

**DoD Civilian Acquisition Workforce Personnel
Demonstration Project (AcqDemo)**

FY17 CCAS Summary Results

Note that all results are based on Jan 2018 data

DoD – All AcqDemo Results FY17

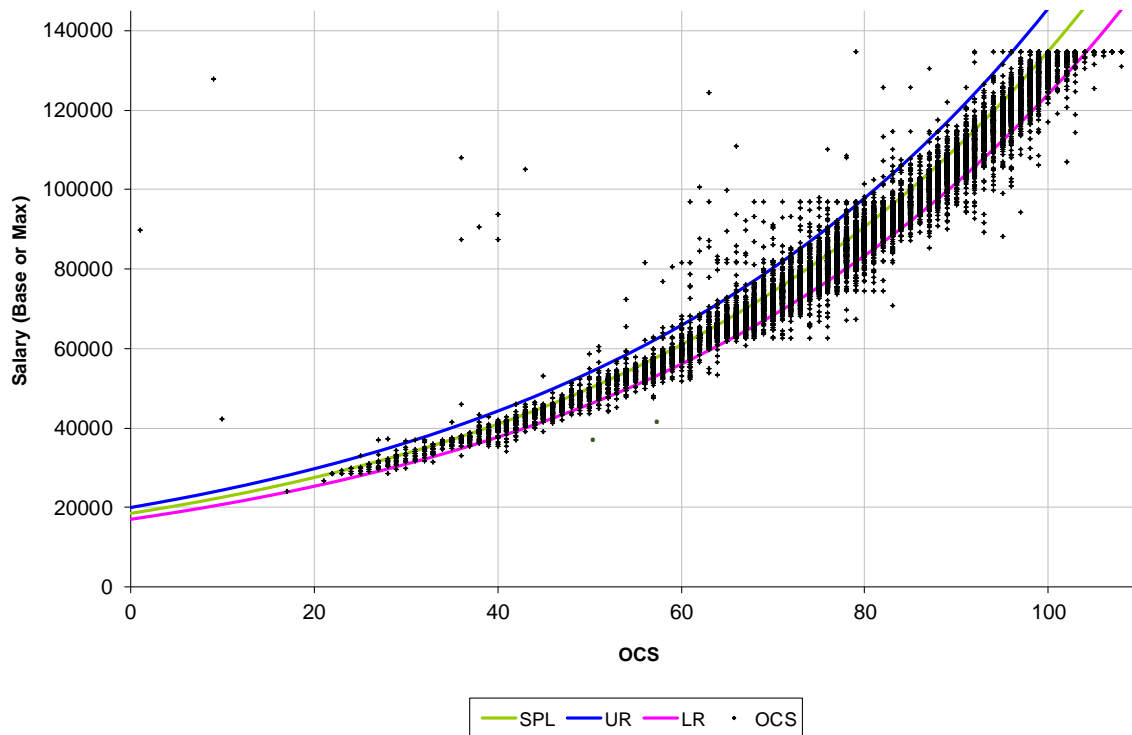
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	238	0.7%	2	0.2%	9	1.3%	249	0.7%
C	33,603	95.7%	903	98.3%	627	93.7%	35,133	95.8%
B	1,263	3.6%	14	1.5%	33	4.9%	1310	3.6%
Total	35,104		919		669		36,692	

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

Definition of Rail Zones

- Inappropriately compensated above the rails
- Appropriately compensated between the rails
- Inappropriately compensated below the rails

OCS Results: 2017 Pay and SPL





DoD - All AcqDemo Payout Statistics

Payout Statistics

(Presumptive Due to Time Excluded)

	Number Of Employees Analyzed	Average Rating	Average Delta OCS	Average Salary Increase ¹			Average Carryover ¹			Average CA Award ²		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
Overall	36,692	79.8	1.2	26,345	\$2,009	2.3%	9,583	\$1,742	1.7%	34,942	\$1,534	1.4%
NH	35,104	80.9	1.2	25,252	\$2,040	2.3%	9,062	\$1,789	1.7%	33,406	\$1,561	1.4%
NJ	919	64.1	1.2	680	\$1,431	2.2%	271	\$1,082	1.6%	898	\$1,085	1.3%
NK	669	43.4	1.0	413	\$1,046	2.5%	250	\$759	1.7%	638	\$803	1.5%

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

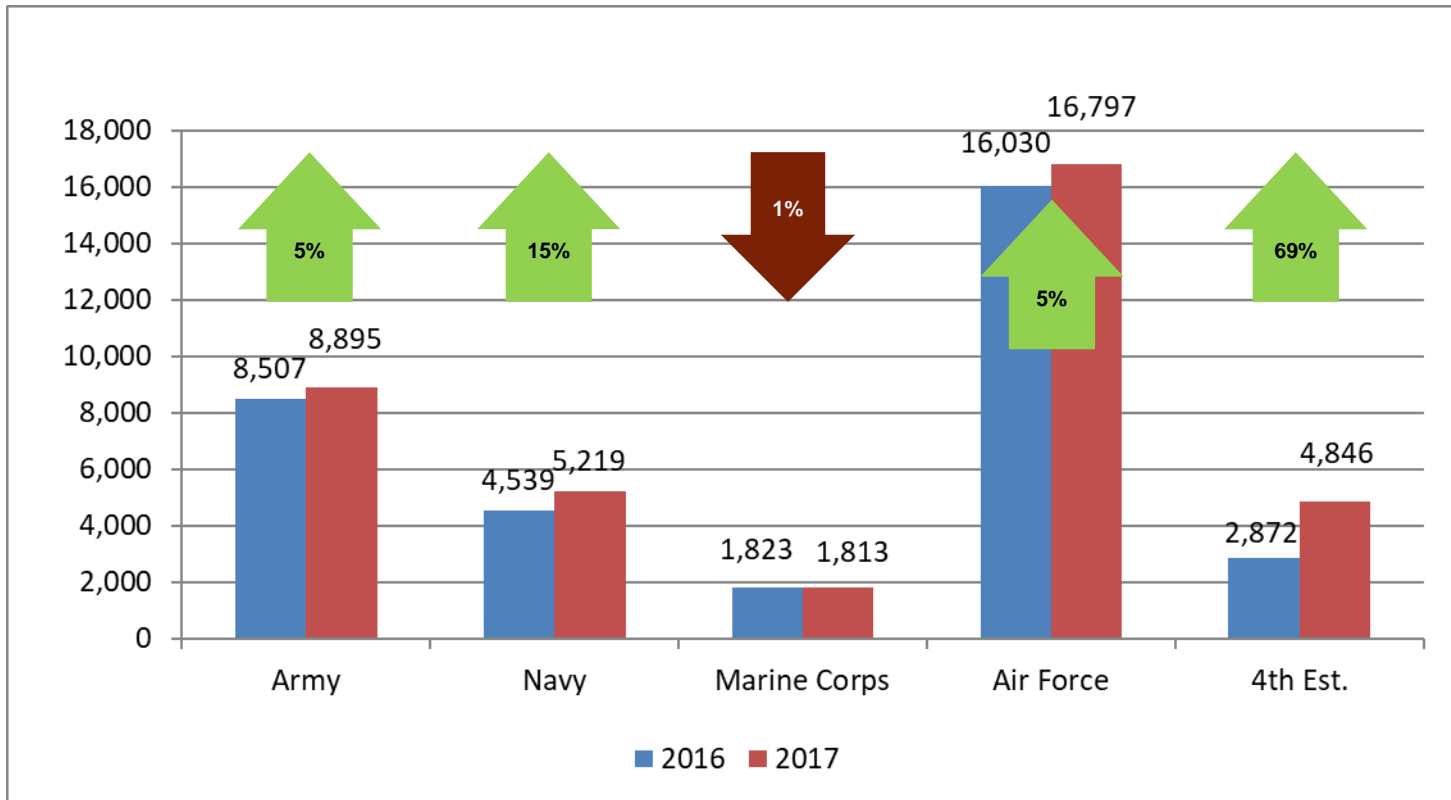
CRI Funding Range: 2.00% - 2.40% of base salary; CA Funding Range: 1.00% - 3.33%* of adjusted salary

* certain bargaining unit covered pay pools used 3.33%, Per the Federal Register, CA funds available to spend is 90% of funding so 1.0% becomes 0.9% for CA

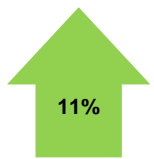
Nineteenth Cycle Analysis Population

- Nineteenth cycle analysis population increased from 33,771 to 37,570 (+11%)
- Number of paypools increased from 213 to 237
- Net change:
 - Army: +3 paypools
 - Navy: +13 paypools
 - MC: No change
 - Air Force: No change
 - 4th Estate: +8 paypools
 - Overall: +24 paypools

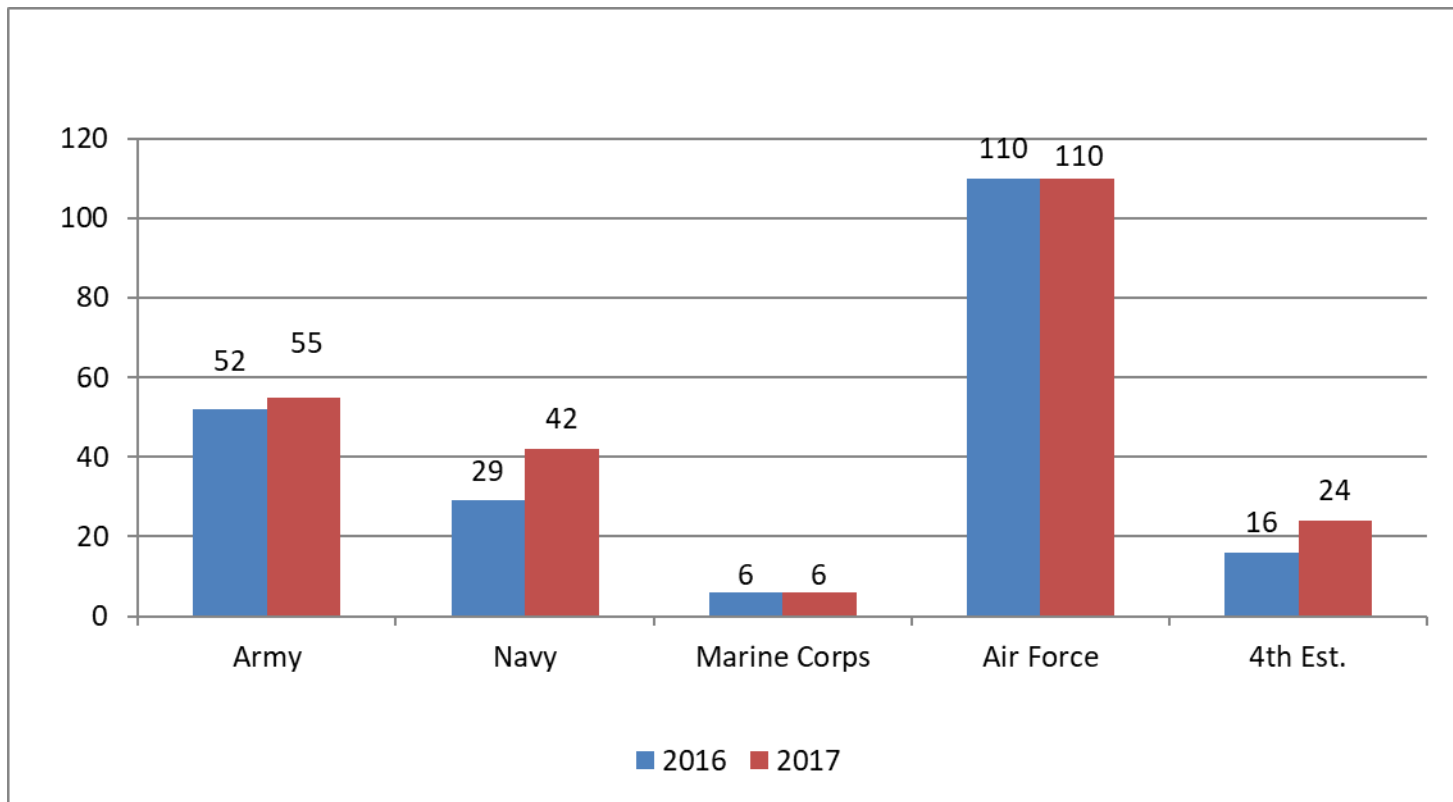
Total Population by Component



Total 2017 Population = 37,570
Total 2016 Population = 33,771



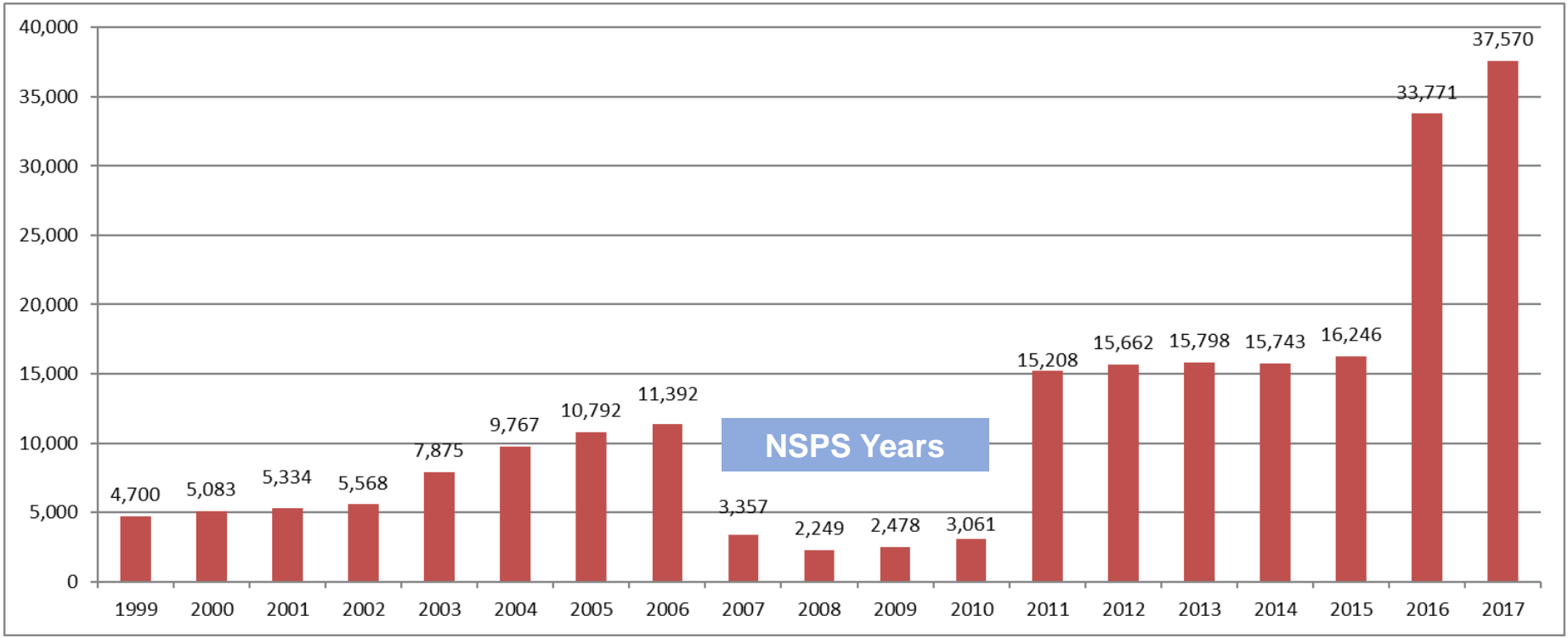
Number of Paypools



2016 Total: 213 paypools

2017 Total: 237 paypools

19-Year AcqDemo Population Profile



2017 AcqDemo All Zone Distribution

