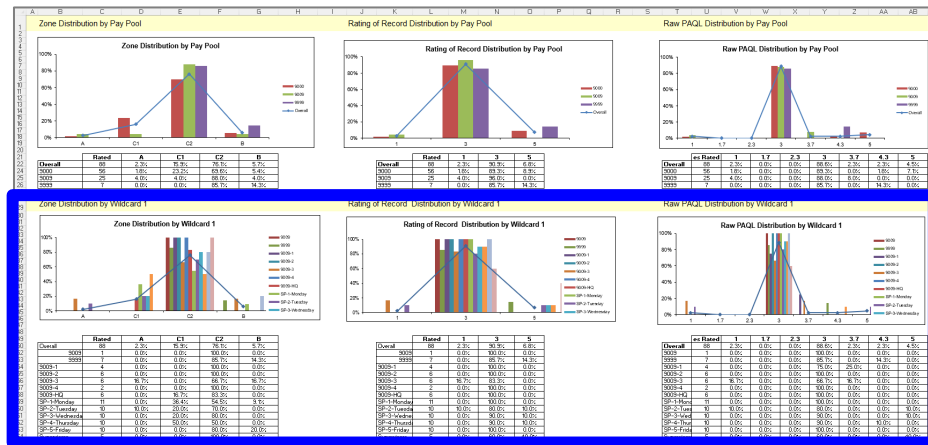
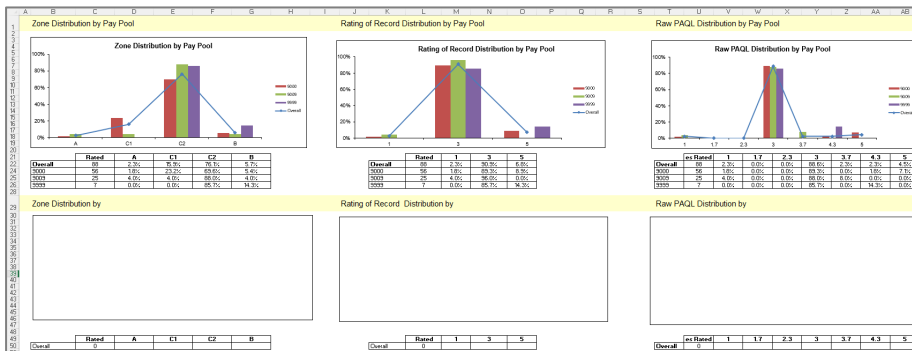
Wildcard

# Distribution Charts by Group

- The Distribution Charts by Group worksheet displays zone and rating of record distribution by pay pool and wildcard.
- The top charts are bar graphs displaying zone distributions overall and by each pay pool loaded in the PAT.
- The bottom charts show the distribution by the Wildcard groupings.

Without Wildcard Stats

W Wildcard Stats



# 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.
  - Note: Presumptive Due to Time employees are not included

Analyzed Population
Average OCS
Average Delta OCS
Alpha 1 (CRI)
Alpha 2 (CA)
Salary Increase \$
Min (non-zero)
Average
Median
Max
Salary Increase % of Basic Pay
Min (non-zero)
Average
Median
Max
Supervisor Differential
Number Receiving
old % Average *
new % Average *

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 Basic 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

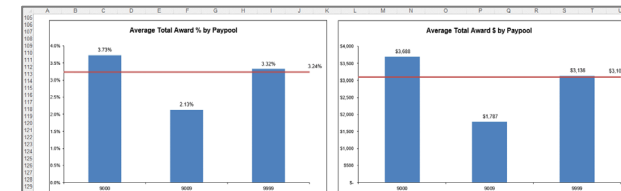
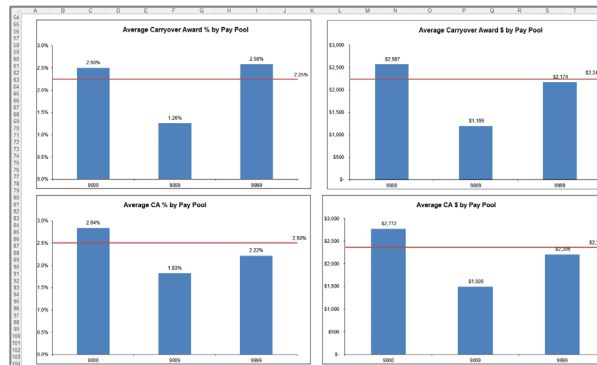
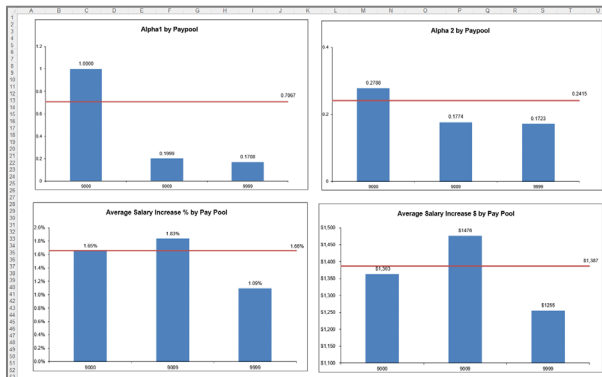
	Overall	9000	9009	9099
Analyzed Population	88	56	25	7
Average OCS	72.3	74.6	65.5	78.3
Average Delta OCS	1.2	1.1	1.0	2.1
Alpha 1 (CRI)	0.7067	1.0000	0.1999	0.1708
Alpha 2 (CA)	0.2415	0.2788	0.1774	0.1723
Salary Increase \$				
Min (non-zero)	\$1	\$1	\$1	\$1,655
Average	\$1,387	\$1,363	\$1,476	\$1,255
Median	\$848	\$0	\$1,693	\$1,655
Max	\$8,494	\$8,494	\$2,939	\$2,819
Salary Increase % of Basic Pay				
Min (non-zero)	0.00%	0.00%	0.00%	1.66%
Average	1.66%	1.65%	1.83%	1.09%
Median	1.14%	0.00%	2.11%	1.66%
Max	13.06%	13.06%	3.59%	2.13%
Supervisor Differential				
Number Receiving	2	2	0	0
old % Average *	7.40%	6.50%		
new % Average *	6.50%	6.50%		
Flags				
Override CRI	0	0	0	0
Override CA	1	1	0	0
Disable Rollover (0)	0	0	0	0
Force Rollover (2)	0	0	0	0
Control Points				
# with CP Entered	12	5	5	2
# Stopped At CP	3	1	0	2
CRI Split to Salary				
# with Split Entered	0	0	0	0
Average Split % Entered				
Carryover Award \$				
# Carry Over Awards	29	20	6	3
Min (non-zero)	\$214	\$218	\$214	\$1,891
Average*	\$2,242	\$2,567	\$1,195	\$2,174
Median*	\$1,357	\$1,314	\$1,016	\$1,894
Max	\$16,682	\$16,682	\$2,556	\$2,736
Carryover Award % of Basic Pay				
Min (non-zero)	0.19%	0.39%	0.19%	2.10%
Average*	2.25%	2.50%	1.26%	2.58%
Median*	1.79%	1.94%	1.61%	2.57%
Max	10.43%	10.43%	1.79%	3.07%
CA Award \$				
Min (non-zero)	\$10	\$1,282	\$10	\$1,669
Average	\$2,365	\$2,772	\$1,500	\$2,205
Median	\$2,286	\$2,308	\$1,502	\$1,966
Max	\$8,591	\$8,591	\$2,608	\$2,842
CA Award % of Total Pay				
Min (non-zero)	0.01%	1.64%	0.01%	1.67%
Average	2.50%	2.84%	1.83%	2.22%
Median	2.35%	2.54%	1.87%	2.12%
Max	6.96%	6.96%	3.18%	3.09%
Award Total \$				
Min (non-zero)	\$10	\$1,500	\$10	\$1,669
Average	\$3,104	\$3,688	\$1,787	\$3,136
Median	\$2,286	\$2,645	\$1,750	\$2,842
Max	\$25,273	\$25,273	\$4,825	\$5,494
Award Total % of Total Pay				
Min (non-zero)	0.01%	1.64%	0.01%	1.67%
Average	3.24%	3.73%	2.13%	3.32%
Median	2.72%	2.75%	2.13%	2.14%
Max	15.80%	15.80%	3.38%	6.16%

\*Supervisor Differential and Carryover awards average and median only calculated over those receiving them



# 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 by Pay Pool
  - Average Salary Increase % by Pay Pool
  - Average Carryover Award % by Pay Pool
  - Average CA % by Pay Pool
  - Average Total Award % by Pay Pool
  - Alpha 2 by Pay Pool
  - Average Salary Increase \$ by Pay Pool
  - Average Carryover Award \$ by Pay Pool
  - Average CA \$ by Pay Pool
  - Average Total Award \$ by Pay Pool



# Payout Stats by Group Worksheet

## Without Wildcard Stats

- 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.

— Note: Exclusive of Presumptive Due to Time

Payout Statistics by Group (Presumptive due to time excluded)													Payout Statistics by Group (Presumptive due to time excluded)												
Number of Employees Analyzed	Average OCS		Average CRI (Salary) Increase <sup>1</sup>			Average Carryover <sup>2</sup>			Average CA Award <sup>2</sup>			Number Receiving	Average CRI (Salary) Increase <sup>1</sup>		Average Carryover <sup>2</sup>			Average CA Award <sup>2</sup>							
	Number	Delta	Number	\$	%	Number	\$	%	Number	\$	%		Number	\$	%	Number	\$	%	Number	\$	%				
Entire Population:	88	72.3	1.2	52	\$2,347	2.58%	29	\$2,242	2.57%	85	\$2,449	2.52%	52	\$1,387	1.44%	29	\$739	0.76%	85	\$2,365	2.45%				
<b>Career Path</b>																									
NH	82	79.4	1.3	39	\$2,631	2.58%	15	\$3,095	2.59%	61	\$2,692	2.49%	39	\$1,655	1.53%	15	\$749	0.69%	61	\$2,649	2.45%				
NJ	13	62.4	0.1	5	\$1,528	2.25%	5	\$2,475	2.96%	11	\$2,211	2.62%	5	\$988	0.73%	5	\$952	1.18%	11	\$1,871	2.32%				
NK	13	48.6	1.5	8	\$1,474	2.83%	9	\$692	1.12%	13	\$1,508	2.63%	8	\$907	1.58%	9	\$479	0.83%	13	\$1,508	2.63%				
<b>Band</b>																									
1	2	19.5	3.0	2	\$848	2.75%	0	\$0	0.00%	2	\$752	2.44%	2	\$848	2.75%	0	\$0	0.00%	2	\$752	2.44%				
2	22	62.5	1.5	15	\$1,988	3.45%	12	\$1,518	2.37%	21	\$1,915	3.10%	15	\$1,356	2.21%	12	\$828	1.36%	21	\$1,828	2.68%				
3	43	74.2	1.0	23	\$2,610	2.81%	12	\$1,267	1.48%	41	\$2,304	2.41%	23	\$1,395	1.46%	12	\$354	0.37%	41	\$2,197	2.30%				
4	21	94.2	0.9	12	\$2,940	1.82%	5	\$6,321	4.31%	21	\$3,427	2.41%	12	\$1,452	1.62%	5	\$1,505	1.06%	21	\$3,427	2.41%				
<b>Career Path/Band</b>																									
NH-2	13	58.5	2.2	9	\$2,727	4.40%	6	\$2,456	3.37%	13	\$2,337	3.45%	9	\$1,888	2.79%	6	\$1,134	1.67%	13	\$2,337	3.45%				
NH-3	32	78.7	1.3	19	\$2,712	2.78%	5	\$1,717	1.72%	31	\$2,425	2.36%	19	\$1,610	1.56%	5	\$268	0.26%	31	\$2,349	2.28%				
NH-4	17	96.7	0.8	11	\$2,413	1.69%	4	\$5,776	3.74%	17	\$3,452	2.32%	11	\$1,561	1.05%	4	\$1,359	0.91%	17	\$3,452	2.32%				
NJ-1	1	15.0	4.0	1	\$895	3.25%	0	\$0	0.00%	1	\$794	2.89%	1	\$895	3.25%	0	\$0	0.00%	1	\$794	2.89%				
NJ-2	2	45.5	-2.0	1	\$0	0.01%	1	\$977	1.62%	1	\$871	1.44%	1	\$3	0.00%	1	\$489	0.86%	1	\$436	0.77%				
NJ-3	6	61.7	-0.8	2	\$1,401	1.95%	3	\$966	1.20%	5	\$1,874	2.43%	2	\$467	0.62%	3	\$483	0.64%	5	\$1,562	2.06%				
NJ-4	4	83.8	1.5	1	\$3,939	3.65%	1	\$8,500	7.39%	4	\$3,323	2.93%	1	\$985	0.87%	1	\$2,125	1.88%	4	\$3,323	2.93%				
NK-1	1	24.0	2.0	1	\$800	2.34%	0	\$0	0.00%	1	\$710	2.07%	1	\$800	2.34%	0	\$0	0.00%	1	\$710	2.07%				
NK-2	7	43.3	1.1	5	\$1,055	2.13%	5	\$500	0.93%	7	\$1,281	2.52%	5	\$374	1.48%	5	\$337	0.70%	7	\$1,281	2.52%				
NK-3	5	61.0	1.8	2	\$2,868	4.22%	4	\$932	1.29%	5	\$1,986	2.79%	2	\$1,143	1.61%	4	\$746	1.00%	5	\$1,986	2.79%				

## Wildcard Stats

Payout Statistics by Group (Presumptive due to time excluded)													Payout Statistics by Group (Presumptive due to time excluded)												
Number of Employees Analyzed	Average OCS		Average CRI (Salary) Increase <sup>1</sup>			Average Carryover <sup>2</sup>			Average CA Award <sup>2</sup>			Number Receiving	Average CRI (Salary) Increase <sup>1</sup>		Average Carryover <sup>2</sup>			Average CA Award <sup>2</sup>							
	Number	Delta	Number	\$	%	Number	\$	%	Number	\$	%		Number	\$	%	Number	\$	%	Number	\$	%				
Entire Population:	88	72.3	1.2	52	\$2,347	2.58%	29	\$2,242	2.57%	85	\$2,449	2.52%	52	\$1,387	1.44%	29	\$739	0.76%	85	\$2,365	2.45%				
<b>Career Path</b>																									
NH	82	79.4	1.3	39	\$2,631	2.58%	15	\$3,095	2.59%	61	\$2,692	2.49%	39	\$1,655	1.53%	15	\$749	0.69%	61	\$2,649	2.45%				
NJ	13	62.4	0.1	5	\$1,528	2.25%	5	\$2,475	2.96%	11	\$2,211	2.62%	5	\$988	0.73%	5	\$952	1.18%	11	\$1,871	2.32%				
NK	13	48.6	1.5	8	\$1,474	2.83%	9	\$692	1.12%	13	\$1,508	2.63%	8	\$907	1.58%	9	\$479	0.83%	13	\$1,508	2.63%				
<b>Band</b>																									
1	2	19.5	3.0	2	\$848	2.75%	0	\$0	0.00%	2	\$752	2.44%	2	\$848	2.75%	0	\$0	0.00%	2	\$752	2.44%				
2	22	62.5	1.5	15	\$1,988	3.45%	12	\$1,518	2.37%	21	\$1,915	3.10%	15	\$1,356	2.21%	12	\$828	1.36%	21	\$1,828	2.68%				
3	43	74.2	1.0	23	\$2,610	2.81%	12	\$1,267	1.48%	41	\$2,304	2.41%	23	\$1,395	1.46%	12	\$354	0.37%	41	\$2,197	2.30%				
4	21	94.2	0.9	12	\$2,940	1.82%	5	\$6,321	4.31%	21	\$3,427	2.41%	12	\$1,452	1.62%	5	\$1,505	1.06%	21	\$3,427	2.41%				
<b>Career Path/Band</b>																									
NH-2	13	58.5	2.2	9	\$2,727	4.40%	6	\$2,456	3.37%	13	\$2,337	3.45%	9	\$1,888	2.79%	6	\$1,134	1.67%	13	\$2,337	3.45%				
NH-3	32	78.7	1.3	19	\$2,712	2.78%	5	\$1,717	1.72%	31	\$2,425	2.36%	19	\$1,610	1.56%	5	\$268	0.26%	31	\$2,349	2.28%				
NH-4	17	96.7	0.8	11	\$2,413	1.69%	4	\$5,776	3.74%	17	\$3,452	2.32%	11	\$1,561	1.05%	4	\$1,359	0.91%	17	\$3,452	2.32%				
NJ-1	1	15.0	4.0	1	\$895	3.25%	0	\$0	0.00%	1	\$794	2.89%	1	\$895	3.25%	0	\$0	0.00%	1	\$794	2.89%				
NJ-2	2	45.5	-2.0	1	\$0	0.01%	1	\$977	1.62%	1	\$871	1.44%	1	\$3	0.00%	1	\$489	0.86%	1	\$436	0.77%				
NJ-3	6	61.7	-0.8	2	\$1,401	1.95%	3	\$966	1.20%	5	\$1,874	2.43%	2	\$467	0.62%	3	\$483	0.64%	5	\$1,562	2.06%				
NJ-4	4	83.8	1.5	1	\$3,939	3.65%	1	\$8,500	7.39%	4	\$3,323	2.93%	1	\$985	0.87%	1	\$2,125	1.88%	4	\$3,323	2.93%				
NK-1	1	24.0	2.0	1	\$800	2.34%	0	\$0	0.00%	1	\$710	2.07%	1	\$800	2.34%	0	\$0	0.00%	1	\$710	2.07%				
NK-2	7	43.3	1.1	5	\$1,055	2.13%	5	\$500	0.93%	7	\$1,281	2.52%	5	\$374	1.48%	5	\$337	0.70%	7	\$1,281	2.52%				
NK-3	5	61.0	1.8	2	\$2,868	4.22%	4	\$932	1.29%	5	\$1,986	2.79%	2	\$1,143	1.61%	4	\$746	1.00%	5	\$1,986	2.79%				
<b>Wildcard</b>																									
9005	1	46.0	1.0	1	\$1,170	2.21%	0	\$0	0.00%	1	\$1,046	1.96%	1	\$1,179	2.21%	0	\$0	0.00%	1	\$1,046	1.96%				
9999	7	78.3	2.1	4	\$2,196	1.87%	3	\$2,174	2.56%	7	\$2,205	2.14%	3	\$932	0.90%	7	\$2,205	2.14%							
9009-1	4	81.0	1.8	4	\$2,911	2.37%	1	\$2,16	0.19%	4	\$2,276	2.19%	4	\$2,211	2.37%	1	\$54	0.05%	4	\$2,276	2.19%				
9009-2	6	84.7	0.9	5	\$1,628	1.74%	2	\$1,163	1.70%	6	\$1,404	1.71%	2	\$1,188	1.40%	2	\$394	0.48%	6	\$1,404	1.71%				
9009-3	6	58.0	0.7	5	\$1,765	2.32%	0	\$0	0.00%	5	\$1,246	1.64%	5	\$1,471	1.56%	0	\$0	0.00%	5	\$1,038	1.39%				
9009-4	2	69.5	1.5	2	\$1,274	1.78%	1	\$977	1.62%	2	\$1,264	2.19%	2	\$489	0.86%	2	\$1,564	1.56%							
9009-HQ	6	68.5	1.2	6	\$1,197	1.71%	2	\$1,008	1.14%	6	\$1,197	1.17%	2	\$602	0.90%	6	\$1,566	1.56%							
SP-1-Monday	11	66.3	1.4	5	\$3,015	5.00%	5	\$1,388	2.10%	10	\$2,322	2.89%	5	\$1,370	1.64%	5	\$631	0.77%	10	\$2,111	2.52%				
SP-3-Tuesday	10	64.5	0.7	3	\$664	0.94%	6	\$2,303	2.74%	6	\$2,303	2.74%	3	\$1,278	1.58%	6	\$1,278	1.58%							
SP-3-Wednesday	10	73.9	1.2	5	\$3,346	3.70%	3	\$1,283	1.89%	10	\$2,745	2.81%	5	\$385	0.38%	10	\$2,745	2.81%							
SP-4-Thursday	10	84.2	0.7	2	\$3,113	2.46%	4	\$3,238	2.52%	10	\$2,995	2.55%	2	\$923	0.93%	4	\$1,295	1.10%	10	\$2,995	2.55%				
SP-4-Friday	10	73.1	2.0	7	\$2,852	3.70%	5	\$2,133	2.90%	10	\$2,133	2.90%	5	\$2,467	2.60%	10	\$2,133	2.90%							
Supervisor	5	98.4	0.4	1	\$5,003	4.93%	0	\$0	0.00%	5	\$3,775	2.45%	1	\$1,121	0.72%	0	\$0	0.00%	5	\$3,775	2.45%				

# 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 (on the following page) reflect the statistics across the whole population (except Presumptive Due to Time).

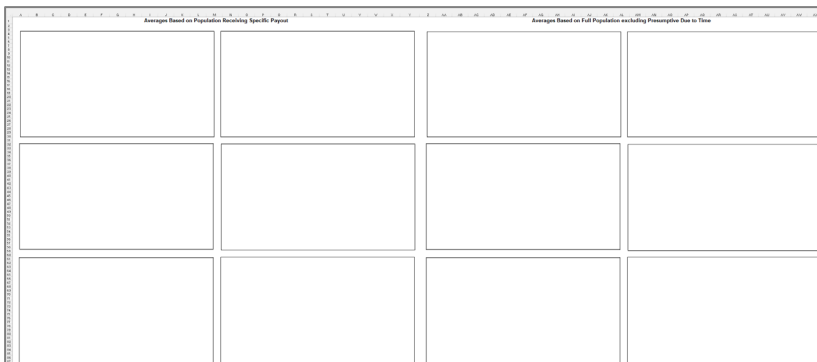
# Payout Charts by Group Worksheet



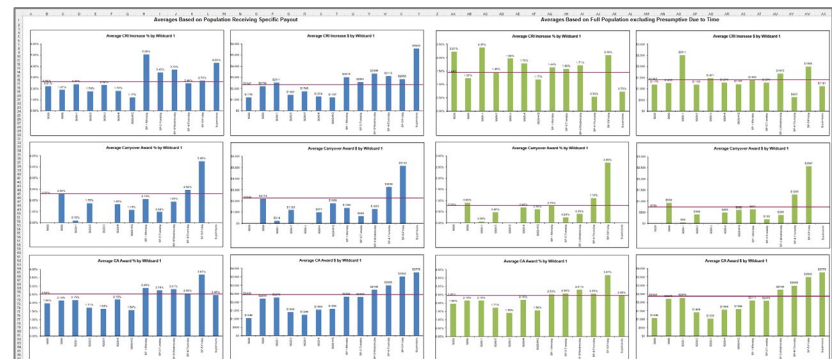
# Payout Charts by Wildcard Worksheet

- 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

Without Wildcard Stats



W Wildcard Stats



# Funding Statistics Worksheet

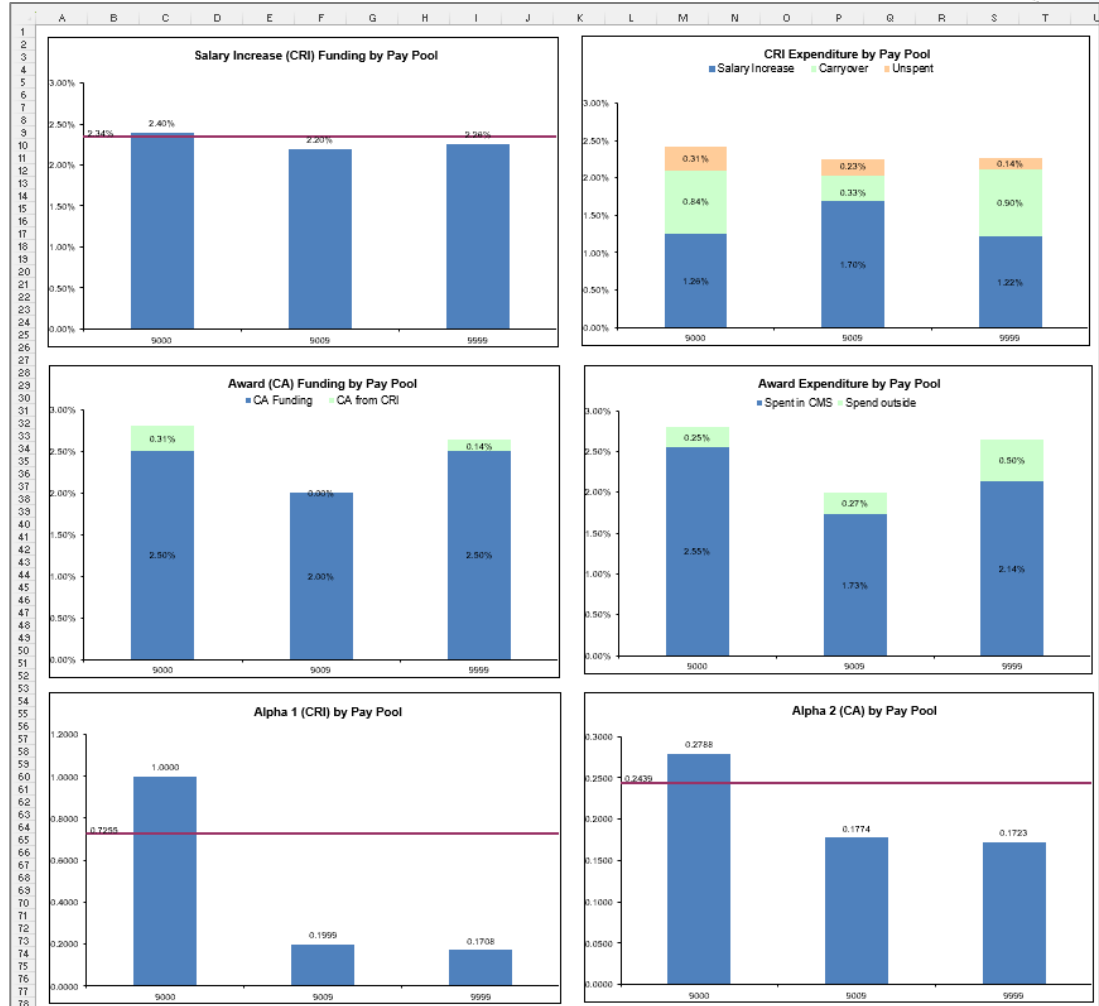
- Provides statistics on funding amounts budgeted and allocated through the pay pool process.
- The budget is represented in the Inputs section and the allocations are represented in the Outputs section.
- Data is provided across pay pools and by individual pay pool.

Funding Statistics		O ver all	9000	9009	9999
<b>Total Employees</b>		94	62	25	7
- Retained Employees		19	17	1	1
- Presumptive SPL		8	8	0	0
<b>Sum of Basic Salary (cap to band max)</b>		\$8,970,835	\$6,076,037	\$2,173,140	\$721,658
<b>Sum of Adjusted Basic Salary (cap EXIV)</b>		\$8,970,835	\$6,076,037	\$2,173,140	\$721,658
First AcqDemo Cycle		0	0	0	0
Rollover CRI remainder to CA		2	Yes	No	Yes
Use OCS based Control Points		1	Yes	No	No
OCS Control Point Target			SPL		
Proration Plan			n/a	n/a	n/a
Time Off Plan			Discretion	non-CCAS	n/a
<b>Inputs</b>					
<b>% Budgeted</b>	Salary Increase (CRI)	2.340%	2.400%	2.200%	2.260%
	CRI Set-aside (% of total)	2.782%	0.000%	10.000%	6.132%
	Award (CA)	2.378%	2.500%	2.000%	2.500%
	CA Funds from CRI Carryover	0.278%	0.313%	0.000%	0.139%
	Award Spending % in CCAS	2.121%	2.250%	1.800%	2.000%
	Award Set-aside		0.000%	0.000%	0.000%
<b>\$ Budgeted</b>	Salary Increase (CRI)	\$212,018	\$146,722	\$48,987	\$16,309
	CRI Set-aside	\$5,899	\$0	\$4,899	\$1,000
	Award (CA)	\$213,403	\$151,900	\$43,462	\$18,041
	\$ Award Spending in CCAS	\$190,262	\$136,711	\$39,117	\$14,434
	Award Set-aside	\$0	\$0	\$0	\$0
Beta 1 (CRI Target)			0	1	1
Beta 2 (CA Target)			1	1	1
<b>Outputs</b>					
Alpha 1		0.7255	1.0000	0.1999	0.1708
Alpha 2		0.2439	0.2788	0.1774	0.1723
<b>CRI</b>	Approved CRI	\$122,035	\$76,341	\$36,909	\$8,785
	CRI Carryover Awards	\$65,023	\$51,335	\$7,167	\$6,521
	Spent CRI	\$187,058	\$127,676	\$44,076	\$15,306
	CRI Remainder (rolls to CA if Yes on row)	\$24,960	\$19,046	\$4,911	\$1,003
<b>CA</b>	CA Awards	\$208,156	\$155,220	\$37,504	\$15,432
	Total Awards	\$273,179	\$206,555	\$44,671	\$21,953
	Remainder Award	\$550	\$536	\$10	\$4
	Non-CCAS CA Spending	\$24,756	\$15,190	\$5,958	\$3,608
<b>CRI</b>	% of Basic Salary spent on Salary Increase	1.36%	1.26%	1.70%	1.22%
	% of Basic Salary spent on Carryover	0.72%	0.84%	0.33%	0.90%
	% of Basic Salary unspent	0.26%	0.31%	0.23%	0.14%
<b>CA</b>	% of Adj Basic Salary Spent in CMS	2.32%	2.55%	1.73%	2.14%
	% of Adj Basic Salary unspent rollover	0.01%	0.01%	0.00%	0.00%
	% of Adj Basic Salary for outside CMS	0.28%	0.25%	0.27%	0.50%

# 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(s):

- 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 basic salary, adjusted salary, and the funding levels. The formula is as follows:

$$\text{Net Draw \%} = (\text{Received} - \text{Contributed}) / \text{Basic Pay}$$

## Without Wildcard Stats

Net Draw Analysis						
Net Draw is a measure used to compare the payouts between groups of employees. Net Draw % = (Received - Contributed) / Basic Pay *Basic Pay is limited to band max for retained pay employees Analyzed Population excludes presumptives due to time						
	Number of Employees Analyzed	Received	Contributed	Basic Pay	Net Draw %	
Entire Population:	88	\$ 395,214	\$ 378,431	\$ 8,502,605	0.20%	
<b>Band</b>						
1	2	\$ 3,199	\$ 2,469	\$ 61,727	1.18%	
2	22	\$ 88,248	\$ 60,718	\$ 1,349,854	2.04%	
3	43	\$ 169,711	\$ 182,282	\$ 4,110,240	-0.31%	
4	21	\$ 134,056	\$ 132,963	\$ 2,980,784	0.04%	
<b>Career Path/Band</b>						
NH-2	13	\$ 69,656	\$ 40,201	\$ 880,358	3.35%	
NH-3	32	\$ 135,273	\$ 146,269	\$ 3,299,286	-0.33%	
NH-4	17	\$ 108,325	\$ 111,889	\$ 2,527,580	-0.14%	
NJ-1	1	\$ 1,689	\$ 1,100	\$ 27,500	2.14%	
NJ-2	2	\$ 1,853	\$ 4,872	\$ 113,223	-2.67%	
NJ-3	6	\$ 15,067	\$ 20,188	\$ 455,109	-1.13%	
NJ-4	4	\$ 25,731	\$ 21,074	\$ 453,204	1.03%	
NK-1	1	\$ 1,510	\$ 1,369	\$ 34,227	0.41%	
NK-2	7	\$ 16,739	\$ 15,645	\$ 356,273	0.31%	
NK-3	5	\$ 19,371	\$ 15,825	\$ 355,845	1.00%	

	Number of Employees Analyzed	Received	Contributed	Basic Pay	Net Draw %
Entire Population:	88	\$ 395,214	\$ 378,431	\$ 8,502,605	0.20%
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NK-1	1	\$ 1,510	\$ 1,369	\$ 34,227	0.41%
NK-2	7	\$ 16,739	\$ 15,645	\$ 356,273	0.31%
NK-3	5	\$ 19,371	\$ 15,825	\$ 355,845	1.00%
<b>Wildcard 1</b>					
9009	1	\$ 2,225	\$ 2,130	\$ 53,260	0.18%
9999	7	\$ 30,738	\$ 30,743	\$ 721,658	0.00%
9009-1	4	\$ 19,361	\$ 16,935	\$ 423,384	0.57%
9009-2	6	\$ 17,922	\$ 19,569	\$ 491,729	-0.36%
9009-3	6	\$ 15,055	\$ 17,978	\$ 449,459	-0.65%
9009-4	2	\$ 6,652	\$ 5,718	\$ 142,941	0.65%
9009-HQ	6	\$ 20,365	\$ 24,495	\$ 612,367	-0.67%
SP-1-Monday	11	\$ 45,235	\$ 42,758	\$ 919,528	0.27%
SP-2-Tuesday	10	\$ 35,414	\$ 37,619	\$ 809,012	-0.27%
SP-3-Wednesday	10	\$ 48,027	\$ 45,484	\$ 975,147	0.26%
SP-4-Thursday	10	\$ 49,125	\$ 54,720	\$ 1,176,764	-0.48%
SP-5-Friday	10	\$ 80,618	\$ 44,347	\$ 953,689	3.80%



# Net Draw Analysis Worksheet

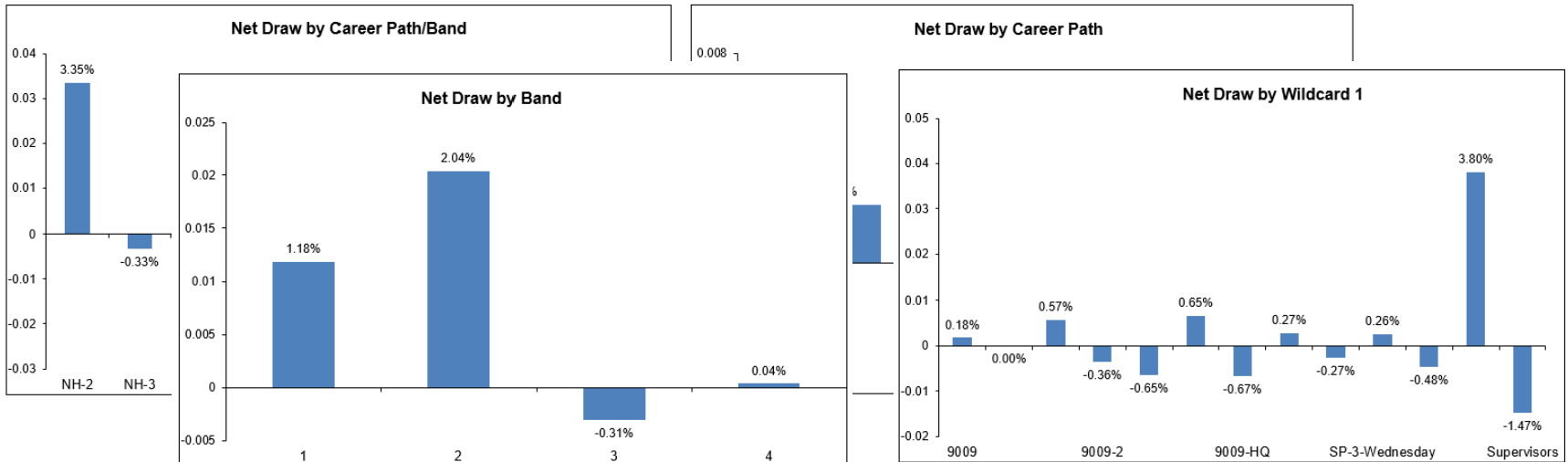
$$\text{Net Draw \%} = (\text{Received} - \text{Contributed}) / \text{Basic Pay}$$

## Calculation Example:

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

# 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 Worksheet

- The Enhanced Flexibilities worksheet informs the user as to the extent of usage for different Time-Off flexibilities and capabilities within using the Time Off Awards (TOA), CA Proration, and Salary Split.

## Without Wildcard Stats

Enhanced Flexibilities									
Time-Off Awards									
	Number of Employees	No. Receiving Time-Off	% Receiving Time-Off	Total Time-Off Hours	Average Time-Off	Number Prorated	Average Pct Proration*	Number Split	Average Split*
Entire Populatio	88	2	2.3%	43	21.5	0		0	
<b>Pay Pool</b>									
9000	56	1	1.8%	17	17.0	0		0	
9009	25	1	4.0%	26	26.0	0		0	
9399	7	0	0.0%	0		0		0	
<b>Career Path</b>									
NH	62	2	3.2%	43	21.5	0		0	
NJ	13	0	0.0%	0		0		0	
NK	13	0	0.0%	0		0		0	
<b>Band</b>									
1	2	0	0.0%	0		0		0	
2	22	1	4.5%	17	17.0	0		0	
3	43	1	2.3%	26	26.0	0		0	
4	21	0	0.0%	0		0		0	
<b>Career Path/Band</b>									
NH-2	13	1	7.7%	17	17.0	0		0	
NH-3	32	1	3.1%	26	26.0	0		0	
NH-4	17	0	0.0%	0		0		0	
NJ-1	1	0	0.0%	0		0		0	
NJ-2	2	0	0.0%	0		0		0	
NJ-3	6	0	0.0%	0		0		0	
NJ-4	4	0	0.0%	0		0		0	
NK-1	1	0	0.0%	0		0		0	
NK-2	7	0	0.0%	0		0		0	
NK-3	5	0	0.0%	0		0		0	

\* Statistic is based on those receiving

## Wildcard Stats

Enhanced Flexibilities									
Time-Off Awards									
	Number of Employees	No. Receiving Time-Off	% Receiving Time-Off	Total Time-Off Hours	Average Time-Off	Number Prorated	Average Pct Proration*	Number Split	Average Split*
Entire Populatio	88	2	2.3%	43	21.5	0		0	
<b>Pay Pool</b>									
9000	56	1	1.8%	17	17.0	0		0	
9009	25	1	4.0%	26	26.0	0		0	
9399	7	0	0.0%	0		0		0	
<b>Career Path</b>									
NH	62	2	3.2%	43	21.5	0		0	
NJ	13	0	0.0%	0		0		0	
NK	13	0	0.0%	0		0		0	
<b>Band</b>									
1	2	0	0.0%	0		0		0	
2	22	1	4.5%	17	17.0	0		0	
3	43	1	2.3%	26	26.0	0		0	
4	21	0	0.0%	0		0		0	
<b>Career Path/Band</b>									
NH-2	13	1	7.7%	17	17.0	0		0	
NH-3	32	1	3.1%	26	26.0	0		0	
NH-4	17	0	0.0%	0		0		0	
NJ-1	1	0	0.0%	0		0		0	
NJ-2	2	0	0.0%	0		0		0	
NJ-3	6	0	0.0%	0		0		0	
NJ-4	4	0	0.0%	0		0		0	
NK-1	1	0	0.0%	0		0		0	
NK-2	7	0	0.0%	0		0		0	
<b>Wildcard 1</b>									
3009	1	0	0.0%	0		0		0	
3999	7	0	0.0%	0		0		0	
3009-1	4	0	0.0%	0		0		0	
3009-2	6	0	0.0%	0		0		0	
3009-3	6	1	16.7%	26	26.0	0		0	
3009-4	2	0	0.0%	0		0		0	
3009-HQ	6	0	0.0%	0		0		0	
SP-1-Monday	11	1	9.1%	17	17.0	0		0	
SP-2-Tuesday	10	0	0.0%	0		0		0	
SP-3-Wednesday	10	0	0.0%	0		0		0	
SP-4-Thursday	10	0	0.0%	0		0		0	
SP-5-Friday	10	0	0.0%	0		0		0	
Supervisors	5	0	0.0%	0		0		0	

\* Statistic is based on those receiving

# CP-B Counts Worksheet

- Displays counts by career path and broadband combinations overall and by pay pools.

	A	B	C	E	F	G	I
1	Counts by Career Path and Broadband						
2			Overall	9000	9009	9999	
3							
4		<b>Number of Employees</b>	94	62	25	7	
5							
6		<b>Count of Employees by Career Path and Band</b>					
7							
8		NH-1	0	0	0	0	
9		NH-2	14	12	2	0	
10		NH-3	34	21	9	4	
11		NH-4	17	10	5	2	
12		<b>NH Total</b>	<b>65</b>	<b>43</b>	<b>16</b>	<b>6</b>	
13							
14		NJ-1	1	0	1	0	
15		NJ-2	2	1	1	0	
16		NJ-3	8	6	2	0	
17		NJ-4	4	4	0	0	
18		<b>NJ Total</b>	<b>15</b>	<b>11</b>	<b>4</b>	<b>0</b>	
19							
20		NK-1	1	0	1	0	
21		NK-2	7	4	3	0	
22		NK-3	6	4	1	1	
23		<b>NK Total</b>	<b>14</b>	<b>8</b>	<b>5</b>	<b>1</b>	

# Salary Worksheet

- Provides the average salary by career path and broadband for the entire population and for each pay pool.

Average Basic Salary by Career Path and Broadband				
Retained Rate Employee Basic Salary includes locality pay				
	Overall	9000	9009	9999
<b>Number of Employees</b>	94	62	25	7
<b>Average Basic Salary for New Pay Year</b>				
NH-1				
NH-2	\$74,372	\$76,895	\$59,240	
NH-3	\$109,853	\$116,642	\$102,801	\$90,580
NH-4	\$154,744	\$161,453	\$142,091	\$152,831
<b>NH Total</b>	<b>\$113,955</b>	<b>\$115,971</b>	<b>\$109,521</b>	<b>\$111,330</b>
NJ-1	\$28,863		\$28,863	
NJ-2	\$57,128	\$52,807	\$61,449	
NJ-3	\$89,502	\$92,001	\$82,007	
NJ-4	\$122,339	\$122,339		
<b>NJ Total</b>	<b>\$89,900</b>	<b>\$99,470</b>	<b>\$63,582</b>	
NK-1	\$35,609		\$35,609	
NK-2	\$55,766	\$60,982	\$48,812	
NK-3	\$83,135	\$81,977	\$69,751	\$101,148
<b>NK Total</b>	<b>\$66,056</b>	<b>\$71,479</b>	<b>\$50,359</b>	<b>\$101,148</b>
<b>Average Basic Salary for Current Pay Year</b>				
NH-1				
NH-2	\$71,621	\$74,123	\$56,612	
NH-3	\$106,738	\$113,733	\$98,665	\$88,179
NH-4	\$150,734	\$157,605	\$138,196	\$147,729
<b>NH Total</b>	<b>\$110,681</b>	<b>\$112,882</b>	<b>\$105,762</b>	<b>\$108,029</b>
NJ-1	\$27,500		\$27,500	
NJ-2	\$56,612	\$52,807	\$60,416	
NJ-3	\$88,392	\$90,635	\$81,664	
NJ-4	\$119,674	\$119,674		
<b>NJ Total</b>	<b>\$88,437</b>	<b>\$97,756</b>	<b>\$62,811</b>	
NK-1	\$34,227		\$34,227	
NK-2	\$54,279	\$59,539	\$47,266	
NK-3	\$81,278	\$80,036	\$67,000	\$100,523
<b>NK Total</b>	<b>\$64,418</b>	<b>\$69,787</b>	<b>\$48,605</b>	<b>\$100,523</b>
<b>Percent Change in Average Basic Salary</b>				
NH-1				
NH-2	3.8%	3.7%	4.6%	
NH-3	2.3%	2.6%	4.0%	2.7%
NH-4	2.7%	2.4%	2.8%	3.5%
<b>NH Total</b>	<b>3.0%</b>	<b>2.7%</b>	<b>3.6%</b>	<b>3.1%</b>
NJ-1	5.0%		5.0%	
NJ-2	0.3%	0.0%	1.7%	
NJ-3	1.3%	1.5%	0.4%	
NJ-4	2.2%	2.2%		
<b>NJ Total</b>	<b>1.7%</b>	<b>1.8%</b>	<b>1.2%</b>	
NK-1	4.0%		4.0%	
NK-2	2.7%	2.4%	3.3%	
NK-3	2.3%	2.4%	4.1%	0.6%
<b>NK Total</b>	<b>2.5%</b>	<b>2.4%</b>	<b>3.6%</b>	<b>0.6%</b>

# Rail Report Worksheet

- The Rail Report Worksheet displays a report of rail zones, an OCS chart, a table, and a pie chart showing the distribution of the Performance Rating of Record across career paths and overall, that is used for the Aggregate Report generated from the Add-Ins menu bar.

Rails Report								Performance Rating of Record									
Rail Zone	NH Number	NH Percent	NJ Number	NJ Percent	NK Number	NK Percent	Total Number	Total Percent	Rating of Record	NH Number	NH Percent	NJ Number	NJ Percent	NK Number	NK Percent	Total Number	Total Percent
A	0	0.0%	2	15.4%	0	0.0%	2	2.3%	Unacceptable (Level 1)	0	0.0%	2	15.4%	0	0.0%	2	2.3%
C1	12	19.4%	2	15.4%	0	0.0%	14	15.9%	Fully Successful (Level 3)	58	93.5%	10	76.9%	12	92.3%	80	90.9%
C2	45	72.6%	9	69.2%	13	100.0%	67	76.1%	Outstanding (Level 5)	4	6.5%	1	7.7%	1	7.7%	6	6.8%
B	5	8.1%	0	0.0%	0	0.0%	5	5.7%	Total	62	100.0%	13	100.0%	13	100.0%	88	100.0%
Total								62	100.0%	13	100.0%	13	100.0%	88	100.0%		

Counts do not include personnel receiving presumptive OCS ratings due to time

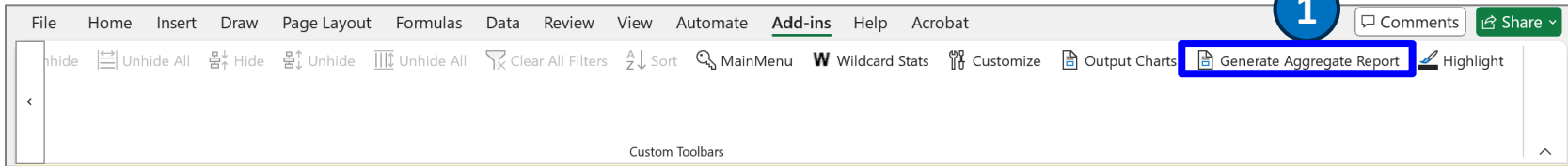
  

Rails Report								Performance Rating of Record									
Rail Zone	NH Number	NH Percent	NJ Number	NJ Percent	NK Number	NK Percent	Total Number	Total Percent	Rating of Record	NH Number	NH Percent	NJ Number	NJ Percent	NK Number	NK Percent	Total Number	Total Percent
A	0	0.0%	2	15.4%	0	0.0%	2	2.3%	Unacceptable (Level 1)	0	0.0%	2	15.4%	0	0.0%	2	2.3%
C	57	91.9%	11	84.6%	13	100.0%	81	92.0%	Fully Successful (Level 3)	58	93.5%	10	76.9%	12	92.3%	80	90.9%
B	5	8.1%	0	0.0%	0	0.0%	5	5.7%	Outstanding (Level 5)	4	6.5%	1	7.7%	1	7.7%	6	6.8%
Total								62	100.0%	13	100.0%	13	100.0%	88	100.0%		

Counts do not include personnel receiving presumptive OCS ratings due to time

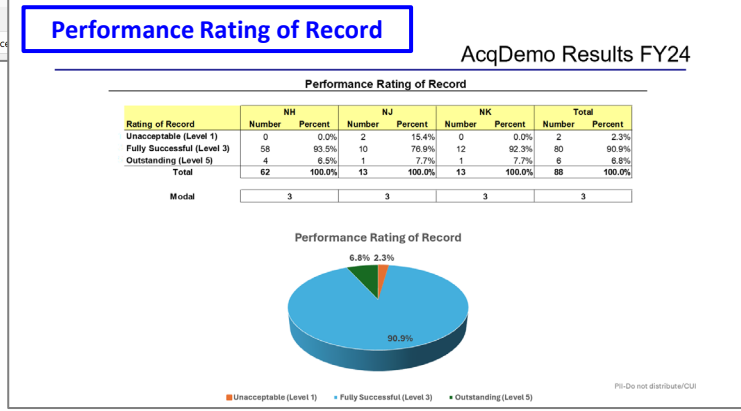
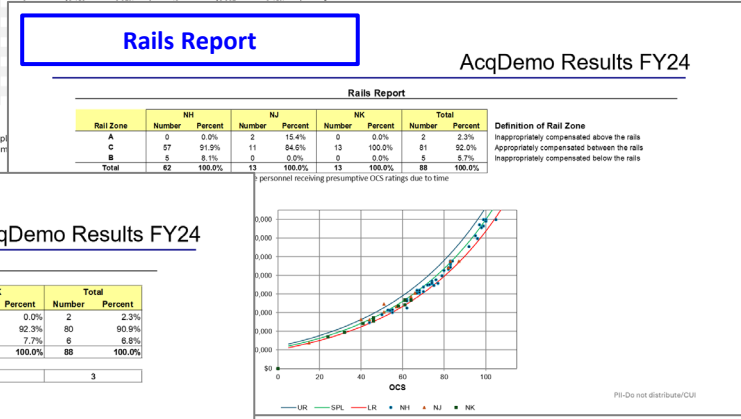
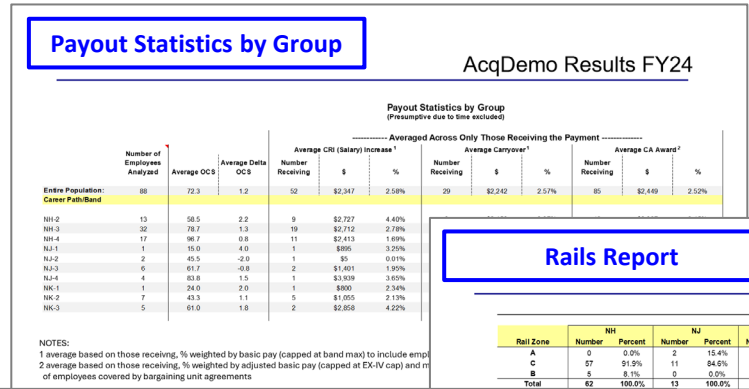
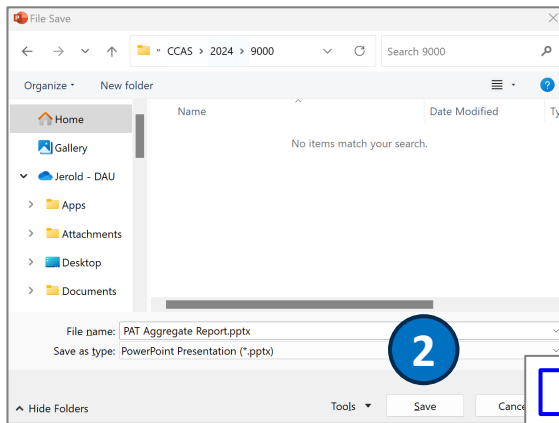
# Rail Report Worksheet

- The Aggregate Report generated from the Add-Ins menu bar



- Save ...

## Three-slide Aggregate Report



# Pay Pool Analysis Tool (PAT) User Guide

- The 2024 AcqDemo PAT User Guide details how to use the functionalities of the PAT and describes the available reports.
- Available on the AcqDemo Website:  
<https://acqdemo.hci.mil/docs/2024%20AcqDemo%20PAT%20User%20Guide.pdf>
- And posted to Pay Pool Notices on 1 Oct 2024

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



Subcontract Number GDIT-LB-05202020  
WHS AcqDemo Task Order 01

**PAY POOL ANALYSIS TOOL (PAT) USER GUIDE**  
Version V1.0  
Updated September 2024

Prepared for:

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

Prepared by:

General Dynamics Information Technology (GDIT)

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.



# End of Cycle Key Dates

OCT	20	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	NOV	22	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	DEC	24	1 2 3 4 5 6 7 8 9 10 11 12 13 14	JAN	26	1 2 3 4 5 6 7 8 9 10 11
	21	20 21 22 23 24 25 26 27 28 29 30 31		23	17 18 19 20 21 22 23 24 25 26 27 28 29 30		25	15 16 17 18 19 20 21 22 23 24 25 26 27 28		01	12 13 14 15 16 17 18 19 20 21 22 23 24 25
				26	29 30 31			26 27 28 29 30 31			

2024 End of Cycle Timeline			
Day	Date	Event	Action By
Tuesday	1-Oct-24	CAS2Net activates end-of-cycle modules: Appraisal Status, Offline Interface and Previous Cycle Data, Sub-Panel Meeting, CMS Online, Macro-Free Sub-Panel Meeting, Macro-Free CMS	PMO
		Pay Pool Notices with 2024 Macro-Enabled Sub-Panel Meeting Spreadsheet, 2024 Macro-Enabled CMS, and 2024 Macro-Enabled Pay Pool Analysis Tool	PMO
Thursday	21-Nov-24	Pay Pool Notices with Not Final Reports / Data Complete Reports	PMO
Friday	13-Dec-24	Initial Upload <span style="background-color: yellow;">DAF &amp; DCMA 6 Dec 2024</span> <b>**subject to component/command earlier initial upload date**</b>	Pay Pool Administrators
Wednesday	8-Jan-25	Final Upload <span style="background-color: yellow;">DAF 20 Dec 2024</span> <b>**subject to component/command earlier initial upload date**</b>	Pay Pool Administrators
Sunday	12-Jan-25	<b>First full pay period in January (12 Jan to 25 Jan)</b>	
Friday	17-Jan-25	Pay Pools completed	PMO
Tuesday	21-Jan-25	Pay transactions posted to regional pay offices	PMO

# 2024 Open Forum Schedule

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

# Open Forum Questions?

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