

CAS2Net and CCAS Open Forum

Thursday
19 September 2024
1:00 PM Eastern Time

Topic:

EOY CAS2Net and CCAS Spreadsheet Enhancements

[TEAMS Meeting Link](#)

[Meeting ID:](#) 231 024 528 524

[Passcode:](#) SMZdLr

[Meeting Call in Information](#)

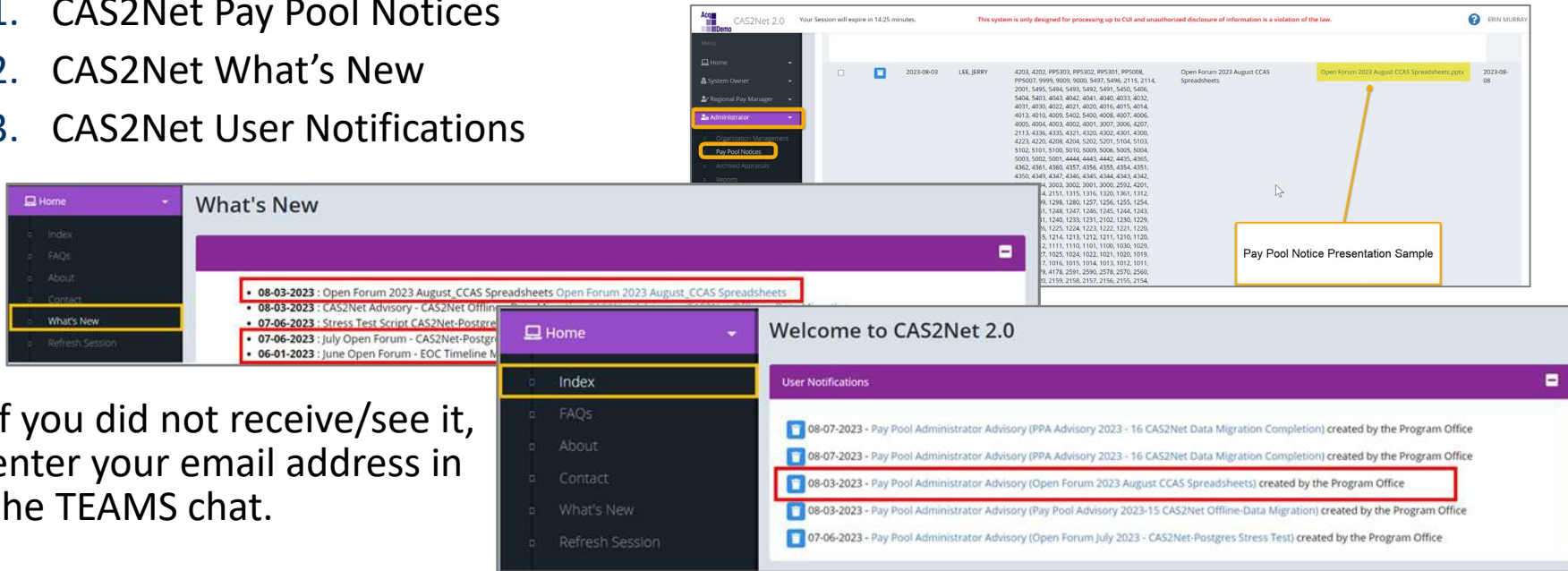
+1 571-403-9146

[Phone Conference ID:](#) 989 870 18#

Housekeeping Items

Open Forum slides are sent in advance through

1. CAS2Net Pay Pool Notices
2. CAS2Net What's New
3. CAS2Net User Notifications



If you did not receive/see it, enter your email address in the TEAMS chat.

Please remember to “Mute” your phone to prevent any background noise and additional feedback.

All Open Forum Sessions will be recorded.

Each recorded session will be posted to the AcqDemo website (including presentation slides) at <https://acqdemo.hci.mil/training.html#cas2netOpenForums>.

Weekly Open Forum

- ✓ 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)

CAS2Net and CCAS Open Forum

Thursday
19 September 2024
1:00 PM Eastern Time

Topic:

EOY CAS2Net and CCAS Spreadsheet Enhancements

AcqDemo Tools and Processes

CAS2Net Enhancements

CAS2Net - Supervisor/Team Leader Cash Differential

CAS2Net > Organization Management > Organization Details > **NEW** Use Differential Percent to add ability to edit supervisor differential based on dollar or percentage amounts

Upcoming release to CAS2Net Production

The screenshot displays the 'Organization Details' page for 'AcqDemo - AcqDemo-PMO'. The interface includes a left-hand navigation menu with 'Administrator' selected. The main content area shows various organizational settings, each with 'No' and 'Yes' toggle buttons. Two specific settings are highlighted with blue boxes: 'Use Differential Percent' (with a 'NEW' callout) and 'Can Set Cash Differential'. A yellow box at the bottom explains the toggle logic: 'No = Use \$' and 'Yes = Use %'. The 'Cancel' and 'Save' buttons are visible at the bottom right.

Setting	No	Yes
CAS2Net Id	2851	
Is Pay Pool	No	Yes
Start Date	08-01-2022	
Pay Pool Id	9000	
Name	9000 Macro Free Pay Pool	
Description	9000 Macro Free Pay Pool	
First Year	No	Yes
Use Mandatory Objectives	No	Yes
Contribution Plan by Factors	No	Yes
Require Employee Initiate and Submit	No	Yes
Require Approved Plan	No	Yes
Require Approved Midpoint	No	Yes
Supervisor Enters Numeric Scores	No	Yes
Can Set Cash Differential	No	Yes
Control Point By OCS	No	Yes
Time Off Award	No	Yes
Can Pro-Rate CA	No	Yes
Know Supervisor to Partially Release Annual	No	Yes
Require Supervisor 2 Approval For ACDP	No	Yes
Manager Can Access CMS	No	Yes
Add CRI Remainder to CA	No	Yes
Require Supervisor 2 Approval For Annual	No	Yes
Require Supervisor 2 Approval For Closeout	No	Yes
Require Supervisor 2 Approval For Contribution Plan	No	Yes
Require Supervisor 2 Approval For Midpoint	No	Yes
Use Differential Percent	No	Yes

NEW

No = Use \$
Yes = Use %

Cancel Save

CAS2Net User Profile ... Post Cycle Activity

CAS2Net > Administrator > User Management > User Profile

- Added Post Cycle Activity
 - Death of Employee
 - LWOP

Select Post Cycle Activity

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

Select Post Cycle Activity

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

Post-Cycle Activity Details

Date of Death

Cancel
Save

Select Post Cycle Activity

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

Post-Cycle Activity Details


Start Date End Date (if Known)

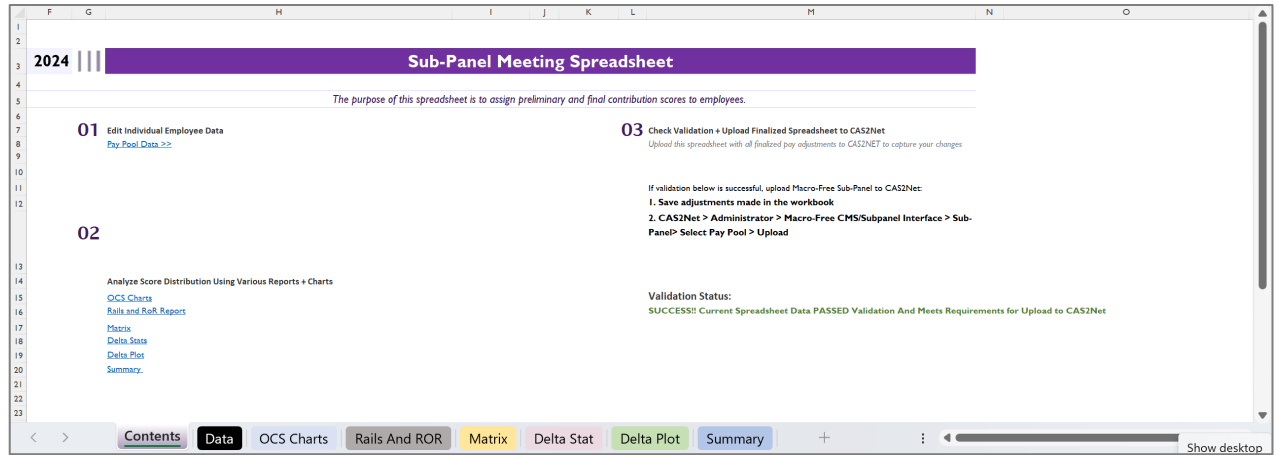
Cancel
Save

CAS2Net > Macro-Free CMS/Subpanel Interface

Download Macro-Free Sub-Panel Meeting Spreadsheet and upload

Administrator

- Appraisal Status
- Offline Interface
- Previous Cycle Data
- Sub-Panel Meeting
- CMS Online
- Macro-Free CMS/Subpanel Interface 
- Organization Management
- Pay Pool Notices
- Archived Appraisals
- Reports
- Trusted Agent
- CCAS Management
- User Management



Sub-Panel Meeting Spreadsheet

The purpose of this spreadsheet is to assign preliminary and final contribution scores to employees.

01 Edit Individual Employee Data
[Pay Pool Data >>](#)

02
Analyze Score Distribution Using Various Reports + Charts
[OCS Charts](#)
[Rails and ROR Reports](#)
[Matrix](#)
[Delta Stats](#)
[Delta Plot](#)
[Summary](#)

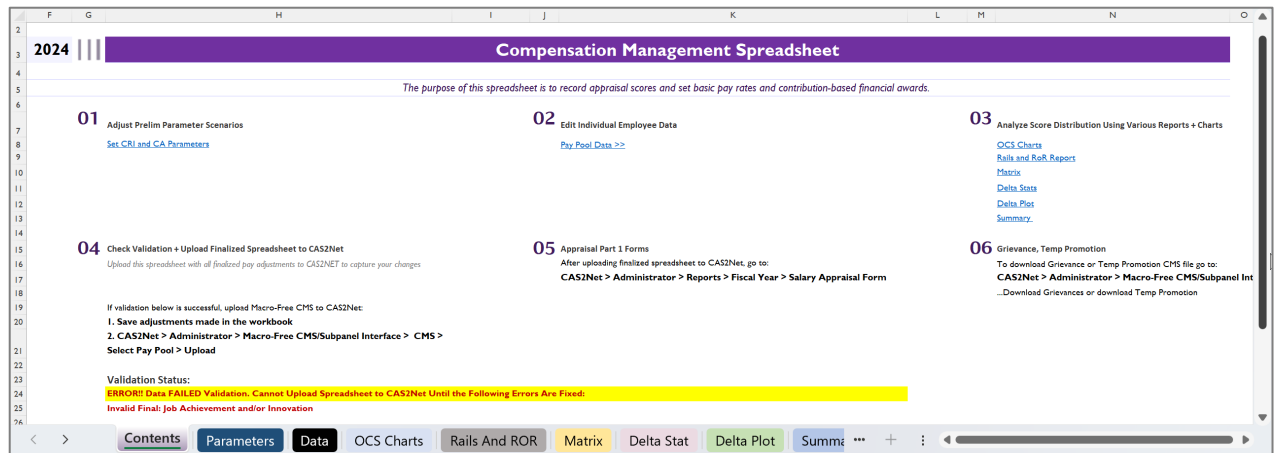
03 Check Validation + Upload Finalized Spreadsheet to CAS2Net
Upload this spreadsheet with all finalized pay adjustments to CAS2NET to capture your changes.

If validation below is successful, upload Macro-Free Sub-Panel to CAS2Net:
1. Save adjustments made in the workbook
2. CAS2Net > Administrator > Macro-Free CMS/Subpanel Interface > Sub-Panel > Select Pay Pool > Upload

Validation Status:
SUCCESS: Current Spreadsheet Data PASSED Validation And Meets Requirements for Upload to CAS2Net

Navigation: Contents | **Data** | OCS Charts | Rails And ROR | Matrix | Delta Stat | Delta Plot | Summary

Download Macro-Free CMS and upload



Compensation Management Spreadsheet

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

01 Adjust Prelim Parameter Scenarios
[Set CRI and CA Parameters](#)

02 Edit Individual Employee Data
[Pay Pool Data >>](#)

03 Analyze Score Distribution Using Various Reports + Charts
[OCS Charts](#)
[Rails and ROR Report](#)
[Matrix](#)
[Delta Stats](#)
[Delta Plot](#)
[Summary](#)

04 Check Validation + Upload Finalized Spreadsheet to CAS2Net
Upload this spreadsheet with all finalized pay adjustments to CAS2NET to capture your changes.

If validation below is successful, upload Macro-Free CMS to CAS2Net:
1. Save adjustments made in the workbook
2. CAS2Net > Administrator > Macro-Free CMS/Subpanel Interface > CMS > Select Pay Pool > Upload

05 Appraisal Part 1 Forms
After uploading finalized spreadsheet to CAS2Net, go to:
CAS2Net > Administrator > Reports > Fiscal Year > Salary Appraisal Form

06 Grievance, Temp Promotion
To download Grievance or Temp Promotion CMS file go to:
CAS2Net > Administrator > Macro-Free CMS/Subpanel Int
...Download Grievances or download Temp Promotion

Validation Status:
ERROR: Data FAILED Validation. Cannot Upload Spreadsheet to CAS2Net Until the Following Errors Are Fixed:
Invalid Final Job Achievement and/or Innovation

Navigation: Contents | Parameters | **Data** | OCS Charts | Rails And ROR | Matrix | Delta Stat | Delta Plot | Summi

26 Sep 2024 Open Forum

AcqDemo Tools and Processes Spreadsheet Enhancements

Macro-Enabled CMS

Macro-Enabled Sub Panel

Major Enhancements for the Coming Cycle

- **CMS**

- Added supervisor differential situation column consisting of three possible situations
 - 1 for Organizational level and scope, difficulty, and value of position
 - 2 for Extremely difficult to fill
 - 3 for Salary inequities may exist
- Added ability to import/edit supervisor differential based on dollar or percentage amounts
- Allowed control point OCS values to have 4 significant digits to increase accuracy
- Moved New Cycle Expected OCS to summary column areas on Data Sheet
- Added Command Code (Sub-Agency) column to Data sheet

- **Sub-Panel**

- Allowed control point OCS values to have 4 significant digits to increase accuracy

CMS Enhancements – Differential Situations

Added supervisor differential situation column consisting of three possible situations

- **NEW Supervisor Differential Situation** Column CV choose situation for the Supervisor and Team Leader Cash Differential

CT	CU	CV	CW	CX	CY	CZ	DA
New Basic Pay 2025	Supv/Team Lead	Supervisor Differential Situation	Supervisor Differential Start Date	Supervisor Differential Rate	Supervisor Differential Amount	New Supervisor Differential Rate	New Supervisor Differential Amount
\$162,354	Supv			5.6265%	\$8,999	4.93%	\$7,999
\$196,094	Supv					0.00%	\$0
\$145,156	Supv					0.00%	\$0
\$116,803	Team Lead					3.00%	\$3,503
\$131,749	Supv				\$7,999	6.11%	\$8,053
\$162,354	Supv				\$7,999	4.93%	\$7,999
\$162,354	Supv				\$7,999	0.00%	\$0
\$162,354	Supv					0.00%	\$0

Please select from the following values:

1. Organizational level and scope, difficulty, and value of position
2. Extremely difficult to fill
3. Salary inequities may exist

Documentation required for the AcqDemo Supervisor and Team Leader Cash Differential

Chapter 5.21.3.1 To request a supervisory or team leader cash differential, a **request package** is initiated by the immediate supervisor, coordinated with the servicing HR Specialist, and **approved/disapprove** by a higher-level supervisor, manager, or equivalent as determined by the Participating Organization’s business rules. The approval authority may also be assigned to the Pay Pool Manager/Panel or Personnel Policy Board. **The request package contain a memorandum from the supervisor or nominating official that describes the circumstances supporting the request, affirms that funds are available, and documents the approval process.** A sample memorandum is provided at Appendix A, Chapter 5. The package must also include a current organization chart and a comparison of the employee’s current basic pay of his/her position’s broadband level, and any applicable control point/maximum OCS or internal broadband level pay range within the broadband level, and if applicable, the pay of the employees under the supervisor/team leader.

Once approved, **the employee must sign a statement of understanding as shown at Appendix B, Chapter 5.**

CMS Enhancements – Differential \$ or %

Import/Edit Supervisor Differential based on \$ or %

Use Differential Percent

No
 Yes

No = Use \$
 Yes = Use %

The Data Administrator sets in **CAS2Net Organization Details > Use Differential Percent** either for dollar or percent. That will specify whether the Supervisor Differential will be imported into the CMS as a dollar or a percent.

- If **Use Differential Percent** is set to **Yes** (use %) in CAS2Net, Column CZ will allow entry of values and the \$ will be calculated.
- The new rates will be in Column DA New Supervisor Differential Rate.

CT	CU	CV	CW	CX	CY	CZ	DA
New Basic Pay 2025	Supv/Team Lead	Supervisor Differential Situation	Supervisor Differential Start Date	Supervisor Differential Rate	Supervisor Differential Amount	New Supervisor Differential Rate	New Supervisor Differential Amount
\$116,803							
\$162,354	Supv			5.6265%	\$8,999	4.93%	\$7,999
\$116,803							

CMS Enhancements - Four (4) Decimal Places

Allowing up to Four (4) Decimal Places for the OCS Control Point

- In Column CN, for the OCS Control Point, the values can now have up to four (4) decimal places

P	AX	AZ	BN	BW	BX	BY	BZ	CA	CB	CM	CN	CO	CP	CQ	CR	CS	CT
CY2024 Basic Pay	Expected OCS	2024 OCS	CY2025 Max for BB&CP	Across the Board GPI of 1.7% COMPARED to Max for CP&BB	Pay with GPI	CRI	Available Balance= (Default CRI) AlphaDelta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Previous Years Control Point	OCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Max Basic Pay 2025	Approved CRI \$	New Basic Pay 2025
\$54,557	46	46	\$55,486	-\$1	\$55,485		\$219	\$19,224.00	\$219		46.0000		\$55,708	0	\$55,486	\$1	\$55,486
\$73,484	61	61	\$74,733	0	\$74,733		\$283	\$0	\$283		61.0000		\$75,023	0	\$74,733	\$0	\$74,733
\$80,737	66	68	\$82,108	0	\$82,108		\$4,024	\$0	\$4,024		66.0000		\$82,849	0	\$82,108	\$0	\$82,108
\$115,079	83	88	\$117,034	0	\$117,034		\$10,977	\$0	\$10,977		83.0000	\$116,091			\$117,034	\$0	\$117,034
\$113,705	83	83	\$117,034	-1396	\$115,638		\$443	\$0	\$443		83.0000	\$116,091	0		\$116,091	\$443	\$116,081
\$113,374	83	83	\$117,034	-1732	\$115,302		\$774	\$0	\$774		83.0000	\$116,091	0		\$116,091	\$774	\$116,076
\$115,079	83	84	\$117,034	0	\$117,034		\$1,357	\$0	\$1,357		83.0000	\$116,091			\$117,034	\$0	\$117,034
\$159,950	100	100	\$162,672	-2	\$162,670		\$0	\$0	\$0		100.0000		\$162,672	0	\$162,672	\$0	\$162,670
\$159,950	100	100	\$162,672	-2	\$162,670		\$0	\$0	\$0		100.0000		\$162,672	0	\$162,672	\$0	\$162,670

- These additional decimal places allow for increased precision
- This enhancement was also coded into the Sub-Panel Meeting Spreadsheet

CMS Enhancements - Four (4) Decimal Places

Example - Four (4) Decimal Places for the OCS Control Point

P	AX	AZ	BN	BO	BV	BX	BY	BZ	CA	CB	CM	CN	CO	CP	CQ	CR	CS	CT	DL	DM
CY2024 Basic Pay	Expected OCS	2024 OCS	CY2025 Max for BB&CP	Set GPI	G (\$)	Pay with GPI	Set CRI	Available Balance= (Default CRI) Alpha1Delta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Previous Years Control Point	OCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Max Basic Pay 2025	Approved CRI \$	New Basic Pay 2025	Set Award	Carryover Award
\$39,361	29	29	\$40,038		\$670	\$40,031		\$0	\$0	\$0		29.0000	\$39,361	\$39,756		\$40,038	\$0	\$40,031		\$0
\$80,000	65	66	\$82,108		\$1,360	\$81,360		\$1,462	\$0	\$1,462		66.0000	\$80,737	\$82,849	0	\$82,108	\$748	\$82,108		\$714
\$114,000	83	83	\$117,034		\$1,938	\$115,938		\$148	\$0	\$148		83.0000	\$115,079	\$116,091	0	\$116,091	\$148	\$116,086		\$0
\$159,950	100	100	\$162,672		\$2,720	\$162,670		\$0	\$0	\$0		100.0000	\$159,950	\$162,672	0	\$162,672	\$0	\$162,670		\$0
\$38,900	29	29	\$40,038		\$662	\$39,562		\$191	\$0	\$191		29.0000	\$39,361	\$39,756	0	\$39,756	\$191	\$39,753		\$0
\$60,000	51	51	\$61,449		\$1,020	\$61,020		\$490	\$0	\$490		51.0000	\$60,416	\$61,519	0	\$61,449	\$429	\$61,449		\$61
\$80,737	66	66	\$82,108		\$1,371	\$82,108		\$725	\$0	\$725		66.0000	\$80,737	\$82,849	0	\$82,108	\$0	\$82,108		\$725
\$115,079	83	83	\$117,034		\$1,955	\$117,034		\$0	\$0	\$0		83.0000	\$115,079	\$116,091		\$117,034	\$0	\$117,034		\$0
\$39,100	29	29	\$40,038		\$665	\$39,765		\$0	\$0	\$0		29.0000	\$39,361	\$39,756		\$40,038	\$0	\$39,765		\$0
\$54,000	45	46	\$55,486		\$918	\$54,918		\$776	\$0	\$776		46.0000	\$54,557	\$55,708	0	\$55,486	\$568	\$55,486		\$208
\$73,000	60	61	\$74,733		\$1,241	\$74,241		\$767	\$0	\$767		61.0000	\$73,484	\$75,023	0	\$74,733	\$492	\$74,733		\$275

CMS Enhancements - Four (4) Decimal Places

P	AX	AZ	BN	BO	BV	BX	BY	BZ	CA	CB	CM	CN	CO	CP	CQ	CR	CS	CT	DL	DM
				Set GPI			Set CRI	Available Balance = \$12,523.00				1							Set Award	
CY2024 Basic Pay	Expected OCS	2024 OCS	CY2025 Max for BB&CP		G (\$)	Pay with GPI	(Default CRI) Alpha1Delta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Previous Years Control Point	OCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Max Basic Pay 2025	Approved CRI \$	New Basic Pay 2025		Carryover Award	
\$39,361	29	29	\$40,038		\$670	\$40,031	\$0	\$0	\$0		29.3555	\$39,361	\$40,038	0	\$40,038	\$0	\$40,031		\$0	
\$80,000	65	66	\$82,108		\$1,360	\$81,360	\$1,462	\$0	\$1,462		66.0000	\$80,737	\$82,849	0	\$82,108	\$748	\$82,108		\$714	
\$114,000	83	83	\$117,034		\$1,938	\$115,938	\$148	\$0	\$148		83.4077	\$115,079	\$117,034	0	\$117,034	\$148	\$116,096		\$0	
\$159,950	100	100	\$162,672		\$2,720	\$162,670	\$0	\$0	\$0		100.0000	\$159,950	\$162,672	0	\$162,672	\$0	\$162,670		\$0	
\$38,900	29	29	\$40,038		\$662	\$39,562	\$191	\$0	\$191		29.3555	\$39,361	\$40,038	0	\$40,038	\$191	\$39,753		\$0	
\$60,000	51	51	\$61,449		\$1,020	\$61,020	\$490	\$0	\$490		51.0000	\$60,416	\$61,519	0	\$61,449	\$429	\$61,449		\$61	
\$80,737	66	66	\$82,108		\$1,371	\$82,108	\$725	\$0	\$725		66.0000	\$80,737	\$82,849	0	\$82,108	\$0	\$82,108		\$725	
\$115,079	83	83	\$117,034		\$1,955	\$117,034	\$0	\$0	\$0		83.4077	\$115,079	\$117,034	0	\$117,034	\$0	\$117,034		\$0	
\$39,100	29	29	\$40,038		\$665	\$39,765	\$0	\$0	\$0		29.3555	\$39,361	\$40,038	0	\$40,038	\$0	\$39,765		\$0	
\$54,000	45	46	\$55,486		\$918	\$54,918	\$776	\$0	\$776		46.0000	\$54,557	\$55,708	0	\$55,486	\$568	\$55,486		\$208	
\$73,000	60	61	\$74,733		\$1,241	\$74,241	\$767	\$0	\$767		61.0000	\$73,484	\$75,023	0	\$74,733	\$492	\$74,733		\$275	

- IAW business rule**, (1) adjust OCS Control Points to four decimal places and (2) use Discretionary CRI to attain maximum pay of the broadband level
- (3) Column CT New Basic Pay 2025 = (4) Column BH CY2025 Max for BB&CP

P	AX	AZ	BN	BO	BV	BX	BY	BZ	CA	CB	CM	CN	CO	CP	CQ	CR	CS	CT	DL	DM
				Set GPI			Set CRI	Available Balance = \$11,010.00				2							Set Award	
CY2024 Basic Pay	Expected OCS	2024 OCS	CY2025 Max for BB&CP		G (\$)	Pay with GPI	(Default CRI) Alpha1Delta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Previous Years Control Point	OCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Max Basic Pay 2025	Approved CRI \$	New Basic Pay 2025		Carryover Award	
\$39,361	29	29	\$40,038		\$670	\$40,031	\$0	\$7	\$7		29.3555	\$39,361	\$40,038	0	\$40,038	\$7	\$40,038		\$0	
\$80,000	65	66	\$82,108		\$1,360	\$81,360	\$1,462	\$0	\$1,462		66.0000	\$80,737	\$82,849	0	\$82,108	\$748	\$82,108		\$714	
\$114,000	83	83	\$117,034		\$1,938	\$115,938	\$148	\$948	\$1,096		83.4077	\$115,079	\$117,034	0	\$117,034	\$1,096	\$117,034		\$0	
\$159,950	100	100	\$162,672		\$2,720	\$162,670	\$0	\$0	\$0		100.0000	\$159,950	\$162,672	0	\$162,672	\$0	\$162,670		\$0	
\$38,900	29	29	\$40,038		\$662	\$39,562	\$191	\$285	\$476		29.3555	\$39,361	\$40,038	0	\$40,038	\$476	\$40,038		\$0	
\$60,000	51	51	\$61,449		\$1,020	\$61,020	\$490	\$0	\$490		51.0000	\$60,416	\$61,519	0	\$61,449	\$429	\$61,449		\$61	
\$80,737	66	66	\$82,108		\$1,371	\$82,108	\$725	\$0	\$725		66.0000	\$80,737	\$82,849	0	\$82,108	\$0	\$82,108		\$725	
\$115,079	83	83	\$117,034		\$1,955	\$117,034	\$0	\$0	\$0		83.4077	\$115,079	\$117,034	0	\$117,034	\$0	\$117,034		\$0	
\$39,100	29	29	\$40,038		\$665	\$39,765	\$0	\$273	\$273		29.3555	\$39,361	\$40,038	0	\$40,038	\$273	\$40,038		\$0	
\$54,000	45	46	\$55,486		\$918	\$54,918	\$776	\$0	\$776		46.0000	\$54,557	\$55,708	0	\$55,486	\$568	\$55,486		\$208	
\$73,000	60	61	\$74,733		\$1,241	\$74,241	\$767	\$0	\$767		61.0000	\$73,484	\$75,023	0	\$74,733	\$492	\$74,733		\$275	

CMS Enhancements – Control Point \$

P	AX	AZ	BN	BO	BV	BX	BY	BZ	CA	CB	CM	CN	CO	CP	CQ	CR	CS	CT	DL	DM	
CY2024 Basic Pay	Expected OCS	2024 OCS	CY2025 Max for BB&CP	Set GPI	G (\$)	Pay with GPI	Set CRI	Available Balance	(Default CRI) Alpha/Delta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Previous Years Control Point	OCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Max Basic Pay 2025	Approved CRI \$	New Basic Pay 2025	Set Award	Carryover Award
\$39,361	29	29	\$40,038		\$670	\$40,031		\$12,523.00	\$0	\$0	\$0			\$39,361	\$39,361		\$40,038	\$0	\$40,031		\$0
\$80,000	65	66	\$82,108		\$1,360	\$81,360		\$1,462	\$0	\$1,462	\$0			\$80,737	\$80,737		\$82,108	\$748	\$82,108		\$714
\$114,000	83	83	\$117,034		\$1,938	\$115,938		\$148	\$0	\$148	\$0			\$115,079	\$115,079		\$117,034	\$148	\$116,086		\$0
\$159,950	100	100	\$162,672		\$2,720	\$162,670		\$0	\$0	\$0	\$0			\$159,950	\$159,950		\$162,672	\$0	\$162,670		\$0
\$38,900	29	29	\$40,038		\$662	\$39,562		\$191	\$0	\$191	\$0			\$39,361	\$39,361		\$40,038	\$191	\$39,753		\$0
\$60,000	51	51	\$61,449		\$1,020	\$61,020		\$490	\$0	\$490	\$0			\$60,416	\$60,416		\$61,449	\$429	\$61,449		\$61
\$80,737	66	66	\$82,108		\$1,371	\$82,108		\$725	\$0	\$725	\$0			\$80,737	\$80,737		\$82,108	\$0	\$82,108		\$725
\$115,079	83	83	\$117,034		\$1,955	\$117,034		\$0	\$0	\$0	\$0			\$115,079	\$115,079		\$117,034	\$0	\$117,034		\$0
\$39,100	29	29	\$40,038		\$665	\$39,765		\$0	\$0	\$0	\$0			\$39,361	\$39,361		\$40,038	\$0	\$39,765		\$0
\$54,000	45	46	\$55,486		\$918	\$54,918		\$776	\$0	\$776	\$0			\$54,557	\$54,557		\$55,486	\$568	\$55,486		\$208
\$73,000	60	61	\$74,733		\$1,241	\$74,241		\$767	\$0	\$767	\$0			\$73,484	\$73,484		\$74,733	\$492	\$74,733		\$275

IAW business rule, (1) adjust Control Point \$ to desired basic pay (2) adjusted Control Point Used in Calculations, (3) use Discretionary CRI to attain desired basic pay at maximum of the broadband level, (4) Column CT New Basic Pay 2025 = (5) Column BH CY2025 Max for BB&CP

P	AX	AZ	BN	BO	BV	BX	BY	BZ	CA	CB	CM	CN	CO	CP	CQ	CR	CS	CT	DL	DM	
CY2024 Basic Pay	Expected OCS	2024 OCS	CY2025 Max for BB&CP	Set GPI	G (\$)	Pay with GPI	Set CRI	Available Balance	(Default CRI) Alpha/Delta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Previous Years Control Point	OCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Max Basic Pay 2025	Approved CRI \$	New Basic Pay 2025	Set Award	Carryover Award
\$39,361	29	29	\$40,038		\$670	\$40,031		\$11,575.00	\$0	\$0	\$0			\$39,361	\$39,361		\$40,038	\$0	\$40,031		\$0
\$80,000	65	66	\$82,108		\$1,360	\$81,360		\$1,462	\$0	\$1,462	\$0			\$80,737	\$80,737		\$82,108	\$748	\$82,108		\$714
\$114,000	83	83	\$117,034		\$1,938	\$115,938		\$148	\$948	\$1,096	\$1,096			\$117,034	\$117,034	0	\$117,034	\$1,096	\$117,034		\$0
\$159,950	100	100	\$162,672		\$2,720	\$162,670		\$0	\$0	\$0	\$0			\$159,950	\$159,950		\$162,672	\$0	\$162,670		\$0
\$38,900	29	29	\$40,038		\$662	\$39,562		\$191	\$0	\$191	\$0			\$39,361	\$39,361		\$40,038	\$191	\$39,753		\$0
\$60,000	51	51	\$61,449		\$1,020	\$61,020		\$490	\$0	\$490	\$0			\$60,416	\$60,416		\$61,449	\$429	\$61,449		\$61
\$80,737	66	66	\$82,108		\$1,371	\$82,108		\$725	\$0	\$725	\$0			\$80,737	\$80,737		\$82,108	\$0	\$82,108		\$725
\$115,079	83	83	\$117,034		\$1,955	\$117,034		\$0	\$0	\$0	\$0			\$115,079	\$115,079		\$117,034	\$0	\$117,034		\$0
\$39,100	29	29	\$40,038		\$665	\$39,765		\$0	\$0	\$0	\$0			\$39,361	\$39,361		\$40,038	\$0	\$39,765		\$0
\$54,000	45	46	\$55,486		\$918	\$54,918		\$776	\$0	\$776	\$0			\$54,557	\$54,557		\$55,486	\$568	\$55,486		\$208
\$73,000	60	61	\$74,733		\$1,241	\$74,241		\$767	\$0	\$767	\$0			\$73,484	\$73,484		\$74,733	\$492	\$74,733		\$275

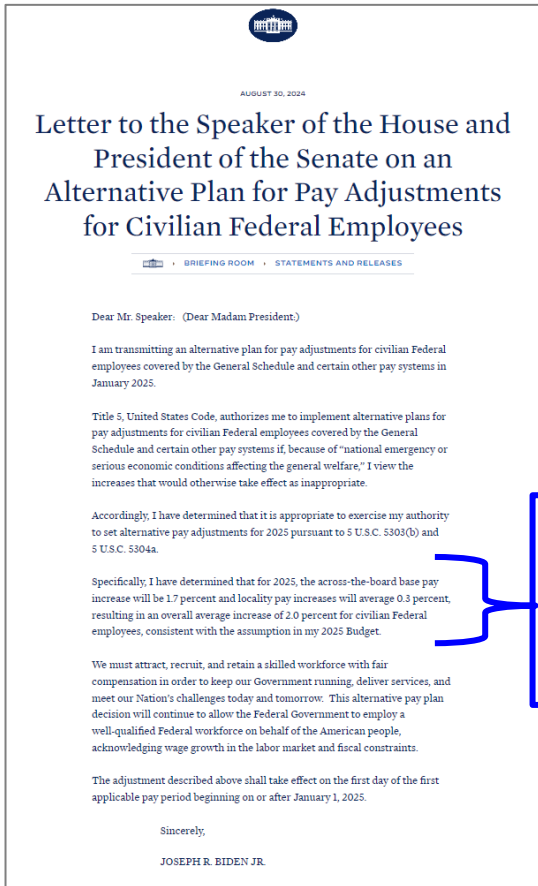
CMS – Override CRI

For red highlighted cells in Column CP and to override the Approved CRI and if Control point Used in Calculation is correct

- Rollover CRI to CA CRI change from 1 to 0 = Computed CRI becomes Approved CRI up to new max for BB&CP, remainder does not become a Carryover Award
- Rollover CRI to CA CRI change from 1 to 2 = Computed CRI becomes Carryover Award
- Override CRI – change 0 to 1 = no Approved CRI and no Carryover Award

AB	AC	AD	BY	BZ	CA	CB	CM	CN	CO	CP	CQ	CR	CS	CT	DL	DM
			Set CRI												Set Award	
			Available Balance=													
			(Default CRI) Alpha1DeltaY													
			(PPM Input) Discretionary CRI													
			Award Rollover													
			Please enter a 0 to disable Award Rollover, 1 to enable for employees at a pay cap, 2 to enable for employees not at a pay cap and 3 to rollover any discretionary CRI.													
0	0	1		\$0					\$39,361	\$39,961		\$40,038	\$0	\$40,031	\$0	
0	0	1		\$1,462					\$80,737	\$80,737		\$82,108	\$748	\$82,108	\$714	
0	0	1		\$148	\$948	\$1,096			\$117,034	\$117,034	0	\$117,034	\$1,096	\$117,034	\$0	
			Set CRI												Set Award	
			Available Balance=													
			(Default CRI) Alpha1DeltaY													
			(PPM Input) Discretionary CRI													
			Award Rollover													
			Please enter a 0 to disable Award Rollover, 1 to enable for employees at a pay cap, 2 to enable for employees not at a pay cap and 3 to rollover any discretionary CRI.													
0	0	1		\$0	\$0	\$0			\$39,361	\$39,961		\$40,038	\$0	\$40,031	\$0	
0	0	0		\$1,462	\$0	\$1,462			\$80,737	\$80,737		\$82,108	\$748	\$82,108	\$0	
0	0	1		\$148	\$948	\$1,096			\$117,034	\$117,034	0	\$117,034	\$1,096	\$117,034	\$0	
			Set CRI												Set Award	
			Available Balance=													
			(Default CRI) Alpha1DeltaY													
			(PPM Input) Discretionary CRI													
			Award Rollover													
			Please enter a 0 to disable Award Rollover, 1 to enable for employees at a pay cap, 2 to enable for employees not at a pay cap and 3 to rollover any discretionary CRI.													
0	0	1		\$0	\$0	\$0			\$39,361	\$39,961		\$40,038	\$0	\$40,031	\$0	
0	0	2		\$1,462	\$0	\$1,462			\$80,737	\$80,737		\$82,108	\$0	\$81,360	\$1,462	
0	0	1		\$148	\$948	\$1,096			\$117,034	\$117,034	0	\$117,034	\$1,096	\$117,034	\$0	
			Set CRI												Set Award	
			Available Balance=													
			(Default CRI) Alpha1DeltaY													
			(PPM Input) Discretionary CRI													
			Award Rollover													
			Please enter a 0 to disable Award Rollover, 1 to enable for employees at a pay cap, 2 to enable for employees not at a pay cap and 3 to rollover any discretionary CRI.													
0	0	1		\$0	\$0	\$0			\$39,361	\$39,961		\$40,038	\$0	\$40,031	\$0	
1	0	1		\$0	\$0	\$0			\$80,737	\$80,737		\$82,108	\$0	\$81,360	\$0	
0	0	1		\$148	\$948	\$1,096			\$117,034	\$117,034	0	\$117,034	\$1,096	\$117,034	\$0	

AcqDemo - Across the Board Basic Pay Increase



Federal Register, page 52129, Section II.D.2.d.(2)(c)1—General Pay Increase (GPI). The GPI is the **across-the-board basic pay increase** authorized by law or the President for the GS under 5 U.S.C. 5303. The funds allocated for the GPI that are not awarded may be transferred to either the CRI Fund or the Contribution Award (CA) Fund or divided among them barring any higher authority restrictions.

Specifically, I have determined that for 2025, the across-the-board base pay increase will be 1.7 percent and locality pay increases will average 0.3 percent, resulting in an overall average increase of 2.0 percent for civilian Federal employees, consistent with the assumption in my 2025 Budget.

Employee's basic pay * 1.7%
 AcqDemo Basic Pay Tables are linked to the
 General Schedule base salary table

The across-the-board basic pay raise for 2025 depends on the issuance of the President's Executive Order on Adjustments of Certain Rates of Pay and its subsequent publication by OPM, which is anticipated in mid-to-late December 2024.

AcqDemo - Across the Board Basic Pay Increase

AcqDemo Basic Pay Tables are linked to the General Schedule base salary table

- GS-1/Step1 to GS-4/10 → NH-1
- GS-5/Step1 to GS-11/10 → NH-2
- GS-12/Step1 to GS-13/10 → NH-3
- GS-14/Step1 to GS-15/10 → NH-4
- GS-1/Step1 to GS-4/10 → NJ-1
- GS-5/Step1 to GS-8/10 → NJ-2
- GS-9/Step1 to GS-11/10 → NJ-3
- GS-12/Step1 to GS-13/10 → NJ-4
- GS-1/Step1 to GS-4/10 → NK-1
- GS-5/Step1 to GS-7/10 → NK-2
- GS-8/Step1 to GS-10/10 → NK-3

SALARY TABLE 2025-GS											
INCORPORATING THE 1.7% GENERAL SCHEDULE INCREASE											
EFFECTIVE JANUARY 2025 (PROJECTED NOT APPROVED)											
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WGI
1	22360	23105	23850	24595	25340	26085	26830	27575	28320	29065	745
2	25142	25980	26818	27656	28494	29332	30170	31008	31846	32684	838
3	27433	28347	29261	30175	31089	32003	32917	33831	34745	35659	914
4	30795	31822	32849	33876	34903	35930	36957	37984	39011	40038	1027
5	34454	35602	36750	37898	39046	40194	41342	42490	43638	44786	1148
6	38407	39687	40967	42247	43527	44807	46087	47367	48647	49927	1280
7	42679	44102	45525	46948	48371	49794	51217	52640	54063	55486	1423
8	47265	48841	50417	51993	53569	55145	56721	58297	59873	61449	1576
9	52205	53945	55685	57425	59165	60905	62645	64385	66125	67865	1740
10	57488	59404	61320	63236	65152	67068	68984	70900	72816	74732	1916
11	63163	65268	67373	69478	71583	73688	75793	77898	80003	82108	2105
12	75706	78229	80752	83275	85798	88321	90844	93367	95890	98413	2523
13	90024	93025	96026	99027	102028	105029	108030	111031	114032	117033	3001
14	106382	109928	113474	117020	120566	124112	127658	131204	134750	138296	3546
15	125133	129304	133475	137646	141817	145988	150159	154330	158501	162672	4171

AcqDemo Basic Pay Table is linked to new GS salary table				
2025 AcqDemo Basic Pay Range Tables with 1.7% GPI				
NH - Business Management and Technical Management Professional				
I	II	III	IV	
22360 - 40038	34454 - 82108	75706 - 117034	106382 - 162672	
GS 1 - GS 4	GS 5 - GS 11	GS 12 - GS 13	GS 14 - GS 15	
NJ - Technical Management Support				
I	II	III	IV	
22360 - 40038	34454 - 61449	52205 - 82108	75706 - 117034	
GS 1 - GS 4	GS 5 - GS 8	GS 9 - GS 11	GS 12 - GS 13	
NK- Administrative Support				
I	II	III		
22360 - 40038	34454 - 55486	47265 - 74733		Applicable Locality Pay Is Added to Basic Pay
GS 1 - GS 4	GS 5 - GS 7	GS 8 - GS 10		

AcqDemo - Across the Board Basic Pay Increase

Federal Register, page 52133, Section II.D.3.c.(1) SPL. The SPL begins at an OCS of zero and the basic pay of a GS-1, Step 1, and terminates at an OCS of 100 and the basic pay of a GS-15, Step 10.

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WGI
1	22360	23105	23850	24595	25340	26085	26830	27575	28320	29065	745
2	25142	25980	26818	27656	28494	29332	30170	31008	31846	32684	838
3	27433	28347	29261	30175	31089	32003	32917	33831	34745	35659	914
4	30795	31822	32849	33876	34903	35930	36957	37984	39011	40038	1027
5	34454	35602	36750	37898	39046	40194	41342	42490	43638	44786	1148
6	38407	39687	40967	42247	43527	44807	46087	47367	48647	49927	1280
7	42679	44102	45525	46948	48371	49794	51217	52640	54063	55486	1423
8	47265	48841	50417	51993	53569	55145	56721	58297	59873	61449	1576
9	52205	53945	55685	57425	59165	60905	62645	64385	66125	67865	1740
10	57488	59404	61320	63236	65152	67068	68984	70900	72816	74733	1916
11	63163	65268	67373	69478	71583	73688	75793	77898	80003	82108	2105
12	75706	78229	80752	83275	85798	88321	90844	93367	95890	98413	2523
13	90024	93025	96026	99027	102028	105029	108030	111031	114032	117034	3001
14	106382	109928	113474	117020	120566	124112	127658	131204	134750	138296	3546
15	125133	129304	133475	137646	141817	145988	150159	154330	158501	162672	4171

PROJECTED											
Grade	OCS	SPL	'02 Lower Rail	'08 Upper Rail	Grade	OCS	SPL	'02 Lower Rail	'08 Upper Rail		
GS01/1	0	22360	20571	24149	NJ-2	51	61519	56598	66441		
	1	22806	20984	24633		52	62752	57732	67772		
	2	23265	21404	25127		53	64010	58889	69131		
	3	23732	21833	25630		54	65293	60070	70516		
	4	24207	22271	26144		55	66602	61273	71930		
	5	24692	22717	26668		56	67936	62502	73371		
	6	25187	23172	27202		57	69298	63754	74842		
	7	25692	23637	27748		58	70687	65032	76342		
	8	26207	24111	28304		59	72104	66336	77872		
	9	26732	24594	28871		60	73549	67665	79433		
	10	27268	25087	29450	NK-3	61	75023	69021	81025		
	11	27815	25590	30040		62	76527	70405	82649		
	12	28372	26102	30642		63	78061	71816	84305		
	13	28941	26626	31256		64	79625	73255	85995		
	14	29521	27159	31883		65	81221	74723	87719		
	15	30111	27704	32522	NH-2/NH-3	66	82849	76221	89477		
	16	30712	28259	33173		67	84510	77749	91270		
	17	31323	28825	33838		68	86203	79307	93100		
	18	31946	29401	34517		69	87931	80897	94966		
	19	32600	29987	35208		70	89693	82518	96869		
	20	33274	30593	35914		71	91491	84172	98810		
	21	33969	31207	36634		72	93325	85859	100791		
	22	34685	31832	37368		73	95195	87580	102811		
	23	35424	32470	38117		74	97103	89335	104872		
	24	36081	33121	38881		75	99050	91126	106974		
	25	36752	33785	39660		76	101035	92952	109118		
	26	37439	34462	40455		77	103060	94815	111305		
	27	38209	35153	41266		78	105126	96715	113536		
	28	38975	35857	42093		79	107233	98654	115811		
	29	39756	36576	42937		80	109382	100631	118132		
	30	40553	37309	43797		81	111574	102648	120500		
	31	41366	38057	44675		82	113810	104706	122915		
	32	42195	38819	45571	NH-3/NH-4	83	116091	106804	125378		
	33	43041	39597	46484		84	118418	108945	127892		
	34	43903	40391	47416		85	120792	111128	130455		
	35	44782	41201	48366		86	123213	113356	133070		
	36	45681	42028	49335		87	125682	115628	135737		
	37	46596	42889	50324		88	128201	117945	138457		
	38	47520	43778	51333		89	130771	120309	141232		
	39	48463	44694	52362		90	133392	122720	144063		
	40	49425	45638	53411		91	136065	125180	146951		
	41	50406	46610	54482		92	138793	127689	148996		
	42	51407	47611	55574		93	141574	130248	152000		
	43	52428	48642	56688		94	144412	132859	155065		
	44	53469	49703	57824		95	147306	135522	158091		
	45	54530	50794	58983		96	150259	138238	162279		
	46	55611	51925	60165		97	153270	141009	165532		
	47	56712	53097	61371		98	156342	143835	168850		
	48	57834	54320	62601		99	159476	146718	172234		
	49	58977	55594	63855	NH-4	100	162672	149658	175686		
	50	60310	56886	65135							

AcqDemo - Across the Board Basic Pay Increase

After the CY2025 **across-the-board basic pay increase**, NH/NJ/NK-1, NJ/NK-2, and NH-4 who were at the maximum basic pay of their career path and broadband level in CY2024 are no longer at the max for broadband and career path in CY2025

Career Path-Broadband Level and EOCS	2024 GS-4/10 GS-11/10 GS-13/10 GS-15/10	CMS Across the Board 2025 GPI 1.7%	Projected 2025 GS-4/10 GS-11/10 GS-13/10 GS-15/10	Difference in Red is the difference from the max basic pay. IAW business rules Discretionary CRI to maintain at the maximum basic pay of the broadband	
NH-1 EOCS 29	\$39,361	\$40,030	\$40,038	(\$8)	
NH-2 EOCS 66	\$80,737	\$82,110	\$82,108	\$2	Difference in black not given due to maximum of broadband
NH-3 EOCS 83	\$115,079	\$117,035	\$117,034	\$1	
NH-4 EOCS 100	\$159,950	\$162,669	\$162,672	(\$3)	

Career Path-Broadband Level and EOCS	2024 GS-4/10 GS-8/10 GS-11/10 GS-13/10	CMS Across the Board 2025 GPI 1.7%	Projected 2025 GS-4/10 GS-8/10 GS-11/10 GS-13/10	Difference in Red is the difference from the max basic pay. IAW business rules Discretionary CRI to maintain at the maximum basic pay of the broadband	
NJ-1 EOCS 29	\$39,361	\$40,030	\$40,038	(\$8)	
NJ-2 EOCS 51	\$60,416	\$61,443	\$61,449	(\$6)	
NJ-3 EOCS 66	\$80,737	\$82,110	\$82,108	\$2	Difference in black not given due to maximum of broadband
NJ-4 EOCS 83	\$115,079	\$117,035	\$117,034	\$1	

Career Path-Broadband Level and EOCS	2024 GS-4/10 GS-7/10 GS-10/10	CMS Across the Board 2025 GPI 1.7%	Projected 2025 GS-4/10 GS-7/10 GS-10/10	Difference in Red is the difference from the max basic pay. IAW business rules Discretionary CRI to maintain at the maximum basic pay of the broadband
NK-1 EOCS 29	\$39,361	\$40,030	\$40,038	(\$8)
NK-2 EOCS 46	54557	\$55,484	\$55,486	(\$2)
NK-3 EOCS 61	\$73,484	\$74,733	\$74,733	\$0

AcqDemo - Across the Board Basic Pay Increase

Example

- (1) Column P Employee's CY2024 Basic Pay at maximum of the broadband level for the career path
- (2) Column BN CY2025 Max for BB&CP
- (3) Across the Board basic pay increase Column P CY2024 Basic Pay * 1.7% GPI = Column BX Pay with GPI
- (4) Column CT for NH/NJ/NK-1, NJ/NK-2, and NH-4 who were but no longer at the maximum for career path and broadband

P	AX	AZ	BN	BO	BV	BX	BY	BZ	CA	CB	CM	CN	CO	CP	CQ	CR	CS	CT	DL	DM
1			2	Set GPI		3	Set CRI	Available Balance = \$12,523.00										4	Set Award	
CY2024 Basic Pay	Expected OCS	2024 OCS	CY2025 Max for BB&CP	G (\$)	Pay with GP	(Default CRI) Alpha1Delta Y	(PPM Input) Discretionary CRI	Computed CRI \$	Previous Years Control Point	OCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Max Basic Pay 2025	Approved CRI \$	New Basic Pay 2025	Carryover Award			
\$39,361	29	29	\$40,038	\$670	\$40,031	\$0	\$0	\$0		29.0000	\$39,361	\$39,756		\$40,038	\$0	\$40,031	\$0			
\$80,000	65	66	\$82,108	\$1,360	\$81,360	\$1,462	\$0	\$1,462		66.0000	\$80,737	\$82,849	0	\$82,108	\$748	\$82,108	\$714			
\$114,000	83	83	\$117,034	\$1,938	\$115,938	\$148	\$0	\$148		83.0000	\$115,079	\$116,091	0	\$116,091	\$148	\$116,086	\$0			
\$159,950	100	100	\$162,672	\$2,720	\$162,670	\$0	\$0	\$0		100.0000	\$159,950	\$162,672	0	\$162,672	\$0	\$162,670	\$0			
\$38,900	29	29	\$40,038	\$662	\$39,562	\$191	\$0	\$191		29.0000	\$39,361	\$39,756	0	\$39,756	\$191	\$39,753	\$0			
\$60,000	51	51	\$61,449	\$1,020	\$61,020	\$490	\$0	\$490		51.0000	\$60,416	\$61,519	0	\$61,449	\$429	\$61,449	\$61			
\$80,737	66	66	\$82,108	\$1,371	\$82,108	\$725	\$0	\$725		66.0000	\$80,737	\$82,849	0	\$82,108	\$0	\$82,108	\$725			
\$115,079	83	83	\$117,034	\$1,955	\$117,034	\$0	\$0	\$0		83.0000	\$115,079	\$116,091		\$117,034	\$0	\$117,034	\$0			
\$39,100	29	29	\$40,038	\$665	\$39,765	\$0	\$0	\$0		29.0000	\$39,361	\$39,756		\$40,038	\$0	\$39,765	\$0			
\$54,000	45	46	\$55,486	\$918	\$54,918	\$776	\$0	\$776		46.0000	\$54,557	\$55,708	0	\$55,486	\$568	\$55,486	\$208			
\$73,000	60	61	\$74,733	\$1,241	\$74,241	\$767	\$0	\$767		61.0000	\$73,484	\$75,023	0	\$74,733	\$492	\$74,733	\$275			

AcqDemo - Across the Board Basic Pay Increase

Option when **IAW business rule**, use Discretionary CRI to maintain employees who were at the maximum basic pay for their career path and broadband

- (1) Column P Employee's CY2024 Basic Pay at maximum of the broadband level for the career path
- (2) Column BN CY2025 Max for BB&CP
- (3) Across the Board basic pay increase Column P CY2024 Basic Pay * 1.7% GPI = Column BX Pay with GPI
- (4) Column CT for NH/NJ/NK-1, NJ/NK-2, and NH-4 who were but no longer at the maximum for career path and broadband
- (5) Use Discretionary CRI
- (6) Column CT New Basic Pay 2025 = Column BN CY2025 Max for BB&CP

P	AX	AZ	BN	BO	BV	BX	BY	BZ	CA	CB	CM	CN	CO	CP	CQ	CR	CS	CT	DL	DM
1			2	Set GPI		3	Set CRI	Available Balance =	5									6	Set Award	
CY2024 Basic Pay	Expected OCS	2024 OCS	CY2025 Max for BB&CP		G (\$)	Pay with GPI	(Default CRI) Alpha1Delta Y	PPM Input Discretionary CRI	Computed CRI \$	Previous Years Control Point	OCS Control Point	Control Point \$	Control Point Used in Calculations	Allow Over Control Point?	Max Basic Pay 2025	Approved CRI \$		New Basic Pay 2025		Carryover Award
\$39,361	29	29	\$40,038		\$670	\$40,031		\$12,514.00	\$7	\$7	29.0000	\$39,361	\$39,756		\$40,038	\$7		\$40,038		\$0
\$80,000	65	66	\$82,108		\$1,360	\$81,360	\$1,462	\$0	\$1,462		66.0000	\$80,737	\$82,849	0	\$82,108	\$748		\$82,108		\$714
\$114,000	83	83	\$117,034		\$1,938	\$115,938	\$148	\$0	\$148		83.0000	\$115,079	\$116,091	0	\$116,091	\$148		\$116,086		\$0
\$159,950	100	100	\$162,672		\$2,720	\$162,670	\$0	\$2	\$2		100.0000	\$159,950	\$162,672	0	\$162,672	\$2		\$162,672		\$0
\$38,900	29	29	\$40,038		\$662	\$39,562	\$191	\$0	\$191		29.0000	\$39,361	\$39,756	0	\$39,756	\$191		\$39,753		\$0
\$60,000	51	51	\$61,449		\$1,020	\$61,020	\$490	\$0	\$490		51.0000	\$60,416	\$61,519	0	\$61,449	\$429		\$61,449		\$61
\$80,737	66	66	\$82,108		\$1,371	\$82,108	\$725	\$0	\$725		66.0000	\$80,737	\$82,849	0	\$82,108	\$0		\$82,108		\$725
\$115,079	83	83	\$117,034		\$1,955	\$117,034	\$0	\$0	\$0		83.0000	\$115,079	\$116,091		\$117,034	\$0		\$117,034		\$0
\$39,100	29	29	\$40,038		\$665	\$39,765	\$0	\$0	\$0		29.0000	\$39,361	\$39,756		\$40,038	\$0		\$39,765		\$0
\$54,000	45	46	\$55,486		\$918	\$54,918	\$776	\$0	\$776		46.0000	\$54,557	\$55,708	0	\$55,486	\$568		\$55,486		\$208
\$73,000	60	61	\$74,733		\$1,241	\$74,241	\$767	\$0	\$767		61.0000	\$73,484	\$75,023	0	\$74,733	\$492		\$74,733		\$275

CMS Enhancements - CA Award > \$10K

- Revised CA Award > \$10K ICW Federal Register Table 6, Footnote 10

TABLE 6—COMPENSATION ELIGIBILITY CHART

Category	General pay increase	Contribution rating increase	Contribution award	Locality pay ⁷
Overcompensated	Could be reduced or denied ⁸ .	No	No	Yes.
Appropriately Compensated	Yes	Yes ⁹ —Up to 6	Yes ¹⁰	Yes.
Undercompensated	Yes	Yes—Up to 20% ^{11 12}	Yes	Yes.

⁷ Basic pay plus locality pay may not exceed the rate payable for level IV of the Executive Schedule.
⁸ Also applies to employees on pay retention whose contribution and performance assessment is "Unacceptable".
⁹ May not exceed upper rail of NPR for employee's OCS or maximum basic pay for current broadband level.
¹⁰ Pay pool manager approves up to \$10,000 for a contribution award. Amounts exceeding \$10,000 not to exceed \$25,000 for a contribution award
 require Head of the Participating Organization approval.
¹¹ Over 20% requires approval of the Head of the Participating Organization.
¹² May not exceed 6% above the lower rail or the maximum basic pay for current broadband level.

- If Computed Award + PPM Input Discretionary Award + Second Discretionary Award = Final CA Award > \$10,000, require approval above the Manager

DL	DM	DO	DP	DV	DW	DX	DY	DZ
Set Award 2.50%		\$100,171			Available Award Dollars = \$160,213.00 Discretionary Set-Aside = \$1,000 Alpha2 = 0.317536			
		\$501,401						
		\$159,188						
		\$25						
		\$249,407						
		Remainder = \$1,000 \$10,977						
Carryover Award	Computed Award	(PPM Input) Discretionary Award	Second Discretionary Award	Final CA Award	Total Award	WildCard 6	CA Award > \$10K?	
\$6,671	\$3,343			\$3,343	\$10,014			
\$3,866	\$4,189			\$1,581	\$5,447			

DL	DM	DO	DP	DV	DW	DX	DY	DZ
Set Award 2.50%		\$100,171			Available Award Dollars = \$160,213.00 Discretionary Set-Aside = \$1,000 Alpha2 = 0.317536			
		\$501,401						
		\$159,188						
		\$25						
		\$256,065						
		Remainder = \$1,000 \$4,319						
Carryover Award	Computed Award	(PPM Input) Discretionary Award	Second Discretionary Award	Final CA Award	Total Award	WildCard 6	CA Award > \$10K?	
\$6,671	\$3,343		\$6,658	\$10,001	\$16,672		Yes	
\$3,866	\$4,189			\$1,581	\$5,447			

CMS Enhancements - Command Code

Added Command Code Column to Data Sheet

- In Column EG, there is a new “Command Code” (Sub-Agency Code) field
- This value is not editable in the CMS and needs to be set in CAS2Net (auto-populated bi-weekly from DCPDS file)

ED	EE	EF	EG	EH	EI	EJ	EK	EL	EM	EN	EO	EP	EQ	ER	ES
				Appraisal Summary				Compensation Summary							
CY2025 Expected OCS	Mandatory CIP	Wildcard 8	Command Code	2024 Expected OCS	2024 OCS	Delta OCS	Rail Position	CY2024 Basic Pay	G (\$)	Approved CRI	New Basic Pay 2025	CY2025 Expected OCS	New Basic Pay + Locality 2025	Total Award	Approved CRI + Total Award
83	0	0		83	84	1	C2	\$115,079	\$1,955	\$0	\$117,034	83	\$136,345	\$4,657	\$4,657
100	0	0	ZZ-01-25	100	100	0	C2	\$159,950	\$2,720	\$0	\$162,670	100	\$189,511	\$3,957	\$3,957
100	0	0		100	100	0	C2	\$159,950	\$2,720	\$0	\$162,670	100	\$189,511	\$3,957	\$3,957

CMS Enhancements -New Cycle Expected OCS

New Cycle Expected OCS included in Data > Compensation Summary

- The CY2025 Expected OCS is now built into the Compensation Summary fields in Column EP

EH	EI	EJ	EK	EL	EM	EN	EO	EP	EQ	ER	ES
Appraisal Summary				Compensation Summary							
2024 Expected OCS	2024 OCS	Delta OCS	Rail Position	CY2024 Basic Pay	G (\$)	Approved CRI	New Basic Pay 2025	CY2025 Expected OCS	New Basic Pay + Locality 2025	Total Award	Approved CRI + Total Award
▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼	▼
29	29	0	C1	\$39,361	\$670	\$7	\$40,038	29	\$46,644	\$1,150	\$1,157
65	66	1	C2	\$80,000	\$1,360	\$748	\$82,108	66	\$95,656	\$3,926	\$4,674
83	83	0	C2	\$114,000	\$1,938	\$1,096	\$117,034	83	\$136,345	\$3,736	\$4,832
100	100	0	C2	\$159,950	\$2,720	\$0	\$162,670	100	\$189,511	\$5,152	\$5,152
29	29	0	C2	\$38,900	\$662	\$476	\$40,038	29	\$46,644	\$1,336	\$1,812
51	51	0	C2	\$60,000	\$1,020	\$429	\$61,449	51	\$71,588	\$2,206	\$2,635
66	66	0	C2	\$80,737	\$1,371	\$0	\$82,108	66	\$95,656	\$3,641	\$3,641
83	83	0	C1	\$115,079	\$1,955	\$0	\$117,034	83	\$136,345	\$3,302	\$3,302
29	29	0	C1	\$39,100	\$665	\$273	\$40,038	29	\$46,644	\$1,255	\$1,528
45	46	1	C2	\$54,000	\$918	\$568	\$55,486	46	\$64,641	\$2,284	\$2,852
60	61	1	C2	\$73,000	\$1,241	\$492	\$74,733	61	\$87,064	\$2,960	\$3,452

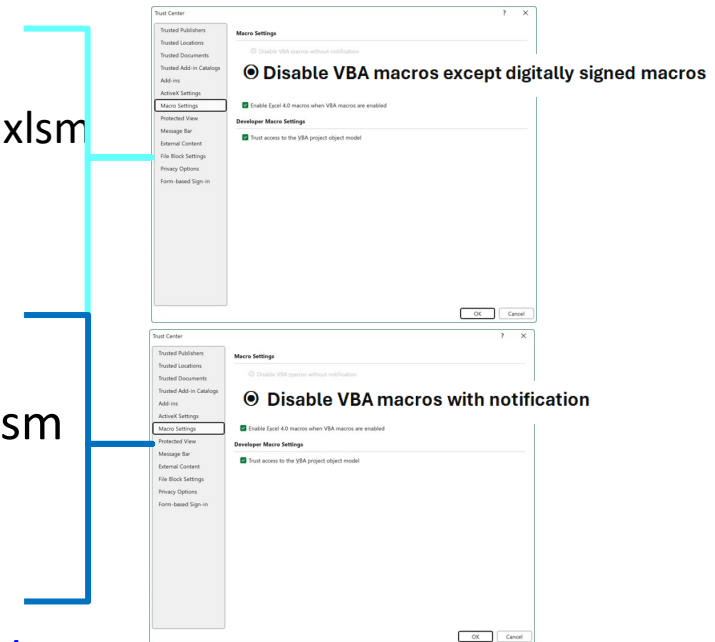
CAS2Net and CCAS End of Cycle

- **Tuesday 1 October 2024**
 - End of Cycle Modules
 - Appraisal Status
 - Offline Interface
 - Previous Cycle Data
 - Sub-Panel Meeting
 - CMS Online
 - Macro-Free CMS/Subpanel Interface
 - Pay Pool Notices
 - 2024 Sub-Panel Meeting Spreadsheet*
 - 2024 Compensation Management Spreadsheet (CMS)*
 - 2024 Pay Pool Analysis Tool (PPAT)*
 - AcqDemo web site
 - 2024 Sub-Panel Spreadsheet User Guide
 - 2024 CMS User Guide
 - 2024 PAT User Guide

System Check

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

- Digitally signed version
 - 2024 Sub-Panel Meeting Spreadsheet v1 **signed**.xlsm
 - 2024 CMS v1 **signed**.xlsm
 - 2024 Pay Pool Analysis Tool v1 **signed**.xlsm
- Unsigned version (previous years)
 - 2024 Sub-Panel Meeting Spreadsheet v1.xlsm
 - 2024 CMS v1.xlsm
 - 2024 Pay Pool Analysis Tool v1.xlsm



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

Macro-Free Sub-Panel Meeting Spreadsheet and Macro-Free CMS

- Must have Excel for Microsoft 365, Excel for Microsoft 365 for Mac, Excel for the web, Excel 2021, Excel 2021 for Mac or newer

Excel > File > More > Account

End of Cycle Key Dates

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

2024 End of Cycle Timeline			
Day	Date	Event	Action By
Tuesday	1-Oct-24	CAS2Net activates end-of-cycle modules: Appraisal Status, Offline Interface and Previous Cycle Data, Sub-Panel Meeting, CMS Online, Macro-Free Sub-Panel Meeting, Macro-Free CMS	PMO
		Pay Pool Notices with 2024 Macro-Enabled Sub-Panel Meeting Spreadsheet, 2024 Macro-Enabled CMS, and 2024 Macro-Enabled Pay Pool Analysis Tool	PMO
Thursday	21-Nov-24	Pay Pool Notices with Not Final Reports / Data Complete Reports	PMO
Friday	13-Dec-24	Initial Upload DCMA 6 Dec 2024 **subject to component/command earlier initial upload date**	Pay Pool Administrators
Wednesday	8-Jan-24	Final Upload **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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