



DoD Civilian Acquisition Workforce Personnel Demonstration Project

Unofficial CCAS 2009 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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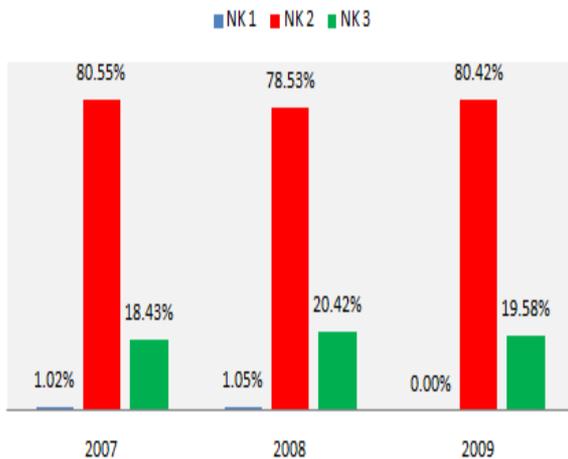
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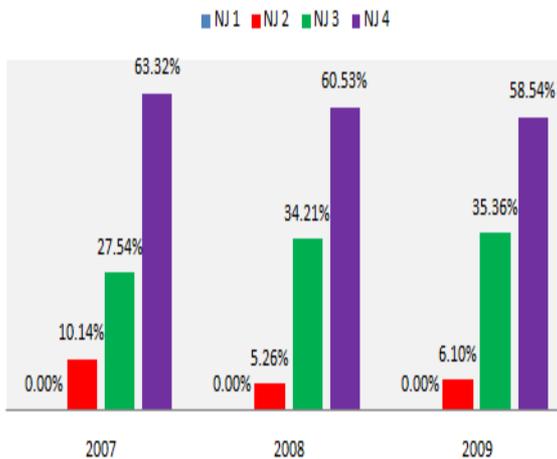
Workforce Demographics

Army	CCAS 2007			CCAS 2008			CCAS 2009		
	Number of Employees	Percent of Career Path	Percent of Workforce	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%	0	0.00%	0.00%
NK 2	236	80.55%	7.46%	150	78.53%	7.34%	152	80.42%	6.76%
NK 3	54	18.43%	1.71%	39	20.42%	1.91%	37	19.58%	1.65%
NK Career Path	293	100.00%	9.26%	191	100.00%	9.34%	189	100.00%	8.40%
NJ 1	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
NJ 2	7	10.14%	0.22%	4	5.26%	0.20%	5	6.10%	0.22%
NJ 3	19	27.54%	0.60%	26	34.21%	1.27%	29	35.36%	1.29%
NJ 4	43	63.32%	1.36%	46	60.53%	2.25%	48	58.54%	2.13%
NJ Career Path	69	100.00%	2.18%	76	100.00%	3.72%	82	100.00%	3.64%
NH 1	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
NH 2	248	8.85%	7.84%	153	8.61%	7.94%	141	7.13%	6.27%
NH 3	2050	73.14%	64.77%	1262	71.02%	61.74%	1438	72.70%	63.94%
NH 4	505	18.02%	15.96%	362	20.37%	17.71%	399	20.17%	17.74%
NH Career Path	2803	100.00%	88.56%	1777	100.00%	86.94%	1978	100.00%	87.95%
	3165	100.00%	100.00%	2044	100.00%	100.00%	2249	100.00%	100.00%

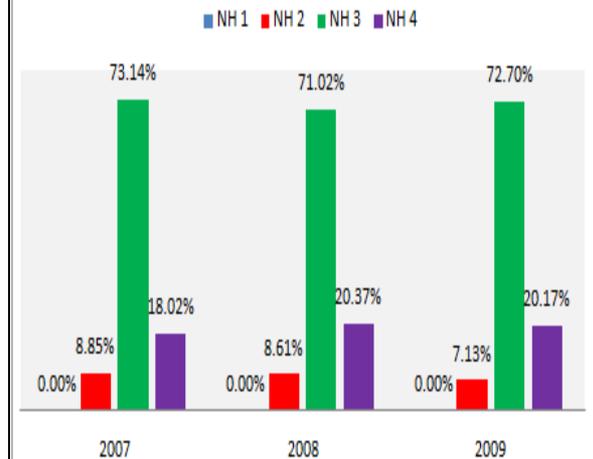
Workforce Demographics - NK



Workforce Demographics - NJ



Workforce Demographics - NH



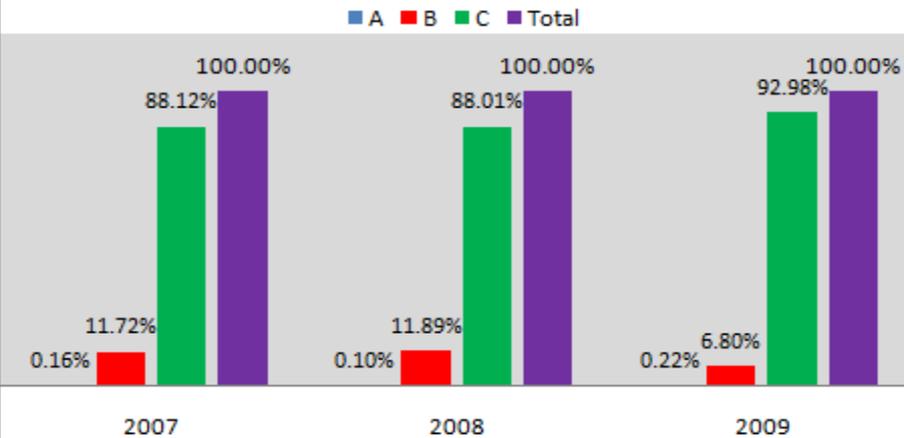
Presumptive Status

	2007	2008	2009
Presumptive Status	Number of Employees		
0 90 Days or More	3024	1934	2079
1 Less Than 90 Days	124	105	162
2 Expected Rating	9	2	6
3 Re-Certified Last CCAS OCS	8	3	2
Total	3165	2044	2249
CRI and /or CA Override (due to retirement, leaving AcqDemo, promotions, etc.)	50/52	76/45	78/63
Retained Pay (50% of GPI, no CRI, CA dependent on OCS)	4	1	0

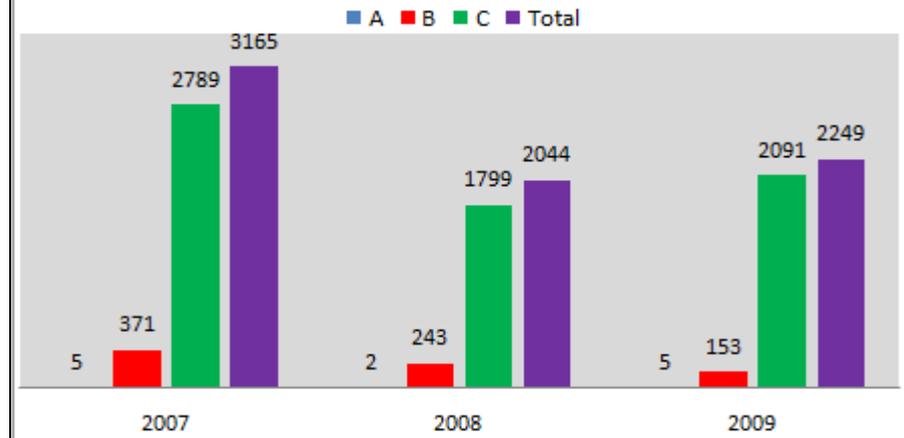
Rail Zone Positions

Rail Zone	2007	Percent	2008	Percent	2009	Percent
A [Above the Upper Rail]	5	0.16%	2	0.10%	5	0.22%
B [Below the Lower Rail]	371	11.72%	243	11.89%	153	6.80%
C [Between the Rails]	561	17.73%	249	12.18%	303	13.48%
Total	3165	100.00%	2044	100.00%	2249	100.00%
Retained Pay (A - Above the Upper Rail)	1 of 5		1 of 2		0 of 5	

Rail Positions by Percent



Rail Position by Number of Employees



Funding Level - General Pay Increase (GPI)

	2007 for CY2008	2008 for CY2009	2009 for CY2010
General Pay Increase	2.50%	2.90%	1.50%
Number of Pay Pools that gave full GPI	16	12	9
Number of Pay Pools that gave reduced GPI	0	0	0
Number of Pay Pools that denied GPI	3	1	4
Locality Pay	All Employees Received	All Employees Received	All Employees Received
Minimum Funding Level for CRI	2.00%	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	1.00% of which 90% is for CA
Target Salary	Upper Rail	Upper Rail	Upper Rail

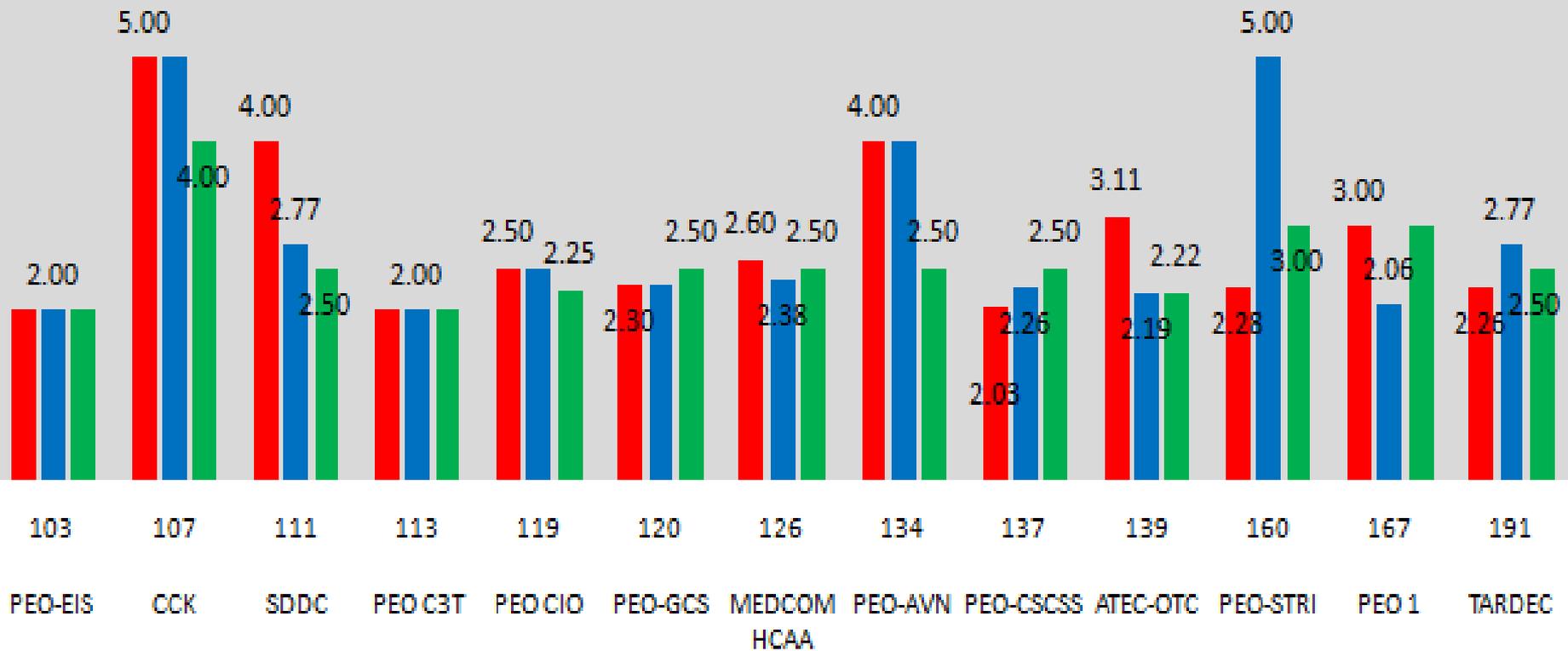
Funding Levels for CRI and CA

Organization		2007	2007	2008	2008	2009	2009
		CRI%	Awd%	CRI%	Awd%	CRI%	Awd%
PEO EIS	103	2.00	3.00	2.00	3.00	2.00	3.00
CCK/ 411 CSB	107	5.00	1.00	5.00	1.00	4.00	2.00
SDDC-AQ	111	4.00	2.50	2.77	1.49	2.50	1.31
PEO C3T	113	2.00	3.50	2.00	3.00	2.00	3.00
PEO CIO	119	2.50	2.50	2.50	2.50	2.25	3.50
PEO GCS	120	2.30	3.70	2.30	4.70	2.50	4.10
MEDCOM-HCAA	126	2.60	1.00	2.38	1.00	2.50	2.00
PEO Aviation	134	4.00	3.00	4.00	3.00	2.50	4.00
PEO CS/CSS	137	2.03	4.50	2.26	4.60	2.50	4.10
ATEC OTC	139	3.11	2.94	2.19	2.61	2.22	1.04
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	3.00	4.00
PEO 1	167	3.00	5.56	2.06	5.55	3.00	4.50
TARDEC	191	2.26	3.00	2.77	1.49	2.50	3.55
Average		2.90	2.77	2.86	2.84	2.57	3.08

CRI Funding Levels Trend

Funding Level for CRI

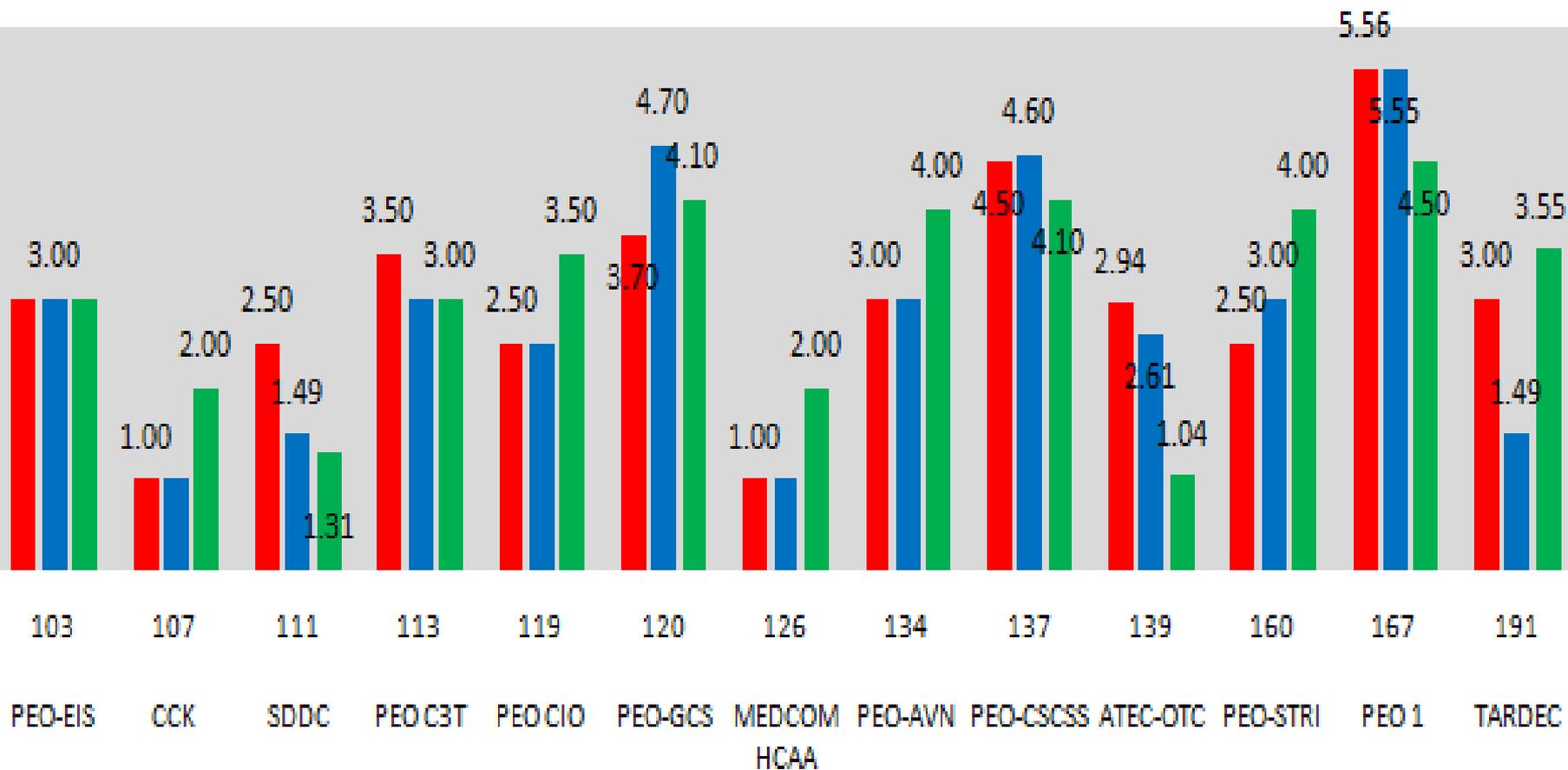
■ 2007 CRI% ■ 2008 CRI% ■ 2009 CRI%



CA Funding Levels Trend

Funding Level for CA

■ 2007 Awd% ■ 2008 Awd% ■ 2009 Awd%



Affect on Pay Pool Base Pay

		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	2009 Total Base Pay	2010 Projected Total Base Pay	Increase from Beginning of 2009 Less G
PEO EIS	103	\$33,673,392	\$34,975,513	1.37%	\$9,349,360	\$9,751,198	1.40%	\$8,803,359	\$9,044,064	1.23%
CCK/ 411 CSB	107	\$3,342,896	\$3,533,258	3.19%	\$1,537,757	\$1,654,467	4.69%	\$1,794,147	\$1,868,434	2.64%
SDDC AQ	111	\$2,536,038	\$2,649,001	1.95%	\$1,527,052	\$1,603,235	2.09%	\$1,265,781	\$1,311,793	2.14%
PEO C3T	113	\$23,897,699	\$24,851,069	1.49%	\$19,321,288	\$20,177,830	1.53%	\$19,879,548	\$20,472,850	1.48%
PEO CIO	119	\$269,383	\$280,147	1.50%	\$179,963	\$187,458	1.26%	\$187,458	\$192,340	1.10%
PEO GCS	120	\$14,551,910	\$15,201,026	1.96%	\$15,874,829	\$16,643,600	1.94%	\$15,874,415	\$16,457,539	2.17%
MEDCOM-HCAA	126	\$3,003,674	\$3,139,766	2.03%	\$3,427,203	\$3,592,995	1.94%	\$3,686,601	\$3,819,200	2.10%
PEO Aviation	134	\$23,757,015	\$24,971,650	2.61%	\$23,550,085	\$24,806,702	2.44%	\$25,823,488	\$26,603,342	1.52%
PEO CS/CSS	137	\$19,501,100	\$20,317,487	1.69%	\$20,733,782	\$21,729,602	1.90%	\$24,527,518	\$25,426,701	2.16%
ATEC OTC	139	\$14,591,420	\$15,291,554	2.30%	\$5,079,784	\$5,308,451	1.60%	\$5,290,758	\$5,460,027	1.69%
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%	\$1,125,849	\$1,173,516	2.73%
PEO 1	167	\$10,014,860	\$10,539,072	2.73%	\$10,560,842	\$11,060,148	1.83%	\$12,057,296	\$12,561,810	2.68%
TARDEC	191	\$36,073,357	\$37,668,405	1.92%	\$41,538,692	\$43,708,059	2.32%	\$53,545,623	\$55,307,471	1.79%
Totals		\$234,396,097	\$244,704,061		\$153,351,311	\$160,939,790		\$173,861,841	\$179,699,087	
			Total Increase	4.40%		Total Increase	4.95%		Total Increase	3.36%
			Less GPI	2.50%		Less GPI	2.90%		Less GPI	1.50%
			Net Increase	1.90%		Net Increase	2.05%		Net Increase	1.86%

Results Against Funding Levels (GPI, CRI, CA)

ARMY	CCAS 2007	CCAS 2008	CCAS 2009
Total Demo Employees	3165	2044	2249
Base Salary	\$234,396,097	\$153,351,311	\$173,861,841
Positive Delta-Y	\$26,799,575	\$17,551,425	\$20,138,404
General Pay Increase	\$5,850,948	\$4,445,071	\$2,603,208
	2.50%	2.90%	1.50%
Mandatory GPI (Retained Pay)	\$0	\$0	\$0
Discretionary GPI	\$0	\$0	\$852
Carry Over to CRI	\$6,285	\$1,882	\$5,568
Contribution Rating Increase	\$4,457,016	\$3,143,408	\$3,234,038
	1.90%	2.05%	1.86%
Discretionary CRI	\$195,269	\$201,148	\$166,515
Base Salary Increase (includes GPI and CRI)	\$244,704,061	\$160,939,790	\$179,690,087
	4.40%	4.95%	3.36%
Carry Over to Award	\$1,560,287	\$925,228	\$1,049,822
Contribution Award	\$6,091,054	\$4,005,669	\$5,289,595
	2.60%	2.61%	3.04%
Discretionary Award	\$529,364	\$226,139	\$314,217
Total Award	\$8,180,705	\$5,157,036	\$6,653,634
	3.49%	3.36%	3.83%

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 CRI	2008 Alpha 2 CA	2009 Alpha 1 CRI	2009 Alpha 2 CA
PEO EIS	103	16.69%	22.26%	14.76%	19.93%	15.79%	21.16%
CCK/ 411 CSB	107	46.91%	8.45%	33.47%	6.03%	32.16%	14.48%
SDDC-AQ	111	26.45%	14.88%	30.84%	13.42%	34.81%	12.13%
PEO C3T	113	17.96%	28.67%	18.82%	25.02%	17.62%	23.79%
PEO CIO	119	8.05%	7.24%	6.00%	5.40%	5.64%	7.89%
PEO GCS	120	13.80%	20.24%	15.35%	27.70%	20.95%	30.63%
MEDCOM-HCAA	126	33.24%	11.52%	28.94%	10.95%	28.71%	20.68%
PEO Aviation	134	27.29%	18.43%	30.31%	18.06%	21.19%	23.91%
PEO CS/CSS	137	10.02%	26.58%	13.44%	30.20%	19.50%	31.92%
A TEC OTC	139	62.44%	51.32%	60.14%	62.01%	59.40%	25.06%
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%	25.36%	30.43%
PEO 1	167	16.45%	27.86%	11.58%	28.10%	18.25%	24.84%
TACOM TARDEC	191	23.93%	28.67%	32.54%	14.07%	29.25%	36.71%
Averages		26.87%	15.25%	26.21%	21.92%	25.28%	23.36%

Overall Contribution Scores / Delta OCS

Organization	PP #	2007			2008			2009		
		OCS	Expected OCS Average	Delta OCS (SPL) Average	OCS	Expected OCS Average	Delta OCS (SPL) Average	OCS	Expected OCS Average	Delta OCS (SPL) Average
PEO EIS	103	77	75	2	77	75	2	77	75	2
CCK/ 411 CSB	107	68	66	2	59	57	3	63	60	3
SDDC-AQ	111	76	73	3	74	70	2	71	71	0
PEO C3T	113	80	78	2	79	77	2	79	77	2
PEO CIO	119	95	85	10	98	88	14	98	84	14
PEO GCS	120	78	74	4	77	73	3	76	74	2
MEDCOM-HCAA	126	56	56	0	58	58	1	60	59	1
PEO Aviation	134	78	75	3	79	76	3	79	77	3
PEO CS/CSS	137	73	70	3	72	69	3	71	70	2
ATEC OTC	139	72	71	1	75	74	-2	76	78	-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						
PEO 1	167	80	75	5	81	76	5	80	76	4
TARDEC	191	72	71	1	71	70	1	71	71	0
Average		75	73	2	75	72	3	78	73	3

Scores

Ranges			
	2007	2008	2009
Expected OCS Range	17 to 100	16 to 100	22 to 100
Factor Score Range	19 to 115	19 to 115	22 to 115
OCS Range	20 to 104	21 to 104	22 to 104
Delta OCS Range	- 11 to +17	- 20 to +15	-27 to 14

* **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.

Individuals with OCS Greater Than the Maximum Score for Career Path				
Career Path	Max Score	2007	2008	2009
NH	100	12	13	9
NJ	83	0	0	0
NK	61	6	4	3

Average Base Pay by Pay Pool

Pay Pool Number	Organization	2007			2008			2009		
		2007 Base Pay Average	2008 New Base Pay Average	Percent Increase Average	2008 Base Pay Average	2009 New Base Pay Average	Percent Increase Average	2009 Base Pay Average	2010 New Base Pay Average	Percent Increase Average
103	PEO EIS	\$75,841	\$78,774	3.87%	\$77,267	\$80,588	4.30%	\$80,765	\$82,973	2.73%
107	CCK/ 411 CSB	\$64,286	\$67,947	5.69%	\$53,026	\$57,051	7.59%	\$59,805	\$62,281	4.14%
111	SDDC-AQ	\$72,458	\$75,686	4.45%	\$72,717	\$76,345	4.99%	\$74,458	\$77,164	3.63%
113	PEO C3T	\$82,406	\$85,693	3.99%	\$83,281	\$86,973	4.43%	\$84,955	\$87,491	2.99%
119	PEO CIO	\$89,794	\$93,382	4.00%	\$89,982	\$93,729	4.16%	\$93,729	\$96,170	2.60%
120	PEO GSC	\$75,791	\$79,172	4.46%	\$77,062	\$80,794	4.84%	\$79,771	\$82,701	3.67%
126	MEDCOM-HCAA	\$52,696	\$55,084	4.53%	\$55,277	\$57,952	4.84%	\$58,517	\$60,622	3.60%
134	PEO Aviation	\$76,389	\$80,295	6.11%	\$80,102	\$84,377	5.34%	\$83,571	\$86,095	3.02%
137	PEO CS/CSS	\$69,647	\$72,562	4.19%	\$70,523	\$73,910	4.80%	\$72,567	\$75,227	3.67%
139	A TEC OTC	\$73,324	\$76,842	4.80%	\$79,372	\$82,945	4.50%	\$82,668	\$85,313	3.20%
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%						
167	PEO 1	\$78,857	\$82,985	5.23%	\$81,867	\$85,738	4.73%	\$84,317	\$87,845	4.18%
191	TARDEC	\$70,182	\$73,285	4.42%	\$71,495	\$75,229	5.22%	\$73,653	\$76,076	3.29%
Army Average		\$73,454	\$76,812	4.59%	\$74,345	\$78,092	5.12%	\$77,630	\$80,291	3.46%

Average CRI by Pay Pool

Pay Pool Number	Organization	2007		2008		2009	
		2007 Approved CRI \$	Approved CRI% of 2007 Base Pay	2008 Approved CRI \$	Approved CRI% of 2008 Base Pay	2009 Approved CRI \$	Approved CRI% of 2009 Base Pay
103	PEO EIS	\$1,049	1.44%	\$1,081	1.44%	\$1,010	1.34%
107	CCK/ 411 CSB	\$2,053	3.31%	\$2,486	4.69%	\$1,579	2.78%
111	SDDC-AQ	\$1,416	2.07%	\$1,519	2.36%	\$1,662	2.43%
113	PEO C3T	\$1,227	1.54%	\$1,277	1.55%	\$1,261	1.54%
119	PEO CIO	\$1,343	1.47%	\$1,140	1.26%	\$1,036	1.08%
120	PEO GCS	\$1,486	2.03%	\$1,497	1.97%	\$1,734	2.19%
126	MEDCOM-HCAA	\$1,086	2.16%	\$1,071	2.03%	\$1,227	2.21%
134	PEO Aviation	\$1,996	2.73%	\$1,952	2.57%	\$1,271	1.66%
137	PEO CS/CSS	\$1,177	1.89%	\$1,342	2.07%	\$1,575	2.31%
139	ATEC OTC	\$1,693	2.37%	\$1,301	1.72%	\$1,405	1.82%
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%				
167	PEO 1	\$2,156	2.89%	\$1,496	1.88%	\$2,263	2.75%
191	TARDEC	\$1,350	2.01%	\$1,660	2.48%	\$1,320	1.95%
Army Average		\$1,523	2.19%	\$1,592	2.31%	\$1,503	2.06%

Average Approved CA by Pay Pool

Pay Pool Number	Organization	2007		2008		2009	
		2007 Approved CA \$	Approved CA% of 2007 Base Pay	2008 Approved CA \$	Approved CA% of 2008 Base Pay	2009 Approved CA \$	Approved CA% of 2009 Base Pay
103	PEO EIS	\$2,048	2.69%	\$2,086	2.69%	\$2,181	2.69%
107	CCK/ 411 CSB	\$579	0.90%	\$477	0.89%	\$1,077	1.87%
111	SDDC-AQ	\$1,630	2.18%	\$975	1.41%	\$705	0.98%
113	PEO C3T	\$2,595	3.20%	\$2,234	2.71%	\$2,294	2.74%
119	PEO CIO	\$2,020	2.25%	\$2,025	2.25%	\$2,953	3.15%
120	PEO GCS	\$2,446	3.28%	\$3,086	4.04%	\$2,896	3.64%
126	MEDCOM-HCAA	\$474	0.93%	\$497	0.94%	\$1,053	1.86%
134	PEO Aviation	\$2,062	2.70%	\$1,801	2.33%	\$2,220	2.76%
137	PEO CS/CSS	\$2,535	3.66%	\$2,758	3.93%	\$2,576	3.59%
139	ATEC OTC	\$1,896	2.56%	\$1,822	2.31%	\$774	0.96%
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%				
167	PEO 1	\$3,913	5.04%	\$4,093	5.15%	\$3,415	4.13%
191	TARDEC	\$1,808	2.59%	\$907	1.28%	\$2,321	3.16%
Army Average		\$1,822	2.46%	\$1,906	2.51%	\$2,104	2.70%

Average Total CA by Pay Pool

Pay Pool Number	Organization	2007		2008		2009	
		2007 Total CA \$	Total CA% of 2007 Base Pay	2008 Total CA \$	Total CA% of 2008 Base Pay	2009 Total CA \$	Total CA% of 2009 Base Pay
103	PEO EIS	\$2,525	3.26%	\$2,550	3.26%	\$2,798	3.36%
107	CCK/ 411 CSB	\$1,739	2.61%	\$642	1.15%	\$1,890	3.23%
111	SDDC-AQ	\$3,112	3.98%	\$1,470	2.03%	\$1,149	1.49%
113	PEO C3T	\$3,016	3.69%	\$2,637	3.20%	\$2,731	3.23%
119	PEO CIO	\$2,922	3.29%	\$3,135	3.49%	\$4,025	4.32%
120	PEO GCS	\$2,781	3.74%	\$3,535	4.63%	\$3,204	4.02%
126	MEDCOM-HCAA	\$758	1.46%	\$742	1.39%	\$1,289	2.23%
134	PEO Aviation	\$3,122	3.98%	\$3,415	4.16%	\$3,827	4.42%
137	PEO CS/CSS	\$3,055	4.52%	\$3,171	4.60%	\$2,920	4.10%
139	ATEC OTC	\$2,536	3.37%	\$2,331	2.90%	\$1,203	1.43%
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%	\$3,109	3.80%
167	PEO1	\$4,153	5.37%	\$4,283	5.39%	\$3,681	4.45%
191	TARDEC	\$2,132	3.03%	\$1,279	1.72%	\$2,875	3.78%
Army Average		\$2,437	3.28%	\$2,465	3.20%	\$2,669	3.37%

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	2009 Average CRI \$	Average CRI % of 2009 Base Salary
NK-I	\$344	1.47%	\$503	2.04%	NA	NA
NK-II	\$656	1.89%	\$635	1.83%	\$640	1.78%
NK-III	\$1,433	3.19%	\$1,367	2.95%	\$1,395	3.00%
NJ-I	NA	NA	NA	NA	NA	NA
NJ-II	\$753	2.19%	\$905	2.33%	\$997	2.49%
NJ-III	\$1,109	2.34%	\$1,430	3.08%	\$1,492	3.08%
NJ-IV	\$1,652	2.34%	\$2,299	3.14%	\$2,024	2.62%
NH-I	NA	NA	NA	NA	NA	NA
NH-II	\$1,094	2.32%	\$1,276	2.67%	\$1,213	2.53%
NH-III	\$1,338	1.88%	\$1,509	2.12%	\$1,359	1.87%
NH-IV	\$2,203	2.23%	\$2,064	2.04%	\$2,048	2.02%
Averages	\$1,408	2.01%	\$1,538	2.18%	\$1,438	1.98%

Career Path & Broadband	2007 Average CA \$	Average CA % of 2007 Base Salary	2008 Average CA \$	Average CA % of 2008 Base Salary	2009 Average CA \$	Average CA % of 2009 Base Salary
NK-I	\$914	3.90%	\$1,178	4.79%	NA	NA
NK-II	\$928	2.50%	\$1,019	2.76%	\$1,211	3.17%
NK-III	\$1,558	3.39%	\$1,769	3.77%	\$1,712	3.59%
NJ-I	NA	NA	NA	NA	NA	NA
NJ-II	\$606	1.72%	\$538	1.33%	\$1,264	3.16%
NJ-III	\$1,586	3.18%	\$851	1.80%	\$2,000	4.01%
NJ-IV	\$2,002	2.84%	\$1,029	1.40%	\$2,609	3.38%
NH-I	NA	NA	NA	NA	NA	NA
NH-II	\$1,151	2.38%	\$1,128	2.30%	\$1,415	2.86%
NH-III	\$1,930	2.56%	\$1,960	2.57%	\$2,361	3.05%
NH-IV	\$2,779	2.78%	\$2,938	2.87%	\$3,166	3.07%
Averages	\$1,925	2.60%	\$1,960	2.60%	\$2,352	3.08%

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	2009 Average Total CA\$	Average Total CA% of 2009 Base Salary
NK-I	\$1,664	7.08%	\$1,553	6.23%	NA	NA
NK-II	\$1,512	4.00%	\$1,527	4.06%	\$1,605	4.13%
NK-III	\$2,031	4.36%	\$2,015	4.31%	\$1,891	3.96%
NJ-I	NA	NA	NA	NA	NA	NA
NJ-II	\$784	2.26%	\$538	1.33%	\$1,264	3.16%
NJ-III	\$1,959	3.82%	\$1,108	2.23%	\$2,202	4.34%
NJ-IV	\$2,002	2.84%	\$1,029	1.40%	\$2,650	3.43%
NH-I	NA	NA	NA	NA	NA	NA
NH-II	\$1,461	2.95%	\$1,438	2.84%	\$1,678	3.33%
NH-III	\$2,074	3.48%	\$2,600	3.30%	\$2,977	3.74%
NH-IV	\$3,318	3.30%	\$3,499	3.38%	\$4,074	3.86%
Averages	\$1,585	3.46%	\$2,523	3.30%	\$2,958	3.77%

Breakdown of CRI

CRI %	CCAS 2007		CCAS 2008		CCAS 2009	
20%	0	0.00%	0	0.00%	0	0.00%
15.00 - 19.99%	2	0.06%	0	0.00%	0	0.00%
10.01 - 14.99%	6	0.19%	0	0.00%	3	0.13%
6.01 - 10.00%	23	0.73%	26	1.27%	15	0.67%
5.91 - 6.00%	38	1.20%	19	0.93%	19	0.84%
3.34 - 5.90%	476	15.04%	438	21.43%	278	12.36%
2.63 - 3.33%	421	13.30%	304	14.87%	508	22.59%
0.01 - 2.62%	1394	44.04%	795	38.89%	805	35.79%
0.00%	805	25.43%	462	22.60%	621	27.61%
Total	3165	100.00%	2044	100.00%	2249	100.00%

0.01 to 2.62% Breakdown			
	# of Employees	Percent	Percent of Workforce
Almost at the max salary for broadband CRI % = .000137877 - .0009555396%	60	7.45%	2.67%
CRI% = 0.01 to 2.62%	745	92.55%	33.13%
Totals	805	100.00%	35.80%
0.00% Breakdown			
	# of Employees	Percent	Percent of Workforce
Retained Pay	0	0.00%	0.00%
Presumptive Status 1	162	26.09%	7.20%
Presumptive Status 2	1	0.16%	0.04%
Presumptive Status 3	0	0.00%	0.00%
Above the Upper Rail	5	0.81%	0.22%
Maximum Salary for Broadband (CRI automatically carried over to CA)	293	47.18%	13.03%
Maximum Salary for Broadband (CRI prevented from carrying over to CA)	0	0.00%	0.00%
CRI carried over to CA, regardless of salary	155	24.96%	6.89%
No CRI received	5	0.80%	0.22%
Totals	621	100.00%	27.60%

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%

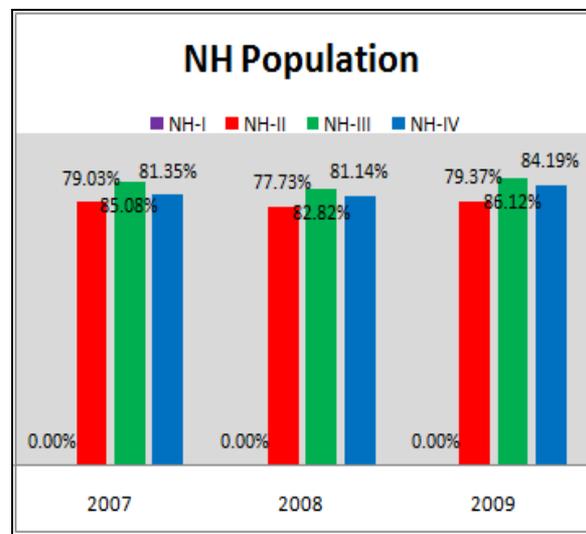
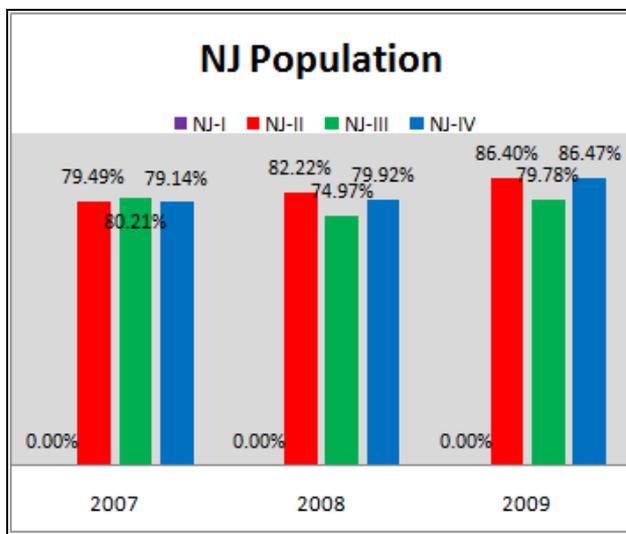
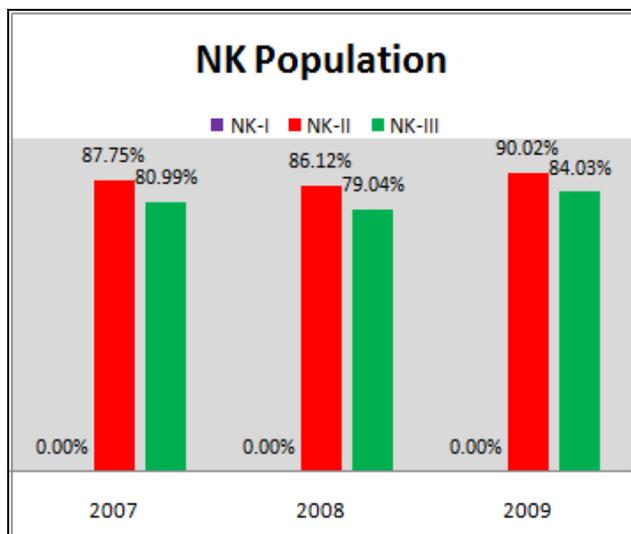
Average Time in Step				
1 Year	Step	1 to 2	2 to 3	3 to 4
2 Years	Step	4 to 5	5 to 6	6 to 7
3 years	Step	7 to 8	8 to 9	9 to 10

CCAS Pay Outs Highs and Averages

Dollar	Recipient	CCAS 2007		Recipient	CCAS 2008		Recipient	CCAS 2009	
		High	Average		High	Average		High	Average
CRI	NH-IV-1102	\$10,222 (11.68%)	1408	NH-III-2210	\$6,950 (9.78%)	\$1,538	NH-III-1102	\$6,838 (11.52%)	\$1,438
Carryover	NH-IV-1102	\$8,219		NH-III-0343	\$5,592		NH-II-560	\$5,743	
CA	NH-IV-854	\$8,569 (9.28%)	1925	NH-IV-1515	\$8,459 (7.94%)	\$1,960.00	NH-IV-801	\$7,798 (7.33%)	\$2,352
Total Award	NH-III-855	\$11,354 (13.04%)	2585	NH-III-0301	\$10,943 (12.27%)	\$2,523	NH-III-801	\$12,520 (13.64%)	\$2,958
Percent	Recipient	CCAS 2007		Recipient	CCAS 2008		Recipient	CCAS 2009	
		High	Average		High	Average		High	Average
CRI	NK-II-326	16.41% (\$4,206)	2.01%	NH-III-2210	9.78% (\$6,950)	2.18%	NH-III-1102	11.51% (\$6,838)	1.98%
CA	NK-III-854	9.71% (\$5,728)	2.60%	NK-II-0318	12.83% (\$3,587)	2.60%	NK-II-318	9.57% (\$2,895)	3.08%
Total Award	NK-II-318	13.14% (\$5,420)	3.46%	NK-II-0318	13.84% (\$5,854)	3.30%	NK-II-318	15.03% (\$6,541)	3.77%

Salary Creep

Career Path and Broadband Level	2008				2009				2010			
	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	Number of Employees	Average Base Salary	Maximum Salary for Broadband Level	Salary Cap
NK-1	3	\$23,630	\$30,522	77.42%	2	\$24,730	\$31,401	78.76%	0	\$0	\$31,871	0.00%
NK-2	236	\$37,110	\$42,290	87.75%	150	\$37,479	\$43,521	86.12%	152	\$39,768	\$44,176	90.02%
NK-3	54	\$46,145	\$56,973	80.99%	39	\$46,332	\$58,622	79.04%	37	\$50,005	\$59,505	84.03%
NJ-1	0	\$0	\$30,522	0.00%	0	\$0	\$31,401	0.00%	0	\$0	\$31,871	0.00%
NJ-2	7	\$37,230	\$46,839	79.49%	4	\$39,630	\$48,199	82.22%	5	\$42,263	\$48,917	86.40%
NJ-3	19	\$50,205	\$62,593	80.21%	26	\$48,284	\$64,403	74.97%	29	\$52,152	\$65,371	79.78%
NJ-4	43	\$70,609	\$89,217	79.14%	46	\$73,368	\$91,801	79.92%	48	\$80,572	\$93,175	86.47%
NH-1	0	\$0	\$30,522	0.00%	0	\$0	\$31,401	0.00%	0	\$0	\$31,871	0.00%
NH-2	248	\$49,465	\$62,593	79.03%	153	\$50,061	\$64,403	77.73%	141	\$51,882	\$65,371	79.37%
NH-3	2050	\$75,908	\$89,217	85.08%	1262	\$76,026	\$91,801	82.82%	1438	\$80,242	\$93,175	86.12%
NH-4	505	\$100,882	\$124,010	81.35%	362	\$103,537	\$127,604	81.14%	399	\$109,045	\$129,517	84.19%
	3165				2044				2249			



Averages by Occupational Job Series

Occupational Code	Number of Employees	CRI% of 2009 Base Salary	Approved CA % of 2009 Base Salary	Total CA % of 2009 Base Salary	Occupational Code	Number of Employees	CRI% of 2009 Base Salary	Approved CA % of 2009 Base Salary	Total CA % of 2009 Base Salary
80	2	2.44%	3.08%	3.08%	855	97	1.34%	2.46%	3.42%
301	252	1.93%	3.28%	4.15%	856	1	1.62%	2.17%	2.17%
303	60	1.67%	3.19%	4.14%	861	10	0.46%	1.51%	5.19%
318	99	2.41%	3.54%	4.29%	893	12	1.94%	3.48%	4.43%
326	3	2.01%	3.72%	4.78%	896	4	2.57%	4.26%	4.75%
340	20	2.45%	3.68%	3.98%	1035	1	0.00%	3.38%	5.91%
341	32	2.34%	3.11%	3.39%	1084	0	0.00%	0.00%	0.00%
343	204	2.15%	3.30%	3.89%	1101	6	3.03%	3.23%	3.23%
344	16	1.20%	2.76%	3.68%	1102	177	2.04%	2.54%	3.40%
346	117	1.38%	2.82%	3.87%	1105	10	1.95%	1.76%	2.24%
391	17	1.04%	2.43%	3.20%	1106	1	0.00%	0.00%	0.00%
501	4	2.39%	3.68%	3.68%	1301	3	2.14%	3.17%	4.38%
560	20	2.27%	3.36%	4.04%	1310	2	0.00%	4.42%	7.95%
561	1	3.16%	4.62%	4.62%	1320	8	2.24%	3.14%	3.40%
801	194	2.04%	3.28%	4.07%	1515	83	1.94%	1.92%	2.63%
802	81	2.79%	3.60%	3.76%	1520	1	0.00%	2.62%	4.70%
806	7	1.58%	3.15%	4.00%	1550	24	2.66%	3.26%	3.45%
810	1	2.21%	2.78%	2.78%	1670	4	2.14%	4.28%	4.83%
819	1	2.08%	3.04%	3.04%	1910	67	2.39%	3.25%	3.48%
830	367	2.01%	3.11%	3.56%	2005	1	0.00%	3.06%	9.85%
850	106	1.81%	3.13%	3.76%	2130	0	0.00%	0.00%	0.00%
854	100	1.92%	3.28%	4.00%	2210	33	1.96%	3.18%	3.56%