

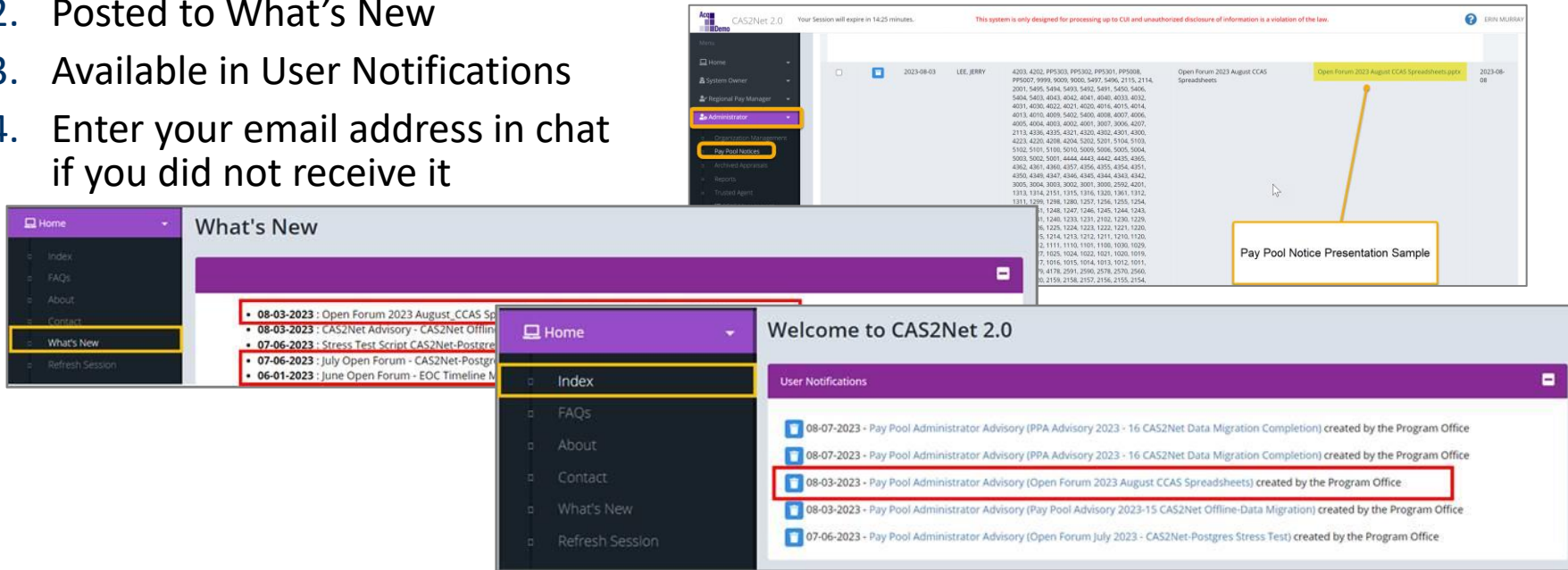
CAS2Net and CCAS Open Forum – September

**Thursday
21 September 2023
1:00 PM Eastern Time**

Topic: Changes to the Macro-enabled Sub-Panel Meeting Spreadsheet, Macro-enabled CMS, and Macro-enabled Pay Pool Analysis Tool

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>

PPA_Advisory_2023-23-21 Sept 2023 AcqDemo CAS2Net and CCAS Open Forum

The AcqDemo Program Office will begin offering WEEKLY Open Forum sessions from 21 September through 19 October, then every other week in November, and one session in December. Sessions are open to all CAS2Net Pay Pool/Sub Pay Pool Administrators/Super Users.

The goal of the Open Forums are to provide the most updated guidance on CAS2Net, CCAS activities, and End of Year processes and tools. Additionally, it provides Administrators/Super Users the opportunity to ask technical and policy related CAS2Net and CCAS activity questions.

Going forward, all Open Forum session information including the presentation slides and meeting links will be posted through CAS2Net Pay Pool Notices. This is due to a newly imposed IT policy that restricts sending calendar invites and emails to very large groups.

Each session will begin with the AcqDemo PMO presenting the open forum topic and conclude with a Q&A. Questions do not have to be related to the topic discussed for that particular session. Questions on policies issued by your component and/or command should be referred to your component/command POCs.

Changes to 2023 Sub-Panel Meeting Spreadsheet (SMS), 2023 Compensation Management Spreadsheet (CMS), and 2023 Pay Pool Analysis Tool (PPAT)

Macro-enabled Spreadsheets

New in 2023

2023 Sub-Panel Meeting Spreadsheet:

- Data - Added column for EDIPI data
- Data - Added columns for requested Time-off award and approved time-off award percentage by the sub-panel for review and final approval in the CMS

2023 CMS:

- Parameters - Expanded option to select up to 2.4% CRI (2.5% for new organizations) in the Parameters tab
- Parameters - Added option to check a box to use CRI Remainder as CA (note unused CRI will not roll to the Non-CCAS Award fund.
- Parameters – Revised Award Summary Report
- Data / Summary - Added column for EDIPI data
- Data - Additional values for Post-Cycle Action (may see in the CMS)
- Data / Summary - Added year to locality columns
- Data - Added expanded list of time off factors (0/25/50/75/100)
- Part 1 – Updated year and Employee Compensation Region Chart

2023 PPAT:

- Data – Added column for EDIPI and updated/added year
- Funding Statistics – Added CRI Remainder to CA
- Rail Report – Added Performance Rating of Record and chart

Sub-Panel Meeting Spreadsheet 2022 v 2023

- 2022 had 65 columns

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Return to Main Menu	Set View	2022														
2																	
3																	
4	Goto																
5	Scores																
6	Total CY 22 Basic Pay = \$578,932																
7	Blue arrows indicate fields set to filter the data.																
8	Headings for wildcards. Select cell above heading, arrow down, and edit heading in formula bar.																
9	Last Name	First Name	Middle Initial	Suffix	CAS2Net ID	Paypool	Office Symbol	Wildcard 1	Presumptive Status?	Retained Pay?	Career Path	Broadband Level	Occ Series	CY2022 Basic Pay	CY2022 Pay Used in CRI Calculations	Ratable Temp Promotion	Locality Code

- 2023 has 68 columns
- 2023 Added EDIPI (Column E)

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	Return to Main Menu	Set View	2023															
2																		
3																		
4	Goto																	
5	Scores																	
6	Total CY 23 Basic Pay = \$395,020																	
7	Blue arrows indicate fields set to filter the data.																	
8	Headings for wildcards can be edited to more meaningful title.																	
9	Last Name	First Name	Middle Initial	Suffix	EDIPI	CAS2Net ID	Paypool	Office Symbol	Wildcard 1	Presumptive Status?	Retained Pay?	Career Path	Broadband Level	Occ Series	CY2023 Basic Pay	CY2023 Pay Used in CRI Calculations	Ratable Temp Promotion	Locality Code 2023

New in 2023

2023 Sub-Panel Meeting Spreadsheet:

- Data - Added column for EDIPI data
- Data - Added columns for requested Time-off award and approved time-off award percentage by the sub-panel for review and final approval in the CMS

2023 CMS:

- Parameters - Expanded option to select up to 2.4% CRI (2.5% for new organizations) in the Parameters tab
- Parameters - Added option to check a box to use CRI Remainder as CA (note unused CRI will not roll to the Non-CCAS Award fund.
- Parameters – Revised Award Summary Report
- Data / Summary - Added column for EDIPI data
- Data - Additional values for Post-Cycle Action (may see in the CMS)
- Data / Summary - Added year to locality columns
- Data - Added expanded list of time off factors (0/25/50/75/100)
- Part 1 – Updated year and Employee Compensation Region Chart

2023 PPAT

- Data – Added column for EDIPI and updated/added year
- Funding Statistics – Added CRI Remainder to CA
- Rail Report – Added Performance Rating of Record and chart

New in 2023 CMS

- Parameters - Increased option to select up to 2.4% CRI

	A	B	C	D	E	H	I	J	K	N
1										
2	Return to Contents		Reset to Default Values							
3	Return to Data									
4										
5			You may set any parameters in Yellow							
6	Scenario Summary									
7										
8			GPI (G)%	4.70						
9			GS-1/step1 pay (24)	\$ 21,986						
10			GS-1/step1 pay (23)	\$ 20,999						
11					Cash Amount	Plus Unused GPI				
12			CRI Funding %	2.400%	\$62,969	\$67,693			<input type="checkbox"/>	Check box if this is your organization's first cycle in AcqDemo
13			CRI Set-Aside <input type="radio"/> % <input type="radio"/> \$	0.000%	\$0					Max CRI 2.5%

- 2.5% for first year pay pool

	A	B	C	D	E	H	I	J	K	N
1										
2	Return to Contents		Reset to Default Values							
3	Return to Data									
4										
5			You may set any parameters in Yellow							
6	Scenario Summary									
7										
8			GPI (G)%	4.70						
9			GS-1/step1 pay (24)	\$ 21,986						
10			GS-1/step1 pay (23)	\$ 20,999						
11					Cash Amount	Plus Unused GPI				
12			CRI Funding %	2.500%	\$65,592	\$70,316			<input checked="" type="checkbox"/>	Check box if this is your organization's first cycle in AcqDemo
13			CRI Set-Aside <input type="radio"/> % <input type="radio"/> \$	0.000%	\$0					Max CRI 2.5%

New in CMS

- Parameters – If entered higher than 2.4% ... a pop-up “You may not enter a value lower than the minimum or greater than 2.4.”

The screenshot shows a web application interface with a table for 'Scenario Summary'. A red-bordered pop-up window from Microsoft Excel is displayed over the table, containing the message: 'You may not enter a value lower than minimum CRI or greater than 2.4.' The table shows 'CRI Funding %' set to 2.5, which is highlighted in yellow. A yellow callout box above the table says 'You may set any parameters in Yellow'. A purple callout box to the right of the pop-up says 'If you reduce the set-negative and you will aside may change if ward budget.'.

GPI (G)%			
GS-1/step1 pay (24)	\$		
GS-1/step1 pay (23)	\$		
CRI Funding %		2.5	\$62,969
CRI Set-Aside	0.000%		\$0

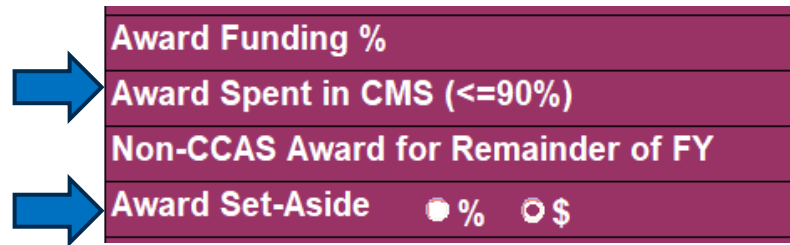
- First year pay pool - If entered higher than 2.5% ... a pop-up “You may not enter a value lower than the minimum or greater than 2.5.”

The screenshot shows the same CMS interface as above, but with 'CRI Funding %' set to 2.6, which is highlighted in yellow. The red-bordered pop-up window now displays the message: 'You may not enter a value lower than minimum CRI or greater than 2.5.' The purple callout box now says 'If you reduce the set-negative and you will aside may change if ward budget.'.

GPI (G)%			
GS-1/step1 pay (24)	\$		
GS-1/step1 pay (23)	\$		
CRI Funding %		2.6	\$65,592
CRI Set-Aside	0.000%		\$0

New in 2023 CMS Parameters

- **New** Parameters - Added option to check a box to add CRI Remainder to CA (note unused CRI will not roll to the Non-CCAS Award fund).
- If opted to add CRI Remainder to CA, the CMS will distribute all Award Spent in CMS ($\leq 90\%$) and Award Set-Aside before using the CRI Remainder as CA



Mandated $\geq 10\%$	\$15,136
CCAS Award Amount not spent in CMS	\$1,996
<hr/>	
Amount for Non-CCAS Awards	\$17,132
	11.3% of Full Award Funding

Includes unspent CA monies only - No CRI rollover is included

- Details in the following slides

New in 2023 CMS Parameters

- New Parameters** - Added option to check a box to add CRI Remainder to CA (note unused CRI will not roll to the Non-CCAS Award fund).

Return to Contents Reset to Default Values

Return to Data

You may set any parameters in Yellow

Scenario Summary

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

GPI (G)%	4.70			
GS-1/step1 pay (24)	\$ 21,986			
GS-1/step1 pay (23)	\$ 20,999			
		Cash Amount	Plus Unused GPI	
CRI Funding %	2.260%	\$117,454	\$117,454	<input type="checkbox"/> Check box if this is your organization's first cycle in AcqDemo
CRI Set-Aside ● % ○ \$	0.000%			Max CRI 2.5%
Award Funding %	2.500%	\$151,365	Plus Unused CRI	
Award Spent in CMS (<=90%)	90%	\$136,229	\$136,229	<input type="checkbox"/> Check this box if you want to add CRI remainder to CA
Non-CCAS Award for Remainder of FY	10%	\$15,136		
Award Set-Aside ● % ○ \$	0.000%	\$0		Beta 2

- Revised Parameters** – Award Summary Report to account for the CRI Remainder added to CA

Award Spending Summary

Full Award Funding		\$151,365	
	CCAS Award Amount in CMS	\$136,229	
Added	CRI Remainder to Award Funding	\$0	
Added	Available to Spend in CMS	\$136,229	
	- CCAS Awards Spending	\$134,233	
Added	CCAS Award Amount not spent in CMS	\$1,996	
Added	CRI Remainder to Award Funding not Spent in CMS	\$0	
	Mandated >= 10%	\$15,136	
	CCAS Award Amount not spent in CMS	\$1,996	
	Amount for Non-CCAS Awards	\$17,132	
	Awards	11.3%	of Full Award Funding

New in 2023 CMS Parameters

- New Parameters** - Added option to check a box to add CRI Remainder to CA (note unused CRI will not roll to the Non-CCAS Award fund).

Return to Contents Reset to Default Values

Return to Data

You may set any parameters in Yellow

Box is not checked

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

GPI (G)%		4.70		
GS-1/step1 pay (24)	\$	21,986		
GS-1/step1 pay (23)	\$	20,999		
			Cash Amount	Plus Unused GPI
CRI Funding %		2.260%	\$117,454	\$117,454
CRI Set-Aside	● % ○ \$	0.000%		
Award Funding %		2.500%	\$151,365	Plus Unused CRI
Award Spent in CMS (<=90%)		90%	\$136,229	\$136,229
Non-CCAS Award for Remainder of FY		10%	\$15,136	
Award Set-Aside	● % ○ \$	0.000%	\$0	
Beta 1 (CRI)		0		
Beta 2 (Award)		1		

Max CRI 2.5%

☐ Check this box if you want to add CRI remainder to CA

Beta 2

GPI (G) Carry Over	\$	-	
CRI Remainder	\$	8,523	
Award Remainder	\$	29	
Alpha 1		1.0000	
Alpha 2		0.2915	

Award Proration Plan	Don't spend in CMS (add to non-CCAS)
TOA remainder	Don't spend in CMS (add to non-CCAS)

- Beta 1 (CRI) is 0
- Beta 2 (Award) is 1
- CRI Remainder is \$8,523
- Award Remainder is \$29
- Alpha 1 (CRI) is 1.000
- Alpha 2 (CA) is 0.2915
- Don't Spend in CMS
- Don't Spend in CMS

New in 2023 CMS Parameters

- New Parameters** - Added option to check a box to add CRI Remainder to CA (note unused CRI will not roll to the Non-CCAS Award fund).

ABCDEHIJKN

1

2 [Return to Contents](#) Reset to Default Values

3 [Return to Data](#)

4

5 You may set any parameters in Yellow

6 Scenario Summary

GPI (G)%	4.70
GS-1/step1 pay (24)	\$ 21,986
GS-1/step1 pay (23)	\$ 20,999
CRI Funding %	2.260%
CRI Set-Aside ● % ○ \$	0.000%
Award Funding %	2.500%
Award Spent in CMS (<=90%)	90%
Non-CCAS Award for Remainder of FY	10%
Award Set-Aside ● % ○ \$	0.000%

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

	Cash Amount	Plus Unused GPI	
	\$117,454	\$117,454	<input type="checkbox"/> Check box if this is your organization's first cycle in AcqDemo
			Max CRI 2.5%
	\$151,365	Plus Unused CRI	
	\$136,229	\$136,229	<input type="checkbox"/> Check this box if you want to add CRI remainder to CA
	\$15,136		
	\$0		Beta 2

Beta 2 (Award)	
Beta 1 (CRI)	

GPI (G) Carry Over	\$ -
CRI Remainder	\$ 23
Award Remainder	\$ 29
Alpha 1	0.2513
Alpha 2	0.2915

Award Proration Plan	Don't spend in CMS (add to non-CCAS)
TOA remainder	Don't spend in CMS (add to non-CCAS)

Box is not checked

- Beta 1 (CRI) is 1 (all Army pay pools and a few others)
- Beta 2 (Award) is 1
- CRI Remainder is \$23
- Award Remainder is \$29
- Alpha 1 (CRI) is 0.2513
- Alpha 2 (CA) is 0.2915
- Don't Spend in CMS
- Don't Spend in CMS

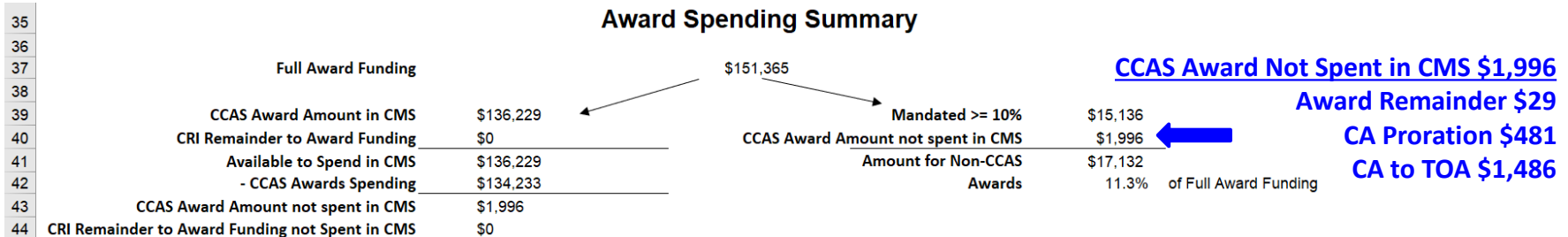
New in 2023 CMS Parameters

- Beta 1 (CRI) set at 0
- This CMS has not checked the box to add the CRI Remainder to CA

18	Beta 1 (CRI)	0
19	Beta 2 (Award)	1

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

- The Award Spending Summary has \$1,996 for CCAS Award Amount not spent in the CMS



- Amount for non-CCAS Awards is \$17,132, which is 11.3% of the full award funding in Row 14

14	Award Funding %	2.500%	\$151,365	Plus Unused CRI
15	Award Spent in CMS (<=90%)	90%	\$136,229	\$136,229
16	Non-CCAS Award for Remainder of FY	10%	\$15,136	
17	Award Set-Aside ● % ○ \$	0.000%	\$0	

New in 2023 CMS Parameters – Data ... Set Award

- Computed Award when box is not checked to add CRI Remainder to CA

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

	A	B	DK	DL	DM	DN
1	Return to Main	Edit Parameter Set View	Set Award 2.50%			
2				Total Carryover Award =		\$35,294
3				Total CA Pos Delta Y =		\$467,403
4	Goto Scores			Total Default Award =		\$135,719
5	CRIAward			Total 1st Disc Award =		\$0
6				Total Award =		\$169,503
7	Blue arrows indicate fields set to filter the data.					
8						Remainder =
	Last Name	First Name	Carryover Award	CA Pos Delta Y	Computed Award	
9						
10						
11	ALAS	KA	\$0	\$7,839	\$1,803	
12	CALI	FORNIA	\$0	\$12,221	\$3,561	
13	COLO	RADO	\$0	\$10,865	\$3,166	
14	CON	NECTICUT	\$0	\$14,655	\$4,271	
15	DELA	WARE	\$0	\$12,221	\$3,561	
16	FINCH	GOLD	\$1,302	\$10,199	\$2,972	
17	FLOR	IDA	\$0	\$12,221	\$3,561	
18	GEOR	GIA	\$0	\$13,713	\$3,996	
19	HAWA	II	\$0	\$10,657	\$3,106	
20	ILLI	NOIS	\$3,844	\$10,320	\$3,007	

New in 2023 CMS Parameters

- Checked box Check this box if you want to add CRI remainder to CA

24	GPI (G) Carry Over	\$	-
25	CRI Remainder	\$	8,523
26	Award Remainder	\$	29
27	Alpha 1		1.0000
28	Alpha 2		0.2915

• CRI Remainder is \$8,523

- Award Spent in CMS (<=90%) is \$136,229

15	Award Spent in CMS (<=90%)	90%	\$136,229
----	----------------------------	-----	-----------

• CRI Remainder + Award Spent in CMS (<=90%) = Plus Unused CRI

$$\begin{matrix}
 \$8,523 & + & \$136,229 & = & \$144,752
 \end{matrix}$$

	A	B	C	D	E	H	I	J	K	N
1										
2	Return to Contents		Reset to Default Values							
3	Return to Data									
4										
5			You may set any parameters in Yellow							
6	Scenario Summary									
7										
8	GPI (G)%		4.70							
9	GS-1/step1 pay (24)	\$	21,986							
10	GS-1/step1 pay (23)	\$	20,999							
				Cash Amount	Plus Unused GPI					
12	CRI Funding %		2.260%	\$117,454	\$117,454					<input type="checkbox"/> Check box if this is your organization's first cycle in AcqDemo
13	CRI Set-Aside <input type="radio"/> % <input type="radio"/> \$		0.000%							Max CRI 2.5%
14	Award Funding %		2.500%	\$151,365	Plus Unused CRI					
15	Award Spent in CMS (<=90%)		90%	\$136,229	\$144,752					<input checked="" type="checkbox"/> Check this box if you want to add CRI remainder to CA
16	Non-CCAS Award for Remainder of FY		10%	\$15,136						
17	Award Set-Aside <input type="radio"/> % <input type="radio"/> \$		0.000%	\$0						Beta 2

New in 2023 CMS Parameters

- Box not checked Check this box if you want to add CRI remainder to CA

35
36
37
38
39
40
41
42
43
44

Award Spending Summary

Full Award Funding		\$151,365		
CCAS Award Amount in CMS	\$136,229	←	Mandated >= 10%	\$15,136
CRI Remainder to Award Funding	\$0		CCAS Award Amount not spent in CMS	\$1,996
Available to Spend in CMS	\$136,229		Amount for Non-CCAS	\$17,132
- CCAS Awards Spending	\$134,233		Awards	11.3% of Full Award Funding
CCAS Award Amount not spent in CMS	\$1,996			
CRI Remainder to Award Funding not Spent in CMS	\$0			

- If opted to add CRI Remainder to CA,

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

the CMS will distribute all Award Spent in CMS ($\leq 90\%$) and Award Set-Aside before using the CRI Remainder as CA

35
36
37
38
39
40
41
42
43
44

Award Spending Summary

Full Award Funding		\$151,365		
CCAS Award Amount in CMS	\$136,229	←	Mandated >= 10%	\$15,136
CRI Remainder to Award Funding	\$8,523		CCAS Award Amount not spent in CMS	\$0
Available to Spend in CMS	\$144,752		Amount for Non-CCAS	\$15,136
- CCAS Awards Spending	\$142,703		Awards	10.0% of Full Award Funding
CCAS Award Amount not spent in CMS	\$0			
CRI Remainder to Award Funding not Spent in CMS	\$2,049			

New in 2023 CMS Parameters – Data ... Set Award

- Changes in Computed Award when CRI Remainder is added to CA

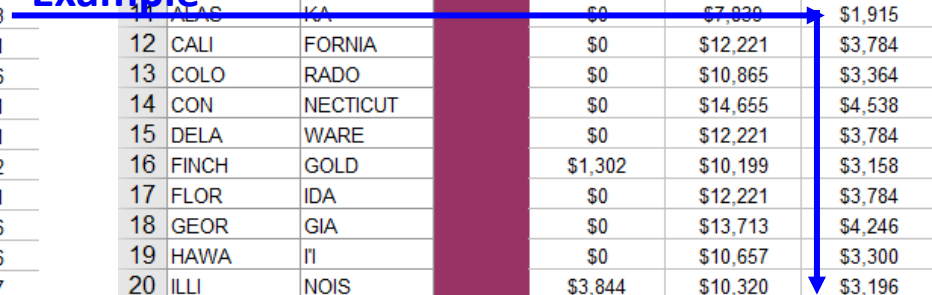
Check this box if you want to add CRI remainder to CA

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

	A	B	DK	DL	DM	DN
1	Return to Main	Edit Parameter Set View	Set Award			
2			2.50%	Total Carryover Award = \$35,294		
3				Total CA Pos Delta Y = \$467,403		
4	Goto Scores			Total Default Award = \$135,719		
5				Total 1st Disc Award = \$0		
6	CRI Award			Total Award = \$169,503		
7	Blue arrows indicate fields set to filter the data.					
8	Remainder =					
	Last Name	First Name		Carryover Award	CA Pos Delta Y	Computed Award
9						
10						
11	ALAS	KA		\$0	\$7,839	\$1,803
12	CALI	FORNIA		\$0	\$12,221	\$3,561
13	COLO	RADO		\$0	\$10,865	\$3,166
14	CON	NECTICUT		\$0	\$14,655	\$4,271
15	DELA	WARE		\$0	\$12,221	\$3,561
16	FINCH	GOLD		\$1,302	\$10,199	\$2,972
17	FLOR	IDA		\$0	\$12,221	\$3,561
18	GEOR	GIA		\$0	\$13,713	\$3,996
19	HAWA	II		\$0	\$10,657	\$3,106
20	ILLI	NOIS		\$3,844	\$10,320	\$3,007

	A	B	DK	DL	DM	DN
1	Return to Main	Edit Parameter Set View	Set Award			
2			2.50%	Total Carryover Award = \$35,294		
3				Total CA Pos Delta Y = \$467,403		
4	Goto Scores			Total Default Award = \$144,215		
5				Total 1st Disc Award = \$0		
6	CRI Award			Total Award = \$177,997		
7	Blue arrows indicate fields set to filter the data.					
8	Remainder =					
	Last Name	First Name		Carryover Award	CA Pos Delta Y	Computed Award
9						
10						
11	ALAS	KA		\$0	\$7,839	\$1,915
12	CALI	FORNIA		\$0	\$12,221	\$3,784
13	COLO	RADO		\$0	\$10,865	\$3,364
14	CON	NECTICUT		\$0	\$14,655	\$4,538
15	DELA	WARE		\$0	\$12,221	\$3,784
16	FINCH	GOLD		\$1,302	\$10,199	\$3,158
17	FLOR	IDA		\$0	\$12,221	\$3,784
18	GEOR	GIA		\$0	\$13,713	\$4,246
19	HAWA	II		\$0	\$10,657	\$3,300
20	ILLI	NOIS		\$3,844	\$10,320	\$3,196

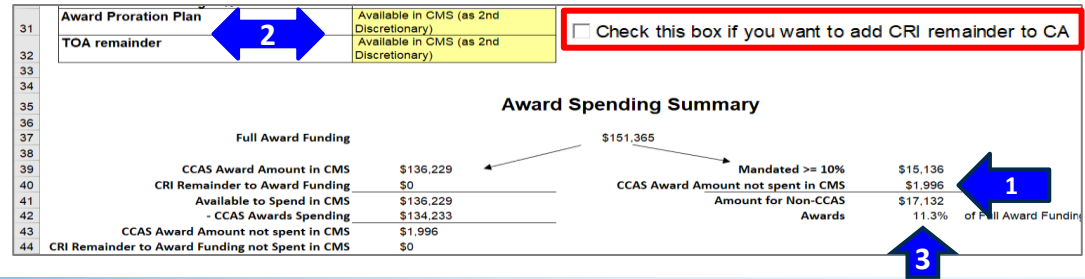
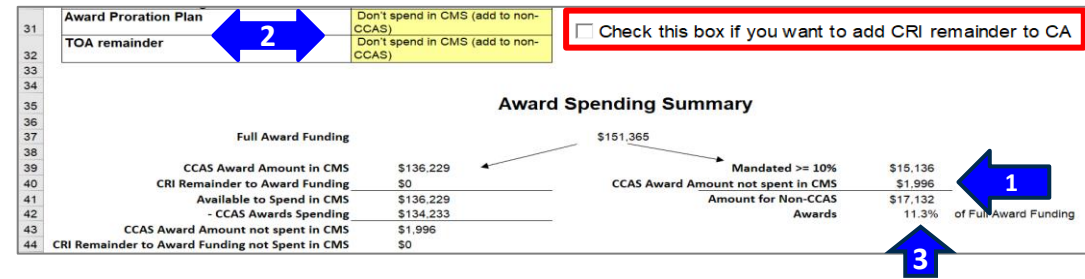
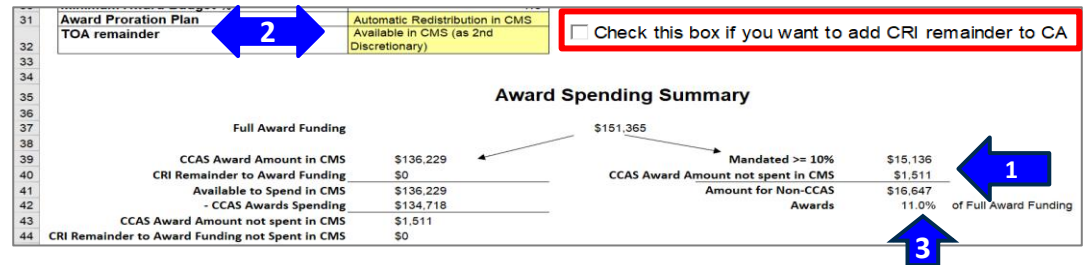
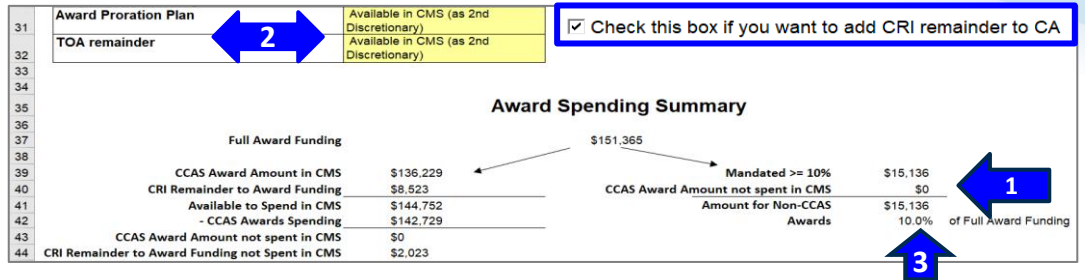
Example



New in 2023 CMS Parameters

Key Points

1. If opted to add CRI Remainder to CA, the CMS will distribute all Award Spent in CMS ($\leq 90\%$) and Award Set-Aside before using the CRI Remainder as CA
2. To include Award Proration Plan and TOA Remainder
3. Maintain the mandated 10% or higher % entered in Non-CCAS Award for Remainder of FY



CMS 2022 v 2023 Data

- Data - Added column for EDIPI data
- 2022 had 148 columns
- 2023 has 151 columns

	A	B	C	D	E	F	G	H	I
1	<p>2022</p> <p>Edit Parameters</p> <p>Set View</p> <p>Goto</p> <p>Scores GPI</p> <p>CRI Awards</p> <p>Blue arrows indicate fields set to filter the data.</p>								
2									
3									
4									
5									
6									
7									
8									
	Last Name	First Name	Middle Initial	Suffix	CAS2Net ID	Pay Pool	Subpanel	Office Symbol	Wildcard 1
9									

	A	B	C	D	E	F	G	H	I	J
1	<p>2023</p> <p>Edit Parameters</p> <p>Set View</p> <p>Goto</p> <p>Scores GPI</p> <p>CRI Awards</p> <p>Blue arrows indicate fields set to filter the data.</p>									
2										
3										
4										
5										
6										
7										
8										
	Last Name	First Name	Middle Initial	Suffix	EDIPI	CAS2Net ID	Pay Pool	Subpanel	Office Symbol	Wildcard 1
9										

CMS 2022 v 2023 Data

- Data - Additional values for Column AA Post-Cycle Activity

Post-Cycle Activity for: BLU BIRD (ID #232657)

Post-Cycle Activity
☰

Select Post Cycle Activity

- Promotion
- Temporary Promotion
- Change to Lower Band Level
- ACDP Basic Pay Increase
- Retirement
- Separation
- Death of Employee
- LWOP

AA
Post Cycle activity
▼
LWOP
ACDP
ACDP



CMS 2022 v 2023 Data

- Data - Added year to locality columns

O	P	Q	R
2022			
CY2022 Basic Pay	Ratable Temp Promotion	Locality Code	Locality Rate

DA	DB	DC	DD	DE	DF	DG	DH	DI
Locality Pay								
Locality Code	2023 Locality Rate	Initial Locality Amount	New Basic Pay + Locality	Hit EXIV Cap?	Final Basic Pay + Locality	New Salary + Supe Diff	Coming off Retained Pay?	

P	Q	R	S
2023			
CY2023 Basic Pay	Ratable Temp Promotion	Locality Code 2023	Locality Rate 2023

DB	DC	DD	DE	DF	DG	DH	DI	DJ
Locality Pay								
Locality Code 2024	Locality Rate 2024	Initial Locality Amount	New Basic Pay + Locality	Hit EXIV Cap?	Final Basic Pay + Locality	New Salary + Supe Diff	Coming off Retained Pay?	

CMS 2022 v 2023

- Data - Added expanded list of time off factors (0/25/50/75/100)

DO	DP	DQ	DR	DS
2022				

DP	DQ	DR	DS	DT
2023				

Hourly Rate	Requested % to TOA	Approved % to TOA	Time Off Hours	Dollar Value Remain
\$61.35			0	\$2,133
\$60.54		0%	0	\$6,608
\$85.28		50%	0	\$3,325
\$58.94		100%	0	\$0
\$46.77			0	\$3,969

Hourly Rate	Requested % to TOA	Approved % to TOA	Time Off Hours	Dollar Value Remain
\$64.24			0	\$1,809
\$89.29		0%	0	\$3,574
\$51.12		25%	0	\$3,177
\$84.04		50%	0	\$4,286
\$89.29		75%	0	\$3,574
\$64.24		100%	0	\$2,983

CMS 2022 v 2023

- Summary - Added year to locality columns

	A	B	C	D	E	F	G	H
1	2022			Reset Columns	To change column data			
2	Last Name	First Name	CAS2Net ID	Broadband Level	Locality Code	Locality Rate	Locality Code	2023 Locality Rate

	A	B	C	D	E	F	G	H	I
1	2023			Reset Columns	To change column data click the				
2	Last Name	First Name	EDIPI	CAS2Net ID	Broadband Level	Locality Code 2023	Locality Rate 2023	Locality Code 2024	Locality Rate 2024

CMS 2022 v 2023

- Summary - Added column for EDIPI data

	A	B	C
1	2022		Reset Columns
2	Last Name	First Name	CAS2Net ID

	A	B	C	D
1	2023		Reset Columns	
2	Last Name	First Name	EDIPI	CAS2Net ID

CMS 2023

- Part 1 – Updated years

Part I: CCAS Salary Appraisal Form					
Name: BUNTING INDIGO		Series: 0340		Appraisal Period:	
CAS2Net ID: 242859		Broadband Level: III		From: 1-Oct-22	
Organization:		Retained Pay: No		To: 30-Sep-23	
Career Path: NH		Presumptive: None			
Approved By: PAY POOL MANAGER, Pay Pool Manager				Effective Date of Appraisal: January 1, 2024	
Discuss evaluation with employee and obtain signature confirming discussion. Signature of employee does not constitute agreement with CCAS appraisal.					
_____ Supervisor Print / Sign				_____ Date	
_____ Employee Print / Sign				_____ Date	
2023 Performance Details		PAQL	2023 Contribution Detail		Cat Score Num Score
Factors	Job Achievement and/or Innovation	3	Factors	Job Achievement and/or Innovation	3L 66
	Communication and/or Teamwork	3		Communication and/or Teamwork	3H 79
	Mission Support	3		Mission Support	4L 83
	Average Raw Score 3.0		Overall Contribution Score 76		Expected Contribution Score 80
Performance Rating of Record 3		Expected Contribution Range 76-83			
Compensation Detail			Employee Compensation Region Chart		
\$101,712 Current Rate of Basic Pay as of 30 Sep 2023 + \$ 4,781 General Pay Increase 4.7% + \$ - CRI (Salary Increase) 0.00% = \$106,493 New Rate of Basic Pay + \$17,571 Locality Pay @ 16.50% = \$124,064 New Total Salary \$ 64 Contribution Award + \$ - Carryover from CRI = \$ 64 Total Award			The graph plots the employee's current basic pay versus the final OCS relative to the rails and standard pay line (SPL), relating contribution to compensation. The top and bottom lines are the Upper and Lower Rails, respectively. The middle line is the SPL. Above the Upper Rail is the Overcompensated (Zone A). Undercompensated (Zone B) is below the Lower Rail. Appropriately Compensated (Zone C) is on or within the rails. Compensation regions determine the eligibility for the basic pay increases and awards. The point on the graph below is the employee's appraisal results.		
2024 Expected Contribution Level					
Expected Overall Contribution Score 80 Expected Contribution Range 76-83					
Remarks					
<ul style="list-style-type: none"> Basic pay on 30 September and does not include any promotion increase, temporary promotion increase, or ACDP basic that was approved o/a 1 October. Employee is in a position with a Control Point of \$102,949. 					
<small>Privacy Act Statement (552a of 5 U.S.C.) 1. AUTHORITY: Section 11.D, Federal Register Notice dated November 9, 2017. 2. PURPOSE: This form summarizes the annual evaluation of an employee's contribution and performance through the CCAS assessment. 3. ROUTINE USE: This form is a computer-generated form that is produced for each employee and contains the overall contribution score, performance rating of record and space for the signature of the PPM, supervisor, and the employee. The original of this form will be maintained in CAS2Net for no more than 4 years IAW 5 CFR Section 293.402 and in accordance with agency procedures. 4. DISCLOSURE: The information contained within this form is personal in nature and is restricted to those with appropriate permissions. Information collected on this form may be used for statistical and impact analysis.</small>					

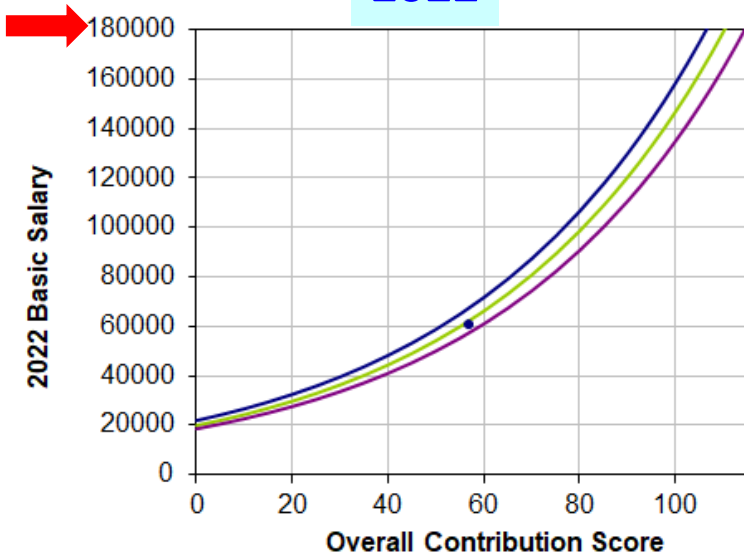
CMS 2022 v 2023

- Part 1 – Modified Employee Compensation Region Chart to be consistent with CMS Current OCS and New OCS charts ... \$160,000

Employee Compensation Region Chart

The graph plots the employee's current basic pay versus the final OCS relative to the rails and standard pay line (SPL); relating contribution to compensation. The top and bottom lines are the Upper and Lower Rails, respectively. The middle line is the SPL. Above the Upper Rail is the Overcompensated (Zone A). Undercompensated (Zone B) is below the Lower Rail. Appropriately Compensated (Zone C) is on or within the rails. Compensation regions determine the eligibility for the basic pay increases and awards. The point on the graph below is the employee's appraisal results.

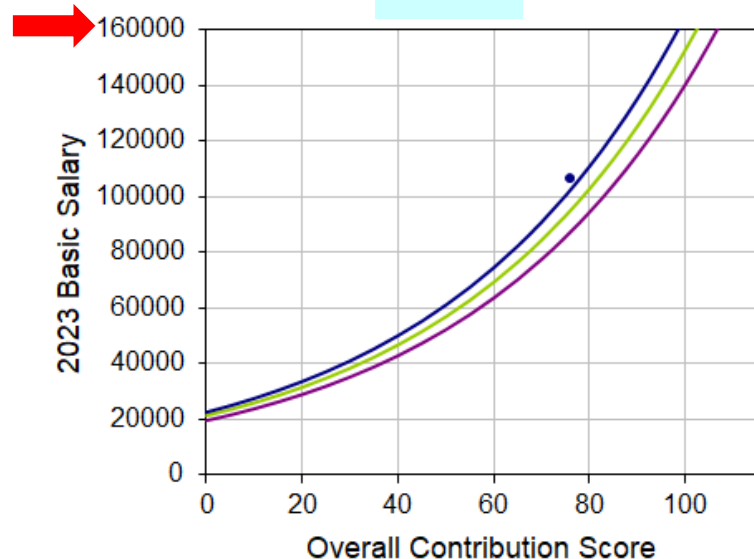
2022



Employee Compensation Region Chart

The graph plots the employee's current basic pay versus the final OCS relative to the rails and standard pay line (SPL); relating contribution to compensation. The top and bottom lines are the Upper and Lower Rails, respectively. The middle line is the SPL. Above the Upper Rail is the Overcompensated (Zone A). Undercompensated (Zone B) is below the Lower Rail. Appropriately Compensated (Zone C) is on or within the rails. Compensation regions determine the eligibility for the basic pay increases and awards. The point on the graph below is the employee's appraisal results.

2023



New in 2023

2023 Sub-Panel Meeting Spreadsheet:

- Data - Added column for EDIPI data
- Data - Added columns for requested Time-off award and approved time-off award percentage by the sub-panel for review and final approval in the CMS

2023 CMS:

- Parameters - Expanded option to select up to 2.4% CRI (2.5% for new organizations) in the Parameters tab
- Parameters - Added option to check a box to use CRI Remainder as CA (note unused CRI will not roll to the Non-CCAS Award fund.
- Parameters – Revised Award Summary Report
- Data / Summary - Added column for EDIPI data
- Data - Additional values for Post-Cycle Action (may see in the CMS)
- Data / Summary - Added year to locality columns
- Data - Added expanded list of time off factors (0/25/50/75/100)
- Part 1 – Updated year and Employee Compensation Region Chart

2023 Pay Pool Analysis Tool (PPAT)

- **Data – Added column for EDIPI and updated/added year**
- **Funding Statistics – Added CRI Remainder to CA**
- **Rail Report – Added Performance Rating of Record and chart**

2023 Pay Pool Analysis Tool (PPAT) - Data

- 2022 had 72 columns ... A to BT

	A	B	C	D	E	F	BR	BS	BT
1	2022		Remove Name and ID	Paypools: 1					
2				Employees: 56					
3	Last Name	First Name	CAS2Net ID	Pay Pool	Subpanel	Office Symbol	CRI Increase (%)	Total Award (%)	Wildcard 8

- 2023 added column for EDIPI for 73 columns ... A to BU

	A	B	C	D	E	F	G	BS	BT	BU
1	2023			Paypools: 1						
2				Employees: 57						
3	Last Name	First Name	EDIPI	CAS2Net ID	Pay Pool	Subpanel	Office Symbol	CRI Increase (%)	Total Award (%)	Wildcard 8

2023 Pay Pool Analysis Tool (PPAT) - Data

M	N	O	P	Q	R
2022					
CY2022 Basic Pay	Ratable Temp Promotion	Locality Code	Locality Rate	CY2022 Pay Used in CRI Calculations	Used in Award Funding Limitation
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

AG
Avg:
72.3
2022 OCS
<input type="text"/>

AZ
New Basic Pay 2023
<input type="text"/>

- Updated Year
- Added Year to Locality Rate

N	O	P	Q	R	S
Remove Name and ID	2023				
CY2023 Basic Pay	Ratable Temp Promotion	Locality Code	2023 Locality Rate	CY2023 Pay Used in CRI Calculations	Used in Award Funding Limitation
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

AH
Avg:
70.8
2023 OCS
<input type="text"/>

BA
New Basic Pay 2024
<input type="text"/>

2023 Pay Pool Analysis Tool (PPAT) - Funding Statistics

Added Rollover CRI Remainer to CA

2022				2023								
A	B	C	D	A	B	C	D	E	G	I	J	
1	Funding Statistics			2022	1	Funding Statistics			2023			
2				2								
3				3								
4	Total Employees			4	Total Employees			57	57			
5	- Retained Employees			5	- Retained Employees			17	17			
6	- Presumptive SPL			6	- Presumptive SPL			6	6			
7	Sum of Basic Salary (cap to band max)			7	Sum of Basic Salary (cap to band max)			\$5,197,101	\$5,197,101			
8	Sum of Adjusted Basic Salary (cap EXIV)			8	Sum of Adjusted Basic Salary (cap EXIV)			\$6,054,620	\$6,054,620			
9	First AcqDemo Cycle			9	First AcqDemo Cycle			0	0			
10	Use OCS based Control Points			10	Rollover CRI remainder to CA			1	Yes			
11	OCS Control Point Target			11	Use OCS based Control Points			1	Yes			
12	Proration Plan			12	OCS Control Point Target				SPL			
13	Time Off Plan			13	Proration Plan				n/a			
14				14	Time Off Plan				non-CCAS			
15				15								



2023 Pay Pool Analysis Tool (PPAT) - Funding Statistics

- Added CA Funds from CRI Carryover

2022

2023

2022		2023	
15	Inputs	16	Inputs
17	Salary Increase (CRI)	17	Salary Increase (CRI)
18	CRI Set-aside (% of total)	18	CRI Set-aside (% of total)
19	% Budgeted	19	% Budgeted
20	Award (CA)	20	Award (CA)
21	Award Spending % in CCAS	21	CA Funds from CRI Carryover
22	Award Set-aside	22	Award Spending % in CCAS
23		23	Award Set-aside
24	Salary Increase (CRI)	24	Salary Increase (CRI)
25	\$ Budgeted	25	CRI Set-aside
26	Award (CA)	26	Award (CA)
27	\$ Award Spending in CCAS	27	\$ Award Spending in CCAS
28	Award Set-aside	28	Award Set-aside
29	Beta 1 (CRI Target)	29	
30	Beta 2 (CA Target)	30	Beta 1 (CRI Target)
31		31	Beta 2 (CA Target)
32		32	
33		33	



2023 Pay Pool Analysis Tool (PPAT) - Funding Statistics

- Revised "Remainder CRI" to "CRI Remainder (rolls to CA if Yes on Row 10)"

2022		2023	
32	Outputs	34	Outputs
33		35	
34	Alpha 1	36	Alpha 1
35	Alpha 2	37	Alpha 2
36		38	
37	CRI Approved CRI	39	CRI Approved CRI
38	CRI Carryover to Award	40	CRI CRI Carryover Awards
39	CRI Spent CRI	41	CRI Spent CRI
40	CRI Remainder CRI	42	CRI CRI Remainder (rolls to CA if Yes on row 10)
41		43	
42	CA CA Awards	44	CA CA Awards
43	CA Total Awards	45	CA Total Awards
44	CA Remainder Award	46	CA Remainder Award
45	CA Non-CCAS CA Spending	47	CA Non-CCAS CA Spending
46		48	
47	CRI % of Basic Salary spent on Salary Increase	49	CRI % of Basic Salary spent on Salary Increase
48	CRI % of Basic Salary spent on Carryover	50	CRI % of Basic Salary spent on Carryover
49	CRI % of Basic Salary unspent	51	CRI % of Basic Salary unspent
50		52	
51	CA % of Adj Basic Salary Spent in CMS	53	CA % of Adj Basic Salary Spent in CMS
52	CA % of Adj Basic Salary for outside CMS	54	CA % of Adj Basic Salary unspent rollover
53		55	CA % of Adj Basic Salary for outside CMS
		56	

Chart Funding Statistics 2023

	Overall	\$000
Total Employees	57	57
- Retained Employees	17	17
- Presumptive SPL	6	6
Sum of Basic Salary (cap to band max)	\$5,197,101	\$5,197,101
Sum of Adjusted Basic Salary (cap EXIV)	\$6,054,620	\$6,054,620
First AcqDemo Cycle	0	0
Rollover CRI remainder to CA	1	Yes
Use OCS based Control Points	1	Yes
OCS Control Point Target		SPL
Proration Plan		n/a
Time Off Plan		non-CCAS

2023 Pay Pool Analysis Tool (PPAT) - Rail Report

- Increased basic pay from \$140,000 to \$160,000
- Added color
- Added Performance Rating of Record and chart

Rail Zone	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	2	5.0%	1	11.1%	1	14.3%	4	7.1%
C1	5	12.5%	0	0.0%	0	0.0%	5	8.3%
C2	27	67.5%	8	88.3%	5	71.4%	40	71.4%
B	6	15.0%	0	0.0%	1	14.3%	7	12.5%
Total	40	100.0%	9	100.0%	7	100.0%	56	100.0%

Definition of Rail Zone
 Inappropriately compensated above the rails
 Appropriately compensated between the rails > SPL
 Appropriately compensated between the rails <= SPL
 Inappropriately compensated below the rails

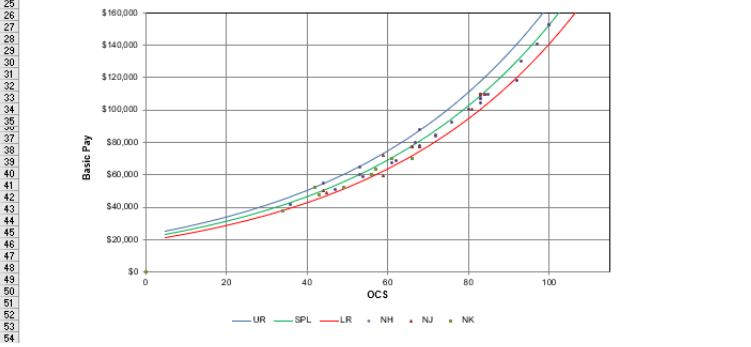


Rail Zone	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	3	6.6%	0	0.0%	0	0.0%	3	5.3%
C1	4	11.4%	3	33.3%	1	14.3%	8	15.7%
C2	27	71.1%	5	55.6%	5	71.4%	37	72.5%
B	1	2.9%	1	11.1%	1	14.3%	3	5.9%
Total	35	100.0%	9	100.0%	7	100.0%	51	100.0%

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

Rail Zone	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	3	6.6%	0	0.0%	0	0.0%	3	5.3%
C	31	88.6%	8	88.9%	6	85.7%	45	88.2%
B	1	2.9%	1	11.1%	1	14.3%	3	5.9%
Total	35	100.0%	9	100.0%	7	100.0%	51	100.0%

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



Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Unacceptable (Level 1)	4	11.4%	0	0.0%	2	28.6%	6	11.6%
Fully Successful (Level 3)	22	62.9%	6	66.7%	3	42.9%	31	60.8%
Outstanding (Level 5)	9	25.7%	3	33.3%	2	28.6%	14	27.6%
Total	35	100.0%	9	100.0%	7	100.0%	51	100.0%

Modal: 3 3 3 3

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

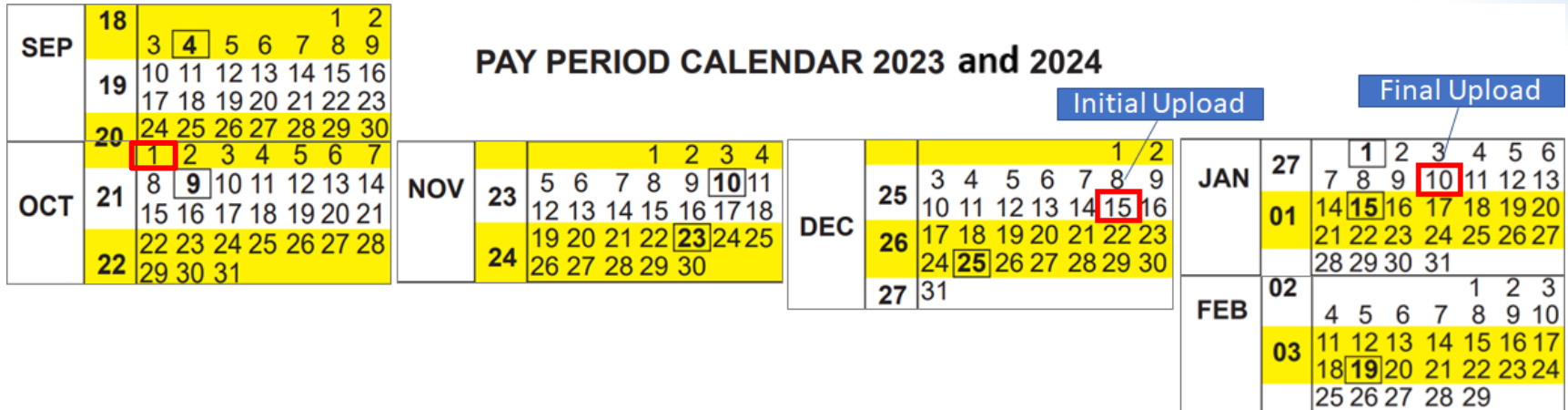
Performance Rating of Record

Questions?

CAS2Net and CCAS End of Cycle

- **Sunday 1 October 2023**
 - End of Cycle Modules
 - Appraisal Status
 - Offline Interface
 - Previous Cycle Data
 - Sub-Panel Meeting
 - CMS Online
 - **Pay Pool Notices**
 - **2023 Sub-Panel Meeting Spreadsheet**
 - **2023 Compensation Management Spreadsheet (CMS)**
 - **2023 Pay Pool Analysis Tool (PPAT)**
 - AcqDemo web site
 - 2023 Sub-Panel Spreadsheet User Guide
 - 2023 CMS User Guide
 - 2023 PAT User Guide

End of Cycle Key Dates



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

PPA_Advisory_2023-23-21 Sept 2023 AcqDemo CAS2Net and CCAS Open Forum

The AcqDemo Program Office will begin offering WEEKLY Open Forum sessions from 21 September through 19 October, then every other week in November, and one session in December. Sessions are open to all CAS2Net Pay Pool/Sub Pay Pool Administrators/Super Users.

The goal of the Open Forums are to provide the most updated guidance on CAS2Net, CCAS activities, and End of Year processes and tools. Additionally, it provides Administrators/Super Users the opportunity to ask technical and policy related CAS2Net and CCAS activity questions.

Going forward, all Open Forum session information including the presentation slides and meeting links will be posted through CAS2Net Pay Pool Notices. This is due to a newly imposed IT policy that restricts sending calendar invites and emails to very large groups.

Each session will begin with the AcqDemo PMO presenting the open forum topic and conclude with a Q&A. Questions do not have to be related to the topic discussed for that particular session. Questions on policies issued by your component and/or command should be referred to your component/command POCs.

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: Sub-Panel Meeting Online 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?

AcqDemo.Contact@dau.edu

Erin.Murray@dau.edu

jerry.lee@dau.edu