



# DoD Civilian Acquisition Workforce Personnel Demonstration Project

## Unofficial CCAS 2008 Results for Army Pay Pools

Prepared by the Army AcqDemo Office for the Army Activities in the Department of Defense Civilian Acquisition Workforce Personnel Demonstration Project.

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# Number of Pay Pools and Number of Employees

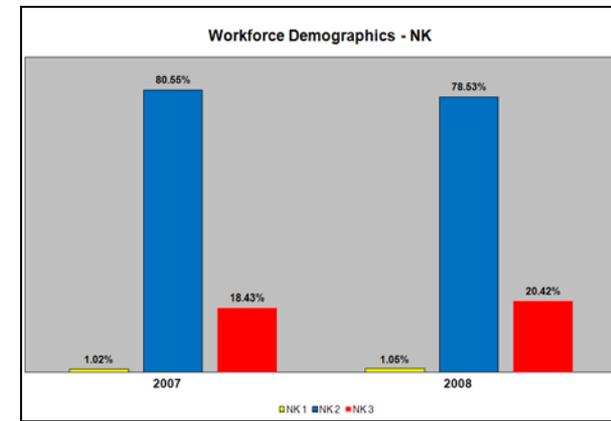
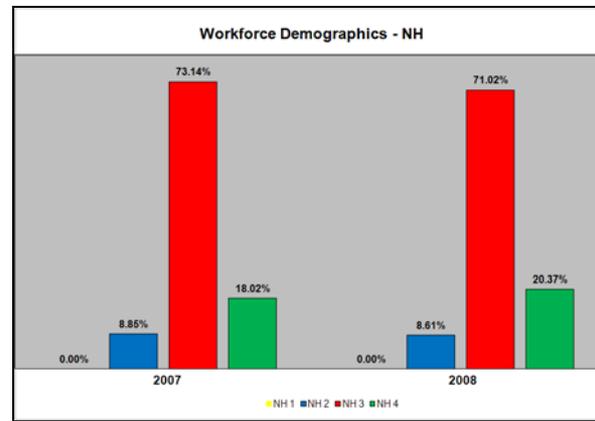
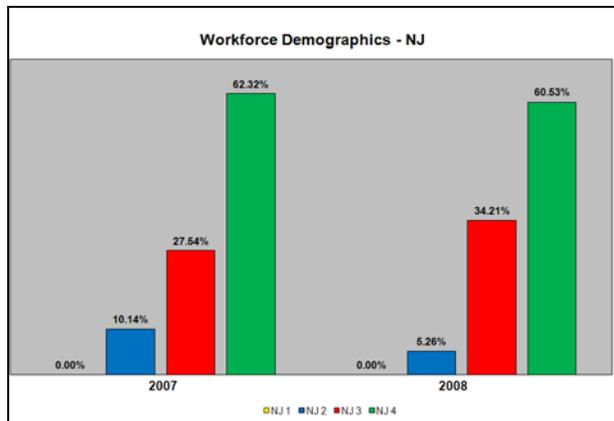
The 2008 CCAS rating cycle consisted of 13 Army pay pools. No new pay pools were created for the cycle but 6 pay pools were deactivated from 2007. Army AcqDemo had a 35.4% decrease in participation in 2008.

As the AcqDemo population continues to dwindle, we will show you the results for the remaining pay pools, for the last 2 years and beyond. This will give you a more accurate idea of averages, totals, etc., given the drastic decrease in participation.

2007			2008		
Organization	PP#	Number of Employees	Organization	PP #	Number of Employees
PEO EIS	103	444	PEO EIS	103	121
CCK	107	52	CCK	107	29
SDDC AQ	111	35	SDDC AQ	111	21
PEO C3T	113	290	PEO C3T	113	232
PEO CIO	119	3	PEO CIO	119	2
PEO GCS-W	120	192	PEO GCS-W	120	206
MEDCOM HCAA	126	57	MEDCOM HCAA	126	62
PEO AVN	134	311	PEO AVN	134	294
PEO CS/CSS	137	280	PEO CS/CSS	137	294
ATEC OTC	139	199	ATEC OTC	139	64
AMSAA CCAD	140	75			
AMSAA CSAD	141	44			
AMSAA LAD	142	71			
AMSAA JTCG	143	18			
AMSAA SOD	144	23			
AMSAA MAD	147	16			
PEO STRI	160	414	PEO STRI	160	9
PM UA	167	127	PM UA	167	129
TARDEC	191	514	TARDEC	191	581
<b>Totals</b>	<b>19</b>	<b>3165</b>	<b>Totals</b>	<b>13</b>	<b>2044</b>

# Workforce Demographics

Army	CCAS 2007			CCAS 2008		
	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce
NK 1	3	1.02%	0.09%	2	1.05%	0.10%
NK 2	236	80.55%	7.46%	150	78.53%	7.34%
NK 3	54	18.43%	1.71%	39	20.42%	1.91%
<b>NK Career Path</b>	<b>293</b>	<b>100.00%</b>	<b>9.26%</b>	<b>191</b>	<b>100.00%</b>	<b>9.34%</b>
NJ 1	0	0.00%	0.00%	0	0.00%	0.00%
NJ 2	7	10.14%	0.22%	4	5.26%	0.20%
NJ 3	19	27.54%	0.60%	26	34.21%	1.27%
NJ 4	43	62.32%	1.36%	46	60.53%	2.25%
<b>NJ Career Path</b>	<b>69</b>	<b>100.00%</b>	<b>2.18%</b>	<b>76</b>	<b>100.00%</b>	<b>3.72%</b>
NH 1	0	0.00%	0.00%	0	0.00%	0.00%
NH 2	248	8.85%	7.84%	153	8.61%	7.49%
NH 3	2050	73.14%	64.77%	1262	71.02%	61.74%
NH 4	505	18.02%	15.96%	362	20.37%	17.71%
<b>NH Career Path</b>	<b>2803</b>	<b>100.00%</b>	<b>88.56%</b>	<b>1777</b>	<b>100.00%</b>	<b>86.94%</b>
			<b>100.00%</b>			<b>100.00%</b>
	<b>3165</b>			<b>2044</b>		

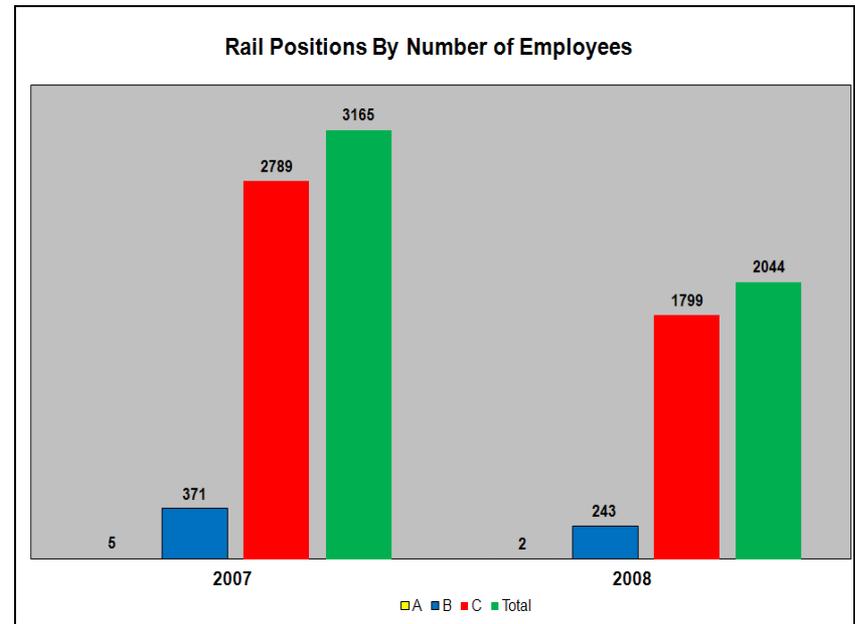
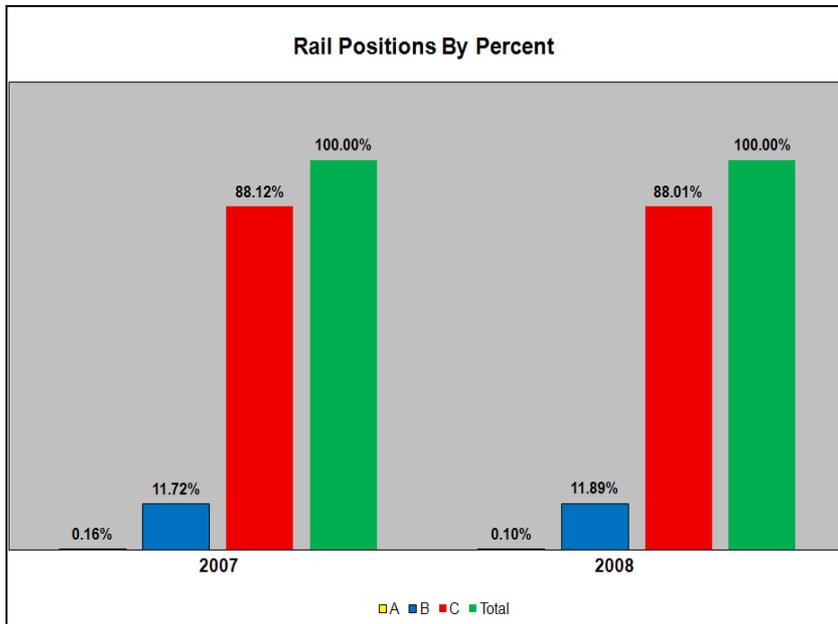


# Presumptive Status

	2007	2008
<b>Presumptive Status</b>	<b>Number of Employees</b>	
0 90 Days or More	3024	1934
1 Less Than 90 Days	124	105
2 Expected Rating	9	2
3 Re-Certified Last CCAS OCS	8	3
<b>Total</b>	<b>3165</b>	<b>2044</b>
CRI and/or CA Override (due to retirement, leaving AcqDemo, promotions, etc.)	50/52	76/45
Retained Pay (50% of GPI, no CRI, CA dependent on OCS)	4	1

# Rail Zone Positions

Rail Zone	2007	Percent	2008	Percent
A [Above the Upper Rail]	5	0.16%	2	0.10%
B [Below the Lower Rail]	371	11.72%	243	11.89%
C [Between the Rails]	561	17.73%	249	12.18%
	2228	70.39%	1550	75.83%
Total	3165	100.00%	2044	100.00%
Retained Pay (A - Above the Upper Rail)	1 of 5		1 of 2	



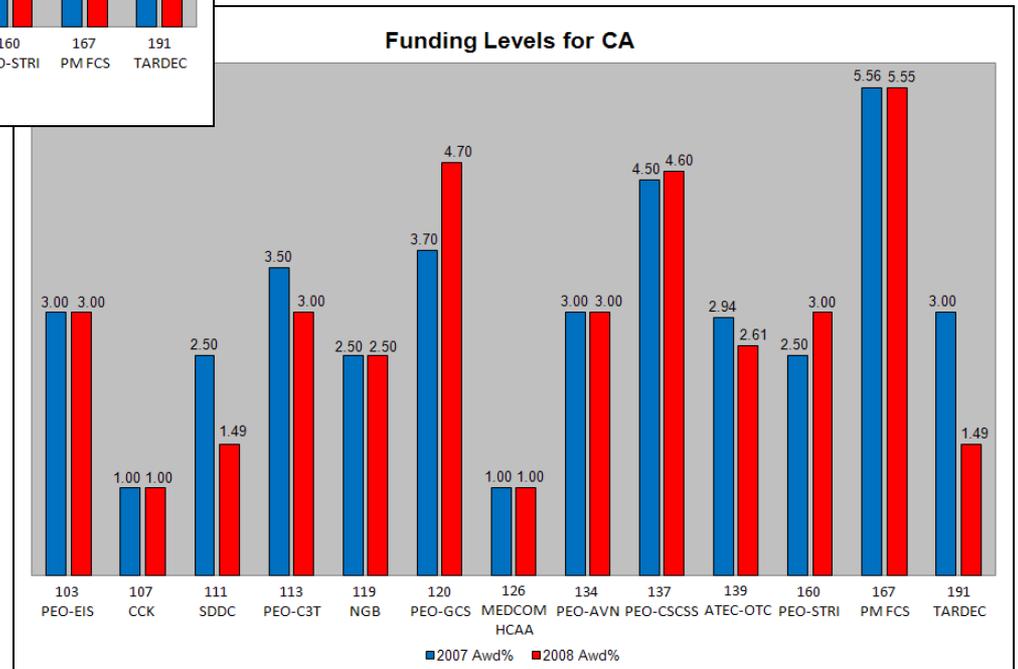
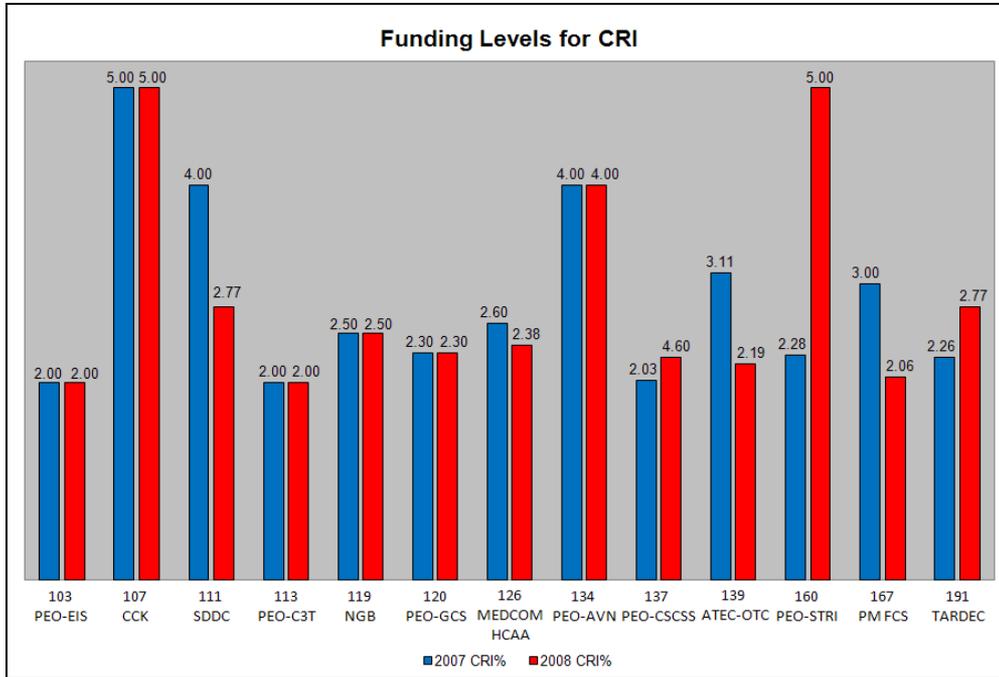
# Funding Level - General Pay Increase (GPI)

	2007 for CY2008	2008 for CY2009
<b>General Pay Increase</b>	2.50%	2.90%
Number of Pay Pools that gave full GPI	16	12
Number of Pay Pools that reduced GPI	0	0
Number of Pay Pools that denied GPI	3	1
Locality Pay	All Employees Received	All Employees Received
Minimum Funding Level for CRI	2.00%	2.00%
Minimum Funding Level for CA	1.00% of which 90% is for CA	1.00% of which 90% is for CA
Target Salary	Upper Rail	Upper Rail

# Funding Levels for CRI and CA

Organization		2007 CRI%	2007 Awd%	2008 CRI%	2008 Awd%
PEO EIS	103	2.00	3.00	2.00	3.00
CCK	107	5.00	1.00	5.00	1.00
MTAQ	111	4.00	2.50	2.77	1.49
PEO C3T	113	2.00	3.50	2.00	3.00
PEO CIO	119	2.50	2.50	2.50	2.50
PEO GCS-W	120	2.30	3.70	2.30	4.70
MEDCOM	126	2.60	1.00	2.38	1.00
PEO Aviation	134	4.00	3.00	4.00	3.00
PEO CS/CSS	137	2.03	4.50	2.26	4.6
ATEC OTC	139	3.11	2.94	2.19	2.61
AMSAA CCAD	140	3.00	2.26		
AMSAA CSAD	141	3.00	2.26		
AMSAA LAD	142	3.00	2.26		
AMSAA JTCG	143	3.00	2.70		
AMSAA SOD	144	3.00	2.26		
AMSAA MAD	147	3.00	2.26		
PEO STRI	160	2.28	2.50	5.00	3.00
PM UA	167	3.00	5.56	2.06	5.55
TACOM TARDEC	191	2.26	3.00	2.77	1.49
<b>Average</b>		<b>2.90</b>	<b>2.77</b>	<b>2.86</b>	<b>2.84</b>

# CRI + CA Funding Levels Trend



# Historical Spending Rates

Pay Pool	Organization	Two-Year Average (2007 and 2008)		Three-Year Average (2006-2007-2008)	
		Element 1 Performance- Based Salary Increase Based on 2007 and 2008	Element 3 Performance- Based Bonuses Based on 2007 and 2008	Element 1 Performance- Based Salary Increase Based on 2006, 2007 and 2008	Element 3 Performance- Based Bonuses Based on 2006, 2007 and 2008
103	ASC PEO EIS	1.45%	3.23%	1.54%	3.17%
107	ACA CCK	4.00%	1.88%	3.64%	2.23%
111	SDDC SDAQ	2.21%	3.00%	2.15%	3.39%
113	ASC PEO C3T	1.54%	3.44%	1.78%	3.29%
119	PEO CIO	1.36%	3.39%	1.61%	3.15%
120	ASC PEO GCS	2.00%	4.19%	1.91%	4.23%
126	MEDCOM HCAA	2.10%	1.42%	2.10%	1.70%
134	ASC PEO AV	2.65%	4.07%	2.80%	3.92%
137	ASC PEO CS CSS	1.98%	4.56%	1.90%	4.49%
139	ATEC OTC	2.04%	3.13%	2.07%	3.25%
140	RDECOM AMSAA				
141	RDECOM AMSAA				
142	RDECOM AMSAA				
143	RDECOM AMSAA				
144	RDECOM AMSAA				
147	RDECOM AMSAA				
160	ASC PEO STRI	2.84%	3.32%	2.45%	2.96%
167	ASC PM UA	2.39%	5.38%	2.43%	4.80%
191	TARDEC	2.24%	2.37%	2.11%	2.51%
	<b>Army Average</b>	<b>2.22%</b>	<b>3.34%</b>	<b>2.19%</b>	<b>3.31%</b>

# Affect on Pay Pool Base Pay

Army		2007 Total Base Pay	2008 Projected Total Base Pay	Increase from Beginning of 2007 Less G	2008 Total Base Pay	2009 Projected Total Base Pay	Increase from Beginning of 2008 Less G
PEO EIS	103	\$33,673,392	\$34,975,513	1.37%	\$9,349,360	\$9,751,198	1.40%
CCK	107	\$3,342,896	\$3,533,258	3.19%	\$1,537,757	\$1,654,467	4.69%
MTAQ	111	\$2,536,038	\$2,649,011	1.95%	\$1,527,052	\$1,603,235	2.09%
PEO C3T	113	\$23,897,699	\$24,851,069	1.49%	\$19,321,288	\$20,177,830	1.53%
PEO IS	119	\$269,383	\$280,147	1.50%	\$179,963	\$187,458	1.26%
PEO GCS-W	120	\$14,551,910	\$15,201,026	1.96%	\$15,874,829	\$16,643,600	1.94%
MEDCOM	126	\$3,003,674	\$3,139,766	2.03%	\$3,427,203	\$3,592,995	1.94%
PEO Aviation	134	\$23,757,015	\$24,971,650	2.61%	\$23,550,085	\$24,806,702	2.44%
PEO CS/CSS	137	\$19,501,100	\$20,317,487	1.69%	\$20,733,782	\$21,729,602	1.90%
ATEC OTC	139	\$14,591,420	\$15,291,554	2.30%	\$5,079,784	\$5,308,451	1.60%
AMSAA CCAD	140	\$6,085,758	\$6,353,467	1.90%			
AMSAA CSAD	141	\$3,381,911	\$3,544,864	2.32%			
AMSAA LAD	142	\$5,426,246	\$5,695,206	2.46%			
AMSAA JTCG	143	\$1,271,911	\$1,335,126	2.47%			
AMSAA SOD	144	\$1,337,466	\$1,406,774	2.68%			
AMSAA MAD	147	\$1,234,874	\$1,286,533	1.68%			
PEO STRI	160	\$30,445,187	\$31,664,133	1.50%	\$670,674	\$716,045	3.86%
PM UA	167	\$10,014,860	\$10,539,072	2.73%	\$10,560,842	\$11,060,148	1.83%
TACOM TARDEC	191	\$36,073,357	\$37,668,405	1.92%	\$41,538,692	\$43,708,059	2.32%
<b>Totals</b>		<b>\$234,396,097</b>	<b>\$244,704,061</b>		<b>\$153,351,311</b>	<b>\$160,939,790</b>	
			<b>Total Increase</b>	<b>4.40%</b>		<b>Total Increase</b>	<b>4.95%</b>
			<b>Less GPI</b>	<b>2.50%</b>		<b>Less GPI</b>	<b>2.90%</b>
			<b>Net Increase</b>	<b>1.90%</b>		<b>Net Increase</b>	<b>2.05%</b>

# Results Against Funding Levels (GPI, CRI, CA)

<b>Army</b>	<b>CCAS 2007</b>	<b>CCAS 2008</b>
Total Demo Employees	3165	2044
Base Salary	\$234,396,097	\$153,351,311
Positive Delta-Y	\$26,799,575	\$17,551,425
General Pay Increase	\$5,850,948	\$4,445,071
	2.50%	2.90%
Mandatory GPI (Retained Pay)	\$0	\$0
Discretionary GPI	\$0	\$0
Carry Over to CRI	\$6,285	\$1,882
Contribution Rating Increase	\$4,457,016	\$3,143,408
	1.90%	2.05%
Discretionary CRI	\$195,269	\$201,148
Base Salary Increase (includes GPI and CRI)	\$244,704,061	\$160,939,790
	4.40%	4.95%
Carry Over to Award	\$1,560,287	\$925,228
Contribution Award	\$6,091,054	\$4,005,669
	2.60%	2.61%
Discretionary Award	\$529,364	\$226,139
Total Award	\$8,180,705	\$5,157,036
	3.49%	3.36%

# Alpha 1 (CRI) and Alpha 2 (CA)

Percent of the Positive Delta Salary Employee Would Receive for CRI and CA

Pay Pool		2007 Alpha 1 CRI	2007 Alpha 2 CA	2008 Alpha 1 CRI	2008 Alpha 2 CA
PEO EIS	103	16.69%	22.26%	14.76%	19.93%
CCK	107	46.91%	8.45%	33.47%	6.03%
MTAQ	111	26.45%	14.88%	30.84%	13.42%
PEO C3T	113	17.96%	28.67%	18.82%	25.02%
PEO CIO	119	8.05%	7.24%	6.00%	5.40%
PEO GCS-W	120	13.80%	20.24%	15.35%	27.70%
MEDCOM	126	33.24%	11.52%	28.94%	10.95%
PEO Aviation	134	27.29%	18.43%	30.31%	18.06%
PEO CS/CSS	137	10.02%	26.58%	13.44%	30.20%
ATEC OTC	139	62.44%	51.32%	60.14%	62.01%
AMSAA CCAD	140	34.53%	0.00%		
AMSAA CSAD	141	29.88%	0.00%		
AMSAA LAD	142	25.59%	0.00%		
AMSAA JTCG	143	30.36%	0.00%		
AMSAA SOD	144	21.91%	0.00%		
AMSAA MAD	147	41.12%	0.00%		
PEO STRI	160	23.88%	23.72%	44.48%	24.03%
PM UA	167	16.45%	27.86%	11.58%	28.10%
TACOM TARDEC	191	23.93%	28.67%	32.54%	14.07%
<b>Averages</b>		<b>26.87%</b>	<b>15.25%</b>	<b>26.21%</b>	<b>21.92%</b>

# Overall Contribution Scores / Delta OCS

Organization	PP#	2007 OCS	2007 Expected OCS Average	2007 Delta OCS (SPL) Average	2008 OCS	2008 Expected OCS Average	2008 Delta OCS (SPL) Average
PEO EIS	103	77	75	2	77	75	3
CCK	107	68	66	2	59	57	3
MTAQ	111	76	73	3	74	70	2
PEO C3T	113	80	78	2	79	77	2
PEO CIO	119	95	85	10	98	88	14
PEO GCS	120	78	74	4	77	73	3
MEDCOM	126	56	56	0	58	58	1
PEO Aviation	134	78	75	3	79	76	3
PEO CS/CSS	137	73	70	3	72	69	3
ATEC OTC	139	72	71	1	75	74	-2
AMSAA CCAD	140	79	78	1			
AMSAA CSAD	141	76	75	1			
AMSAA LAD	142	77	75	2			
AMSAA JTCG	143	72	70	2			
AMSAA SOD	144	63	61	2			
AMSAA MAD	147	76	76	0			
PEO STRI	160	75	74	1	75	73	2
PM UA	167	80	75	5	81	76	5
TACOM TARDEC	191	72	71	1	71	70	1
<b>Average</b>		<b>75</b>	<b>73</b>	<b>2</b>	<b>75</b>	<b>72</b>	<b>3</b>

# Scores

Ranges		
	2007	2008
Expected OCS Range	17 to 100	16 to 100
Factor Score Range	19 to 115	19 to 115
OCS Range	20 to 104	21 to 104
Delta OCS Range	-11 to +17	-20 to +15

\* **An Expected OCS greater than 100 was due to the 2005** Workforce Flexibility Act. This legislation changed the handling of locality pay for Title 5 employees on retained pay. The Act stipulates that base pay for retained pay employees be recomputed on 1 May 2005 to become the total of current base pay and locality pay. These employees then do not receive locality pay. Future increases in their base pay due to the general increase are computed using the locality tables: employees receive half of the increase in the maximum pay for their band using the appropriate locality table. An Expected OCS Calculator for Retained Pay was not developed in time for the 2005 CCAS cycle affecting five Army pay pools.

Individuals with OCS Greater Than the Maximum Score for Career Path			
Career Path	Max Score	2007	2008
NH	100	12	13
NJ	83	0	0
NK	61	6	4

# Average Base Pay by Pay Pool

Pay Pool Number	Organization	2007			2008		
		2007 Base Pay Average	2008 New Base Pay Average	Percent Increase Average	2008 Base Pay Average	2009 New Base Pay Average	Percent Increase Average
103	PEO EIS	\$75,841	\$78,774	3.87%	\$77,267	\$80,588	4.30%
107	CCK	\$64,286	\$67,947	5.69%	\$53,026	\$57,051	7.59%
111	MTAQ	\$72,458	\$75,686	4.45%	\$72,717	\$76,345	4.99%
113	PEO C3T	\$82,406	\$85,693	3.99%	\$83,281	\$86,973	4.43%
119	PEO CIO	\$89,794	\$93,382	4.00%	\$89,982	\$93,729	4.16%
120	PEO GCS-W	\$75,791	\$79,172	4.46%	\$77,062	\$80,794	4.84%
126	MEDCOM	\$52,696	\$55,084	4.53%	\$55,277	\$57,952	4.84%
134	PEO Aviation	\$76,389	\$80,295	5.11%	\$80,102	\$84,377	5.34%
137	PEO CS/CSS	\$69,647	\$72,562	4.19%	\$70,523	\$73,910	4.80%
139	A TEC OTC	\$73,324	\$76,842	4.80%	\$79,372	\$82,945	4.50%
140	AMSAA CCAD	\$81,143	\$84,713	4.40%			
141	AMSAA CSAD	\$76,862	\$80,565	4.82%			
142	AMSAA LAD	\$76,426	\$80,214	4.96%			
143	AMSAA JTCG	\$70,662	\$74,174	4.97%			
144	AMSAA SOD	\$58,151	\$61,164	5.18%			
147	AMSAA MAD	\$77,180	\$80,408	4.18%			
160	PEO STRI	\$73,539	\$76,483	4.00%	\$74,519	\$79,561	6.76%
167	PM UA	\$78,857	\$82,985	5.23%	\$81,867	\$85,738	4.73%
191	TACOM TARDEC	\$70,182	\$73,285	4.42%	\$71,495	\$75,229	5.22%
<b>Army Average</b>		<b>\$73,454</b>	<b>\$76,812</b>	<b>4.59%</b>	<b>\$74,345</b>	<b>\$78,092</b>	<b>5.12%</b>

# Average CRI by Pay Pool

Pay Pool Number	Organization	2007		2008	
		2007 Approved CRI \$	Approved CRI % of 2007 Base Pay	2008 Approved CRI \$	Approved CRI % of 2008 Base Pay
103	PEO EIS	\$1,049	1.44%	\$1,081	1.44%
107	CCK	\$2,053	3.31%	\$2,486	4.69%
111	MTAQ	\$1,416	2.07%	\$1,519	2.36%
113	PEO C3T	\$1,227	1.54%	\$1,277	1.55%
119	PEO CIO	\$1,343	1.47%	\$1,140	1.26%
120	PEO GCS-W	\$1,486	2.03%	\$1,497	1.97%
126	MEDCOM	\$1,086	2.16%	\$1,071	2.03%
134	PEO Aviation	\$1,996	2.73%	\$1,952	2.57%
137	PEO CS/CSS	\$1,177	1.89%	\$1,342	2.07%
139	ATEC OTC	\$1,693	2.37%	\$1,301	1.72%
140	AMSAA CCAD	\$1,540	2.09%		
141	AMSAA CSAD	\$1,782	2.42%		
142	AMSAA LAD	\$1,877	2.65%		
143	AMSAA JTCG	\$1,745	2.61%		
144	AMSAA SOD	\$1,559	2.70%		
147	AMSAA MAD	\$1,299	1.71%		
160	PEO STRI	\$1,106	1.61%	\$2,880	4.08%
167	PM UA	\$2,156	2.89%	\$1,496	1.88%
191	TACOM TARDEC	\$1,350	2.01%	\$1,660	2.48%
<b>Army Average</b>		<b>\$1,523</b>	<b>2.19%</b>	<b>\$1,592</b>	<b>2.31%</b>

# Average Approved CA by Pay Pool

Pay Pool Number	Organization	2007		2008	
		2007 Approved CA \$	Approved CA % of 2007 Base Pay	2008 Approved CA \$	Approved CA % of 2008 Base Pay
103	PEO EIS	\$2,048	2.69%	\$2,086	2.69%
107	CCK	\$579	0.90%	\$477	0.89%
111	MTAQ	\$1,630	2.18%	\$975	1.41%
113	PEO C3T	\$2,595	3.20%	\$2,234	2.71%
119	PEO CIO	\$2,020	2.25%	\$2,025	2.25%
120	PEO GCS-W	\$2,446	3.28%	\$3,086	4.04%
126	MEDCOM	\$474	0.93%	\$497	0.94%
134	PEO Aviation	\$2,062	2.70%	\$1,801	2.33%
137	PEO CS/CSS	\$2,535	3.66%	\$2,758	3.93%
139	ATEC OTC	\$1,896	2.56%	\$1,822	2.31%
140	AMSAA CCAD	\$1,610	1.98%		
141	AMSAA CSAD	\$1,564	2.04%		
142	AMSAA LAD	\$1,535	2.01%		
143	AMSAA JTCG	\$1,717	2.43%		
144	AMSAA SOD	\$1,183	2.03%		
147	AMSAA MAD	\$1,218	1.58%		
160	PEO STRI	\$1,654	2.27%	\$2,012	2.72%
167	PM UA	\$3,913	5.04%	\$4,093	5.15%
191	TACOM TARDEC	\$1,808	2.59%	\$907	1.28%
<b>Army Average</b>		<b>\$1,822</b>	<b>2.46%</b>	<b>\$1,906</b>	<b>2.51%</b>

# Average Total CA by Pay Pool

Pay Pool Number	Organization	2007		2008	
		2007 Total CA \$	Total CA % of 2007 Base Pay	2008 Total CA \$	Total CA % of 2008 Base Pay
103	PEO EIS	\$2,525	3.26%	\$2,550	3.26%
107	CCK	\$1,739	2.61%	\$642	1.15%
111	MTAQ	\$3,112	3.98%	\$1,470	2.03%
113	PEO C3T	\$3,016	3.69%	\$2,637	3.20%
119	PEO CIO	\$2,922	3.29%	\$3,135	3.49%
120	PEO GCS-W	\$2,781	3.74%	\$3,535	4.63%
126	MEDCOM	\$758	1.46%	\$742	1.39%
134	PEO Aviation	\$3,122	3.98%	\$3,415	4.16%
137	PEO CS/CSS	\$3,055	4.52%	\$3,171	4.60%
139	ATEC OTC	\$2,536	3.37%	\$2,331	2.90%
140	AMSAA CCAD	\$2,500	3.04%		
141	AMSAA CSAD	\$2,087	2.78%		
142	AMSAA LAD	\$1,950	2.59%		
143	AMSAA JTCG	\$2,092	3.30%		
144	AMSAA SOD	\$1,368	2.34%		
147	AMSAA MAD	\$2,235	2.97%		
160	PEO STRI	\$2,228	2.97%	\$2,858	3.67%
167	PM UA	\$4,153	5.37%	\$4,283	5.39%
191	TACOM TARDEC	\$2,132	3.03%	\$1,279	1.72%
<b>Army Average</b>		<b>\$2,437</b>	<b>3.28%</b>	<b>\$2,465</b>	<b>3.20%</b>

# Averages by Career Path and Broadband Level

Career Path & Broadband	2007 Average CRI \$	Average CRI % of 2007 Base Salary	2008 Average CRI \$	Average CRI % of 2008 Base Salary
NK-I	\$344	1.47%	\$503	2.04%
NK-II	\$656	1.89%	\$635	1.83%
NK-III	\$1,433	3.19%	\$1,367	2.95%
NJ-I	NA	NA	NA	NA
NJ-II	\$753	2.19%	\$905	2.33%
NJ-III	\$1,109	2.34%	\$1,430	3.08%
NJ-IV	\$1,652	2.34%	\$2,299	3.14%
NH-I	NA	NA	NA	NA
NH-II	\$1,094	2.32%	\$1,276	2.67%
NH-III	\$1,338	1.88%	\$1,509	2.12%
NH-IV	\$2,203	2.23%	\$2,064	2.04%
<b>Averages</b>	<b>\$1,408</b>	<b>2.01%</b>	<b>\$1,538</b>	<b>2.18%</b>

Career Path & Broadband	2007 Average Approved CA \$	Average Approved CA % of 2007 Base Salary	2008 Average Approved CA \$	Average Approved CA % of 2008 Base Salary
NK-I	\$914	3.90%	\$1,178	4.79%
NK-II	\$928	2.50%	\$1,019	2.76%
NK-III	\$1,558	3.39%	\$1,769	3.77%
NJ-I	NA	NA	NA	NA
NJ-II	\$606	1.72%	\$538	1.33%
NJ-III	\$1,586	3.18%	\$851	1.80%
NJ-IV	\$2,002	2.84%	\$1,029	1.40%
NH-I	NA	NA	NA	NA
NH-II	\$1,151	2.38%	\$1,128	2.30%
NH-III	\$1,939	2.56%	\$1,960	2.57%
NH-IV	\$2,779	2.78%	\$2,938	2.87%
<b>Averages</b>	<b>\$1,925</b>	<b>2.60%</b>	<b>\$1,960</b>	<b>2.60%</b>

Career Path & Broadband	2007 Average Total CA \$	Average Total CA % of 2007 Base Salary	2008 Average Total CA \$	Average Total CA % of 2008 Base Salary
NK-I	\$1,664	7.08%	\$1,553	6.23%
NK-II	\$1,512	4.00%	\$1,527	4.06%
NK-III	\$2,031	4.36%	\$2,015	4.31%
NJ-I	NA	NA	NA	NA
NJ-II	\$784	2.26%	\$538	1.33%
NJ-III	\$1,959	3.82%	\$1,108	2.23%
NJ-IV	\$2,002	2.84%	\$1,029	1.40%
NH-I	NA	NA	NA	NA
NH-II	\$1,461	2.95%	\$1,438	2.84%
NH-III	\$2,704	3.48%	\$2,600	3.30%
NH-IV	\$3,318	3.30%	\$3,499	3.38%
<b>Averages</b>	<b>\$2,585</b>	<b>3.46%</b>	<b>\$2,523</b>	<b>3.30%</b>

# Breakdown of CRI

CRI %	CCAS 2007		CCAS 2008	
	Count	Percentage	Count	Percentage
20%	0	0.00%	0	0.00%
15.00 - 19.99%	2	0.06%	0	0.00%
10.01 - 14.99%	6	0.19%	0	0.00%
6.01 - 10.00%	23	0.73%	26	1.27%
5.91 - 6.00%	38	1.20%	19	0.93%
3.34 - 5.90%	476	15.04%	438	21.43%
2.63 - 3.33%	421	13.30%	304	14.87%
0.01 to 2.62%	1394	44.04%	795	38.89%
0.00%	805	25.43%	462	22.60%
<b>Total</b>	<b>3165</b>	<b>100.00%</b>	<b>2044</b>	<b>100.00%</b>

0.01 to 2.62% Breakdown			
	# of Employees	Percent	Percent of Workforce
Almost at the max salary for broadband CRI % = .0000946 - .000166%			
CRI \$ = \$4	42	5.28%	2.05%
CRI % = 0.01 to 2.62%	753	94.72%	36.84%
<b>Totals</b>	<b>795</b>	<b>100.00%</b>	<b>38.89%</b>
0.00% Breakdown			
	# of Employees	Percent	Percent of Workforce
Retained Pay	1	0.22%	0.05%
Presumptive Status 1	105	22.73%	5.14%
Presumptive Status 2	1	0.22%	0.05%
Presumptive Status 3	2	0.43%	0.10%
Above the Upper Rail	2	0.43%	0.10%
Maximum Salary for Broadband (CRI automatically carried over to CA)	276	59.74%	13.50%
Maximum Salary for Broadband (CRI prevented from carrying over to CA)	4	0.87%	0.20%
CRI carried over to CA, regardless of salary	63	13.64%	3.08%
No CRI or CA received	8	1.73%	0.39%
<b>Totals</b>	<b>462</b>	<b>100.00%</b>	<b>22.60%</b>

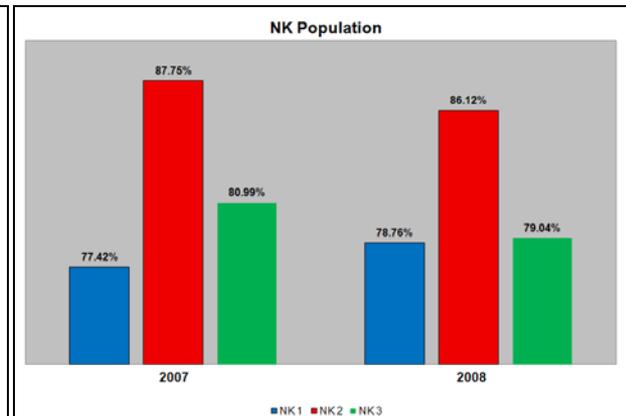
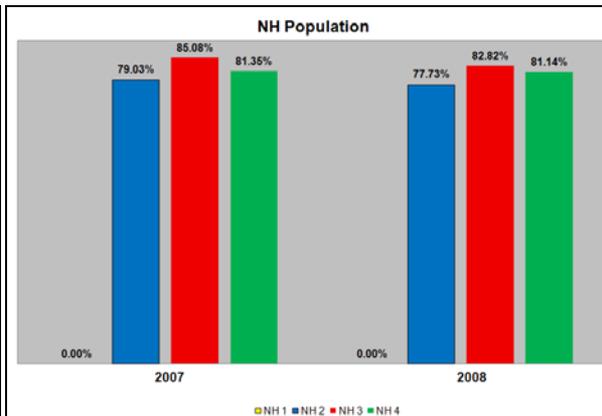
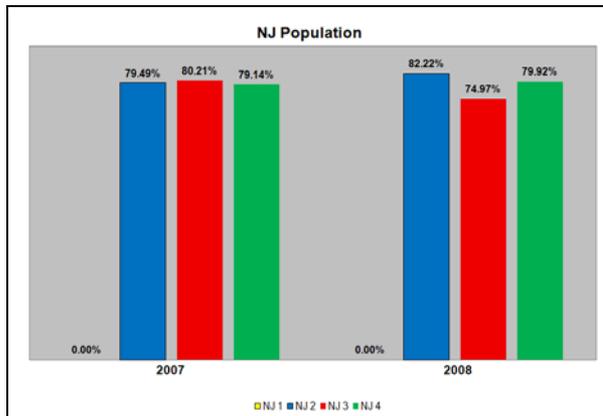
General Schedule Average Within Grade Increase as Percent of Increase										
Step	1	2	3	4	5	6	7	8	9	10
Percent Increase		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%
Average Time in Step										
1 Year	Step	1 to 2	2 to 3	3 to 4						
2 Years	Step	4 to 5	5 to 6	6 to 7						
3 Years	Step	7 to 8	8 to 9	9 to 10						

# CCAS Pay Outs Highs and Averages

Dollar	Recipient	CCAS 2007		Recipient	CCAS 2008	
		High	Average		High	Average
CRI	NH-IV-1102	\$10,222 (11.68%)	1408	NH-III-2210	\$6,950 (9.78%)	\$1,538
Carryover	NH-IV-1102	\$8,219		NH-III-0343	\$5,592	
CA	NH-IV-854	\$8,569 (9.28%)	1925	NH-IV-1515	\$8,459 (7.94%)	\$1,960
Total Award	NH-III-855	\$11,354 (13.04%)	2585	NH-III-0301	\$10,943 (12.27%)	\$2,523
Percent	Recipient	CCAS 2007		Recipient	CCAS 2008	
		High	Average		High	Average
CRI	NK-II-326	16.41% (\$4,206)	2.01%	NH-III-2210	9.78% (\$6,950)	2.18%
CA	NH-III-854	9.71% (\$5,728)	2.60%	NK-II-0318	12.83% (\$3,587)	2.60%
Total Award	NK-II-318	13.14% (\$5,420)	3.46%	NK-II-0318	13.84% (\$5,854)	3.30%

# Salary Creep

Career Path	Broadband Level	2008				2009			
		Number of Employees	Average Base Salary	Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	Maximum Salary for Broadband Level	Salary Cap
NK	1	3	23630	30522	77.42%	2	24730	31401	78.76%
NK	2	236	37110	42290	87.75%	150	37479	43521	86.12%
NK	3	54	46145	56973	80.99%	39	46332	58622	79.04%
NJ	1	0	0	30522	0.00%	0	0	31401	0.00%
NJ	2	7	37230	46839	79.49%	4	39630	48199	82.22%
NJ	3	19	50205	62593	80.21%	26	48284	64403	74.97%
NJ	4	43	70609	89217	79.14%	46	73368	91801	79.92%
NH	1	0	0	30522	0.00%	0	0	31401	0.00%
NH	2	248	49465	62593	79.03%	153	50061	64403	77.73%
NH	3	2050	75908	89217	85.08%	1262	76026	91801	82.82%
NH	4	505	100882	124010	81.35%	362	103537	127604	81.14%
	Total		3165			2044			



# Averages by Occupational Job Series

Occupational Code	Number of Employees	CRI % of 2008 Base Salary	Approved CA % of 2008 Base Salary	Total CA % of 2008 Base Salary
0080	2	3.95%	3.01%	3.01%
0301	216	2.05%	3.10%	3.91%
0303	56	1.82%	1.97%	2.99%
0318	102	2.30%	3.70%	4.88%
0326	9	3.01%	3.64%	5.22%
0340	25	2.22%	3.99%	4.14%
0341	30	2.22%	3.16%	3.67%
0343	202	2.42%	3.02%	3.74%
0344	15	1.03%	2.98%	4.53%
0346	116	1.62%	2.72%	3.83%
0391	14	1.37%	2.57%	3.12%
0501	3	3.22%	4.20%	4.34%
0560	16	1.71%	3.20%	4.06%
0561	1	0.41%	0.56%	0.56%
0801	146	2.02%	2.92%	3.83%
0802	73	3.10%	1.47%	1.60%
0806	7	1.61%	1.61%	2.28%
0819	1	1.82%	3.29%	3.29%
0830	303	2.30%	2.30%	2.72%
0850	82	2.35%	2.20%	2.60%
0854	99	2.18%	2.08%	2.58%

Occupational Code	Number of Employees	CRI % of 2008 Base Salary	Approved CA % of 2008 Base Salary	Total CA % of 2008 Base Salary
0855	105	1.32%	2.44%	3.43%
0856	1	1.41%	1.90%	1.90%
0861	10	2.05%	1.88%	4.03%
0893	11	2.41%	1.49%	1.89%
0896	5	1.09%	3.26%	3.76%
1035	1	0.00%	3.18%	5.54%
1084	1	2.94%	3.90%	3.90%
1101	4	2.63%	3.04%	3.04%
1102	173	2.49%	2.05%	2.82%
1105	9	2.14%	1.12%	1.95%
1106	1	0.01%	0.92%	3.36%
1301	2	3.17%	2.39%	2.39%
1310	2	1.72%	1.65%	1.65%
1320	6	2.92%	1.25%	1.38%
1515	83	1.93%	2.48%	3.12%
1520	1	0.00%	1.00%	3.32%
1550	21	2.86%	1.65%	1.81%
1670	4	2.41%	4.77%	5.16%
1910	58	2.40%	3.09%	3.28%
2130	1	1.52%	3.42%	4.77%
2210	27	2.42%	2.71%	3.00%