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**
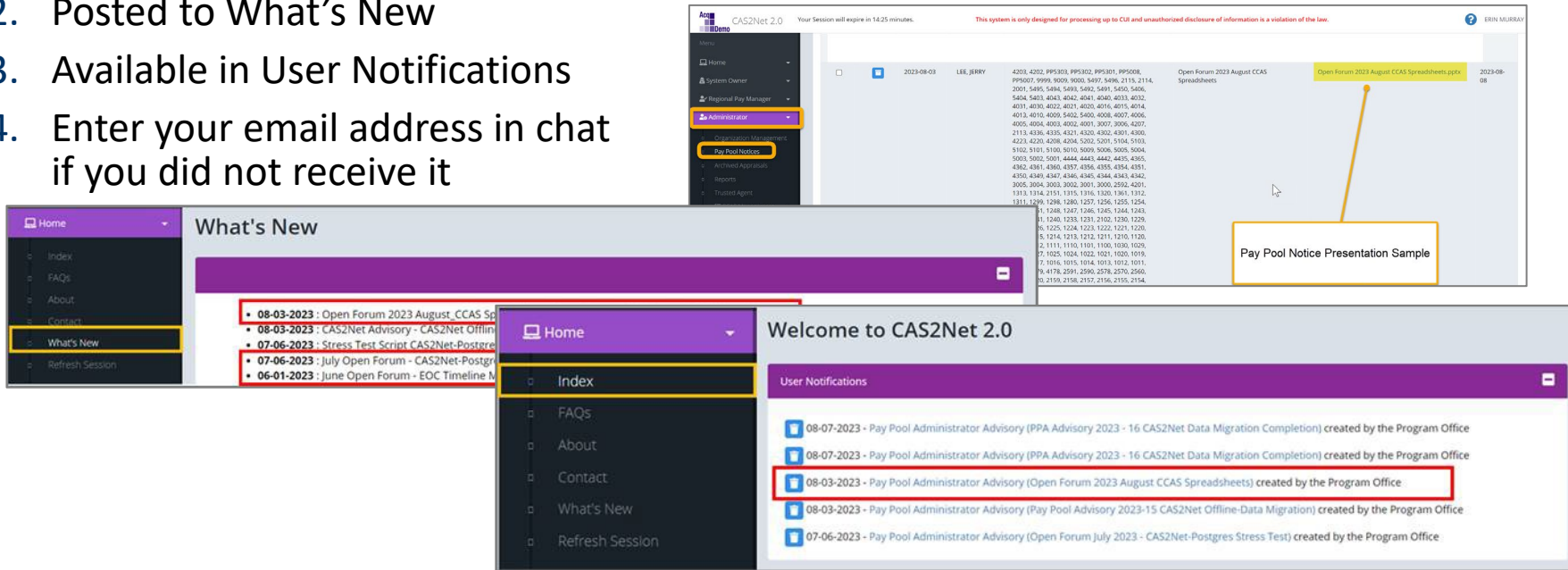
Meeting Call in Information
+1 571-403-9146
Phone Conference ID: 657 603 978#

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

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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 v1digitallysigned.xlsm
  - 2024 CMS v1digitallysigned.xlsm
  - **2024 Pay Pool Analysis Tool v1digitallysigned.xlsm**

- Unsigned version
  - 2024 Sub-Panel Meeting Spreadsheet v1Unsigned.xlsm
  - 2024 CMS v1Unsigned.xlsm
  - **2024 Pay Pool Analysis Tool v1Unsigned.xlsm**
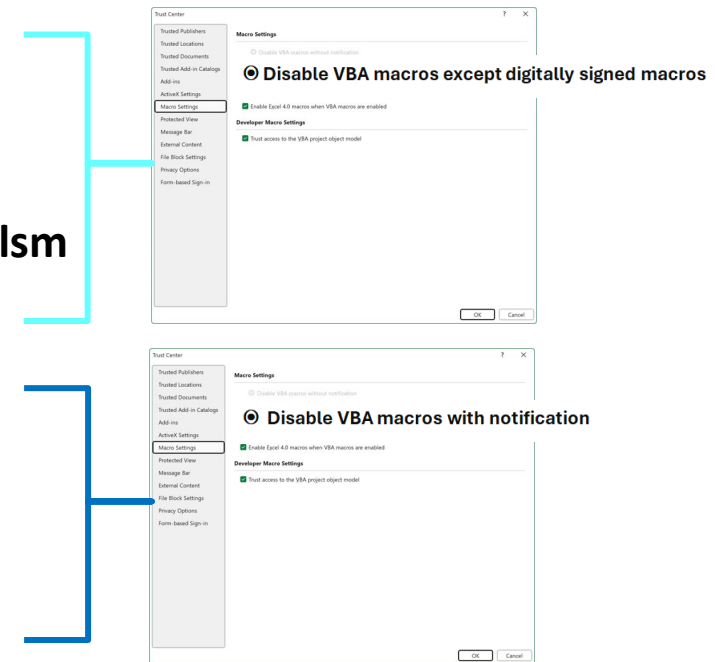
Excel > File > More > Options > Trust Center > Trust Center Setting > Macros Settings

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

Pay Pool(s) – Command - Component

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.
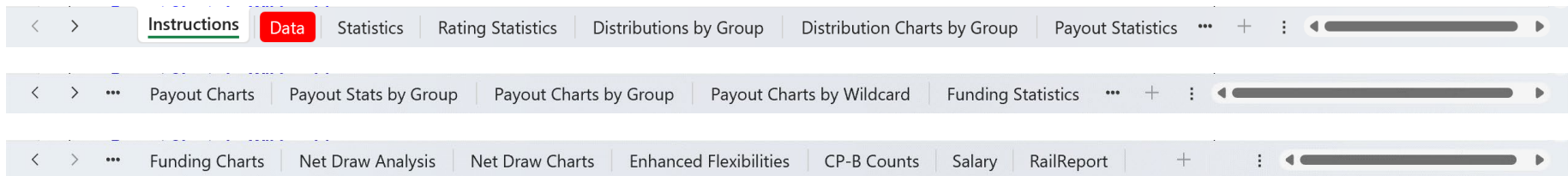
| Instructions | Data | Statistics | Rating Statistics | Distributions by Group | Distribution Charts by Group | Payout Statistics |

| 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 | RailReport |

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
			Added		Added																Moved	Added	Moved
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)
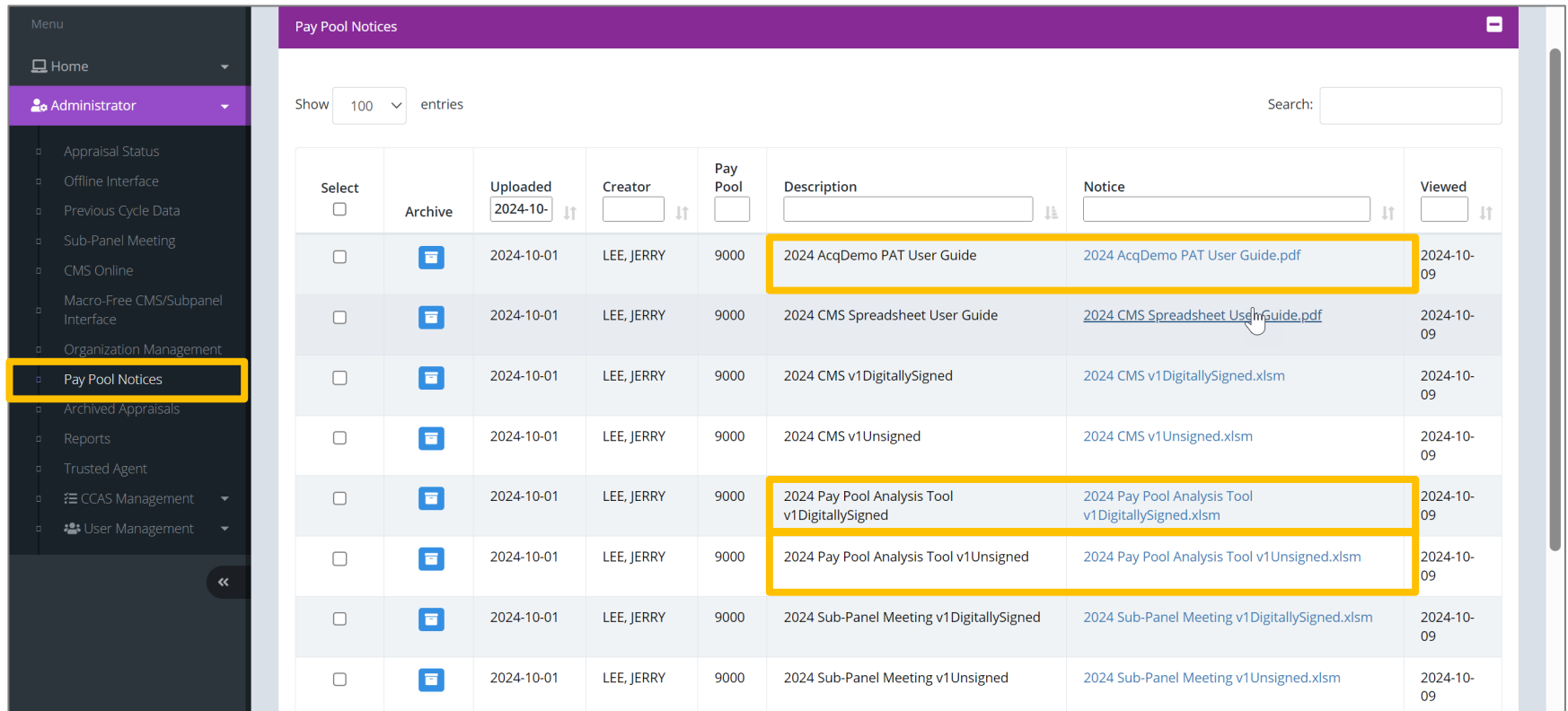
PAT Worksheets

- 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.

- 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.

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:

Command Pay Pools:

Component Pay Pools:

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.
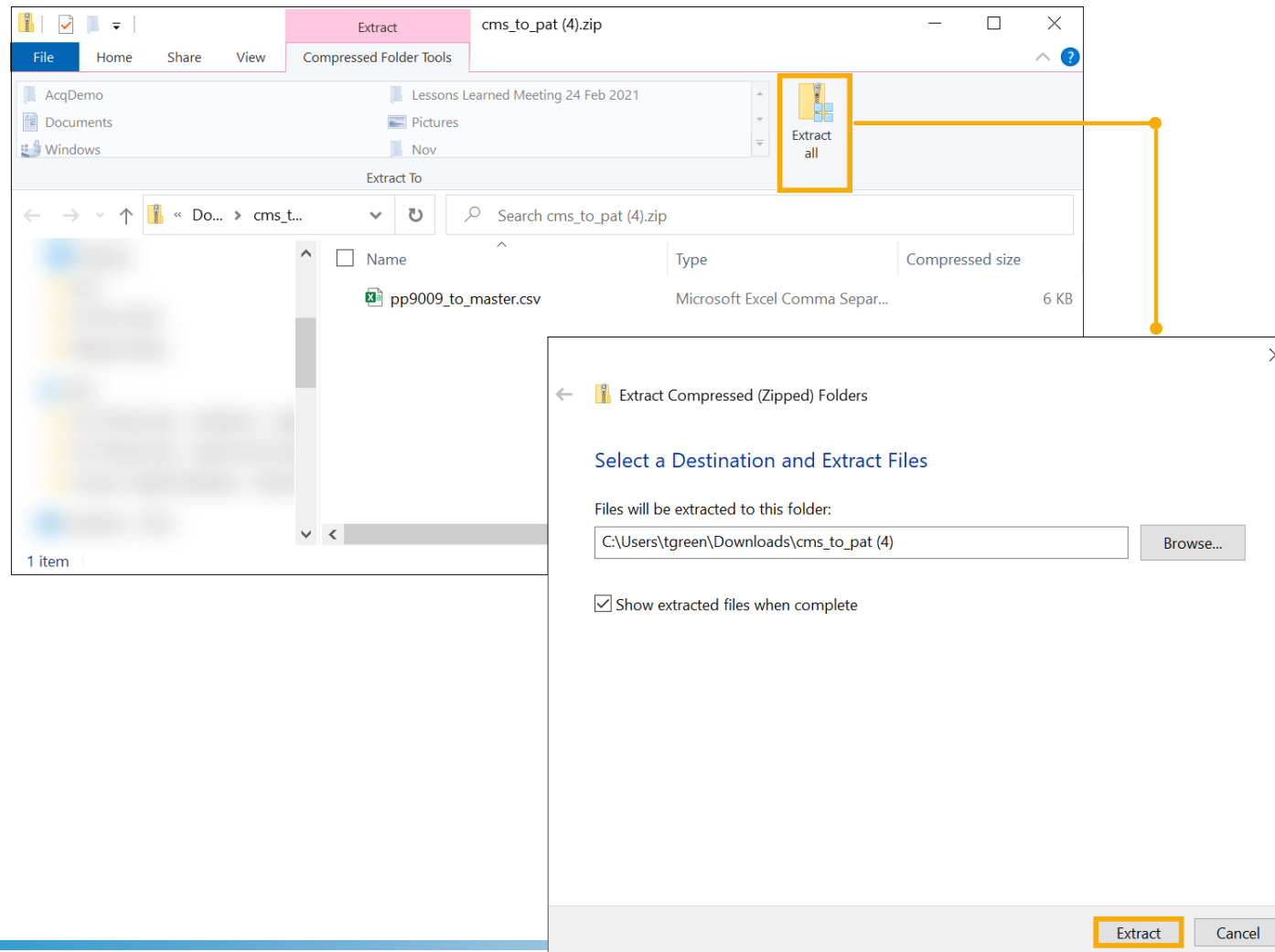
Pay Pool Analysis Tool (PAT)

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

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) – Import File(s)

- In the Import dialogue box, use the arrows to move the files to the PAT in the desired display order.
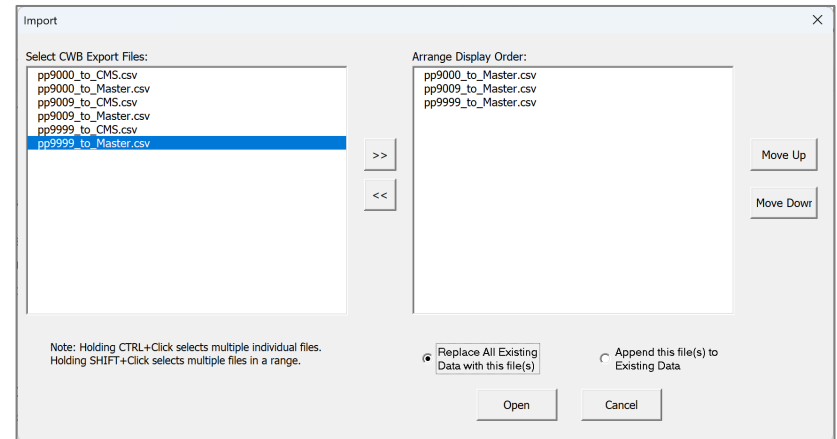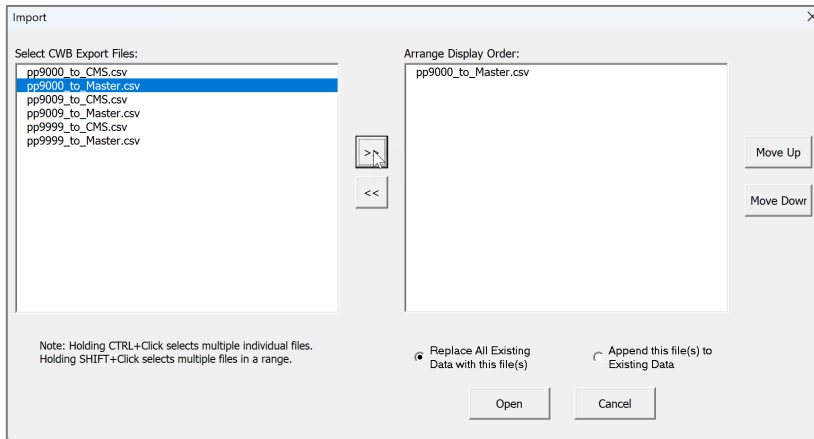
- Click to move file(s) for the PAT
- Click … Error if importing pp####_to_CMS
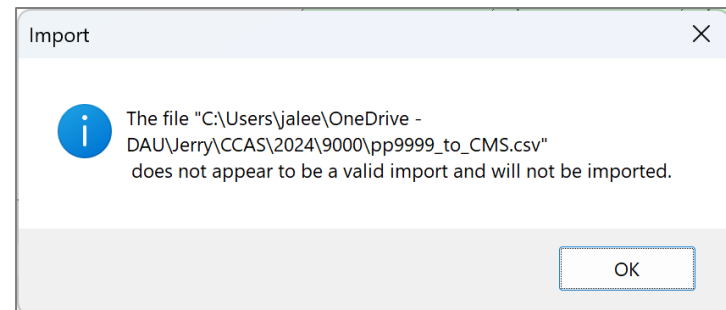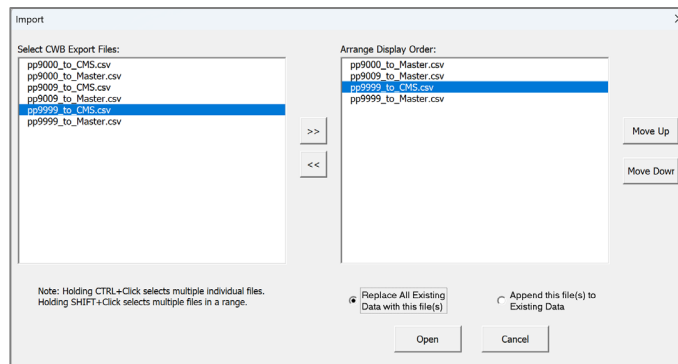
- Click OK

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

See pop-up

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

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
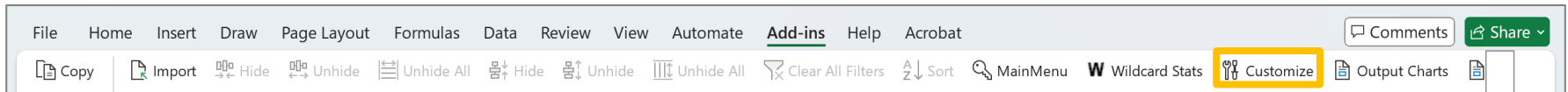
  - Select a pay pool
  - Click Rename > Enter Name > Click Rename
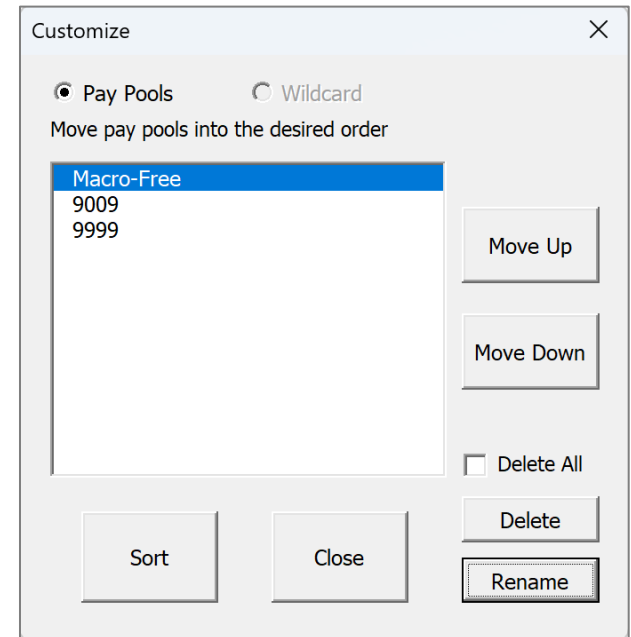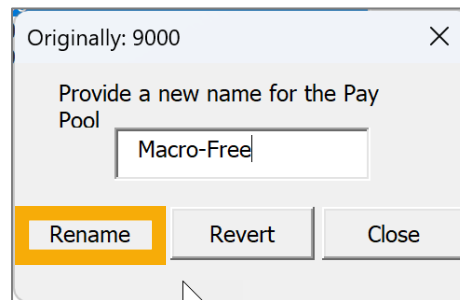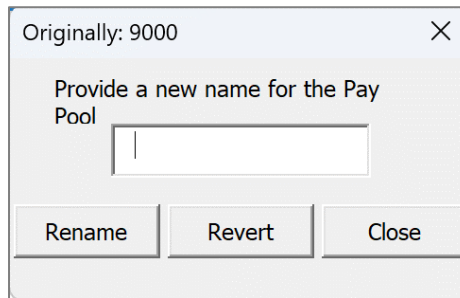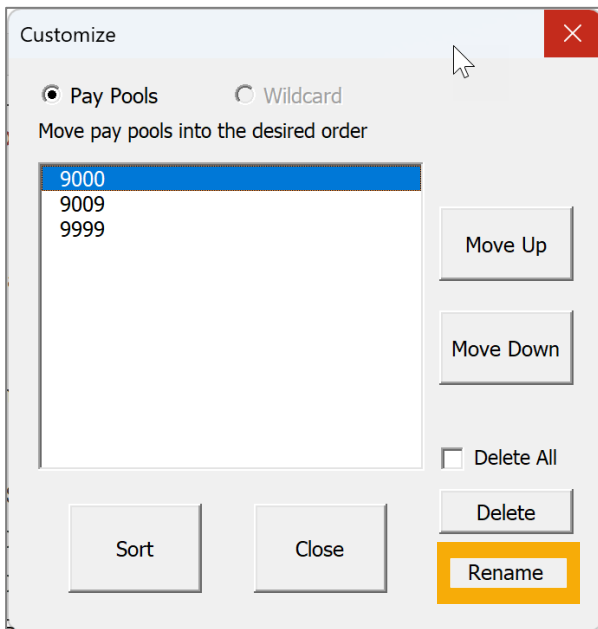
Pay Pool Analysis Tool (PAT)

- To reorder a pay pool in the proper sequence:
  - Go to Add-Ins > Customize
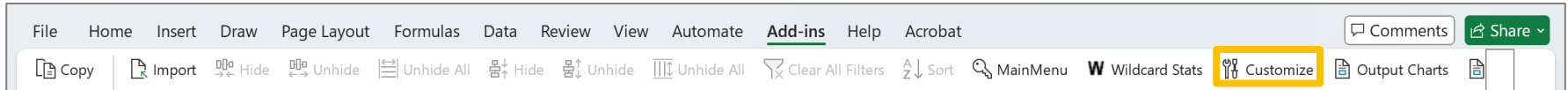
  - Select a pay pool > click Move Up or Move Down to the desired placement > click Sort
- Click OK to confirm.

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.
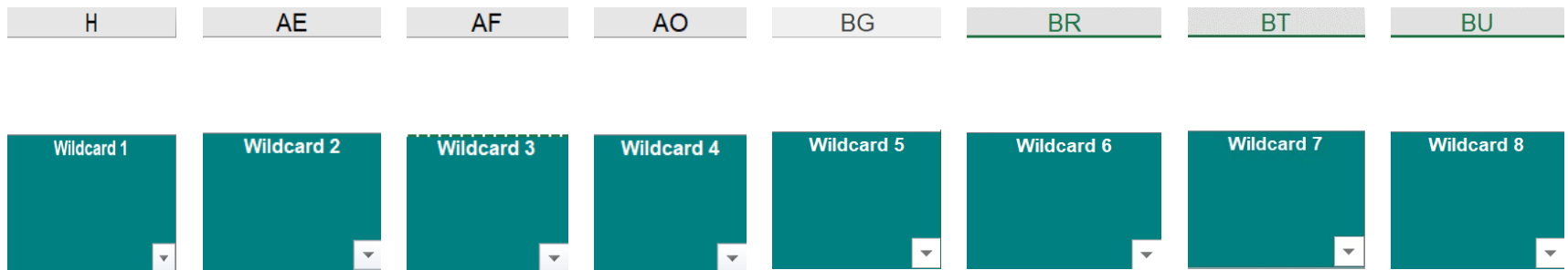
- You can change the wildcard groupings used in the PAT by selecting the Wildcard Stats button on the Add-ins menu bar.
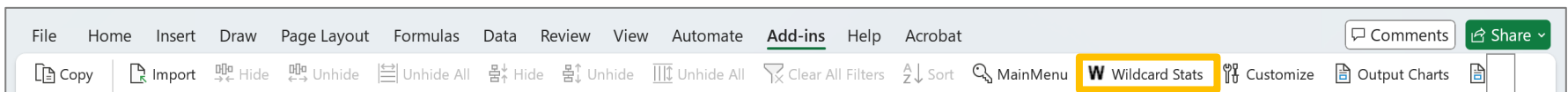
Pay Pool Analysis Tool (PAT)

- 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
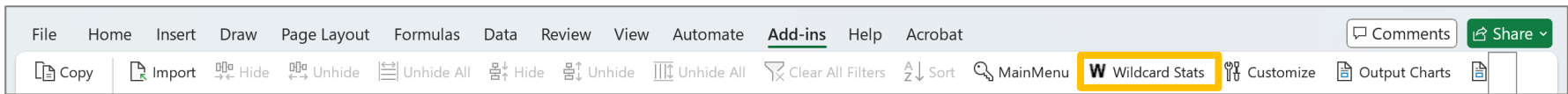
- Click on the Wildcard column to be used and select Run Statistics.
  - Default options include the Subpanel and Office Symbol columns
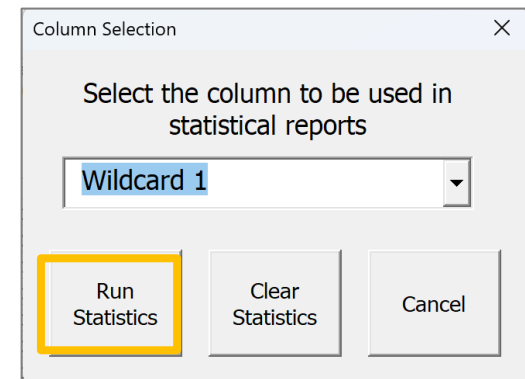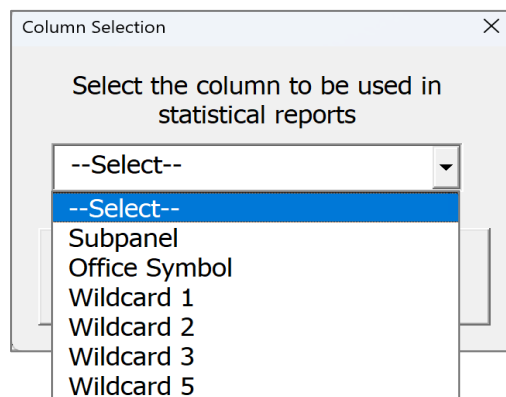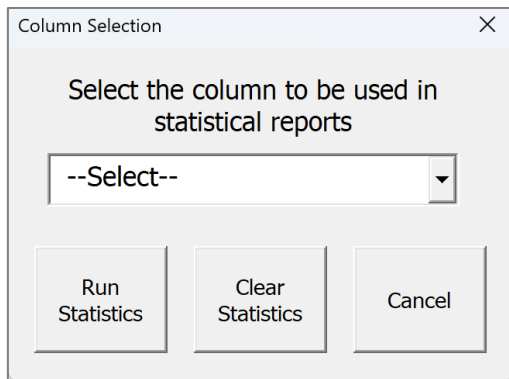
  - You'll receive a message indicating the action was successful
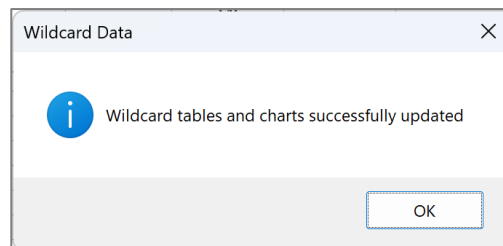
Pay Pool Analysis Tool (PAT)

- Note that you can also remove previously generated statistics by the Wildcard columns in this box.
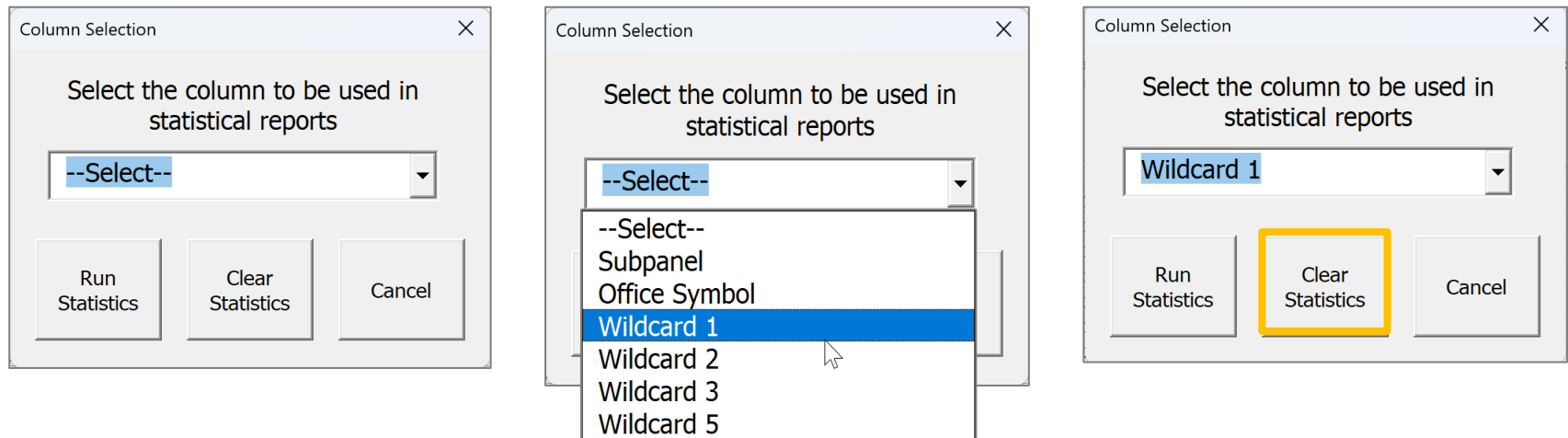
- You'll receive a message indicating the action was successful (you may need to select Cancel to close the Custom Selection box
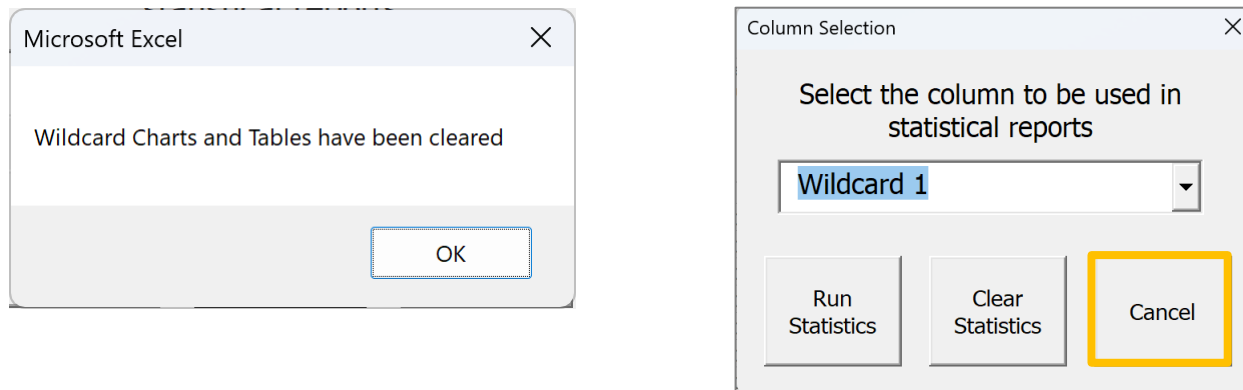
Pay Pool Analysis Tool (PAT) – Wildcard Display

- 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.

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
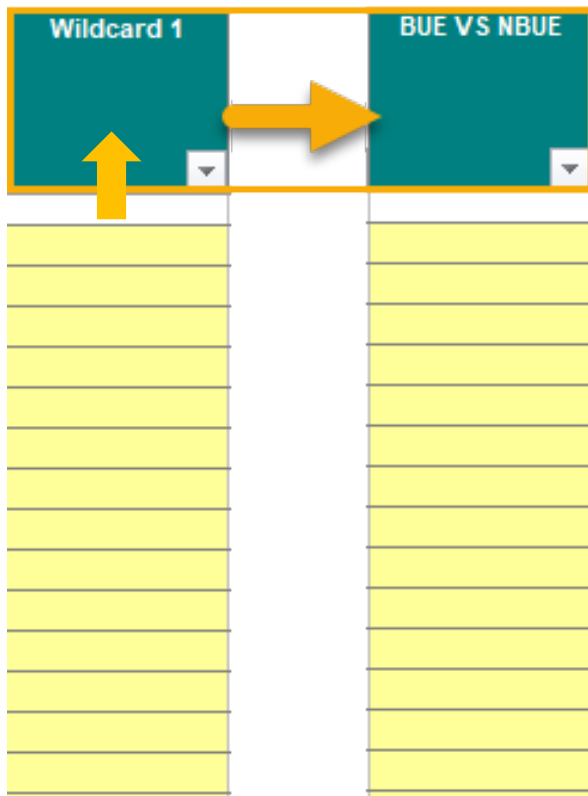
To Re-Name the Wildcard:

- (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

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.

- 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.

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

W Wildcard Stats

Note:

Employees in a Presumptive Due to Time

28

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

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

Distribution by Group
Does not include presumptive due to time

Only visible rows from Data tab

B	E (Number of Employees Not Rated)	Zone Distribution A	C1	C2	B	Zone % A	C1	C2	B	RoR 1	3	5	RoR % 1	3	5	Modal RoR	PAQL 1.0	3.0	3.7	4.3	5.0	PAQL % 1.0	3.0	3.7	4.3	5.0
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%
Pay Pool																										
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%
9009	0	1	1	22	1	4.0%	4.0%	88.0%	4.0%	1	24	0	4.0%	96.0%	0.0%	3	1	22	2	0	0	4.0%	88.0%	8.0%	0.0%	0.0%
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%
Career Path																										
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%
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%
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%
Band																										
1	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%
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%
3	5	1	10	30	2	2.3%	23.3%	69.8%	4.7%	0	41	1	2.3%	95.3%	2.3%	3	1	39	2	0	1	2.3%	90.7%	4.7%	0.0%	2.3%
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%
Career Path/Band																										
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%
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%
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%
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%
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%	0.0%
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%	0.0%
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%
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%
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%
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%
Wildcard 1																										
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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
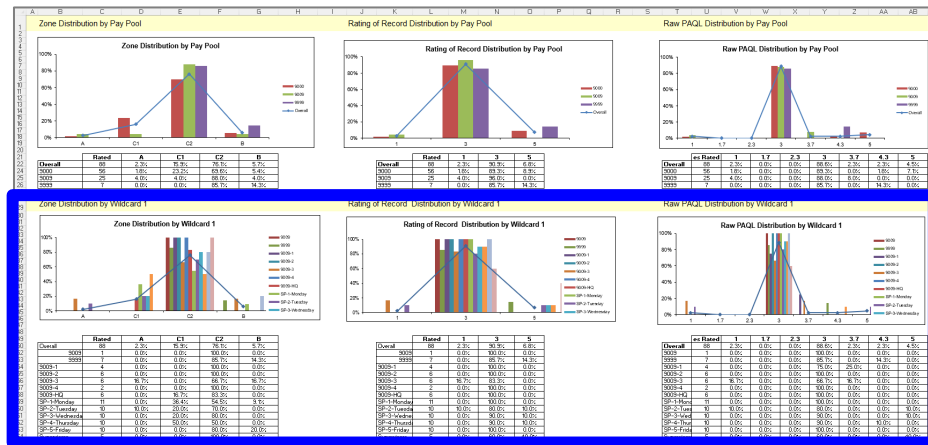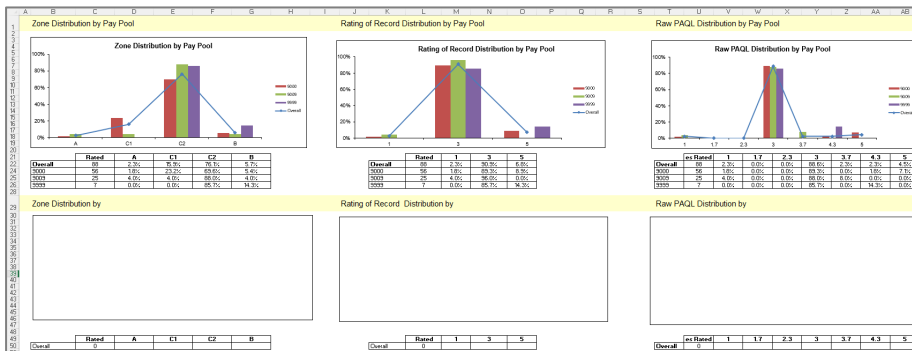
Payout Statistics Worksheet

- 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

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
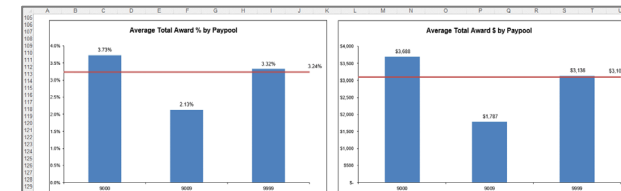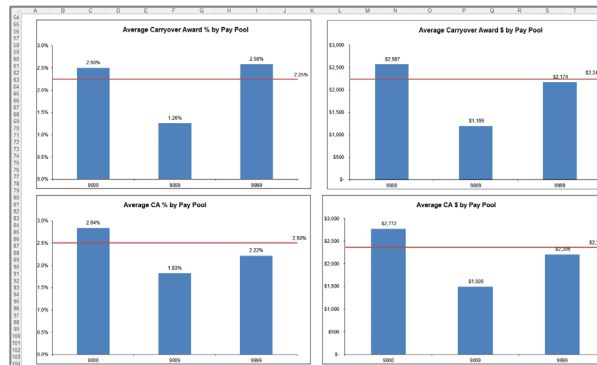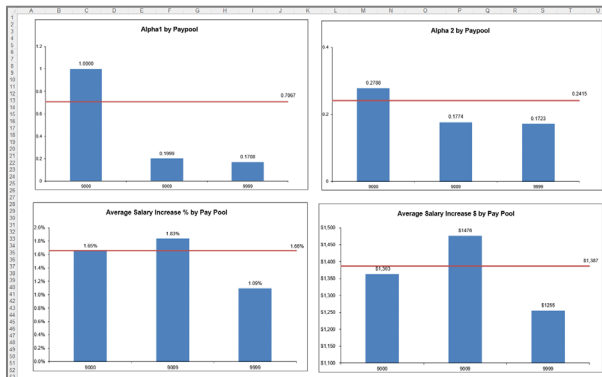
Payout Stats by Group Worksheet

- 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

Without Wildcard Stats

Payout Statistics by Group (Presumptive due to time excluded)

	Number of Employees Analyzed	Average OCS	Average Delta OCS	Averaged Across Only Those Receiving the Payment									Averaged Across the Whole Analyzed Population								
				Average CRI (Salary) Increase [1]			Average Carryover [1]			Average CA Award [2]			Average CRI (Salary) Increase [3]			Average Carryover [3]			Average CA Award [4]		
				Number Receiving	$	%	Number Receiving	$	%	Number Receiving	$	%	Number Receiving	$	%	Number Receiving	$	%	Number Receiving	$	%
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%
Career Path																					
NH	62	79.4	1.3	39	$2,631	2.58%	15	$3,095	2.99%	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	$588	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%
Band																					
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	52.5	1.5	15	$1,988	3.45%	12	$1,518	2.37%	21	$1,915	3.10%	15	$1,356	2.21%	12	$828	1.35%	21	$1,828	2.98%
3	43	74.2	1.0	23	$2,610	2.81%	12	$1,267	1.48%	41	$2,304	2.41%	23	$1,396	1.46%	12	$354	0.37%	41	$2,197	2.30%
4	21	94.2	0.9	12	$2,540	1.82%	5	$6,321	4.31%	21	$3,427	2.41%	12	$1,452	1.02%	5	$1,505	1.06%	21	$3,427	2.41%
Career Path/Band																					
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	$5	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	0.53%	7	$1,281	2.52%	5	$754	1.48%	5	$357	0.70%	7	$1,281	2.52%
NK-3	5	61.0	1.8	2	$2,858	4.22%	4	$932	1.29%	5	$1,986	2.79%	2	$1,143	1.61%	4	$746	1.05%	5	$1,986	2.79%

[1] average based on those receiving, % weighted by basic pay (capped at band max) to include employees on retained pay
[2] average based on those receiving, % weighted by adjusted basic pay (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements
[3] average based on analyzed population, % weighted by basic pay (capped at band max) to include employees on retained pay
[4] average based on analyzed population, % weighted by adjusted basic pay (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements

Wildcard Stats

Payout Statistics by Group (Presumptive due to time excluded)

	Number of Employees Analyzed	Average OCS	Average Delta OCS	Averaged Across Only Those Receiving the Payment									Averaged Across the Whole Analyzed Population								
				Average CRI (Salary) Increase [1]			Average Carryover [1]			Average CA Award [2]			Average CRI (Salary) Increase [3]			Average Carryover [3]			Average CA Award [4]		
				Number Receiving	$	%	Number Receiving	$	%	Number Receiving	$	%	Number Receiving	$	%	Number Receiving	$	%	Number Receiving	$	%
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%
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NJ	13	62.4	0.1	5	$1,528	2.25%	5	$2,475	2.96%	11	$2,211	2.62%	5	$588	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%
Band																					
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	52.5	1.5	15	$1,988	3.45%	12	$1,518	2.37%	21	$1,915	3.10%	15	$1,356	2.21%	12	$828	1.35%	21	$1,828	2.98%
3	43	74.2	1.0	23	$2,610	2.81%	12	$1,267	1.48%	41	$2,304	2.41%	23	$1,396	1.46%	12	$354	0.37%	41	$2,197	2.30%
4	21	94.2	0.9	12	$2,540	1.82%	5	$6,321	4.31%	21	$3,427	2.41%	12	$1,452	1.02%	5	$1,505	1.06%	21	$3,427	2.41%
Career Path/Band																					
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	$5	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	0.53%	7	$1,281	2.52%	5	$754	1.48%	5	$357	0.70%	7	$1,281	2.52%
NK-3	5	61.0	1.8	2	$2,858	4.22%	4	$932	1.29%	5	$1,986	2.79%	2	$1,143	1.61%	4	$746	1.05%	5	$1,986	2.79%
Wildcard 1																					
9009	1	46.0	1.0	1	$1,179	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	79.3	2.1	4	$2,196	1.87%	3	$2,174	2.58%	7	$2,205	2.14%	4	$1,255	1.22%	3	$932	0.90%	7	$2,205	2.14%
9009-1	4	81.0	1.8	4	$2,511	2.37%	1	$214	0.19%	4	$2,276	2.15%	4	$2,511	2.37%	1	$54	0.05%	4	$2,276	2.15%
9009-2	6	64.7	0.5	5	$1,426	1.74%	2	$1,183	1.75%	6	$1,404	1.71%	5	$1,189	1.45%	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	1.96%	0	$0	0.00%	5	$1,038	1.39%
9009-4	2	60.5	1.5	2	$1,274	1.78%	1	$977	1.62%	2	$1,564	2.19%	2	$1,274	1.78%	1	$489	0.68%	2	$1,564	2.19%
9009-HQ	6	68.5	1.2	6	$1,197	1.17%	2	$1,806	1.14%	6	$1,596	1.56%	6	$1,197	1.17%	2	$602	0.59%	6	$1,596	1.56%
SP-1-Monday	11	66.3	1.4	5	$3,015	5.06%	5	$1,388	2.10%	10	$2,322	2.89%	5	$1,370	1.64%	5	$631	0.75%	10	$2,111	2.53%
SP-2-Tuesday	10	64.5	0.7	5	$2,551	3.33%	3	$644	0.94%	9	$2,303	2.74%	5	$1,276	1.68%	3	$193	0.24%	9	$2,073	2.56%
SP-3-Wednesday	10	73.9	1.2	5	$3,346	3.70%	3	$1,283	1.89%	10	$2,745	2.81%	5	$1,673	1.71%	3	$385	0.39%	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	$623	0.53%	4	$1,295	1.10%	10	$2,995	2.55%
SP-5-Friday	10	73.1	2.0	7	$2,850	2.70%	5	$5,133	5.49%	10	$3,500	3.67%	7	$1,995	2.09%	5	$2,567	2.69%	10	$3,500	3.67%
Supervisors	5	98.4	0.4	1	$5,603	4.28%	0	$0	0.00%	5	$3,775	2.45%	1	$1,121	0.73%	0	$0	0.00%	5	$3,775	2.45%

[1] average based on those receiving, % weighted by basic pay (capped at band max) to include employees on retained pay
[2] average based on those receiving, % weighted by adjusted basic pay (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements
[3] average based on analyzed population, % weighted by basic pay (capped at band max) to include employees on retained pay
[4] average based on analyzed population, % weighted by adjusted basic pay (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements

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
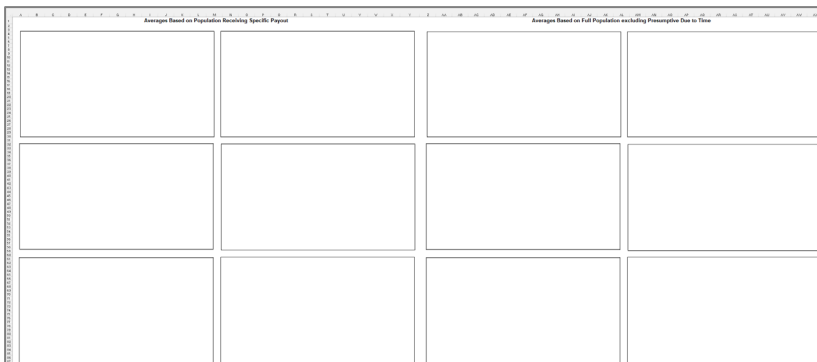
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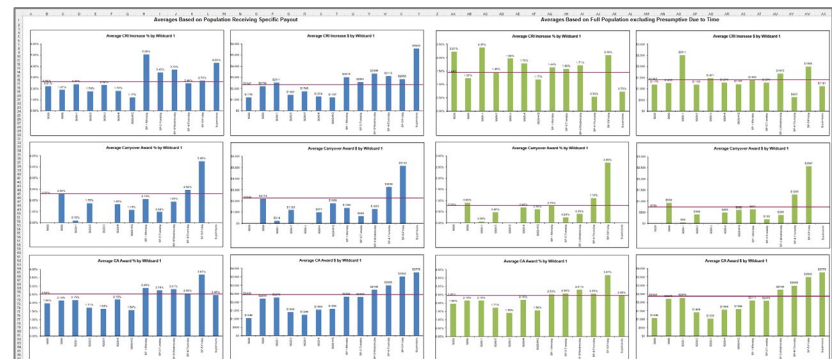
Funding Statistics Worksheet

- 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

		Overall	9000	9009	9999
	Total Employees	94	62	25	7
	– Retained Employees	19	17	1	1
	– Presumptive SPL	8	8	0	0
	Sum of Basic Salary (cap to band max)	$8,970,835	$6,076,037	$2,173,140	$721,658
	Sum of Adjusted Basic Salary (cap EXIV)	$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
Inputs					
% Budgeted	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)	2.379%	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%
$ Budgeted	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.
Outputs					
	Alpha 1	0.7255	1.0000	0.1999	0.1708
	Alpha 2	0.2439	0.2788	0.1774	0.1723
CRI	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
CA	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
CRI	% of Basic Salary spent on Salary Increa	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	0.28%	0.31%	0.23%	0.14%
CA	% 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)
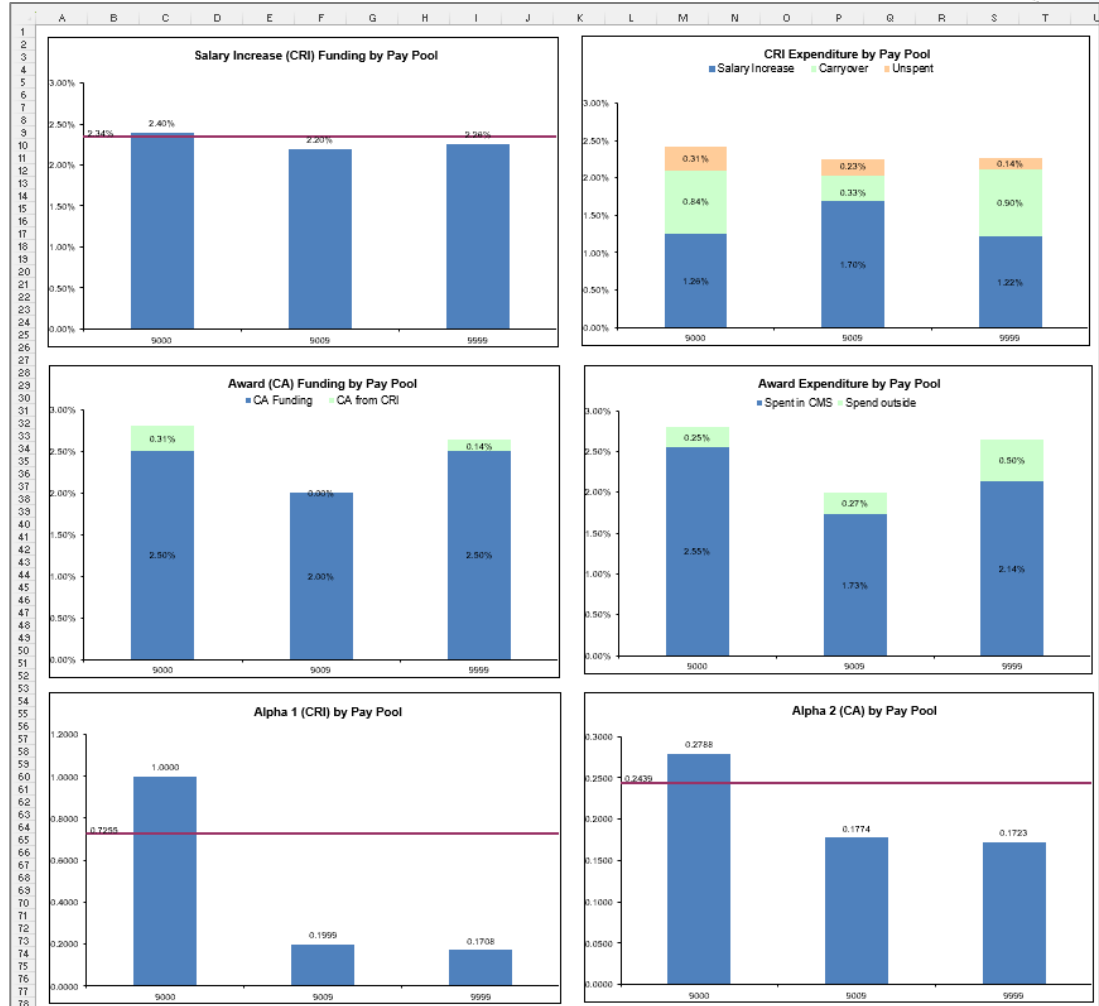
Net Draw Analysis Worksheet

- 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:

Net Draw % = (Received – Contributed) / 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%
Band					
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%
Career Path/Band					
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%

Wildcard Stats

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Wildcard 1					
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	$ 19,669	$ 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	$ 978,147	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%

40

Net Draw Analysis Worksheet

Net Draw % = (Received – Contributed) / 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.
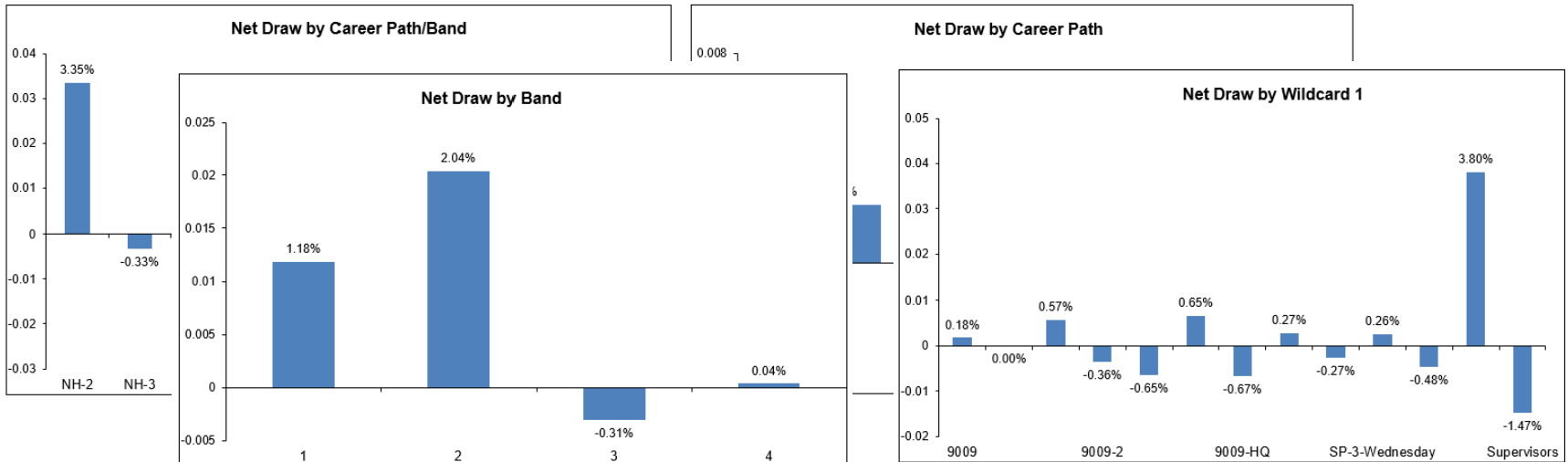
Enhanced Flexibilities Worksheet

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

Without Wildcard Stats

CP-B Counts Worksheet

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

	Overall	9000	9009	9999
Counts by Career Path and Broadband				
Number of Employees	94	62	25	7
Count of Employees by Career Path and Band				
NH-1	0	0	0	0
NH-2	14	12	2	0
NH-3	34	21	9	4
NH-4	17	10	5	2
NH Total	**65**	**43**	**16**	**6**
NJ-1	1	0	1	0
NJ-2	2	1	1	0
NJ-3	8	6	2	0
NJ-4	4	4	0	0
NJ Total	**15**	**11**	**4**	**0**
NK-1	1	0	1	0
NK-2	7	4	3	0
NK-3	6	4	1	1
NK Total	**14**	**8**	**5**	**1**

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
Number of Employees	94	62	25	7
Average Basic Salary for New Pay Year				
NH-1				
NH-2	$74,372	$76,895	$59,240	
NH-3	$109,859	$116,642	$102,601	$90,580
NH-4	$154,744	$161,453	$142,091	$152,831
NH Total	**$113,955**	**$115,971**	**$109,521**	**$111,330**
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		
NJ Total	**$89,900**	**$99,470**	**$63,582**	
NK-1	$35,609		$35,609	
NK-2	$55,766	$60,982	$48,812	
NK-3	$83,135	$81,977	$69,751	$101,148
NK Total	**$66,056**	**$71,479**	**$50,359**	**$101,148**
Average Basic Salary for Current Pay Year				
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
NH Total	**$110,681**	**$112,882**	**$105,762**	**$108,029**
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		
NJ Total	**$88,437**	**$97,756**	**$62,811**	
NK-1	$34,227		$34,227	
NK-2	$54,279	$59,539	$47,266	
NK-3	$81,278	$80,036	$67,000	$100,523
NK Total	**$64,418**	**$69,787**	**$48,605**	**$100,523**
Percent Change in Average Basic Salary				
NH-1				
NH-2	3.8%	3.7%	4.6%	
NH-3	2.9%	2.6%	4.0%	2.7%
NH-4	2.7%	2.4%	2.8%	3.5%
NH Total	**3.0%**	**2.7%**	**3.6%**	**3.1%**
NJ-1	5.0%		5.0%	
NJ-2	0.9%	0.0%	1.7%	
NJ-3	1.3%	1.5%	0.4%	
NJ-4	2.2%	2.2%		
NJ Total	**1.7%**	**1.8%**	**1.2%**	
NK-1	4.0%		4.0%	
NK-2	2.7%	2.4%	3.3%	
NK-3	2.3%	2.4%	4.1%	0.6%
NK Total	**2.5%**	**2.4%**	**3.6%**	**0.6%**

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.

Rail Report Worksheet

- The Aggregate Report generated from the Add-Ins menu bar
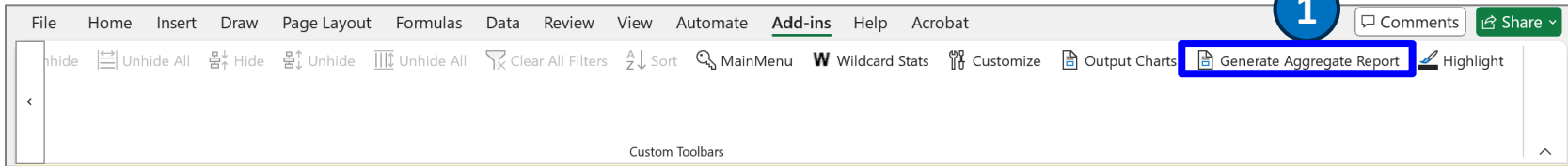
- Save … Three-slide Aggregate Report

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.
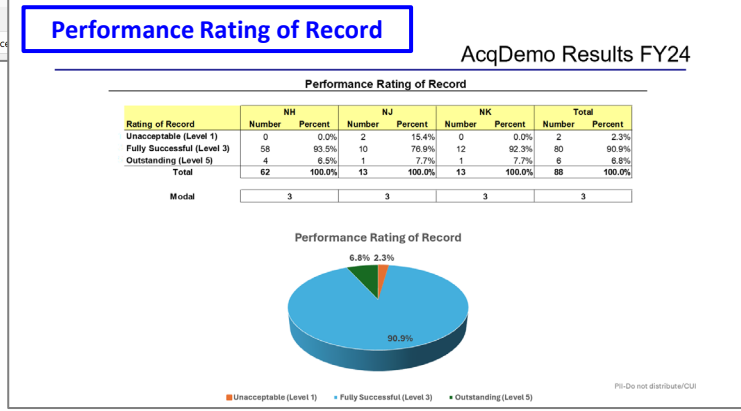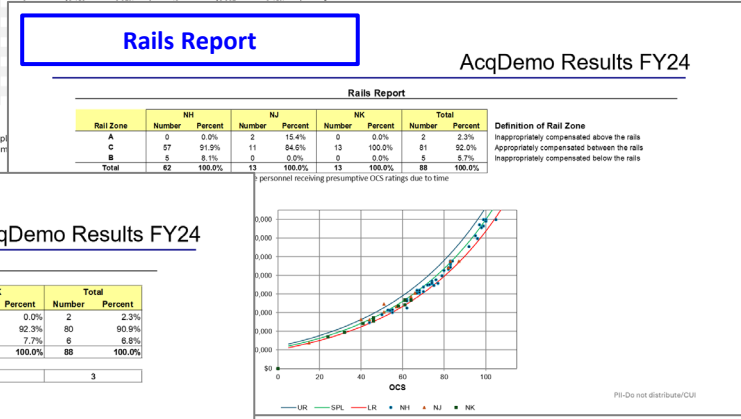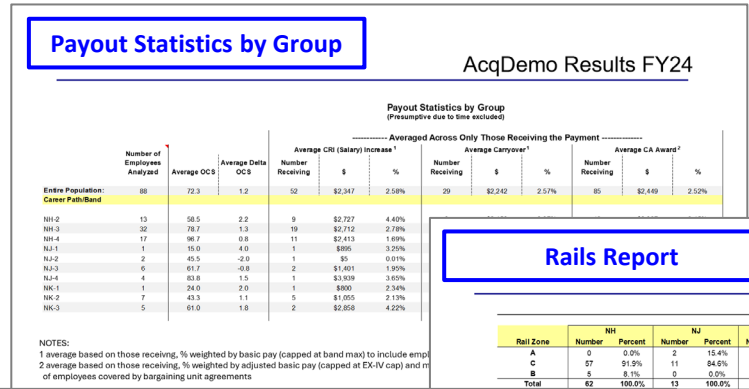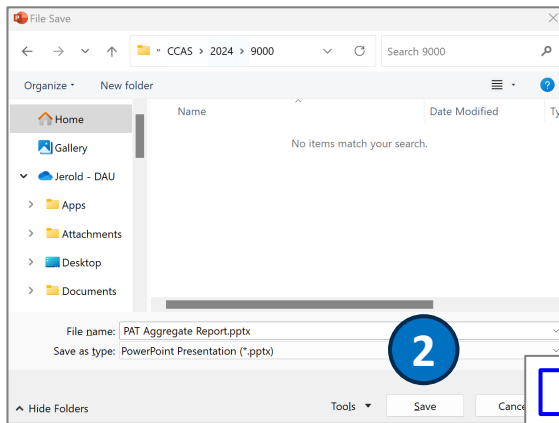
- Available on the AcqDemo Website: **https://acqdemo.hci.mil/docs/2024%20AcqDemo%20PAT%20User%20Guide.pdf**

- 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

	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 DAF & DCMA 6 Dec 2024 **subject to component/command earlier initial upload date**	Pay Pool Administrators
Wednesday	8-Jan-25	Final Upload DAF 20 Dec 2024 **subject to component/command earlier initial upload date**	Pay Pool Administrators
Sunday	12-Jan-25	First full pay period in January (12 Jan to 25 Jan)	
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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jerry.lee@dau.edu