CAS2Net and CCAS Open Forum
Thursday
19 October 2023
1:00 PM Eastern Time

## Topic: Pay Pool Analysis Tool (PAT)

To join this Microsoft Teams Open Forum on your computer, mobile app or room device
Copy and paste the following to join the meeting
https://teams.microsoft.com/l/meetup-join/19%3ameeting_NzQwY2I3MTktZmI1YS00YWM0LThhY2YtMDI4MDA3ZDIzNGMw%40thread.v2/0?context=%7b%22Tid%22%3a%221c21be44-2435-49bf-bc1f-cba317187058%22%2c%22Oid%22%3a%22ad5815de-5095-4600-8a86-0164be9d07a8%22%7d

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
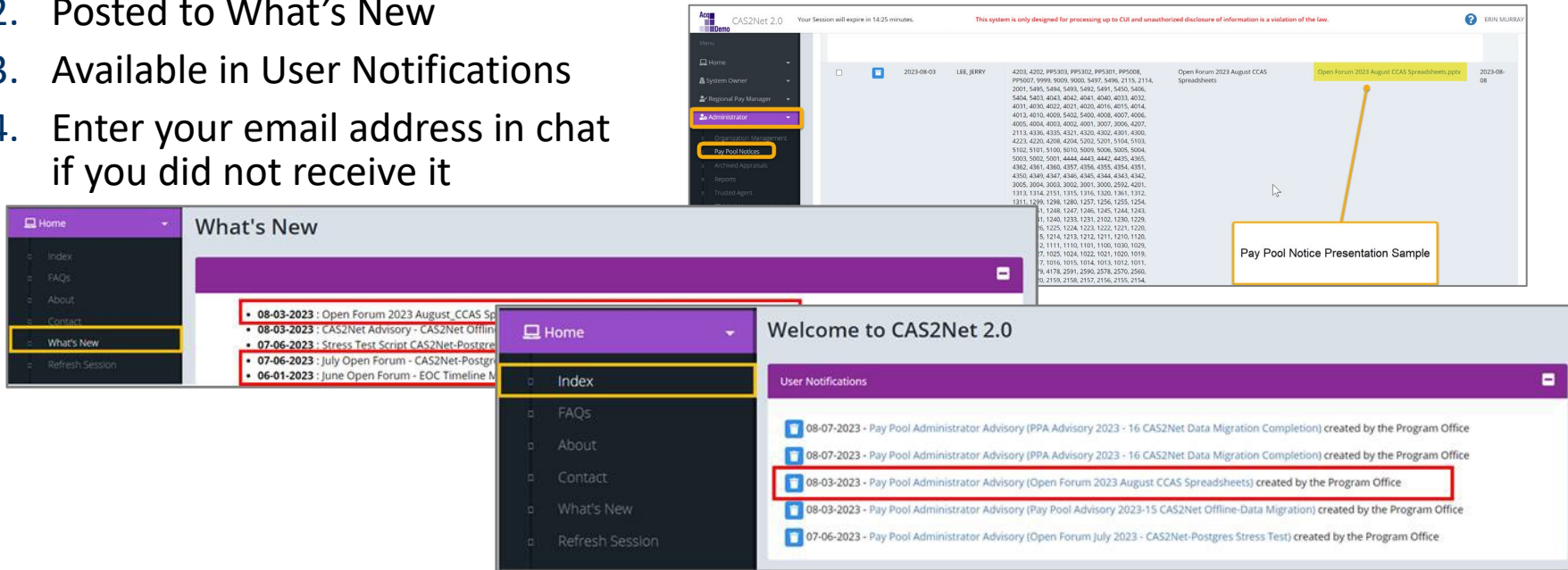
5. Please remember to "Mute" your phone to prevent any background noise and additional feedback.

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

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)

Changes to the 2023 Pay Pool Analysis Tool

- Data Worksheet - A new column (C) has been added to display the new column EDIPI (used for easier matching to various other data bases)

- Rails Report Worksheet - Added table and chart for the Rating of Record Distribution

- Rails Report Worksheet - Colored table headings now follow change from yellow to orange when Data tab has been filtered. Follows the pattern of other tabs that allow for viewing statistics for filtered records

- Aggregate Report - Adjusted the Aggregate Report to include the new Rating of Record information added to the Rails Report Tab

Pay Pool Analysis Tool (PAT)

CMS Worksheets
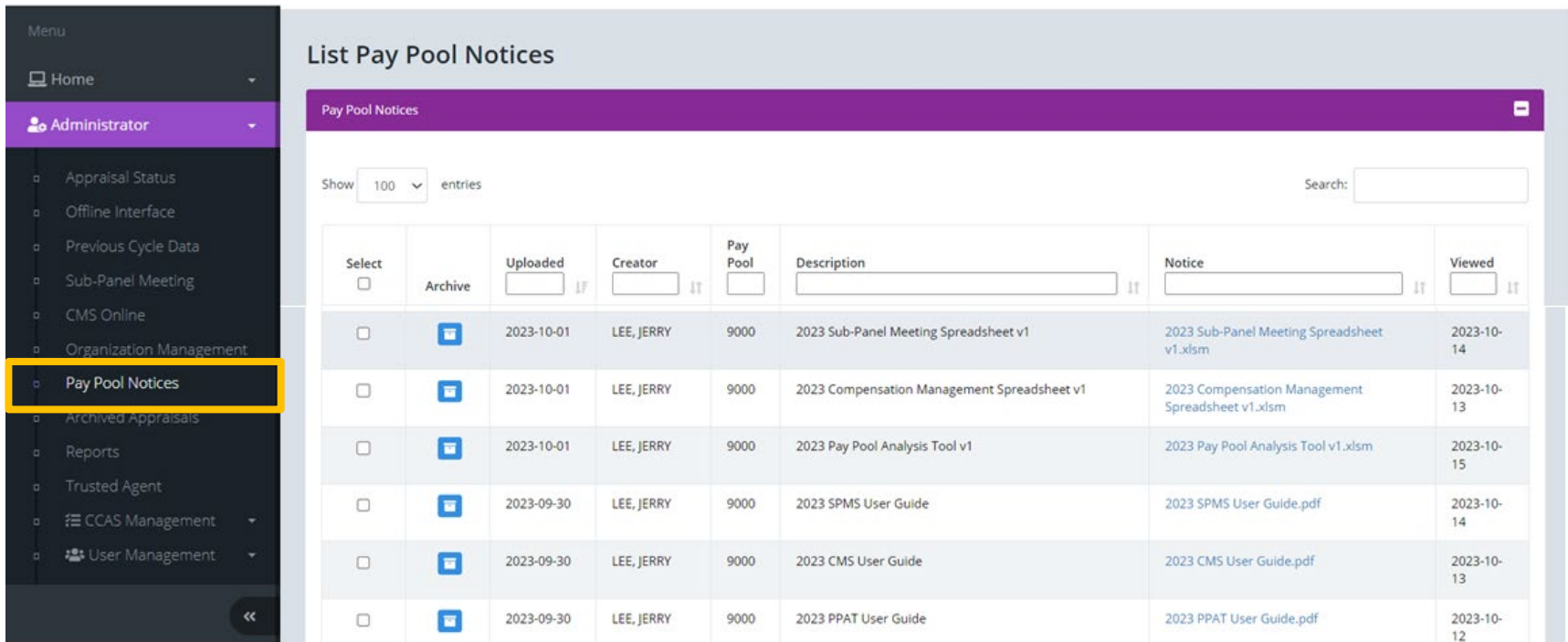
- Contents
- Parameters (Funding Statistics, Funding Charts)
- Data (139 Columns)
- Matrix (no equivalent in PAT)
- Rails and RoR (Rail Report)
- Delta Stats (Statistics)
- Delta Plot (no equivalent in PAT)
- Cur OCS (Rail Report)
- New OCS (no equivalent in PAT)
- Summary (no equivalent in PAT)

PAT Worksheets

- Instructions
- Data (70 Columns) **Added EDIPI**
- 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 **(REVISED)**

Pay Pool Analysis Tool (PAT)

- The Pay Pool Analysis Tool (PAT) is 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:

Component Pay Pools:

Command 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.
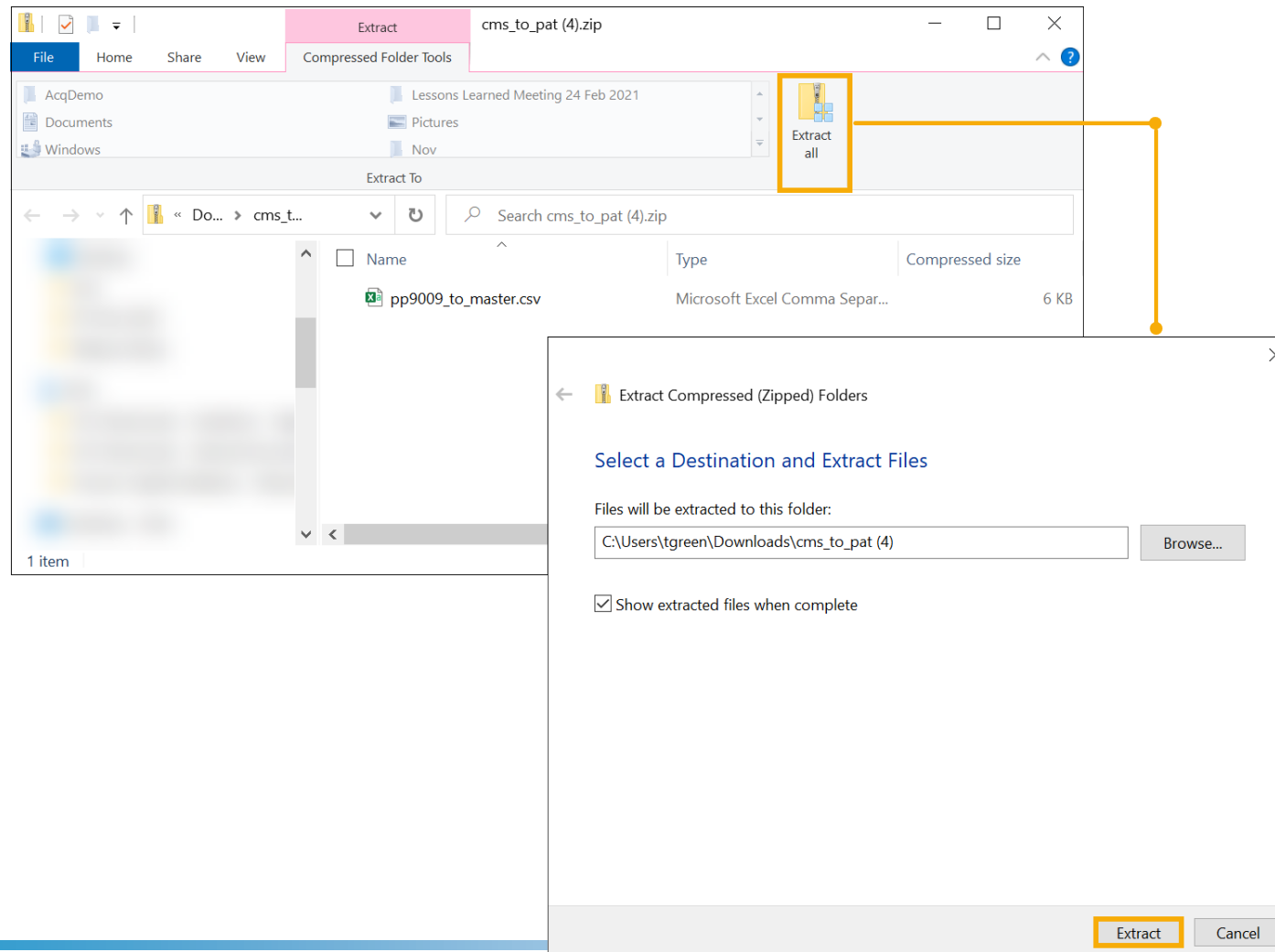
Pay Pool Analysis Tool (PAT)

- When opening the PAT, you must Enable Content to edit.

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

- Import **pp####_to_Master**

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.
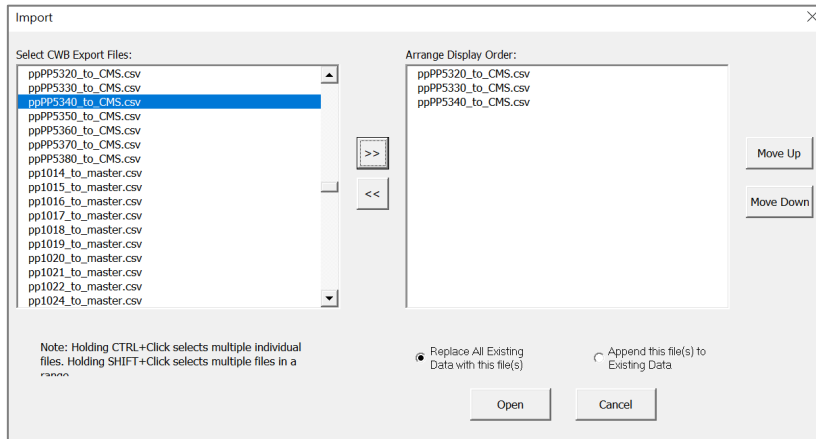
- Click [>>] to move file(s) for the PAT
- Click [Open] … Error if importing pp####_to_CMS
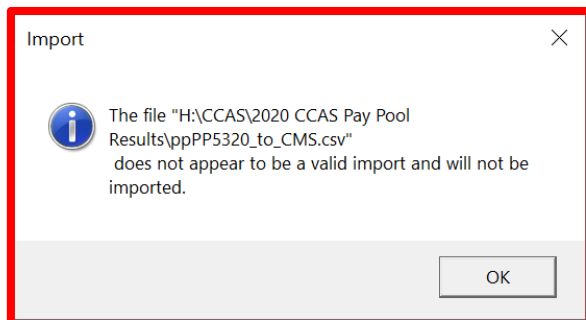
Pay Pool Analysis Tool (PAT)

- Once the files are uploaded to the PAT, you can rename Pay Pools to customize as desired.
  - Go to Add-Ins > Customize
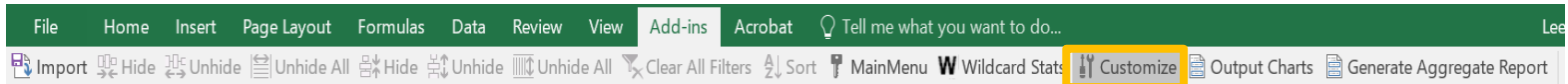
  - Select a pay pool
  - Click Rename > Enter Name > Click Rename
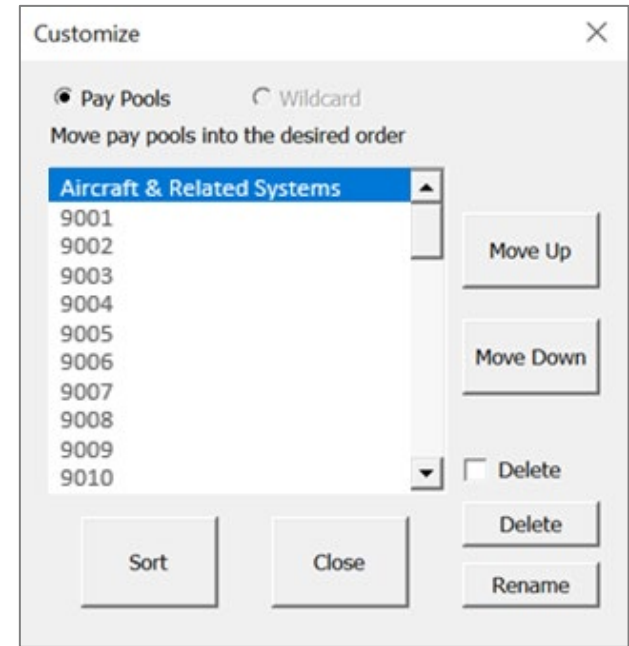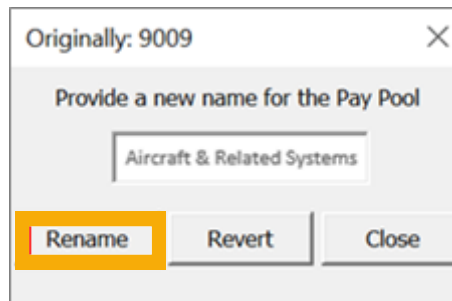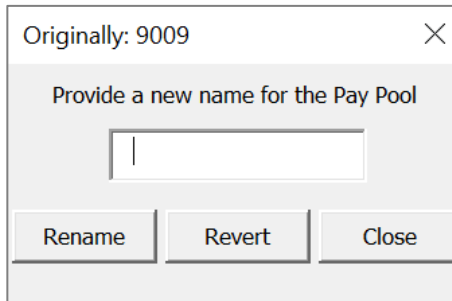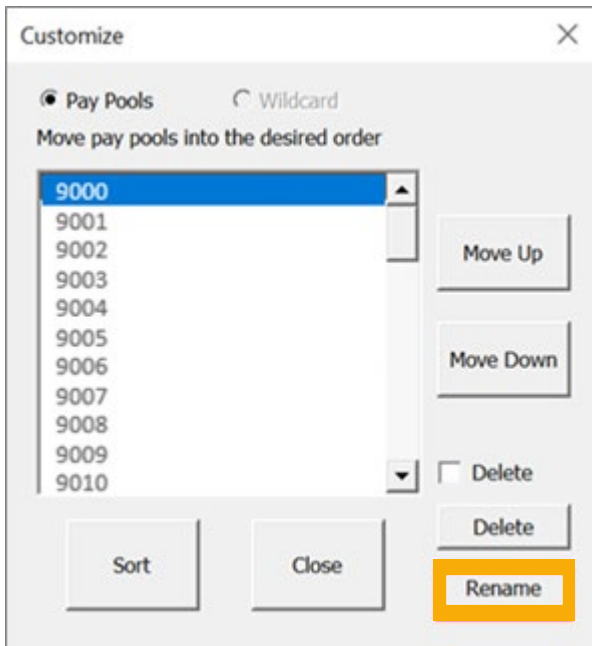
Pay Pool Analysis Tool (PAT)

- 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.
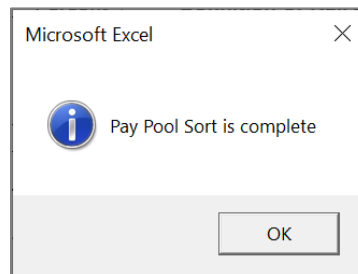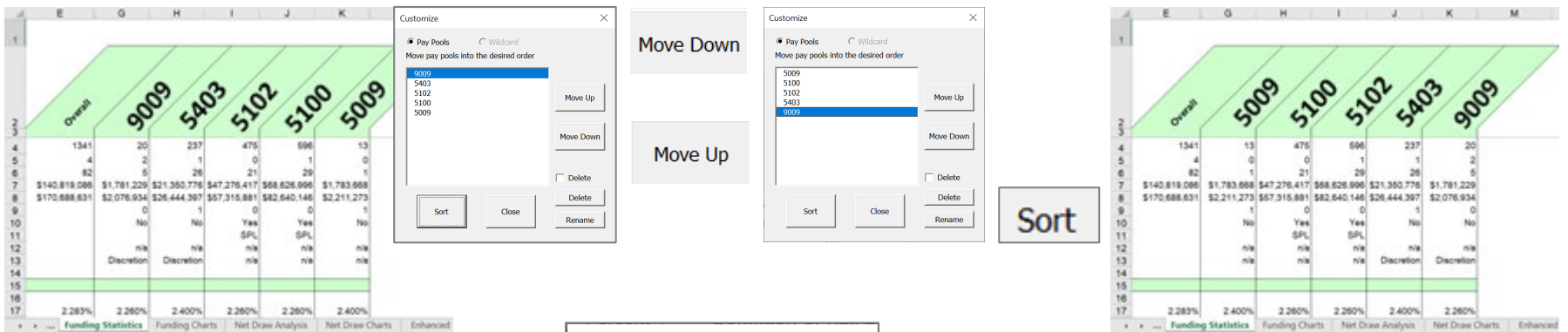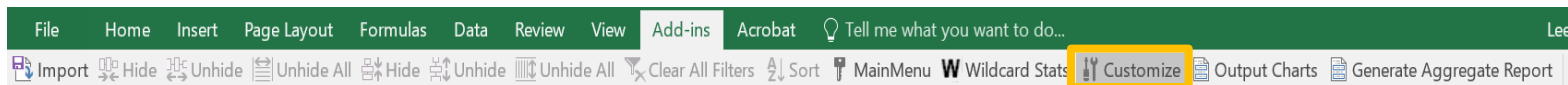
Pay Pool Analysis Tool (PAT) - Wildcards

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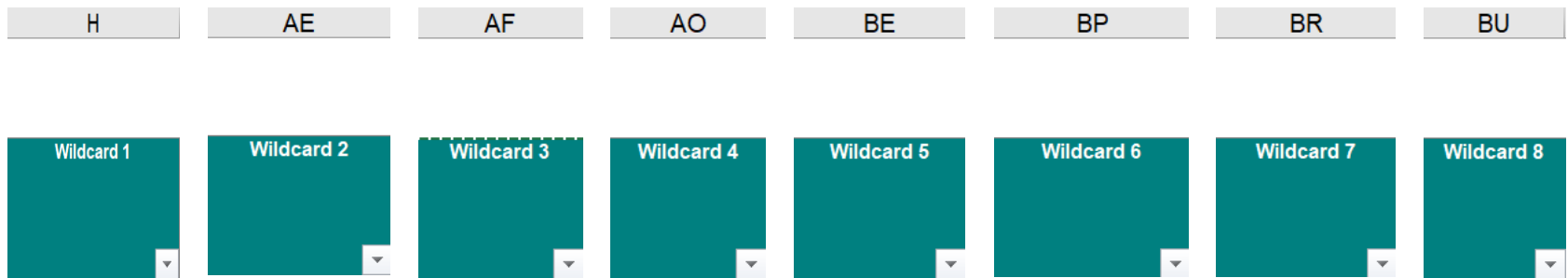
- You can change the wildcard groupings used in the PAT by selecting the Wildcard Stats button on the Add-ins menu bar.
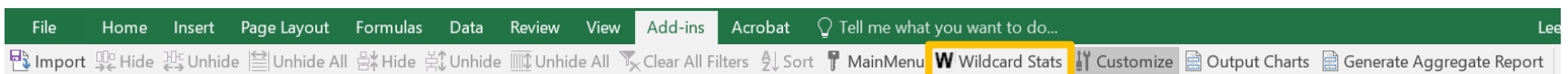
Pay Pool Analysis Tool (PAT)

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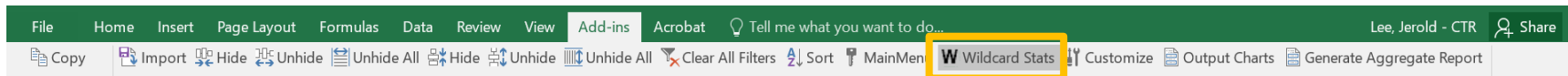
- Click on the Wildcard column to be used and select Run Statistics.
  - Default options include the Subpanel and Office Symbol columns
  - You'll receive a message indicating the action was successful
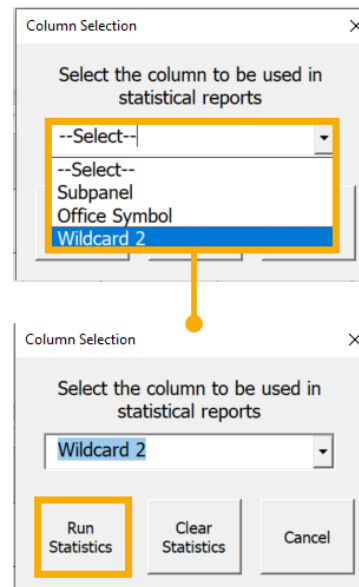
Pay Pool Analysis Tool (PAT)

- 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
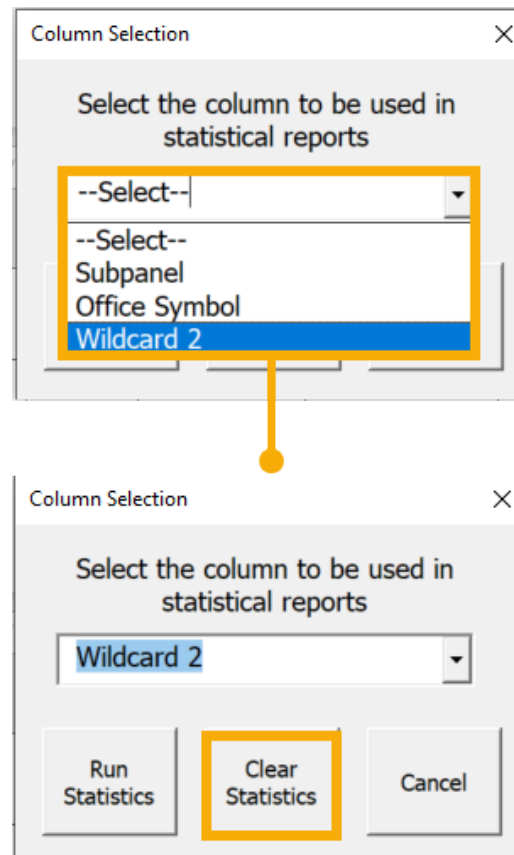
Pay Pool Analysis Tool (PAT) – Wildcard Display

- 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
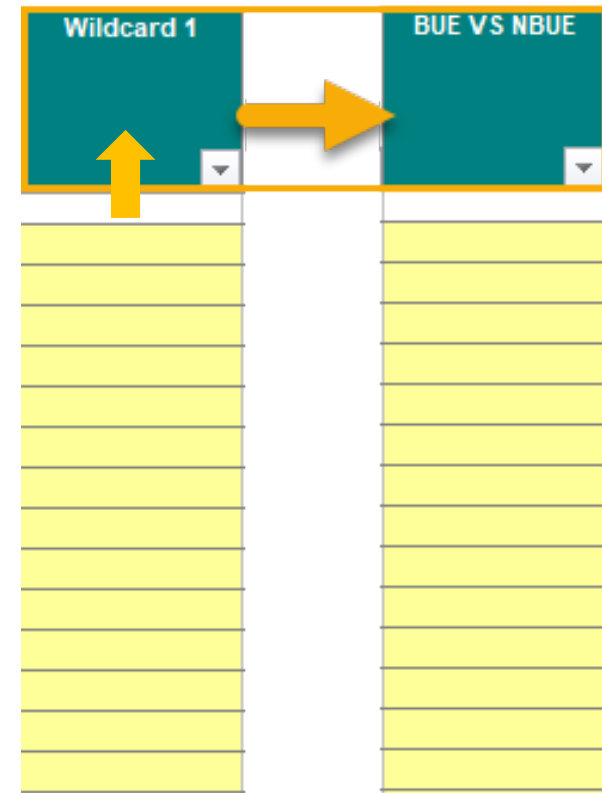
Individual Worksheet Overview

Data Worksheet

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

- There are 70 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

- A new column (C) has been added to display the new column EDIPI (used for easier matching to various other data bases)

Statistics Worksheet

- The Statistics worksheet provides the average rating, average delta OCS, modal rating of record, number of employees and number of employees rated by supervisor, sub-panel manager, pay pool and Wildcard (in this case, Office Symbol was chosen from the Wildcard form) if this option was selected.

Entire Population

Rating Official

ACDP SUPERVISOR
AMERICAN ROBIN
DEWEY WOODPECK
PAY POOL MANAGER

Sub-Panel Manager

PAY POOL MANAGER

Pay Pool

9009

Division

Division 1
Division 2
Division 3
Supervisors

Wildcard Stats

Without Wildcard Stats

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
Rating Official					
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
Sub-Panel Manager					
PAY POOL MANAGER	83.0	0.0	5	1	1
Pay Pool					
9009	77.5	0.5	3	20	16

Wildcard Stats

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
Rating Official					
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
Sub-Panel Manager					
PAY POOL MANAGER	83.0	0.0	5	1	1
Pay Pool					
9009	77.5	0.5	3	20	16
Division					
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

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	Overall	9000	9009
Analyzed Population	80	56	24
Average OCS	71.0	72.5	67.4
NH-1			
NH-2	54.9	55.9	49.5
NH-3	77.9	79.4	74.8
NH-4	96.1	98.2	91.8
NJ-1			
NJ-2	47.0	43.0	51.0
NJ-3	62.9	62.3	63.7
NJ-4	82.0	82.0	
NK-1	25.0		25.0
NK-2	40.1	40.5	39.7
NK-3	57.3	57.3	
Average Delta OCS	0.4	0.2	1.0
NH-1			
NH-2	0.0	-0.5	2.5
NH-3	0.2	0.2	0.1
NH-4	1.0	0.7	1.6
NJ-1			
NJ-2	0.0	0.0	0.0
NJ-3	0.7	0.8	0.7
NJ-4	0.0	0.0	
NK-1	3.0		3.0
NK-2	0.7	-0.3	2.0
NK-3	0.7	0.7	
Modal Rating of Record	3	3	3
NH-1			
NH-2	3	3	1,3
NH-3	3	3	3
NH-4	3,5	5	3
NJ-1			
NJ-2	3	3	3
NJ-3	3	3	1
NJ-4	3,5	3,5	
NK-1	3		3
NK-2	3,5	3	5
NK-3	1,3,5	1,3,5	

☐ Only visible rows from Data tab

Distributions by Group Worksheet

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

☐ Only visible rows from Data tab

Distribution by Group
Does not include presumptive due to time

	Number of Employees Not Rated	Zone Distribution								Rating of Record Distribution					
		A	C1	C2	B	A	C1	C2	B	1	3	5	1	3	5
Entire Population:	1	3	5	12	1	14.3%	23.8%	57.1%	4.8%	3	17	0	15.0%	85.0%	0.0%
Pay Pool															
9009	1	3	5	12	1	14.3%	23.8%	57.1%	4.8%	3	17	0	15.0%	85.0%	0.0%
Career Path															
NH	0	1	5	8	0	7.1%	35.7%	57.1%	0.0%	1	12	0	7.7%	92.3%	0.0%
NJ	0	1	0	2	1	25.0%	0.0%	50.0%	25.0%	1	3	0	25.0%	75.0%	0.0%
NK	1	1	0	2	0	33.3%	0.0%	66.7%	0.0%	1	2	0	33.3%	66.7%	0.0%
Band															
1	0	0	0	1	0	0.0%	0.0%	100.0%	0.0%	0	1	0	0.0%	100.0%	0.0%
2	1	1	1	2	0	25.0%	25.0%	50.0%	0.0%	2	2	0	50.0%	50.0%	0.0%
3	0	2	3	7	1	15.4%	23.1%	53.8%	7.7%	1	11	0	8.3%	91.7%	0.0%
4	0	0	1	2	0	0.0%	33.3%	66.7%	0.0%	0	3	0	0.0%	100.0%	0.0%
Career Path/Band															
NH-2	0	0	1	1	0	0.0%	50.0%	50.0%	0.0%	1	1	0	50.0%	50.0%	0.0%
NH-3	0	1	3	5	0	11.1%	33.3%	55.6%	0.0%	0	8	0	0.0%	100.0%	0.0%
NH-4	0	0	1	2	0	0.0%	33.3%	66.7%	0.0%	0	3	0	0.0%	100.0%	0.0%
NJ-2	0	1	0	0	0	100.0%	0.0%	0.0%	0.0%	1	0	0	100.0%	0.0%	0.0%
NJ-3	0	0	0	2	1	0.0%	0.0%	66.7%	33.3%	0	3	0	0.0%	100.0%	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%
NK-2	1	0	0	1	0	0.0%	0.0%	100.0%	0.0%	0	1	0	0.0%	100.0%	0.0%
NK-3	0	1	0	0	0	100.0%	0.0%	0.0%	0.0%	1	0	0	100.0%	0.0%	0.0%

◄ ► ... | Statistics | Rating Statistics | **Distributions by Group** | Distribution Charts by Group | Payout Statistics | Payout Charts | Payout Stat ... ⊕

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.
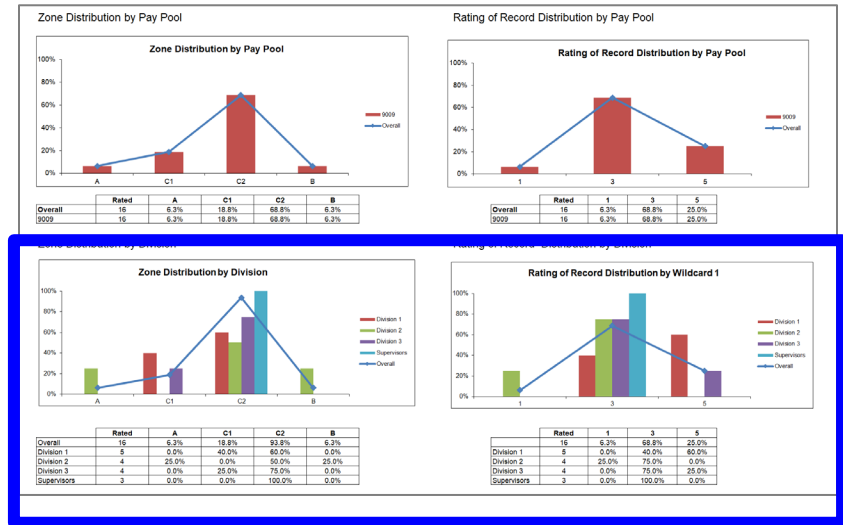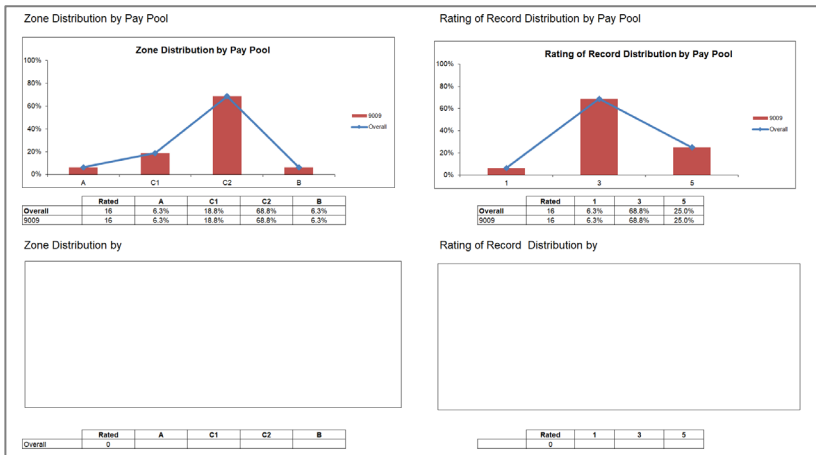
Payout Statistics Worksheet

- 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

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
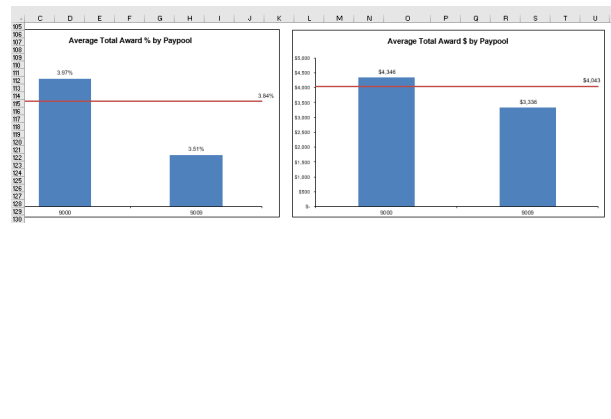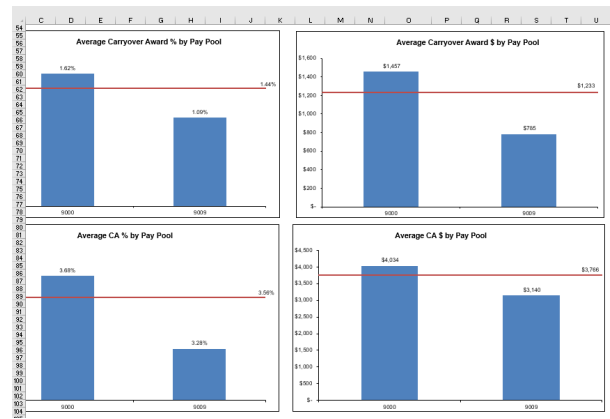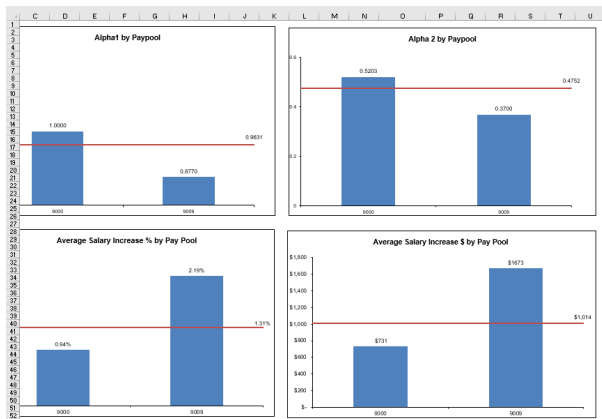
Payout Stats by Group Worksheet

- 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	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:	16	77.5	0.5	10	$1,504	1.66%	3	$5,001	5.04%	15	$2,089	1.87%	10	$940	0.99%	3	$938	0.98%	15	$1,958	1.76%
Career Path																					
NH	16	77.5	0.5	10	$1,504	1.66%	3	$5,001	5.04%	15	$2,089	1.87%	10	$940	0.99%	3	$938	0.98%	15	$1,958	1.76%
Band																					
2	2	40.5	1.5	2	$1,518	3.53%	0	$0	0.00%	2	$1,542	3.09%	2	$1,518	3.53%	0	$0	0.00%	2	$1,542	3.09%
3	10	78.6	0.1	5	$570	0.61%	2	$7,360	8.51%	9	$1,873	1.69%	5	$285	0.30%	2	$1,472	1.56%	9	$1,686	1.53%
4	4	93.3	1.0	3	$3,052	2.59%	1	$283	0.23%	4	$2,847	1.98%	3	$2,289	1.84%	1	$71	0.06%	4	$2,847	1.98%
Career Path/Band																					
NH-2	2	40.5	1.5	2	$1,518	3.53%	0	$0	0.00%	2	$1,542	3.09%	2	$1,518	3.53%	0	$0	0.00%	2	$1,542	3.09%
NH-3	10	78.6	0.1	5	$570	0.61%	2	$7,360	8.51%	9	$1,873	1.69%	5	$285	0.30%	2	$1,472	1.56%	9	$1,686	1.53%
NH-4	4	93.3	1.0	3	$3,052	2.59%	1	$283	0.23%	4	$2,847	1.98%	3	$2,289	1.84%	1	$71	0.06%	4	$2,847	1.98%

[1] average based on those receiving, % weighted by base salary (capped at band max) to include employees on retained pay
[2] average based on those receiving, % weighted by adjusted salary (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements
[3] average based on analyzed population, % weighted by base salary (capped at band max) to include employees on retained pay
[4] average based on analyzed population, % weighted by adjusted salary (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	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	$	%
Population:	16	77.5	0.5	10	$1,504	1.66%	3	$5,001	5.04%	15	$2,089	1.87%	10	$940	0.99%	3	$938	0.98%	15	$1,958	1.76%
Career Path																					
NH	16	77.5	0.5	10	$1,504	1.66%	3	$5,001	5.04%	15	$2,089	1.87%	10	$940	0.99%	3	$938	0.98%	15	$1,958	1.76%
Band																					
2	2	40.5	1.5	2	$1,518	3.53%	0	$0	0.00%	2	$1,542	3.09%	2	$1,518	3.53%	0	$0	0.00%	2	$1,542	3.09%
3	10	78.6	0.1	5	$570	0.61%	2	$7,360	8.51%	9	$1,873	1.69%	5	$285	0.30%	2	$1,472	1.56%	9	$1,686	1.53%
4	4	93.3	1.0	3	$3,052	2.59%	1	$283	0.23%	4	$2,847	1.98%	3	$2,289	1.84%	1	$71	0.06%	4	$2,847	1.98%
Career Path/Band																					
NH-2	2	40.5	1.5	2	$1,518	3.53%	0	$0	0.00%	2	$1,542	3.09%	2	$1,518	3.53%	0	$0	0.00%	2	$1,542	3.09%
NH-3	10	78.6	0.1	5	$570	0.61%	2	$7,360	8.51%	9	$1,873	1.69%	5	$285	0.30%	2	$1,472	1.56%	9	$1,686	1.53%
NH-4	4	93.3	1.0	3	$3,052	2.59%	1	$283	0.23%	4	$2,847	1.98%	3	$2,289	1.84%	1	$71	0.06%	4	$2,847	1.98%
Division																					
Division 1	5	78.6	0.4	3	$353	0.38%	1	$3,080	3.67%	5	$1,709	1.54%	3	$212	0.23%	1	$616	0.66%	5	$1,709	1.54%
Division 2	4	79.8	0.8	2	$1,611	1.71%	1	$11,639	13.06%	2	$2,889	2.57%	2	$806	0.85%	1	$2,910	3.06%	2	$2,167	1.96%
Division 3	4	59.3	0.0	3	$1,030	1.64%	0	$0	0.00%	4	$1,347	1.67%	3	$772	1.11%	0	$0	0.00%	4	$1,347	1.67%
Supervisors	3	97.0	1.0	2	$3,836	3.01%	1	$283	0.23%	3	$2,911	1.89%	2	$2,557	1.93%	1	$94	0.07%	3	$2,911	1.89%

[2] average based on those receiving, % weighted by adjusted salary (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements
[4] average based on analyzed population, % weighted by adjusted salary (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
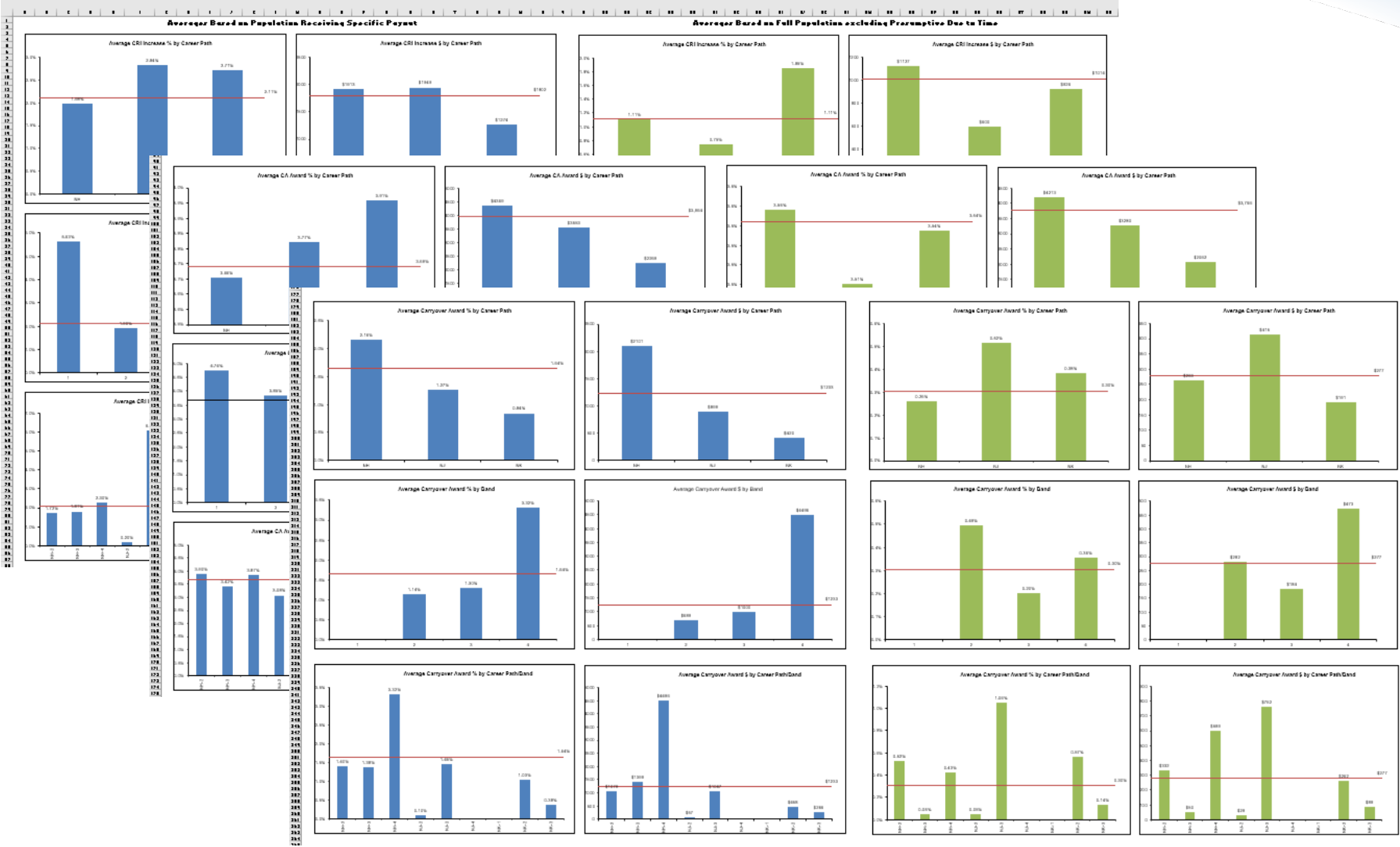
Payout Charts by Wildcard Worksheet

- 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
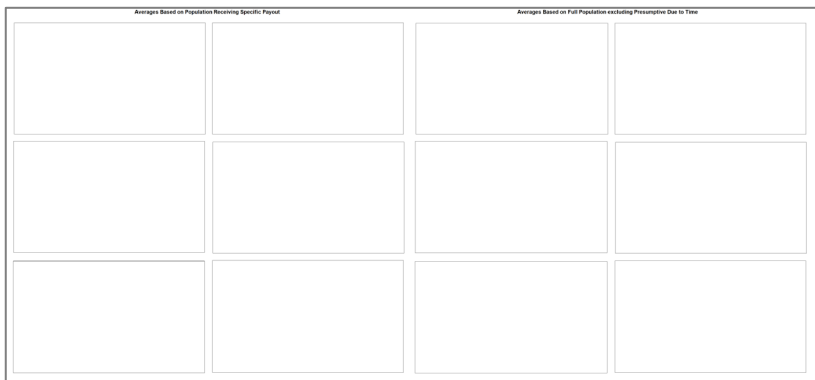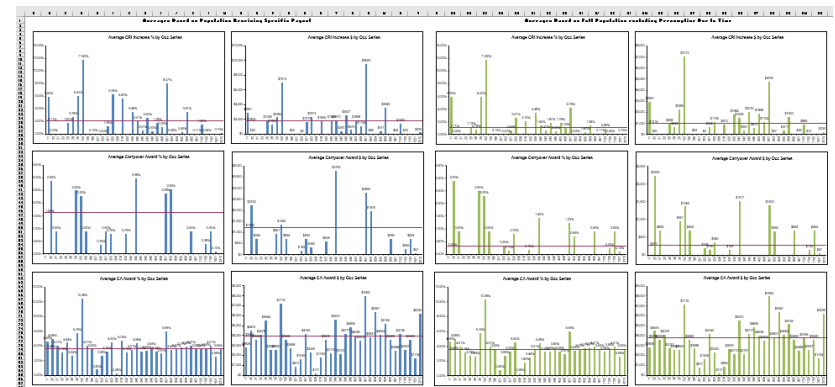
Funding Statistics Worksheet

- 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.

- There are several new lines in this tab to provide information regarding the rolling over of CRI remaining dollars to the CA Funding Pot.

Funding Statistics

	Overall	9000	9009
Total Employees	86	62	24
- Retained Employees	21	19	2
- Presumptive SPL	6	6	0
Sum of Basic Salary (cap to band max)	$7,731,928	$5,708,060	$2,023,868
Sum of Adjusted Basic Salary (cap EXIV)	$9,026,358	$6,649,888	$2,376,470
First AcqDemo Cycle	0	0	0
Rollover CRI remainder to CA	2	Yes	Yes
Use OCS based Control Points	2	Yes	Yes
OCS Control Point Target		SPL	SPL
Proration Plan		n/a	n/a
Time Off Plan		non-CCAS	Discretion

Inputs

% Budgeted

	Overall	9000	9009
Salary Increase (CRI)	2.363%	2.400%	2.260%
CRI Set-aside (% of total)	3.432%	0.697%	11.193%
Award (CA)	2.719%	2.500%	3.330%
CA Funds from CRI Carryover	1.005%	1.278%	0.239%
Award Spending % in CCAS	2.447%	2.250%	2.997%
Award Set-aside		0.426%	0.000%

$ Budgeted

> **Amount includes G-carryover**

	Overall	9000	9009
Salary Increase (CRI)		$143,427	$50,539
CRI Set-aside		$1,000	$5,657
Award (CA)		$166,247	$79,136
$ Award Spending in CCAS	$220,846	$149,623	$71,223
Award Set-aside	$1,000	$1,000	$0
Beta 1 (CRI Target)		0.	0.
Beta 2 (CA Target)		1.	1.

Outputs

	Overall	9000	9009
Alpha 1	0.9657	1.0000	0.8770
Alpha 2	0.4783	0.5203	0.3700

CRI

	Overall	9000	9009
Approved CRI	$81,097	$40,936	$40,161
CRI Carryover Awards	$22,197	$17,487	$4,710
Spent CRI	$103,294	$58,423	$44,871
CRI Remainder (rolls to CA if Yes on row 10)	$90,671	$85,003	$5,668

CA

> **Remainder amount is included in non-CCAS CA Spending**

	Overall	9000	9009
CA Awards		903	$75,355
Total Awards		390	$80,065
Remainder Award		023	$1,536
Non-CCAS CA Spending		624	$7,913

CRI

	Overall	9000	9009
% of Basic Salary spent on Salary Increase	1.05%	0.72%	1.98%
% of Basic Salary spent on Carryover	0.29%	0.31%	0.23%
% of Basic Salary unspent	1.17%	1.49%	0.28%

CA

	Overall	9000	9009
% of Adj Basic Salary Spent in CMS	3.34%	3.40%	3.17%
% of Adj Basic Salary unspent rollover	0.03%	0.02%	0.06%
% of Adj Basic Salary for outside CMS	0.27%	0.25%	0.33%

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)
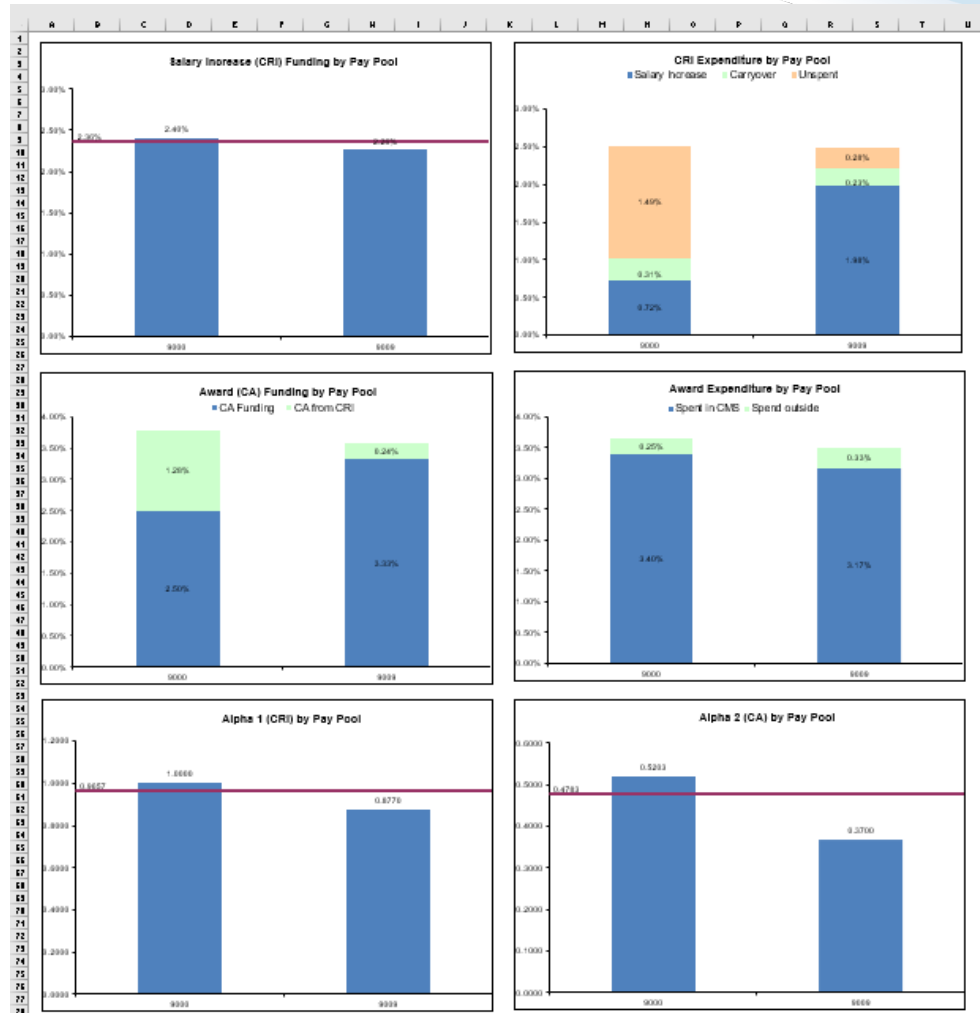
Net Draw Analysis Worksheet

- 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

W Wildcard Stats

Net Draw Analysis

Net Draw is a measure used to compare the payouts between groups of employees.
Net Draw % = (Received – Contribution) / Base Pay*
*Base Pay is limited to band max for retained pay employees
Analyzed Population excludes presumptives due to time

	Number of Employees Analyzed	Payout Amount Received	Contribution	Base Pay	Net Draw %
Entire Population:	16	$ 61,376	$ 35,293	$ 1,524,742	1.711%
Career Path					
NH	16	$ 61,376	$ 35,293	$ 1,524,742	1.711%
Band					
2	2	$ 6,119	$ 1,990	$ 85,997	4.801%
3	10	$ 34,428	$ 21,794	$ 941,449	1.342%
4	4	$ 20,829	$ 11,509	$ 497,296	1.874%
Career Path/Band					
NH-2	2	$ 6,119	$ 1,990	$ 85,997	4.801%
NH-3	10	$ 34,428	$ 21,794	$ 941,449	1.342%
NH-4	4	$ 20,829	$ 11,509	$ 497,296	1.874%

Net Draw Analysis

Net Draw is a measure used to compare the payouts between groups of employees.
Net Draw % = (Received – Contribution) / Base Pay*
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Career Path/Band					
NH-2	2	$ 6,119	$ 1,990	$ 85,997	4.801%
NH-3	10	$ 34,428	$ 21,794	$ 941,449	1.342%
NH-4	4				
Division					
Division 1	5	$ 12,683	$ 10,824	$ 467,474	0.398%
Division 2	4	$ 23,528	$ 8,807	$ 380,530	3.869%
Division 3	4	$ 8,477	$ 6,444	$ 278,422	0.730%
Supervisors	3	$ 16,688	$ 9,218	$ 398,316	1.875%

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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.
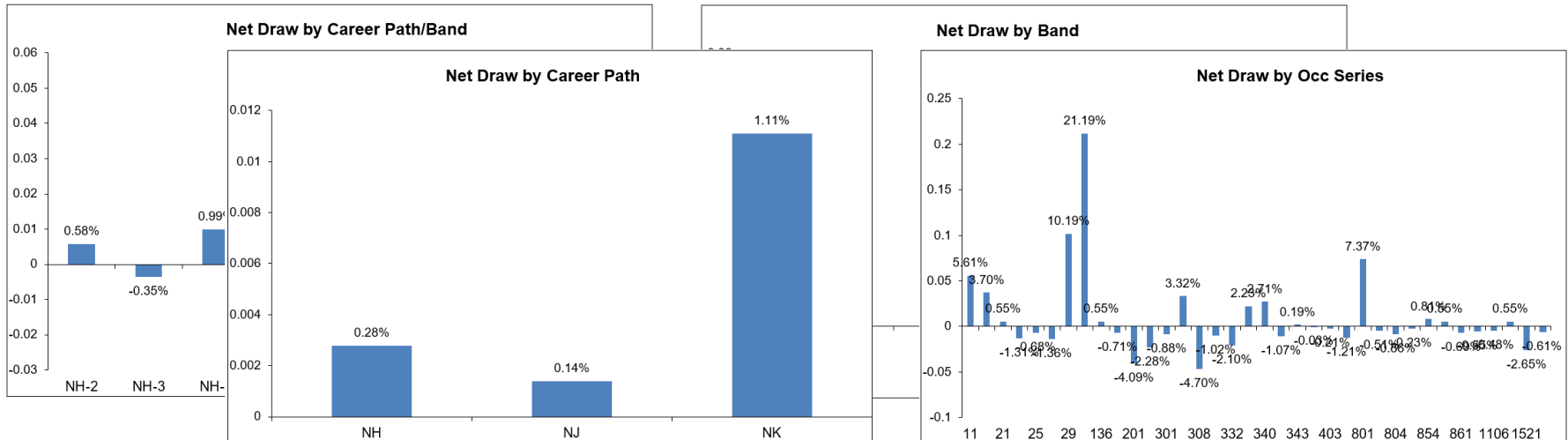
Enhanced Flexibilities Worksheet

- A few new flexibilities were added during the 2020 and 2021 cycle to allow pay pools more options in the distribution of CA Funds and the split of CRI money. This Enhanced Flexibilities worksheet informs the user as to the extent of usage for these new flexibilities, i.e., Time Off Awards (TOA), CA Proration, and Salary Split.

		Time-Off Awards				Proration		Salary Split	
	Number of Employees	No. Receiving Time-Off	% Receiving Time-Off	Total Time-Off Hours	Average Time-Off Hours*	Number Prorated	Average Pct Proration*	Number Split	Average Split*
Entire Population:	16	5	31.3%	139	27.8	0		0	
Pay Pool									
9009	16	5	31.3%	139	27.8	0		0	
Career Path									
NH	16	5	31.3%	139	27.8	0		0	
NJ	0	0		0		0		0	
NK	0	0		0		0		0	
Band									
2	2	0	0.0%	0		0		0	
3	10	4	40.0%	105	26.3	0		0	
4	4	1	25.0%	34	34.0	0		0	
Career Path/Band									
NH-2	2	0	0.0%	0		0		0	
NH-3	10	4	40.0%	105	26.3	0		0	
NH-4	4	1	25.0%	34	34.0	0		0	
NJ-3	0	0		0		0		0	
NK-2	0	0		0		0		0	
Division									
Division 1	5	2	40.0%	59	29.5	0		0	
Division 2	4	1	25.0%	40	40.0	0		0	
Division 3	4	1	25.0%	6	6.0	0		0	
Supervisors	3	1	33.3%	34	34.0	0		0	

Enhanced Flexibilities

* Statistic is based on those receiving

CP-B Counts Worksheet

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

	Overall	9009
Number of Employees	24	24
Count of Employees by Career Path and Band		
NH-1	0	0
NH-2	2	2
NH-3	10	10
NH-4	3	3
NH Total	**15**	**15**
NJ-1	0	0
NJ-2	1	1
NJ-3	3	3
NJ-4	0	0
NJ Total	**4**	**4**
NK-1	1	1
NK-2	3	3
NK-3	1	1
NK Total	**5**	**5**

Counts by Career Path and Broadband

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
Number of Employees	86	62	24
Average Basic Salary for New Pay Year			
NH-1			
NH-2	$70,046	$72,009	$58,272
NH-3	$107,708	$111,891	$97,947
NH-4	$151,639	$158,969	$136,977
NH Total	$109,940	$111,709	$105,184
NJ-1			
NJ-2	$56,011	$51,606	$60,416
NJ-3	$86,827	$86,667	$87,147
NJ-4	$123,240	$123,240	
NJ Total	$92,428	$96,779	$80,464
NK-1	$35,755		$35,755
NK-2	$52,186	$55,232	$48,125
NK-3	$76,232	$76,232	
NK Total	$58,832	$65,732	$45,033
Average Basic Salary for Current Pay Year			
NH-1			
NH-2	$67,044	$69,365	$53,115
NH-3	$102,497	$106,667	$92,769
NH-4	$143,325	$151,168	$127,640
NH Total	$104,464	$106,606	$98,709
NJ-1			
NJ-2	$53,453	$49,197	$57,709
NJ-3	$83,885	$83,585	$84,486
NJ-4	$118,647	$118,647	
NJ Total	$89,097	$93,209	$77,792
NK-1	$32,406		$32,406
NK-2	$49,425	$52,872	$44,828
NK-3	$72,948	$72,948	
NK Total	$55,848	$62,910	$41,723
Percent Change in Average Basic Salary			
NH-1			
NH-2	4.5%	3.8%	9.7%
NH-3	5.1%	4.9%	5.6%
NH-4	5.8%	5.2%	7.3%
NH Total	5.2%	4.8%	6.6%
NJ-1			
NJ-2	4.8%	4.9%	4.7%
NJ-3	3.5%	3.7%	3.1%
NJ-4	3.9%	3.9%	
NJ Total	3.7%	3.8%	3.4%
NK-1	10.3%		10.3%
NK-2	5.6%	4.5%	7.4%
NK-3	4.5%	4.5%	
NK Total	5.3%	4.5%	7.9%

Rail Report Worksheet

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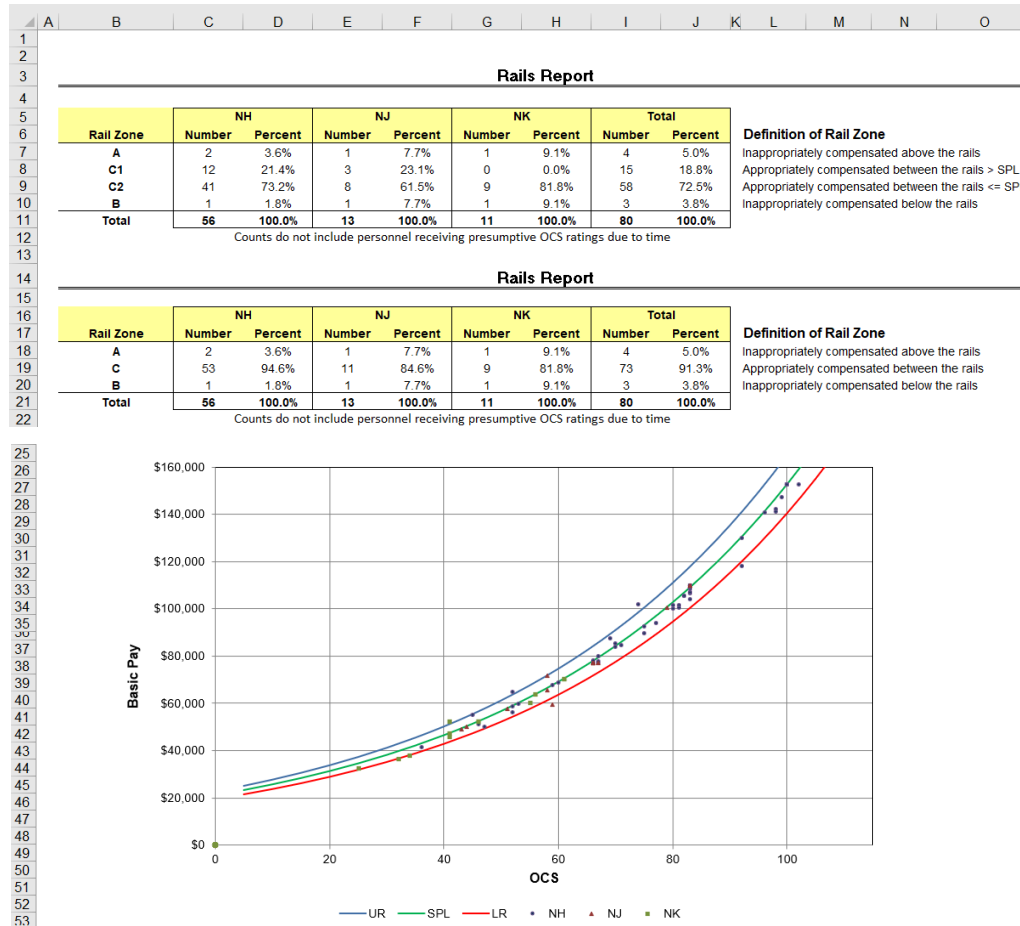
Rail Report Worksheet

- New in 2023, the Rail Report worksheet includes a table and a pie chart showing the distribution of the Performance Rating of Record across career paths and overall.
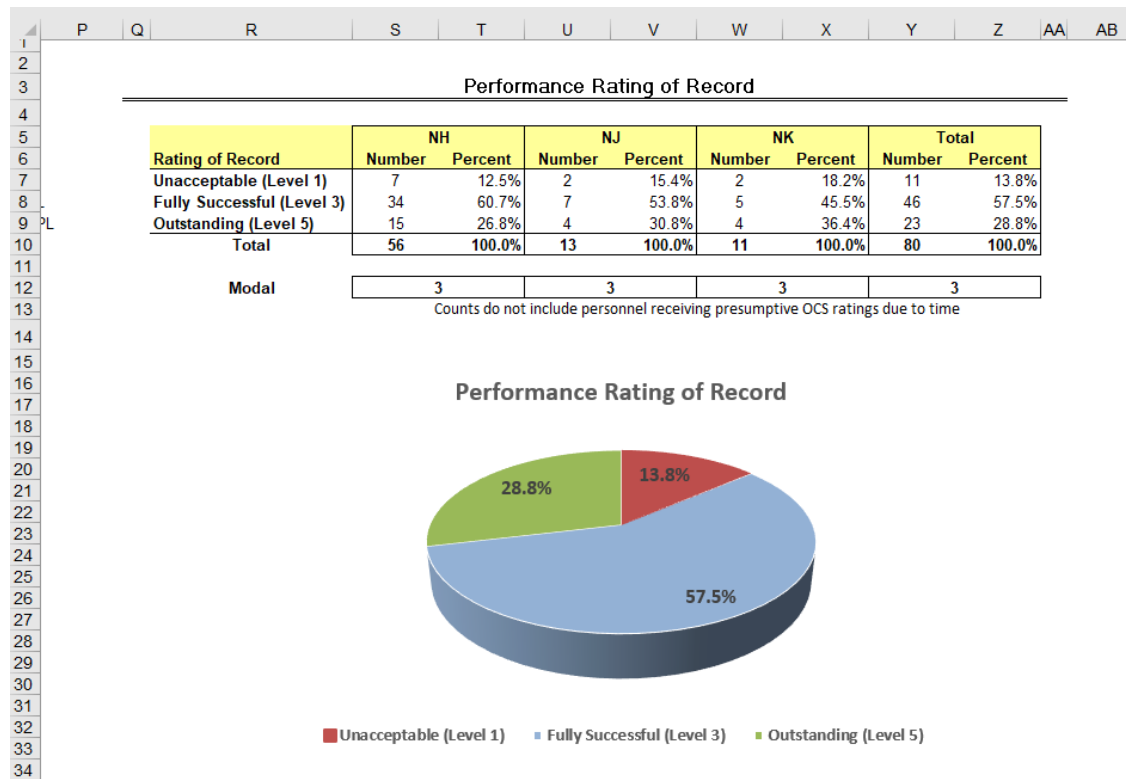
- This information will be found in the Aggregate Report discussed in the next slide.

Rail Report Worksheet

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

- Save … Three-slide Aggregate Report
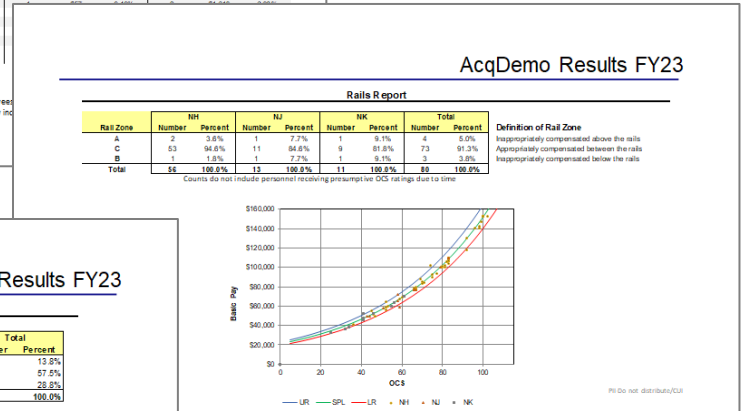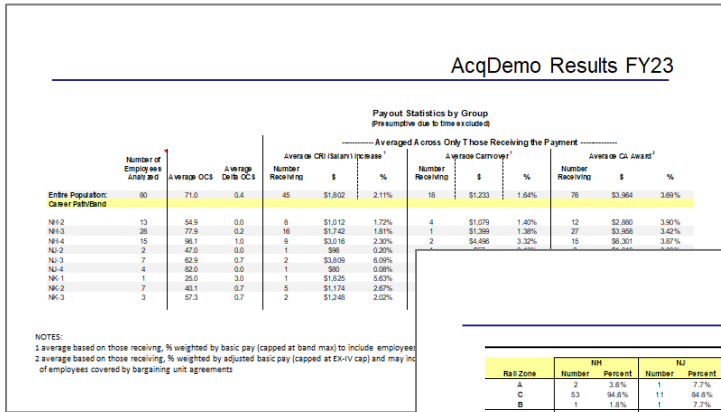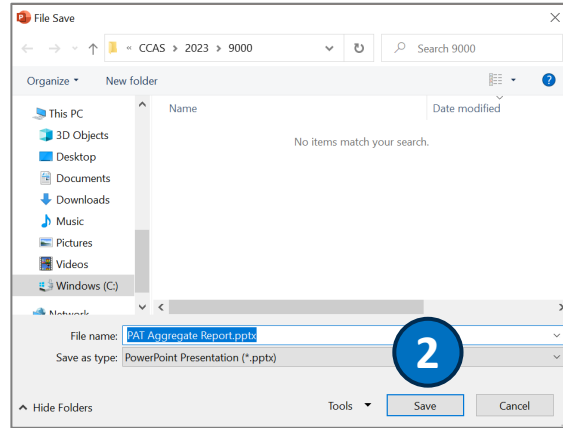
Pay Pool Analysis Tool (PAT) User Guide

- The 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/2023AcqDemoPATUserGuide.pdf**

- And posted to Pay Pool Notices on 1 Oct 2023

United States Department of Defense (DoD)

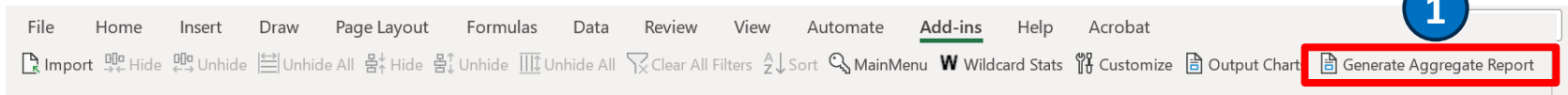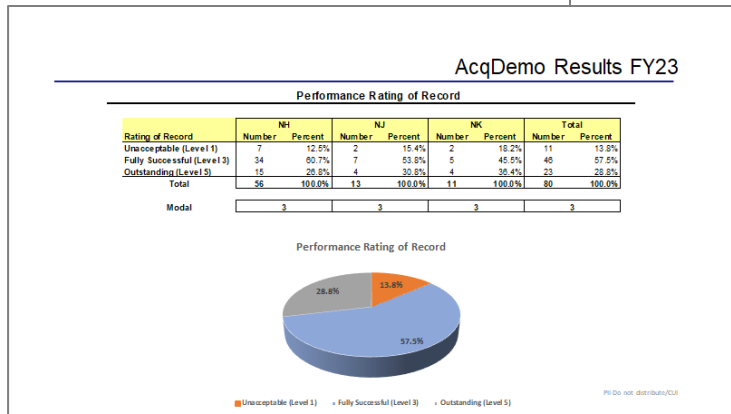Acquisition Workforce Demonstration Project (AcqDemo)

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 2023

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

PAY PERIOD CALENDAR 2023 and 2024

	2023 End of Cycle Timeline		
	Date	Event	Action By
Sunday	1-Oct-23	Activate CAS2Net End of Cycle Process Modules (Appraisal Status, Offline Interface, Previous Cycle Data, Sub-Panel Meeting, and CMS Online)	PMO
Sunday	1-Oct-23	Post Sub-panel Meeting Spreadsheet (SPMS), Compensation Management Spreadsheet (CMS) and Pay Pool Analysis Tool (PAT) to CAS2Net Pay Pool Notices	PMO
Friday	**15-Dec-23**	**Initial upload so AcqDemo Program Office can check CMS parameters** **Subject to Component or Command Initial Upload Date**	**Pay Pool Administrators**
Wednesday	**10-Jan-24**	**Pay pools finalize upload** **Subject to Component or Command Initial Upload Date**	**Pay Pool Administrators**
Sunday	**14-Jan-24**	**Beginning date of the first full pay period in January – Effective date of CCAS payouts (ratings effective 1 Jan 2024)**	
Friday-Saturday	19-20 Jan 24	CAS2Net upload pay and rating transaction files to regional pay offices	PMO

Department of Air Force pay pools: Initial Upload 4 Dec 2023 and Final Upload 18 Dec 2023

2023 Open Forum Schedule

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

Open Forum Questions?

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