



DoD Civilian Acquisition Workforce Personnel Demonstration Project

Unofficial CCAS 2007 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.
For additional information, please contact Jerry Lee (SAIC Contractor) at 703-805-5498 or jerald.a.lee@us.army.mil, or Tim Zeitler (SAIC Contractor) at 703-805-1077 or tim.zeitler@us.army.mil.
Or Melissa Williams (SAIC Contractor) at 703-805-1098 or melissa.williams15@us.army.mil.

Table of Contents

Slide #		Slide #	
3	Number of Pay Pools and Employees	21	Scores
4	Workforce Demographics	22-24	Average Base Pay By Pay Pool
5	Presumptive Status		22 pp101-137 1999-2003
6	Rail Zone Positions		23 pp101-137 2004-2007
7	Funding Level - GPI	25-26	24 pp138-196 2003-2007
8	Funding Level – CRI & CA		Average CRI By Pay Pool
9	CRI & CA Funding Level Trends		25 pp101-137 1999-2007
10	Historical Spending Rates		26 pp138-196 2003-2007
11-13	Affect on Pay Pool Base Pay	27-28	Average Approved CA By Pay Pool
	11 pp101-136 1999-2003		27 pp101-137 1999-2007
	12 pp101-136 2004-2007		28 pp138-196 2003-2007
	13 pp137-196 2003-2007	29-30	Average Total CA By Pay Pool
14-15	Results Against Funding Levels	31	29 pp101-137 1999-2007
	14 1999-2003	32	30 pp138-196 2003-2007
	15 2004-2007	33	Averages By Career Path & Broadband Level
16-17	Alpha 1 & Alpha 2	34-35	Breakdown of CRI
	16 pp101-136		33 CCAS Pay Outs Highs and Averages
	17 pp137-196		Salary Creep
18-20	Overall Contribution Scores/Delta OCS	36	34 1999-2002
	18 pp101-136 1999-2002	37	35 2003-2007
	19 pp101-136 2003-2007		Averages By Occupational Job Series
	20 pp137-196 2003-2007		Projected Army Pay Pools in 2009

Number of Pay Pools and Number of Employees

	PP#	Number of Employees									
		1999	2000	2001	2002	2003	2004	2005	2006	2007	
OAA DCC-W	101	180	175	154	110	105	96	84	89		
A TEC	102	78	113	117	122	136	151	161	169		
PEO EIS	103	122	141	144	151	374	455	500	519	444	
SAAL-ZP/CSA	104	48	54	51							
A TEC AEC	105	75	205	223	250	314	325	362	365		
Army G8 (ADO)	106	14	14	13	13	11	12	11	10		
CCK	107	36	44	53	50	51	58	58	59	52	
A TEC OEC	108	119									
SAAL-ZR	109	124									
PEO CBD (JPOBD)	110	13	16	15	13	27	57	64	73		
SDDC AQ	111	53	48	50	48	64	58	57	43	35	
ASA ALT	112	7	32	26	48	100	102	100	110		
PEO C3T	113	88	89	92	104	289	301	339	307	290	
PEO GCS-P/Ammo	114	80	93	91	100	137	151	136	133		
PEO CIO	119	41	46	44	49	45	40	27	27	3	
PEO GCS-W	120	128	126	132	134	123	168	166	205	192	
PEO IEWS	121	111	114	119	141	134	142	148	134		
SAAL-ZC	122	4									
SAAL-ZT	123	13	11	12	11						
SAAL-ZS	124	11	12	10	13						
SAAL-ZD	125	10	10	14							
MEDCOM HCAA	126	25	67	83	113	144	167	175	183	57	
RDAISA	127	89	86	91	95						
SAAL-ZL	128		3	3							
DDACM/ASC	129		107	122	123	114	118	121	109		
SDDC AQ Supr	130		3	4	4	6	6	7	6		
OF-TF	131			4	8	8	2				
PM FCS	132			8	8						
PM JSIMS	133				17	16	3				
PEO Aviation	134				62	69	360	384	393	311	
ACA HQ	135				35	50	55	51	55		
OAA DOL	136				39	37	36	37			
PEO CS/CSS	137				Converted 10/02	107	255	288	348	280	
Total		1469	1609	1675	1861						

The 2007 CCAS rating cycle consisted of 19 Army pay pools (103, 107, 111, 113, 119, 120, 127, 134, 137, 139, 140, 141, 142, 143, 144, 147, 160, 167, and 191).

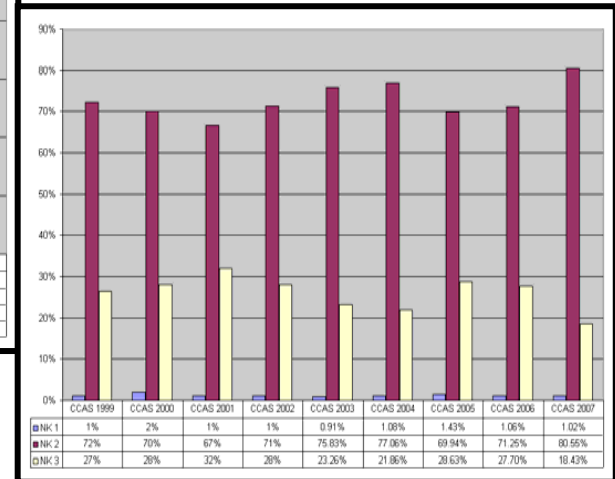
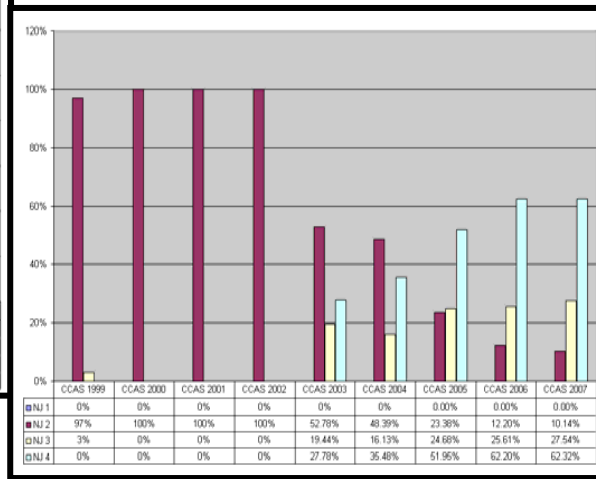
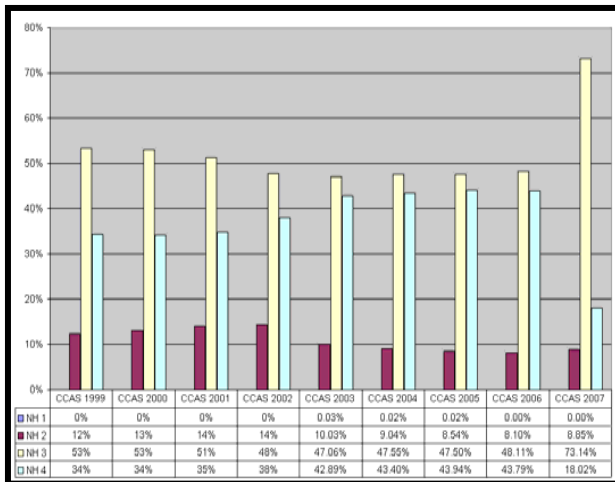
No new pay pools were created for the 2007 CCAS cycle. 43 pay pools were deactivated from 2006 due to conversion to NSPS. They are as follows: 101, 102, 105, 106, 110, 111, 112, 114, 121, 129, 135, 138, 145, 146, 148, 150, 152, 153, 154, 155, 156, 157, 158, 159, 161, 162, 164, 166, 168, 169, 170, 181, 182, 184, 185, 187, 188, 189, 190, 192, 193, 194, 195, and 196.

Army AcqDemo had a 53.3% decrease in participation in 2007 from 6778 to 3165 (NSPS conversion). Only 3041 of the 3165 were eligible for the 2007 CCAS rating.

	PP#	Number of Employees										
		1999	2000	2001	2002	2003	2004	2005	2006	2007		
A TEC DTC	138					150	158	157	168			
A TEC OTC	139					164	176	198	195	199		
AMSAA CCAD	140					56	60	66	67	75		
AMSAA CSAD	141					45	51	53	52	44		
AMSAA LAD	142					61	59	67	70	71		
AMSAA JTCG	143					10	12	13	17	18		
AMSAA SOD	144					23	23	24	28	23		
AMSAA Chiefs	145					19	23	25	23			
ACA South Region	146					4	5	5	5			
AMSAA MAD	147					20	17	18	18	16		
AMSAA RIA	148								7			
AMCOM TMDE	150					30	31	34	31			
AMCOM CIC	151					13	16					
AMCOM LAISO	152					19	19	20	15			
AMCOM IMMC	153					121	141	138	151			
AMCOM AcqCtr	154					36	32	44	44			
AMCOM CmdStaff	155					63	74	33	40			
AMCOM SAMD	156					23	24	24	23			
AMCOM IG	157					12	11	11	10			
AMCOM SOD	158						27	29	35			
AMCOM G Staff	159							57	60			
PEO STRI	160					Converted to AcqDemo Before July 2, 2003	405	449	495	494	414	
PEO Soldier	161						99	106	105			
PEO MS	162							85	84			
ASC GMD	163							Converted October 3, 2004	58			
ASC THAAD	164								47	39		
PEO ASMD	165					Converted to AcqDemo Before July 2, 2003	40	44				
ASC PEO C3T (S)	166								67			
PM UA	167							140	188	127		
ASC PCO	168							13	13			
ASC PM Arrow	169							12	9			
ARDEC EW&ETD	170							24	25	26		
ARDEC HQ/ITD/ASCC	180							38	36	35		
ARDEC FSAC	181							55	62	74	76	
ARDEC FUZE	182							53	54	54	55	
ARDEC WECAC	183							45				
ARDEC CCAC	184							44	56	62	56	
ARDEC QED	185							38	30	33	37	
ARDEC RMD	186							25				
ARDEC Benet	187							112	158	157	169	
ARDEC Acq&Ctr	188							12	48	57	61	
ARDEC FSC&TD	189								46	48	45	
TACOM Chiefs	190							77	76	77	87	
TACOM TARDEC	191							74	59	372	483	514
TACOM Legal	192							14	15	15	14	
TACOM AcqCtr (W)	193							44	60	61	76	
TACOM CBO	194							120	115	133	181	
TACOM IG	195							NA	4	4	3	
TACOM CmdGp DCG	196							15	13	13	14	
Army Total		1469	1609	1675	1861			4521	5528	6467	6778	3165

Workforce Demographics

Army	CCAS 1999			CCAS 2000			CCAS 2001			CCAS 2002			CCAS 2003			CCAS 2004			CCAS 2005			CCAS 2006			CCAS 2007				
	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	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	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	2	1.06%	0.14%	4	2.10%	0.25%	2	1.12%	0.12%	1	0.51%	0.05%	3	0.91%	0.07%	5	1.06%	0.09%	7	1.43%	0.11%	5	1.06%	0.07%	3	1.02%	0.09%		
NK 2	136	72.34%	9.26%	133	70.00%	8.27%	119	66.85%	7.10%	140	71.43%	7.52%	251	75.83%	6.01%	356	77.06%	6.44%	342	69.94%	5.29%	337	71.25%	4.97%	236	80.55%	7.46%		
NK 3	50	26.60%	3.40%	53	27.90%	3.29%	57	32.02%	3.40%	55	28.06%	2.96%	77	23.26%	1.84%	101	21.86%	1.83%	140	28.63%	2.16%	131	27.70%	1.93%	54	18.43%	1.71%		
NK Career Path	188	100.00%	12.80%	190	100.00%	11.81%	178	100.00%	10.63%	196	100.00%	10.5%	331	100.00%	7.92%	462	100.00%	8.36%	489	100.00%	7.56%	473	100.00%	6.98%	293	100.00%	9.26%		
NJ 1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	0	0.00%	0.00%
NJ 2	31	96.90%	2.11%	29	100.00%	1.80%	26	100.00%	1.55%	17	100.00%	0.91%	19	52.78%	0.45%	15	48.39%	0.27%	18	23.38%	0.28%	10	12.20%	0.15%	7	10.14%	0.22%		
NJ 3	1	3.10%	0.07%	NA	NA	NA	NA	NA	NA	NA	NA	NA	7	19.44%	0.17%	5	16.13%	0.09%	19	24.68%	0.29%	21	25.61%	0.31%	19	27.54%	0.60%		
NJ 4	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	10	27.78%	0.24%	11	35.48%	0.20%	40	51.95%	0.62%	51	62.20%	0.75%	43	62.32%	1.36%		
NJ Career Path	32	100.00%	2.18%	29	100.00%	1.80%	26	100.00%	1.55%	17	100.00%	0.9%	36	100.00%	0.86%	31	100.00%	0.56%	77	100.00%	1.19%	82	100.00%	1.21%	69	100.00%	2.18%		
NH 1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	0.03%	0.02%	1	0.02%	0.02%	1	0.02%	0.02%	0	0.00%	0.00%	0	0.00%	0.00%		
NH 2	154	12.30%	10.48%	180	12.95%	11.19%	207	14.07%	12.36%	237	14.38%	12.74%	382	10.03%	9.15%	455	9.04%	8.23%	504	8.54%	7.79%	504	8.10%	7.44%	248	8.85%	7.84%		
NH 3	667	53.40%	45.41%	736	52.95%	45.74%	752	51.12%	44.90%	786	47.69%	42.24%	1793	47.06%	42.93%	2394	47.55%	43.31%	2803	47.50%	43.34%	2994	48.11%	44.17%	2050	73.14%	64.77%		
NH 4	428	34.30%	29.14%	474	34.10%	29.46%	512	34.81%	30.57%	625	37.92%	33.58%	1634	42.89%	39.12%	2185	43.40%	39.53%	2593	43.94%	40.10%	2725	43.79%	40.20%	505	18.02%	15.96%		
NH Career Path	1249	100.00%	85.02%	1390	100.00%	86.39%	1471	100.00%	87.82%	1648	100.00%	88.6%	3810	100.00%	91.21%	5035	100.00%	91.08%	5901	100.00%	91.25%	6223	100.00%	91.81%	2803	100.00%	88.56%		
Workforce	1469	100.00%	100.00%	1609	100.00%	100.00%	1675	100.00%	100.00%	1861	100.00%	100.00%	4177	100.00%	100.00%	5528	100.00%	100.00%	6467	100.00%	100.00%	6778	100.00%	100.00%	3165	100.00%	100.00%		

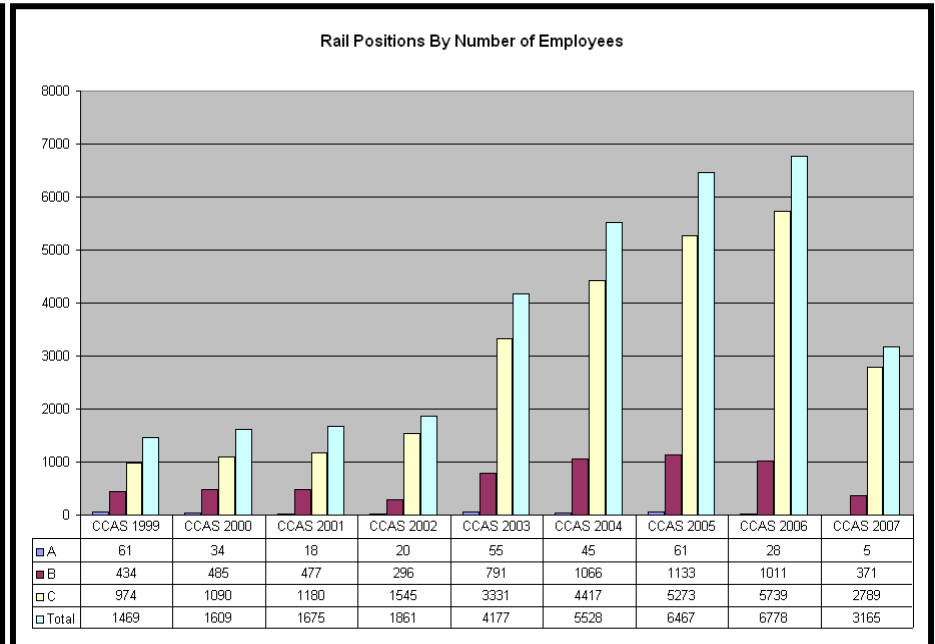
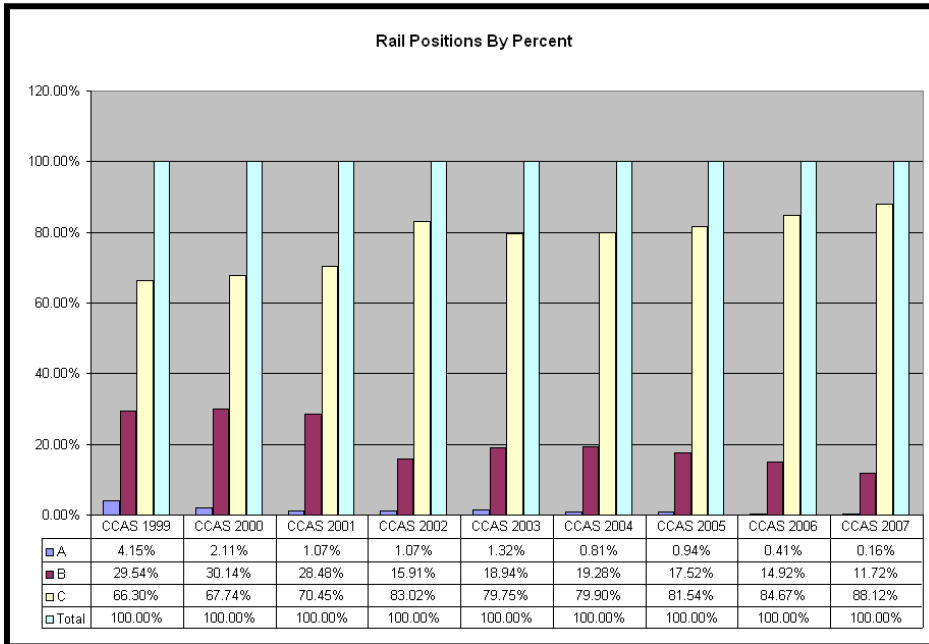


Presumptive Status

Presumptive Status	1999	2000	2001	2002	2003	2004	2005	2006	2007
0 90 Days or More (changed in 2002 from 180 days)	1386	1455	1536	1792	4060	5309	6212	6548	3024
1 Less Than 90 Days (changed in 2002 from 180 days)	71	138	122	57	93	196	215	198	124
Employee has the minimum days for CCAS rating but due to special circumstances, i.e., long-term full-time training, temporary promotion outside the demo, active military duty, extended sick leave, leave without pay, etc., the pay pool panel has two options.									
2 Expected Rating	12	13	15	9	19	16	28	19	9
3 Re-Certified Last CCAS OCS	NA	3	2	3	5	7	12	13	8
Total	1469	1609	1675	1861	4177	5528	6467	6778	3165
Override (CRI and CA calculations due to retirement, leaving AcqDemo, promotions)	Data Not Captured	45	68	67	74	105	160	179 / 252	50/52
Retained Pay (50% of GPI, no CRI, CA dependent on OCS)	6	4	8	7	12	5	6	3	4

Rail Zone Positions

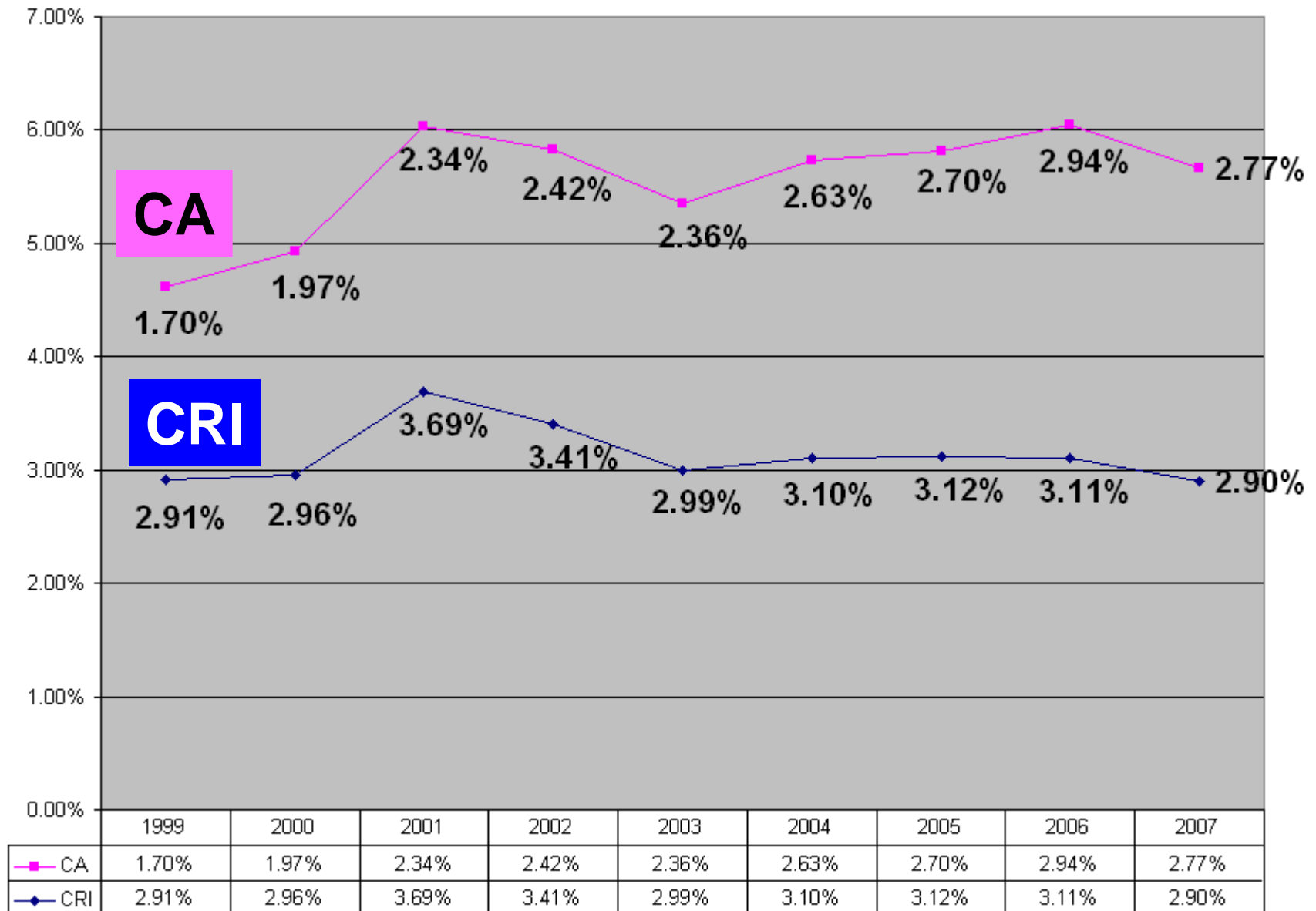
Rail Zone	1999	Percent	2000	Percent	2001	Percent	2002	Percent	2003	Percent	2004	Percent	2005	Percent	2006	Percent	2007	Percent
A [Above the Upper Rail]	61	4.15%	34	2.11%	18	1.07%	20	1.07%	55	1.32%	45	0.81%	61	0.94%	28	0.41%	5	0.16%
B [Below the Lower Rail]	434	29.54%	485	30.14%	477	28.48%	296	15.91%	791	18.94%	1066	19.28%	1133	17.52%	1011	14.92%	371	11.72%
C [Between the Rails]	974	66.30%	1090	67.74%	1180	70.45%	602	32.35%	1147	27.46%	1260	22.79%	1337	20.67%	1411	20.82%	561	17.73%
							943	50.67%	2184	52.29%	3157	57.11%	3936	60.86%	4328	63.85%	2228	70.39%
Total	1469	100.00%	1609	100.00%	1675	100.00%	1861	100.00%	4177	100.00%	5528	100.00%	6467	100.00%	6778	100.00%	3165	100.00%
Retained Pay (A - Above the Upper Rail)	6		4		8		7		2		2		3 of 6		1 of 3		1 of 4	



Funding Level - General Pay Increase (GPI)

Funding Level	1999 for 2000	2000 for CY2001	2001 for CY2002	2002 for CY2003	2003 for CY2004	2004 for CY2005	2005 for CY2006	2006 for CY2007	2007 for CY2008
General Pay Increase	3.80%	2.70%	3.60%	3.10%	2.70%	2.50%	2.10%	1.70%	2.50%
Number of Pay Pools [Gave Full GPI]	16	13	15	21	50	49	49	56	16
Number of Pay Pools [Reduced GPI]	5	2	2	0	4	6	6	0	0
Number of Pay Pools [Denied GPI]	2	8	8	5	3	7	7	7	3
Locality Pay	All Employees Received	All Employees Received	All Employees Received	All Employees Received	All Employees Received	All Employees Received	All Employees Received	All Employees Received	All Employees Received
Contribution Rating Increase (Minimum Funding Level)	2.40%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
Award (Minimum Funding Level)	1.3% of which 90% or 1.17% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA
Target Salary	Upper Rail	Upper Rail	Upper Rail	Upper Rail	Upper Rail	Upper Rail	Upper Rail	Upper Rail	Upper Rail

CRI + CA Funding Levels Trend



Historical Spending Rates

Two-Year Average (2006 and 2007)			Three-Year Average (2005-2006-2007)			
Pay Pool	Element 1 Performance-Based Pay Increase Based on 2006 and 2007	Element 3 Performance-Based Bonuses Based on 2006 and 2007	Organization	Pay Pool	Element 1 Performance-Based Pay Increase Based on 2005, 2006 and 2007	Element 3 Performance-Based Bonuses Based on 2005, 2006 and 2007
103	1.58%	3.15%	ASC PEO EIS	103	1.65%	3.08%
107	3.11%	2.77%	ACA CCK	107	3.57%	2.41%
111	2.05%	4.07%	SDDC SDAQ	111	2.02%	3.70%
113	1.90%	3.34%	ASC PEO C3T	113	2.45%	3.41%
119	1.78%	2.97%	PEO CIO	119	1.67%	3.16%
120	1.89%	4.02%	ASC PEO GCS	120	1.93%	3.74%
126	2.13%	1.86%	MEDCOM HCAA	126	2.37%	2.21%
134	2.91%	3.80%	ASC PEO AV	134	3.01%	3.66%
137	1.82%	4.43%	ASC PEO CS CSS	137	1.82%	3.99%
139	2.25%	3.43%	ATEC OTC	139	2.14%	3.13%
140	1.98%	3.03%	RDECOM AMSAA	140	2.15%	2.94%
141	2.64%	2.62%	RDECOM AMSAA	141	2.65%	2.51%
142	2.75%	2.52%	RDECOM AMSAA	142	2.78%	2.41%
143	2.76%	3.02%	RDECOM AMSAA	143	2.75%	2.95%
144	2.60%	2.37%	RDECOM AMSAA	144	2.59%	2.33%
147	2.05%	2.67%	RDECOM AMSAA	147	2.23%	2.61%
160	1.64%	2.60%	ASC PEO STRI	160	1.66%	2.55%
167	2.70%	4.50%	ASC PM UA	167	1.80%	3.00%
191	1.93%	2.91%	TARDEC	191	1.77%	3.15%
	2.24%	3.16%			2.26%	3.00%

Affect on Pay Pool Base Pay [1 of 3]

Army		1999 Total Base Pay	2000 Projected Total Base Pay	Increase from Beginning of 1999 Less G	2000 Total Base Pay	2001 Projected Total Base Pay	Increase from Beginning of 2000 Less G	2001 Total Base Pay	2002 Projected Total Base Pay	Increase from Beginning of 2001 Less G	2002 Total Base Pay	2003 Projected Total Base Pay	Increase from Beginning of 2002 Less G	2003 Total Base Pay	2004 Projected Total Base Pay	Increase from Beginning of 2003 Less G
ACA CCE	101	\$8,478,952	\$9,023,692	2.62%	\$8,878,795	\$9,347,892	2.58%	\$8,244,656	\$8,740,308	2.41%	\$6,446,510	\$6,798,209	1.86%	\$6,556,636	\$6,802,787	2.25%
ATEC HQ	102	\$4,122,042	\$4,377,405	2.40%	\$6,660,622	\$6,970,532	1.95%	\$7,344,337	\$7,880,153	3.70%	\$8,238,752	\$8,727,970	2.34%	\$9,720,446	\$10,075,420	2.15%
PEO EIS	103	\$7,816,975	\$8,265,557	1.94%	\$9,562,824	\$10,003,926	1.91%	\$10,024,360	\$10,562,158	1.76%	\$11,102,988	\$11,656,638	1.39%	\$26,342,819	\$27,254,188	1.96%
SAAL-ZP/CSA	104	\$3,302,884	\$3,490,575	1.88%	\$3,865,138	\$4,026,128	1.47%	\$3,804,288	\$3,997,359	1.48%						
ATEC AEC	105	\$4,955,920	\$5,249,665	2.13%	\$13,787,252	\$14,403,942	1.77%	\$15,664,102	\$16,597,733	2.36%	\$18,280,255	\$19,271,532	1.82%	\$22,774,885	\$23,562,445	1.96%
Army G8 (ADO)	106	\$879,418	\$933,674	2.37%	\$984,411	\$1,032,659	2.20%	\$944,117	\$992,545	1.53%	\$987,362	\$1,031,467	0.87%	\$874,519	\$905,126	2.00%
CCK	107	\$1,678,532	\$1,779,524	2.22%	\$2,200,119	\$2,311,199	2.35%	\$2,744,109	\$2,920,937	2.84%	\$2,596,457	\$2,758,953	2.66%	\$2,740,959	\$2,868,809	3.16%
ATEC OEC	108	\$7,598,714	\$8,056,767	2.23%												
SAAL-ZR/DDACM	109	\$7,665,734	\$8,128,129	2.23%												
PEO CBD (JPOBD)	110	\$851,901	\$908,439	2.84%	\$1,060,873	\$1,115,507	2.45%	\$1,014,091	\$1,079,512	2.85%	\$930,797	\$988,110	2.56%	\$2,151,818	\$2,237,159	2.48%
MTAQ	111	\$2,648,041	\$2,812,225	2.40%	\$2,537,887	\$2,700,510	3.71%	\$2,850,332	\$3,068,249	4.05%	\$2,930,873	\$3,140,776	3.56%	\$3,979,605	\$4,187,606	3.73%
ASA (ALT)	112	\$280,364	\$297,746	2.40%	\$1,897,149	\$1,979,683	1.65%	\$1,627,309	\$1,730,350	2.73%	\$3,563,434	\$3,752,305	1.70%	\$7,811,398	\$8,099,473	2.19%
PEO C3T	113	\$6,802,420	\$7,184,138	1.81%	\$7,117,153	\$7,447,489	1.94%	\$7,550,506	\$7,973,357	2.00%	\$8,629,555	\$9,022,771	0.96%	\$21,785,779	\$22,805,696	3.18%
PEO GCS-P	114	\$5,977,551	\$6,341,680	2.29%	\$7,194,889	\$7,510,535	1.69%	\$7,315,345	\$7,698,415	1.64%	\$8,331,300	\$8,736,366	1.26%	\$12,066,224	\$12,464,972	1.80%
PEO IS	119	\$2,439,162	\$2,588,306	2.31%	\$2,851,762	\$3,008,135	2.78%	\$2,902,246	\$3,151,821	5.00%	\$3,359,710	\$3,598,845	3.52%	\$3,347,521	\$3,459,291	1.84%
PEO GCS-WV	120	\$8,284,150	\$8,775,774	2.13%	\$8,599,413	\$8,957,954	1.47%	\$9,469,173	\$9,940,923	1.38%	\$10,022,528	\$10,474,767	0.91%	\$9,655,724	\$9,957,699	1.63%
PEO IEWS	121	\$7,191,926	\$7,615,522	2.09%	\$7,755,135	\$8,218,413	3.27%	\$8,619,155	\$9,183,875	2.95%	\$10,609,250	\$11,227,039	2.22%	\$10,326,306	\$10,751,226	2.61%
SAAL-ZC	122	\$230,219	\$244,492	2.40%												
SAAL-ZT	123	\$955,046	\$1,011,051	2.06%	\$937,861	\$974,044	1.16%	\$925,973	\$980,159	2.25%	\$930,658	\$979,032	1.60%			
SAAL-ZS	124	\$578,676	\$611,453	1.86%	\$686,232	\$716,319	1.68%	\$596,037	\$632,719	2.55%	\$862,198	\$907,667	1.67%			
SAAL-ZD	125	\$656,085	\$694,883	2.11%	\$740,715	\$771,306	1.43%	\$1,026,017	\$1,087,051	2.35%						
MEDCOM	126	\$799,234	\$918,384	11.1%	\$2,902,076	\$3,270,395	9.99%	\$3,953,835	\$4,338,731	6.13%	\$5,675,579	\$6,070,313	3.35%	\$7,669,997	\$8,062,569	3.62%
RDAISA	127	\$4,650,202	\$4,906,949	1.72%	\$4,663,640	\$4,895,248	2.27%	\$4,960,320	\$5,299,492	3.24%	\$5,490,456	\$5,837,647	2.72%			
SAAL-ZL	128				\$227,368	\$235,633	0.94%	\$235,633	\$245,648	0.65%						
DDACM/ASC	129				\$6,744,248	\$7,065,992	2.07%	\$7,917,469	\$8,434,872	2.93%	\$8,588,942	\$9,084,305	2.17%	\$8,067,069	\$8,424,935	2.94%
MTAQ Supr	130				\$242,215	\$258,443	4.00%	\$317,876	\$361,107	10.0%	\$361,107	\$397,883	6.6%	\$568,828	\$603,214	4.55%
OF-TF	131							\$253,257	\$269,897	2.97%	\$580,386	\$614,819	2.33%	\$642,868	\$678,025	3.97%
PM FCS	132							\$608,602	\$645,121	2.40%	\$645,121	\$677,047	1.35%			
PM JSIMS	133										\$1,083,235	\$1,157,641	3.27%	\$1,092,830	\$1,149,313	3.67%
PEO Aviation	134										\$5,416,967	\$5,692,985	1.50%	\$6,271,739	\$6,512,689	2.34%
ACA	135										\$2,590,737	\$2,712,065	1.08%	\$4,048,001	\$4,208,468	2.46%
OAA DOL	136										\$1,798,975	\$1,894,323	1.70%	\$1,792,360	\$1,857,988	2.16%
		\$88,844,148	\$94,216,030		\$102,097,777	\$107,221,884		\$110,051,286	\$116,897,474		\$117,938,711	\$124,462,595		\$310,804,328	\$322,613,236	
		Total Increase	6.05%		Total Increase	5.02%		Total Increase	6.22%		Total Increase	5.53%		2003 Army Results	Total Increase	3.80%
		GPI	3.80%		GPI	2.70%		GPI	3.60%		GPI	3.10%			Less GPI	1.50%
		Net Increase	2.25%		Net Increase	2.32%		Net Increase	2.62%		Net Increase	2.43%			Net Increase	2.30%

Affect on Pay Pool Base Pay [2 of 3]

Army		2004 Total Base Pay	2005 Projected Total Base Pay	Increase from Beginning of 2004 Less G	2005 Total Base Pay	2006 Projected Total Base Pay	Increase from Beginning of 2005 Less G	2006 Total Base Pay	2007 Projected Total Base Pay	Increase from Beginning of 2006 Less G	2007 Total Base Pay	2008 Projected Total Base Pay	Increase from Beginning of 2007 Less G
ACA CCE	101	\$6,235,855	\$6,555,813	2.63%	\$5,709,393	\$5,962,722	2.34%	\$6,550,345	\$6,825,463	2.50%			
A TEC HQ	102	\$11,242,754	\$11,753,100	2.04%	\$12,419,799	\$12,937,460	2.07%	\$13,364,258	\$13,927,055	2.51%			
PEO EIS	103	\$32,747,974	\$34,191,844	1.91%	\$37,912,719	\$39,367,141	1.74%	\$40,648,101	\$42,034,427	1.71%	\$33,673,392	\$34,975,513	1.37%
SAAL-ZP/CSA	104												
A TEC AEC	105	\$24,026,009	\$25,137,088	2.12%	\$26,515,536	\$27,749,825	2.55%	\$27,381,250	\$28,635,851	2.88%			
Army G8 (ADO)	106	\$1,000,651	\$1,046,440	2.08%	\$954,351	\$989,900	1.62%	\$907,533	\$940,168	1.90%			
CCK	107	\$3,242,954	\$3,460,191	4.20%	\$3,373,179	\$3,583,897	4.15%	\$3,703,029	\$3,873,497	2.90%	\$3,342,896	\$3,533,258	3.19%
A TEC OEC	108												
SAAL-ZR/DDACM	109												
PEO CBD (JPOBD)	110	\$4,496,566	\$4,740,133	2.92%	\$5,432,967	\$5,720,849	3.20%	\$6,364,612	\$6,625,103	2.39%			
MTAQ	111	\$3,793,908	\$3,950,192	1.62%	\$3,801,719	\$3,951,709	1.85%	\$3,028,923	\$3,142,053	2.03%	\$2,536,038	\$2,649,011	1.95%
ASA (ALT)	112	\$8,331,482	\$8,745,863	2.47%	\$8,508,617	\$8,877,174	2.23%	\$9,644,979	\$10,026,137	2.25%			
PEO C3T	113	\$23,834,981	\$25,163,380	3.07%	\$28,017,385	\$29,583,297	3.49%	\$24,837,674	\$25,822,417	2.26%	\$23,897,699	\$24,851,069	1.49%
PEO GCS-P	114	\$13,657,138	\$14,241,152	1.78%	\$12,721,525	\$13,207,455	1.72%	\$12,764,819	\$13,206,382	1.76%			
PEO IS	119	\$3,242,022	\$3,348,930	0.80%	\$2,276,930	\$2,358,265	1.47%	\$2,319,374	\$2,407,456	2.10%	\$269,383	\$280,147	1.50%
PEO GCS-WV	120	\$13,353,650	\$13,998,165	2.33%	\$13,491,374	\$14,038,668	1.96%	\$16,652,184	\$17,225,729	1.74%	\$14,551,910	\$15,201,026	1.96%
PEO IEWS	121	\$11,105,664	\$11,669,877	2.58%	\$12,074,766	\$12,624,250	2.45%	\$11,508,988	\$11,969,285	2.30%			
SAAL-ZC	122												
SAAL-ZT	123												
SAAL-ZS	124												
SAAL-ZD	125												
MEDCOM	126	\$8,913,477	\$9,457,193	3.60%	\$9,608,563	\$10,078,177	2.79%	\$10,254,079	\$10,642,657	2.09%	\$3,003,674	\$3,139,766	2.03%
RDAISA	127												
SAAL-ZL	128												
DDACM/ASC	129	\$8,745,023	\$9,187,155	2.56%	\$9,108,981	\$9,523,685	2.45%	\$8,671,615	\$9,035,533	2.50%			
MTAQ Supr	130	\$610,207	\$650,381	4.08%	\$736,734	\$771,554	2.63%	\$652,597	\$682,835	2.93%			
OF-TF	131	\$180,798	\$191,285	3.30%									
PM FCS	132												
PM JSIMS	133	\$207,157	\$216,582	2.05%									
PEO Aviation	134	\$26,174,150	\$27,591,414	2.91%	\$29,578,202	\$31,141,139	3.18%	\$31,388,578	\$32,891,727	3.09%	\$23,757,015	\$24,971,650	2.61%
ACA	135	\$4,708,854	\$4,960,551	2.85%	\$4,620,386	\$4,847,345	2.81%						
OAA DOL	136	\$1,913,594	\$2,009,540	2.51%	\$2,051,968	\$2,130,066	1.71%	\$5,024,820	\$5,252,077	2.82%			
		\$448,247,948	\$470,344,184		\$508,997,709	\$531,588,307		\$548,381,050	\$569,809,885		\$234,396,097	\$244,704,061	
		2004 Army Results	Total Increase	4.93%	2005 Army Results	Total Increase	4.44%	2006 Army Results	Total Increase	3.91%	2007 Army Results	Total Increase	4.40%
			Less GPI	2.50%		Less GPI	2.10%		Less GPI	1.70%		Less GPI	2.50%
			Net Increase	2.43%		Net Increase	2.34%		Net Increase	2.21%		Net Increase	1.90%

Affect on Pay Pool Base Pay [3 of 3]

Army		2003 Total Base Pay	2004 Projected Total Base Pay	Increase from Beginning of 2003 Less G	2004 Total Base Pay	2005 Projected Total Base Pay	Increase from Beginning of 2004 Less G	2005 Total Base Pay	2006 Projected Total Base Pay	Increase from Beginning of 2005 Less G	2006 Total Base Pay	2007 Projected Total Base Pay	Increase from Beginning of 2006 Less G	2007 Total Base Pay	2008 Projected Total Base Pay	Increase from Beginning of 2007 Less G
PEO CS/CS	137	\$8,713,817	\$9,020,576	2.02%	\$19,231,755	\$20,131,839	2.18%	\$21,531,348	\$22,360,514	1.75%	\$26,389,735	\$27,295,795	1.73%	\$19,501,100	\$20,317,487	1.69%
A TEC DTC	138	\$10,866,307	\$11,255,406	2.08%	\$11,904,061	\$12,432,467	1.94%	\$12,519,883	\$13,002,655	1.76%	\$13,706,970	\$14,220,505	2.05%			
A TEC OTC	139	\$10,959,527	\$11,375,603	2.30%	\$11,841,949	\$12,386,366	2.10%	\$13,660,959	\$14,200,792	1.85%	\$13,810,915	\$14,338,444	2.12%	\$14,591,420	\$15,291,554	2.30%
AMSAA CCAD	140	\$4,072,265	\$4,246,058	2.77%	\$4,437,909	\$4,660,577	2.52%	\$5,004,579	\$5,233,413	2.47%	\$5,341,345	\$5,531,819	1.87%	\$6,085,758	\$6,353,467	1.90%
AMSAA CSAD	141	\$3,313,158	\$3,459,725	2.92%	\$3,847,476	\$4,047,219	2.69%	\$4,031,050	\$4,228,455	2.80%	\$4,066,429	\$4,218,586	2.04%	\$3,381,911	\$3,544,864	2.32%
AMSAA LAD	142	\$4,217,146	\$4,400,888	2.86%	\$4,250,647	\$4,473,679	2.75%	\$4,909,254	\$5,148,460	2.77%	\$5,240,537	\$5,440,834	2.12%	\$5,426,246	\$5,695,206	2.46%
AMSAA JTCC	143	\$635,802	\$664,411	3.00%	\$807,702	\$849,341	2.66%	\$908,756	\$953,954	2.87%	\$1,181,373	\$1,230,004	2.42%	\$1,271,911	\$1,335,126	2.47%
AMSAA SOD	144	\$1,190,565	\$1,239,945	2.65%	\$1,230,032	\$1,292,666	2.59%	\$1,339,529	\$1,400,773	2.47%	\$1,601,217	\$1,663,244	2.17%	\$1,337,466	\$1,406,774	2.68%
AMSAA Chiefs	145	\$1,941,392	\$2,005,530	1.80%	\$2,419,132	\$2,524,748	1.87%	\$2,686,205	\$2,803,451	2.26%	\$2,530,006	\$2,616,114	1.70%			
ACA South Region	146	\$319,068	\$331,546	2.41%	\$404,576	\$428,028	3.30%	\$404,576	\$428,028	3.30%	\$382,679	\$401,816	3.30%			
AMSAA MAD	147				\$1,338,037	\$1,406,683	2.63%	\$1,198,608	\$1,252,924	2.43%	\$1,338,502	\$1,389,795	2.13%	\$1,234,874	\$1,286,533	1.68%
AMSAA RIA	148										\$584,800	\$600,008	0.90%			
AMCOM TMDE	150	\$2,440,623	\$2,531,422	2.22%	\$2,636,005	\$2,771,509	2.64%	\$2,929,492	\$3,090,998	3.41%	\$2,809,541	\$2,948,523	3.25%			
AMCOM CIC	151	\$1,024,176	\$1,068,430	2.82%	\$1,332,359	\$1,401,745	2.71%									
AMCOM LAISO	152	\$1,137,746	\$1,193,135	3.37%	\$1,251,711	\$1,334,923	4.15%	\$1,481,411	\$1,567,898	3.74%	\$1,254,910	\$1,315,995	3.17%			
AMCOM IMMC	153	\$10,451,620	\$10,865,891	2.46%	\$12,459,022	\$13,074,490	2.44%	\$12,661,312	\$13,336,919	3.24%	\$14,040,865	\$14,708,700	3.06%			
AMCOM AcqCtr	154	\$3,379,108	\$3,513,400	2.47%	\$3,131,140	\$3,311,009	3.24%	\$4,326,160	\$4,560,455	3.32%	\$4,533,527	\$4,754,850	3.18%			
AMCOM CmdStaff	155	\$5,643,944	\$5,811,438	1.47%	\$6,605,383	\$6,884,295	1.72%	\$2,965,405	\$3,097,685	2.36%	\$3,684,586	\$3,849,760	2.78%			
AMCOM SAMD	156	\$2,072,079	\$2,143,263	1.94%	\$2,185,131	\$2,292,097	2.40%	\$2,363,072	\$2,492,486	3.34%	\$2,292,543	\$2,398,753	2.93%			
AMCOM IG	157	\$807,954	\$833,721	1.69%	\$26,202,014	\$27,545,801	2.63%	\$792,394	\$819,297	1.30%	\$685,557	\$710,352	1.92%			
AMCOM SOD	158				\$2,153,627	\$2,258,380	2.36%	\$2,362,348	\$2,477,308	2.77%	\$2,946,269	\$3,075,157	2.67%			
AMCOM G Staff	159							\$5,170,837	\$5,445,257	3.21%	\$5,805,765	\$6,062,146	2.72%			
PEO STRI	160	\$28,392,205	\$29,384,667	2.00%	\$32,755,761	\$34,118,928	1.66%	\$37,180,284	\$38,567,492	1.63%	\$38,144,571	\$39,461,429	1.75%	\$30,445,187	\$31,664,133	1.50%
PEO Soldier	161				\$8,164,690	\$9,019,014	7.96%	\$9,615,419	\$10,061,512	2.54%	\$10,015,455	\$10,331,806	1.46%			
PEO MS	162							\$8,033,201	\$8,463,741	3.26%	\$8,137,420	\$8,540,732	3.26%			
GMD	163							\$4,532,775	\$4,785,353	3.47%						
THAAD	164							\$3,349,833	\$3,540,039	3.58%						
PEO ASMD	165	\$3,655,828	\$3,777,964	1.84%	\$3,988,297	\$4,192,285	2.61%									
ASC PEO C3T (Supv)	166										\$7,222,529	\$7,484,760	1.93%			
PM UA	167							\$11,743,070	\$12,284,421	2.51%	\$15,761,643	\$16,530,186	3.18%	\$10,014,860	\$10,539,072	2.73%
ASC PCO	168							\$1,058,689	\$1,121,870	3.87%	\$1,128,515	\$1,173,075	2.25%			
PM Arrow	169							\$945,972	\$995,573	3.14%	\$700,227	\$744,570	4.63%			
ARDEC EWETD	170				\$2,361,126	\$2,467,443	2.00%	\$2,549,228	\$2,649,641	1.84%	\$2,749,263	\$2,846,304	1.83%			
ARDEC HQ/TD/ASCO	180	\$3,246,310	\$3,362,365	2.07%	\$3,038,274	\$3,179,179	2.14%	\$3,118,794	\$3,252,201	2.18%						
ARDEC FSAC	181	\$4,911,740	\$5,084,616	2.02%	\$5,853,846	\$6,133,692	2.28%	\$7,165,065	\$7,468,328	2.13%	\$7,608,514	\$7,887,351	1.96%			
ARDEC FUZE	182	\$4,026,394	\$4,178,727	2.28%	\$4,354,841	\$4,554,319	2.08%	\$4,603,276	\$4,769,043	1.50%	\$4,905,424	\$5,075,972	1.78%			
AREDEC WECAC	183	\$4,226,462	\$4,373,590	1.98%												
ARDEC CCAC	184	\$4,043,211	\$4,196,497	2.29%	\$4,930,964	\$5,166,634	2.28%	\$5,696,597	\$5,940,148	2.18%	\$5,354,147	\$5,561,684	2.18%			
ARDEC QED	185	\$3,401,430	\$3,522,531	2.06%	\$2,782,352	\$2,910,855	2.12%	\$3,146,487	\$3,277,470	2.06%	\$3,629,706	\$3,763,286	1.98%			
ARDEC RMD	186	\$2,042,646	\$2,119,298	2.25%												
ARDEC Benet	187	\$8,269,190	\$8,568,257	2.12%	\$12,545,343	\$13,130,667	2.17%	\$12,862,941	\$13,403,774	2.10%	\$14,047,675	\$14,569,223	2.01%			
AcqCtr (P)	188	\$1,114,484	\$1,155,238	2.16%	\$4,424,938	\$4,634,241	2.23%	\$5,408,494	\$5,643,594	2.25%	\$6,013,553	\$6,242,992	2.12%			
ARDEC FCS&TD	189				\$3,913,462	\$4,108,588	2.49%	\$4,223,132	\$4,408,424	2.29%	\$4,042,458	\$4,209,487	2.43%			
TACOM Chiefs	190				\$5,827,162	\$6,102,795	2.23%	\$6,160,087	\$6,394,520	2.71%	\$6,978,559	\$7,241,812	2.07%			
TACOM TARDEC	191				\$4,131,326	\$4,290,715	1.36%	\$25,791,044	\$26,801,672	1.82%	\$33,783,704	\$34,946,553	1.74%	\$36,073,357	\$37,668,405	1.92%
TACOM Legal	192				\$1,259,629	\$1,317,429	2.09%	\$1,324,556	\$1,376,535	1.84%	\$1,211,524	\$1,256,352	2.00%			
TACOM AcqCtr (W)	193				\$5,497,081	\$5,746,406	2.04%	\$5,777,503	\$6,012,338	1.96%	\$7,197,052	\$7,427,186	1.50%			
TACOM CBO	194				\$9,527,326	\$9,972,202	2.17%	\$11,223,377	\$11,653,391	1.73%	\$15,458,752	\$16,015,463	1.90%			
TACOM IG	195				\$310,796	\$326,024	2.40%	\$326,024	\$339,390	2.00%	\$254,118	\$258,225	-0.08%			
TACOM CmdGp DCG	196				\$1,146,198	\$1,198,637	2.08%	\$1,135,264	\$1,176,896	1.57%	\$1,257,272	\$1,296,484	1.42%			
Army		\$310,804,328	\$322,613,236		\$448,247,948	\$470,344,184		\$508,997,709	\$531,588,307		\$548,381,050	\$569,809,885		\$234,396,097	\$244,704,061	
		2003 Army Results	Total Increase	3.80%	2004 Army Results	Total Increase	4.93%	2005 Army Results	Total Increase	4.44%	2006 Army Results	Total Increase	3.91%	2007 Army Results	Total Increase	4.40%
			Less GPI	1.50%		Less GPI	2.50%		Less GPI	2.10%		Less GPI	1.70%		Less GPI	2.50%
			Net Increase	2.30%		Net Increase	2.43%		Net Increase	2.34%		Net Increase	2.21%		Net Increase	1.90%

Results Against Funding Levels (GPI, CRI, CA) [1 of 2]

Army	CCAS 1999	CCAS 2000	Difference between 1999 and 2000	CCAS 2001	Difference between 2000 and 2001	CCAS 2002	Difference between 2001 and 2002	CCAS 2003 Final G = 3.1%	Difference between 2002 and 2003
Total Demo Employees	1,469	1,609	140	1675	66	1861	186	4177	2,316
Base Salary	\$ 88,844,148	\$ 102,097,777	\$ 13,253,629	\$ 110,913,145	\$ 8,815,368	\$ 130,054,132	\$ 19,140,987	\$ 310,804,328	\$ 180,750,196
Positive Delta-Y	\$ 11,412,694	\$ 13,156,049	\$ 1,743,355	\$ 15,741,895	\$ 2,585,846	\$ 17,136,891	\$ 1,394,996	\$ 35,462,791	\$ 18,325,900
General Pay Increase	\$ 3,285,887 3.8%	\$ 2,757,453 2.7%	\$ (528,434) -1.1%	\$ 3,987,191 3.6%	\$ 1,229,738 0.90%	\$ 4,008,030 3.10%	\$ 20,839 -0.50%	\$ 4,639,362 1.50%	\$ 631,332 -1.60%
Mandatory GPI (Retained Pay)	\$ 134,039	\$ 50,732	\$ (83,307)	\$ 35,367	\$ (15,365)	\$ 5,354	\$ (30,013)	\$ 6,594	\$ 1,240
Discretionary GPI	\$ 49,859	\$ 20,976	\$ (28,883)	\$ 10,113	\$ (10,863)	\$ 11,573	\$ 1,460	\$ 47,711	\$ 36,138
Carry Over to CRI	\$ 90,920	\$ 36,052	\$ (54,868)	\$ 25,254	\$ (10,798)	\$ 17,816	\$ (7,438)	\$ 15,535	\$ (2,281)
Contribution Rating Increase	\$ 2,085,995 2.35%	\$ 2,835,287 2.94%	\$ 749,292 0.59%	\$ 3,693,045 3.36%	\$ 857,758 0.42%	\$ 3,149,313 2.58%	\$ (543,732) -0.78%	\$ 7,169,546 2.45%	\$ 4,020,233 -0.13%
Discretionary CRI	\$ 4,498	\$ 25,510	\$ 21,012	\$ 82,715	\$ 61,703	\$ 63	\$ (82,652)	\$ 175,401	\$ 175,338
Base Salary Increase (includes GPI and CRI)	\$ 94,216,030 6.05%	\$ 107,221,884 5.02%	\$ 13,005,854 -1.03%	\$ 117,803,552 6.21%	\$ 10,581,668 1.19%	\$ 137,211,475 5.50%	\$ 19,407,923 -0.71%	\$ 322,613,236 3.80%	\$ 185,401,761 -1.70%
Carry Over to Award	\$ 248,147	\$ 435,306	\$ 187,159	\$ 764,575	\$ 329,269	\$ 789,873	\$ 25,298	\$ 1,759,348	\$ 969,475
Contribution Award	\$ 1,343,749 1.51%	\$ 2,132,158 2.09%	\$ 788,409 0.58%	\$ 2,308,661 2.08%	\$ 176,503 -0.01%	\$ 2,793,538 2.15%	\$ 484,877 0.07%	\$ 6,079,782 1.96%	\$ 3,286,244 -0.19%
Discretionary Award	\$ 347,727	\$ 85,302	\$ (262,425)	\$ 128,972	\$ 43,670	\$ 93,104	\$ (35,868)	\$ 391,321	\$ 298,217
Total Award	\$ 1,939,623 2.18%	\$ 2,652,766 2.60%	\$ 713,143 0.42%	\$ 3,200,555 2.89%	\$ 547,789 0.29%	\$ 3,674,023 2.82%	\$ 473,468 -0.06%	\$ 8,227,558 2.65%	\$ 4,553,535 -0.18%

Results Against Funding Levels (GPI, CRI, CA) [2 of 2]

Army	CCAS 2004 Final G = 2.7%	Difference between 2003 and 2004	CCAS 2005	Difference between 2004 and 2005	CCAS 2006	Difference between 2005 and 2006	CCAS 2007
Total Demo Employees	5528	1,351	6467	939	6778	311	3165
Base Salary	\$422,876,348	\$112,072,020	\$508,997,709	\$86,121,361	\$548,381,050	\$39,383,341	\$234,396,097
Positive Delta-Y	\$51,105,861	\$15,643,070	\$60,927,597	\$9,821,736	\$64,636,564	\$3,708,967	\$26,799,575
General Pay Increase	\$10,537,842 2.50%	\$5,898,480 1.00%	\$10,667,162 2.10%	\$129,320 -0.40%	\$9,306,955 1.70%	(\$1,360,207) -0.40%	\$5,850,948 2.50%
Mandatory GPI (Retained Pay)	\$4,267	(\$2,327)	\$0	(\$4,267)	\$0	\$0	\$0
Discretionary GPI	\$52,905	\$5,194	\$65,313	\$12,408	\$18,571	(\$46,742)	\$0
Carry Over to CRI	\$29,394	\$13,859	\$18,449	-\$10,945	\$17,012	(\$1,437)	\$6,285
Contribution Rating Increase	\$10,247,099 2.52%	\$3,077,553 0.07%	\$11,923,439 2.44%	\$1,676,340 -0.08%	\$12,121,880 2.32%	\$198,441 -0.12%	\$4,457,016 1.90%
Discretionary CRI	\$268,833	\$93,432	\$487,617	\$218,784	\$641,221	\$153,604	\$195,269
Base Salary Increase (includes GPI and CRI)	\$443,661,289 4.92%	\$121,048,053 1.12%	\$531,588,307 4.44%	\$87,927,018 -0.48%	\$569,809,885 3.91%	\$38,221,578 -0.53%	\$244,704,061 4.40%
Carry Over to Award	\$2,538,658	\$779,310	\$3,321,546	\$782,888	\$3,829,560	\$508,014	\$1,560,287
Contribution Award	\$9,873,682 2.33%	\$3,793,900 0.38%	\$11,847,910 2.33%	\$1,974,228 -0.01%	\$14,175,346 2.57%	\$2,327,436 0.24%	\$6,091,054 2.60%
Discretionary Award	\$117,040	(\$274,281)	\$233,889	\$116,849	\$1,010,233	\$776,344	\$529,364
Total Award	\$12,526,352 2.96%	\$4,298,794 0.31%	\$15,398,739 3.03%	\$2,872,387 0.06%	\$18,420,995 3.29%	\$3,022,256 0.26%	\$8,180,705 3.49%

Alpha 1 (CRI) and Alpha 2 (CA) [1 of 2]

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

Pay Pool	Pay Pool #	1999 Alpha 1 CRI	1999 Alpha 2 CA	2000 Alpha 1 CRI	2000 Alpha 2 CA	2001 Alpha 1 CRI	2001 Alpha 2 CA	2002 Alpha 1 CRI	2002 Alpha 2 CA	2003 Alpha 1 CRI	2003 Alpha 2 CA	2004 Alpha 1 CRI	2004 Alpha 2 CA	2005 Alpha 1 CRI	2005 Alpha 2 CA	2006 Alpha 1 CRI	2006 Alpha 2 CA	2007 Alpha 1 CRI	2007 Alpha 2 CA
ACA CCE	101	26.03%	12.59%	25.42%	10.81%	22.85%	12.62%	20.57%	14.05%	20.95%	14.40%	31.68%	21.61%	29.12%	21.12%	100.00%	100.00%		
A TEC	102	15.07%	0.00%	14.33%	12.52%	21.12%	12.54%	51.39%	28.62%	78.52%	56.02%	100.00%	79.68%	40.75%	29.35%	49.26%	37.62%		
PEO EIS	103	19.52%	22.59%	18.53%	19.34%	17.86%	17.05%	18.46%	16.50%	20.91%	18.67%	20.66%	18.51%	20.35%	18.28%	19.43%	17.44%	16.69%	22.26%
SAAL-ZP/CSA	104	18.65%	7.80%	11.16%	5.02%	9.43%	4.25%												
A TEC AEC	105	24.61%	0.00%	36.97%	38.65%	50.07%	30.18%	55.33%	32.24%	50.67%	42.18%	60.39%	39.48%	54.35%	36.37%	62.13%	43.34%		
Army G8 (ADO)	106	19.06%	15.81%	24.62%	25.15%	15.75%	15.28%	13.83%	13.83%	11.95%	11.95%	11.52%	11.52%	9.74%	8.77%	8.71%	9.14%		
CCK	107	19.05%	6.59%	25.01%	10.59%	35.32%	14.91%	20.49%	4.85%	18.26%	8.98%	28.56%	5.10%	47.10%	8.48%	74.80%	12.26%	46.91%	8.45%
A TEC OEC	108	38.15%	0.00%																
SAAL-ZR	109	24.96%	11.19%																
PEO CBD (JPOBD)	110	18.23%	9.37%	16.96%	10.18%	16.22%	9.73%	12.69%	7.63%	19.04%	12.72%	23.32%	14.00%	29.19%	6.84%	26.48%	17.07%		
MTAQ	111	29.45%	13.06%	39.03%	29.18%	48.75%	17.47%	35.58%	16.05%	39.31%	16.98%	23.91%	30.13%	26.26%	16.02%	25.38%	19.58%	26.45%	14.88%
ASA ALT	112	15.96%	7.78%	12.94%	5.82%	22.20%	8.81%	22.77%	16.10%	21.64%	14.84%	23.04%	15.71%	22.56%	15.39%	22.48%	15.33%		
PEO C3T	113	15.70%	11.78%	36.54%	31.69%	20.77%	15.07%	15.53%	15.77%	28.58%	15.80%	28.16%	15.70%	40.69%	18.32%	27.41%	20.66%	17.96%	28.67%
PEO GCS-P/Ammo	114	16.80%	19.74%	12.43%	16.78%	12.56%	15.99%	12.96%	15.89%	24.19%	16.35%	12.10%	16.32%	13.55%	18.29%	13.98%	18.88%		
PEO CIO	119	16.23%	12.67%	15.47%	14.87%	21.50%	11.10%	22.87%	12.07%	15.58%	7.01%	7.62%	5.05%	7.52%	6.77%	8.07%	7.27%	8.05%	7.24%
PEO GCS-W	120	13.93%	17.62%	10.95%	16.50%	10.78%	17.06%	10.52%	16.68%	10.12%	16.02%	10.42%	14.06%	11.78%	16.09%	11.49%	23.34%	13.80%	20.24%
PEO IEWS	121	20.39%	10.43%	32.41%	21.58%	33.22%	18.66%	32.94%	18.53%	32.12%	18.07%	31.05%	17.47%	31.03%	17.46%	31.92%	17.96%		
SAAL-ZC	122	19.31%	9.42%																
SAAL-ZT	123	11.26%	5.00%	11.14%	5.01%	36.45%	7.96%	32.68%	23.12%										
SAAL-ZS	124	9.30%	4.53%	8.09%	3.64%	17.76%	7.31%	21.77%	15.40%										
SAAL-ZD	125	32.96%	16.06%	20.57%	9.25%	31.81%	14.42%												
MEDCOM	126	33.55%	3.98%	51.53%	5.85%	72.91%	9.85%	42.79%	11.52%	51.72%	13.93%	51.93%	18.70%	47.22%	20.70%	35.72%	16.08%	33.24%	11.52%
RDAISA	127	27.50%	9.25%	17.33%	18.42%	28.40%	16.48%	33.65%	19.99%										
SAAL-ZL	128			5.29%	2.38%	10.76%	1.72%												
DDACM/ASC	129			19.55%	9.33%	27.38%	18.43%	28.30%	22.48%	27.96%	18.17%	27.34%	18.46%	28.78%	19.63%	28.81%	19.65%		
MTAQ Supr	130			27.05%	23.61%	42.21%	13.63%	53.88%	16.98%	83.37%	17.71%	33.65%	18.17%	33.43%	24.25%	36.59%	22.85%		
OF-TF	131					23.03%	6.98%	20.12%	12.07%	97.63%	28.87%	28.99%	19.77%						
PM FCS	132					35.09%	14.91%	23.92%	32.30%										
PM JSIMS	133							34.35%	22.86%	37.94%	24.98%	44.31%	30.22%						
PEO Aviation	134							15.07%	8.31%	15.34%	14.79%	23.31%	17.99%	27.49%	18.56%	27.06%	18.27%	27.29%	18.43%
ACA HQ	135							8.28%	3.73%	31.04%	12.28%	18.74%	12.78%	17.85%	12.17%	16.91%	11.53%		
OAA DOL	136							15.36%	10.87%	16.28%	11.51%	20.81%	14.19%	27.25%	12.26%				
Average		21.12%	9.88%	21.45%	15.05%	27.37%	13.30%	26.00%	16.48%	27.92%	16.60%	27.79%	19.42%	26.87%	15.25%	30.30%	22.41%	26.87%	15.25%

Alpha 1 (CRI) and Alpha 2 (CA) [2 of 2]

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

Pay Pool	Pay Pool #	2003 Alpha 1 CRI	2003 Alpha 2 CA	2004 Alpha 1 CRI	2004 Alpha 2 CA	2005 Alpha 1 CRI	2005 Alpha 2 CA	2006 Alpha 1 CRI	2006 Alpha 2 CA	2007 Alpha 1 CRI	2007 Alpha 2 CA
PEO CSA/CSS	137	25.11%	31.34%	21.19%	27.07%	15.12%	21.34%	14.59%	28.09%	10.02%	26.58%
A TEC DTC	138	59.15%	42.63%	93.35%	72.32%	100.00%	84.09%	96.42%	64.80%		
A TEC OTC	139	48.83%	36.21%	64.72%	46.68%	100.00%	90.12%	100.00%	81.67%	62.44%	51.32%
AMSAA CCAD	140	25.87%	0.00%	32.19%	0.00%	33.43%	0.00%	33.16%	0.00%	34.53%	0.00%
AMSAA CSAD	141	28.53%	0.00%	27.73%	0.00%	27.61%	0.00%	33.08%	0.00%	29.88%	0.00%
AMSAA LAD	142	19.47%	0.00%	19.58%	0.00%	19.77%	0.00%	23.06%	0.00%	25.59%	0.00%
AMSAA JTCG	143	20.13%	0.00%	21.26%	0.00%	22.89%	0.00%	26.63%	0.00%	30.36%	0.00%
AMSAA SOD	144	21.53%	0.00%	24.08%	0.00%	23.32%	0.00%	23.98%	0.00%	21.91%	0.00%
AMSAA Chiefs	145	15.63%	0.00%	16.26%	0.00%	17.71%	0.00%	20.44%	0.00%		
ACA South Region	146	33.02%	22.79%	41.03%	27.98%	40.08%	27.33%	18.91%	12.89%		
AMSAA MAD	147			42.79%	0.00%	47.06%	0.00%	53.51%	0.00%	41.12%	0.00%
AMSAA RIA	148							26.29%	0.00%		
AMCOM TMDE	150	16.87%	9.96%	21.85%	15.61%	34.89%	24.22%	28.55%	19.27%		
AMCOM CIC	151	16.43%	9.32%	21.85%	14.86%						
AMCOM LAISO	152	27.65%	17.29%	34.35%	24.88%	42.93%	28.98%	35.35%	23.87%		
AMCOM IMMC	153	20.11%	11.19%	21.00%	14.37%	24.88%	16.80%	29.61%	19.95%		
AMCOM AcqCtr	154	24.18%	13.86%	38.62%	26.93%	32.60%	22.01%	31.07%	20.98%		
AMCOM CmdStaff	155	16.27%	9.00%	23.78%	16.27%	25.20%	17.23%	27.30%	18.45%		
AMCOM SAMD	156	18.25%	10.27%	22.38%	15.21%	28.72%	19.39%	29.69%	20.05%		
AMCOM IG	157	16.58%	9.33%	18.79%	12.78%	40.94%	27.64%	39.68%	26.79%		
AMCOM SOD	158			12.95%	8.84%	27.68%	18.69%	30.92%	20.88%		
AMCOM G Staff	159					31.43%	21.22%	29.92%	20.20%		
PEO STRI	160	23.74%	11.54%	19.87%	20.03%	20.69%	18.11%	22.30%	18.56%	23.88%	23.72%
PEO Soldier	161			48.01%	21.61%	19.59%	12.60%	11.89%	19.88%		
PEO MS	162			Converted to AcqDemo October 2004		20.54%	13.87%	21.75%	16.31%		
GMD	163					32.51%	19.36%				
THAAD	164					33.17%	22.39%	24.51%	22.12%		
PEO ASMD	165	16.93%	12.70%	21.14%	16.17%						
ASC PEO C3T (S)	166							24.58%	42.72%		
PM UA	167					13.00%	18.21%	19.12%	25.53%	16.45%	27.86%
ASC PCO	168					24.65%	14.59%	20.37%	13.19%		
PM Arrow	169					32.46%	21.92%	50.67%	38.01%		
ARDEC BV/ETD	170			29.32%	30.19%	29.82%	32.55%	25.68%	28.12%		
ARDEC HQ/TD/ASCO	180	32.36%	34.06%	26.37%	28.03%	23.56%	25.81%				
ARDEC	181	21.92%	23.11%	24.74%	27.84%	21.73%	24.45%	20.82%	23.43%		
ARDEC Fuze	182	18.41%	19.78%	22.42%	24.07%	19.42%	26.31%	24.22%	27.25%		
ARDEC V/ECAC	183	24.51%	26.57%								
ARDEC CCAC	184	16.24%	17.60%	16.55%	18.63%	19.40%	21.83%	19.67%	22.14%		
ARDEC QED	185	21.09%	22.86%	18.83%	21.18%	17.85%	20.10%	18.90%	21.26%		
ARDEC RMD	186	25.79%	25.22%								
ARDEC Benet	187	16.38%	17.85%	18.71%	20.89%	21.02%	24.31%	25.30%	28.47%		
ARDEC A&C	188	12.72%	12.41%	21.61%	24.31%	20.42%	22.97%	31.85%	35.84%		
ARDEC FCS&TD	189			27.75%	31.23%	30.45%	34.00%	32.55%	35.49%		
TACOM Chiefs	190			20.57%	19.50%	18.25%	24.64%	15.11%	20.36%		
TACOM TARDEC	191	Converted to AcqDemo July 27, 2003 [not eligible for 2003 CCAS rating, received full G]		10.79%	14.68%	13.64%	18.49%	14.14%	19.66%	23.93%	28.67%
TACOM Legal	192			11.27%	10.99%	10.72%	14.47%	19.56%	26.40%		
TACOM AcqCtr (W)	193			18.47%	20.01%	18.38%	18.92%	18.57%	23.51%		
TACOM CBO	194			18.10%	18.54%	15.44%	22.93%	16.08%	22.33%		
TACOM CmdOp DCG	195			21.29%	20.76%	18.59%	25.11%	34.37%	36.21%		
TACOM IG	196			18.08%	17.63%	15.47%	20.88%	14.18%	19.15%		
Average		27.92%	16.60%	27.79%	19.42%	26.87%	15.25%	30.30%	22.41%	26.87%	15.25%

Overall Contribution Scores / Delta OCS [1 of 3]

Organization	PP#	1999 OCS	1999 Expected OCS Average	1999 Delta OCS (SPL) Average	2000 OCS	2000 Expected OCS Average	2000 Delta OCS (SPL) Average	2001 OCS	2001 Expected OCS Average	2001 Delta OCS (SPL) Average	2002 OCS	2002 Expected OCS Average	2002 Delta OCS (SPL) Average
ACA CCE	101	62	61	1	64	63	1	66	64	2	69	67	2
ATEC	102	71	67	4	74	71	4	76	73	3	74	75	-1
PEO EIS	103	79	77	2	81	78	3	80	78	2	81	78	3
SAAL-ZP/CSA	104	83	80	3	85	80	5	87	81	6			
ATEC AEC	105	79	78	1	77	78	-1	18	19	-1	78	79	-1
Army G8 (ADO)	106	77	75	3	80	78	2	82	78	4	84	79	5
CCK	107	64	60	3	66	63	3	66	63	3	67	62	5
ATEC OEC	108	76	77	-1									
SAAL-ZR	109	77	76	1									
PEO CBD (JPOBD)	110	82	78	5	81	77	4	83	77	6	85	78	8
MTAQ	111	65	65	1	68	66	2	71	69	2	72	70	1
ASA ALT	112	56	53	3	72	69	4	73	71	2	80	78	2
PEO C3T	113	90	86	4	85	86	0	89	86	3	87	84	2
PEO Ammo	114	89	86	3	90	86	4	90	87	4	90	86	4
PEO CIO	119	75	73	3	79	73	6	84	75	9	82	75	8
PEO GCS	120	80	76	4	81	77	5	83	78	5	84	78	5
PEO IEWS	121	79	77	2	79	77	2	81	80	2	81	79	2
SAAL-ZC	122	71	69	3									
SAAL-ZT	123	88	82	6	93	89	4	81	81	0	85	85	1
SAAL-ZS	124	72	65	7	75	67	8	71	68	3	74	71	3
SAAL-ZD	125	77	77	0	82	81	1	80	79	1			
MEDCOM	126	54	43	12	61	55	6	61	59	3	61	59	2
RDAISA	127	69	67	3	71	67	4	68	66	2	68	67	2
SAAL-ZL	128				94	82	12	95	83	12			
DDACM/ASC	129				77	75	2	77	75	3	79	76	2
MTAQ Supr	130				57	54	3	93	87	7	96	91	5
OF-TF	131							76	74	2	82	78	3
PM FCS	132							85	84	2	85	85	0
PM JSIMS	133										71	70	2
PEO Aviation	134										93	89	4
ACA HQ	135										86	79	7
OAA DOL	136										58	54	4
Average		75	71	3	77	74	3	77	73	3	79	76	3

Overall Contribution Scores / Delta OCS [2 of 3]

Organization	PP#	2003 OCS	2003 Expected OCS Average	2003 Delta OCS (SPL) Average	2004 OCS	2004 Expected OCS Average	2004 Delta OCS (SPL) Average	2005 OCS	2005 Expected OCS	2005 Delta OCS (SPL) Average	2006 OCS	2006 Expected OCS Average	2006 Delta OCS (SPL) Average	2007 OCS	2007 Expected OCS Average	2007 Delta OCS (SPL) Average
ACA CCE	101	72	69	3	71	70	1	72	70	2	76	74	2			
ATEC	102	74	76	-2	74	72	-2	77	78	-1	77	78	0			
PEO EIS	103	77	75	2	77	75	2	78	76	2	79	77	2	77	75	2
SAAL-ZP/CSA	104															
ATEC AEC	105	76	76	0	76	76	0	75	74	1	75	74	1			
Army G8 (ADO)	106	88	80	7	89	81	8	91	82	8	94	84	11			
CCK	107	67	61	6	67	63	4	64	63	1	65	66	0	68	66	2
ATEC OEC	108															
SAAL-ZR	109															
PEO CBD (JPOBD)	110	86	82	4	83	80	3	85	82	3	85	83	3			
MTAQ	111	72	70	2	72	70	2	72	70	2	75	72	3	76	73	3
ASA ALT	112	82	79	3	83	80	3	84	81	3	85	82	3			
PEO C3T	113	81	78	3	82	79	3	82	80	2	79	78	2	80	78	2
PEO Ammo	114	92	88	4	92	88	4	92	88	3	92	89	3			
PEO CIO	119	85	77	8	89	81	8	92	81	11	91	81	10	95	85	10
PEO GCS	120	85	80	5	84	79	5	84	79	4	82	78	4	78	74	4
PEO IEWS	121	81	79	2	80	78	2	81	79	2	83	81	2			
SAAL-ZC	122															
SAAL-ZT	123															
SAAL-ZS	124															
SAAL-ZD	125															
MEDCOM	126	62	61	1	61	60	1	60	60	0	60	60	0	56	56	0
RDAISA	127															
SAAL-ZL	128															
DDACM/ASC	129	78	76	2	79	77	2	78	76	2	80	78	2			
MTAQ Supr	130	96	92	4	97	94	3	96	95	2	97	95	1			
OF-TF	131	84	82	2	90	88	2									
PM FCS	132															
PM JSIMS	133	75	73	2	73	73	0									
PEO Aviation	134	94	90	5	78	75	3	80	77	3	81	78	3	78	75	3
ACA HQ	135	87	83	4	89	84	5	91	86	5	90	85	5			
OAA DOL	136	59	55	4	63	59	4	59	60	-1	78	75	3			
Average		82	79	3	79	77	2	82	80	2	83	81	2	75	73	2
		Overall Army Averages			Overall Army Averages			Overall Army Averages			Overall Army Averages			Overall Army Averages		

Overall Contribution Scores / Delta OCS [3 of 3]

Organization	PP#	2003 OCS	2003 Expected OCS Average	2003 Delta OCS (SPL) Average	2004 OCS	2004 Expected OCS Average	2004 Delta OCS (SPL) Average	2005 OCS	2005 Expected OCS Average	2005 Delta OCS (SPL) Average	2006 OCS	2006 Expected OCS Average	2006 Delta OCS (SPL) Average	2007 OCS	2007 Expected OCS Average	2007 Delta OCS (SPL) Average
PEO CS/SS	137	84	83	1	79	77	2	78	75	2	78	75	3	73	70	3
A TEC DTC	138	75	76	-2	75	77	-2	77	79	-3	77	79	-2			
A TEC OTC	139	72	73	-1	70	72	-2	69	72	-3	69	72	-2	72	71	1
AMSAA CCAD	140	79	78	2	78	77	1	78	77	1	79	78	1	79	78	1
AMSAA CSAD	141	80	78	1	79	78	1	79	77	1	78	77	1	76	75	1
AMSAA LAD	142	78	74	3	78	75	3	78	75	3	77	75	3	77	75	2
AMSAA JTCG	143	73	70	3	74	71	3	75	72	3	72	71	1	72	70	2
AMSAA SOD	144	62	59	2	61	59	2	62	60	2	63	61	2	63	61	2
AMSAA Chiefs	145	101	96	5	100	95	5	101	96	5	99	96	3			
ACA South Region	146	84	83	1	83	82	1	76	76	1	81	77	4			
AMSAA MAD	147				73	73	0	73	74	-1	75	76	-1	76	76	0
AMSAA RIA	148										81	79	2			
AMCOM TMDE	150	87	84	4	88	85	3	86	84	2	88	85	3			
AMCOM CIC	151	86	82	4	86	84	2									
AMCOM LAISO	152	71	68	2	73	71	2	77	76	1	83	81	1			
AMCOM IMMC	153	90	87	3	90	87	3	91	87	3	90	87	3			
AMCOM AcqCtr	154	93	92	1	93	92	1	93	91	2	95	92	2			
AMCOM CmdStaff	155	92	88	4	89	86	3	88	85	4	88	85	3			
AMCOM SAMD	156	92	89	2	91	89	2	92	89	3	93	91	2			
AMCOM IG	157	76	73	3	59	56	3	76	74	1	71	70	1			
AMCOM SOD	158				78	73	6	83	80	3	84	81	2			
AMCOM G Staff	159							89	87	2	91	89	2			
PEO STRI	160	76	75	1	77	76	1	77	76	1	78	77	1	75	74	1
PEO Soldier	161				89	83	6	91	86	4	92	88	4			
PEO MS	162							94	88	5	93	88	5			
GMD	163				Converted to AcqDemo October 2004			79	77	3						
THAAD	164							74	72	2	74	72	2			
PEO ASMD	165	92	89	3	90	87	3									
ASC PEO C3T (S)	166										97	95	2			
PM UA	167							86	81	5	85	80	5	80	75	5
ASC PCO	168							82	80	2	86	83	3			
PM Arrow	169							80	78	2	78	76	2			
ARDEC HQ/TD/ASCO	180	85	85	0	84	83	1	86	85	1						
ARDEC FSAC	181	89	87	2	91	90	1	92	90	2	93	91	2			
ARDEC FUZE	182	82	79	3	83	81	2	84	82	2	85	84	1			
ARDEC WECAC	183	92	91	1												
ARDEC CCAC	184	93	90	3	90	87	3	89	87	2	90	88	2			
ARDEC QED	185	91	89	2	92	90	2	92	90	3	92	90	2			
ARDEC RMD	186	85	84	1												
ARDEC Benet	187	81	78	3	83	81	2	83	81	2	81	80	1			
AcqCtr (P)	188	95	91	4	91	89	2	91	89	2	90	90	0			
ARDEC FSC&TD	189				85	83	2	85	84	1	85	84	1			
TACOM Chiefs	190				80	78	2	81	79	2	80	78	2			
TACOM TARDEC	191				73	69	4	74	71	3	74	71	3	72	71	1
TACOM Legal	192				89	83	6	89	84	5	83	82	1			
TACOM AcqCtr (W)	193				91	89	2	91	89	2	89	88	2			
TACOM CBO	194				85	83	2	84	82	2	84	82	3			
TACOM CmdGp DCG	195				82	80	2	83	82	2	82	83	-1			
TACOM IG	196				88	85	3	86	83	2	87	84	3			
		82	79	3	79	77	2	82	80	2	83	81	2	75	73	2
		Overall Army Averages			Overall Army Averages			Overall Army Averages			Overall Army Averages			Overall Army Averages		

Scores

Army	1999	2000	2001	2002	2003	2004	2005	2006	2007
Expected OCS Range	22 to 100	25 to 100	23 to 100	28 to 100	16 to 100	12 to 100	16 to 102*	16 to 100	17 to 100
Factor Score Range	5 to 115	0 to 115	18 to 115	18 to 115	22 to 115	23 to 115	22 to 115	5 to 115	19 to 115
OCS Range	5 to 111	11 to 115	28 to 115	22 to 115	16 to 115	12 to 115	16 to 115	19 to 115	20 to 104
Delta OCS Range	-71 to +32	-39 to +25	-35 to +29	-37 to +25	-31 to +33	-57 to +21	-24 to +30	-16 to +28	-11 to +17

* **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	1999	2000	2001	2002	2003	2004	2005	2006	2007
NH	100	78	59	94	111	198	280	339	247	12
NJ	83	0	0	0	0	1	1	3	2	0
NK	61	4	11	11	12	14	16	19	12	6

Average Base Pay by Pay Pool [1 of 3]

Pay Pool Number	Organization	1999 CCAS			2000 CCAS			2001 CCAS			2002 CCAS			2003 CCAS		
		1999 Base Pay Average	2000 New Base Pay Average	Percent Increase Average	2000 Base Pay Average	2001 New Base Pay Average	Percent Increase Average	2001 Base Pay Average	2002 New Base Pay Average	Percent Increase Average	2002 Base Pay Average	2003 New Base Pay Average	Percent Increase Average	2003 Base Pay Average	2004 New Base Pay Average	Percent Increase Average
101	ACA CCE	\$47,105	\$50,132	6.42%	\$50,736	\$53,417	5.28%	\$53,537	\$56,755	6.01%	\$58,605	\$61,802	5.46%	\$62,444	\$64,788	3.75%
102	ATEC	\$52,847	\$56,121	6.20%	\$58,944	\$61,686	4.65%	\$62,772	\$67,352	7.30%	\$67,531	\$71,541	5.94%	\$71,474	\$74,084	3.65%
103	PEO EIS	\$64,074	\$67,750	5.74%	\$67,821	\$70,950	4.61%	\$69,614	\$73,348	5.36%	\$72,569	\$76,187	4.99%	\$70,435	\$72,872	3.46%
104	SAAL-ZP/CSA	\$68,810	\$72,720	5.68%	\$71,577	\$74,558	4.17%	\$74,594	\$78,380	5.08%						
105	ATEC AEC	\$66,079	\$69,996	5.93%	\$67,255	\$70,263	4.47%	\$70,243	\$74,429	5.96%	\$73,121	\$77,086	5.42%	\$72,531	\$75,040	3.46%
106	Army G8 (ADO)	\$62,816	\$66,691	6.17%	\$70,315	\$73,761	4.90%	\$72,624	\$76,350	5.13%	\$75,951	\$79,344	4.47%	\$79,502	\$82,284	3.50%
107	CCK	\$46,626	\$49,431	6.02%	\$50,003	\$52,527	5.05%	\$51,776	\$55,112	6.44%	\$51,929	\$55,179	6.26%	\$53,744	\$56,251	4.66%
108	ATEC OEC	\$63,855	\$67,704	6.03%												
109	SAAL-ZR	\$61,820	\$65,549	6.03%												
110	PEO CBD (JPOBD)	\$65,531	\$69,880	6.64%	\$66,305	\$69,719	5.15%	\$67,606	\$71,967	6.45%	\$71,600	\$76,008	6.16%	\$79,690	\$82,858	3.98%
111	MTAQ	\$49,963	\$53,061	6.20%	\$52,873	\$56,261	6.41%	\$57,007	\$61,365	7.65%	\$61,060	\$65,433	7.16%	\$62,181	\$65,431	5.23%
112	ASA ALT	\$40,052	\$42,535	6.20%	\$59,286	\$61,865	4.35%	\$62,589	\$66,552	6.33%	\$74,238	\$78,173	5.30%	\$78,114	\$80,995	3.69%
113	PEO C3T	\$77,300	\$81,638	5.61%	\$79,968	\$83,680	4.64%	\$82,071	\$86,667	5.60%	\$82,976	\$86,757	4.56%	\$75,383	\$78,912	4.68%
114	PEO GCS-P/Ammo	\$74,719	\$79,271	6.09%	\$77,364	\$80,758	4.39%	\$80,388	\$84,598	5.24%	\$83,313	\$87,364	4.86%	\$88,075	\$90,985	3.30%
119	PEO CIO	\$59,492	\$63,129	6.11%	\$61,995	\$65,394	5.48%	\$65,960	\$71,632	8.60%	\$68,566	\$73,446	7.12%	\$74,389	\$76,873	3.34%
120	PEO GCS-WV	\$64,720	\$68,561	5.93%	\$68,249	\$71,095	4.17%	\$71,736	\$75,310	4.98%	\$74,795	\$78,170	4.51%	\$78,502	\$80,957	3.13%
121	PEO IEWS	\$64,792	\$68,608	5.89%	\$68,028	\$72,091	5.97%	\$72,430	\$77,175	6.55%	\$75,243	\$79,624	5.82%	\$77,062	\$80,233	4.11%
122	SAAL-ZC	\$57,555	\$61,123	6.20%												
123	SAAL-ZT	\$73,465	\$77,773	5.86%	\$85,260	\$88,549	3.86%	\$77,164	\$81,680	5.85%	\$84,605	\$89,003	5.20%			
124	SAAL-ZS	\$52,607	\$55,587	5.66%	\$57,186	\$59,693	4.38%	\$59,604	\$63,272	6.15%	\$66,323	\$69,821	5.27%			
125	SAAL-ZD	\$65,609	\$69,488	5.91%	\$74,072	\$77,131	4.13%	\$73,287	\$77,647	5.95%						
126	MEDCOM	\$31,969	\$36,735	14.91%	\$43,315	\$48,812	12.69%	\$47,637	\$52,274	9.73%	\$50,226	\$53,720	6.95%	\$53,264	\$55,990	5.12%
127	RDAISA	\$52,249	\$55,134	5.52%	\$54,228	\$56,921	4.97%	\$54,509	\$58,236	6.84%	\$57,794	\$61,449	6.32%			
128	SAAL-ZL				\$75,789	\$78,544	3.64%	\$78,544	\$81,883	4.25%						
129	DDACM/ASC				\$63,030	\$66,037	4.77%	\$64,897	\$69,138	6.53%	\$69,829	\$73,856	5.77%	\$70,764	\$73,903	4.44%
130	MTAQ Supr				\$80,738	\$86,148	6.70%	\$79,469	\$90,277	13.60%	\$90,277	\$99,471	10.18%	\$94,805	\$100,536	6.05%
131	OF-TF							\$63,314	\$67,474	6.57%	\$72,548	\$76,852	5.93%	\$80,359	\$84,753	5.47%
132	PM FCS							\$76,075	\$80,640	6.00%	\$80,640	\$84,631	4.95%			
133	PM JSIMS										\$63,720	\$68,097	6.87%	\$68,302	\$71,832	5.17%
134	PEO Aviation										\$87,370	\$91,822	5.10%	\$90,895	\$94,387	3.84%
135	ACA HQ										\$74,021	\$77,488	4.68%	\$80,960	\$84,169	3.96%
136	OAA DOL										\$46,128	\$48,572	5.30%	\$48,442	\$50,216	3.66%
137	PEO CS/CSS										NA	NA	NA	\$81,438	\$84,304	3.52%
Army Average		\$59,307	\$62,983	6.39%	\$65,406	\$68,690	5.17%	\$67,578	\$71,981	6.57%	\$70,576	\$74,650	5.79%	\$77,011	\$80,029	3.87%

Average Base Pay by Pay Pool [2 of 3]

Pay Pool Number	Organization	2004 CCAS			2005 CCAS			2006 CCAS			2007 CCAS		
		2004 Base Pay Average	2005 New Base Pay Average	Percent Increase Average	2005 Base Pay Average	2006 New Base Pay Average	Percent Increase Average	2006 Base Pay Average	2007 New Base Pay Average	Percent Increase Average	2007 Base Pay Average	2008 New Base Pay Average	Percent Increase Average
101	ACA CCE	\$64,957	\$68,290	5.13%	67969	70985	4.44%	\$73,599	\$76,691	4.20%			
102	ATEC	\$74,455	\$77,835	4.54%	77142	80357	4.17%	\$79,078	\$82,409	4.21%			
103	PEO EIS	\$71,974	\$75,147	4.41%	75825	78734	3.84%	\$78,320	\$80,991	3.41%	\$75,841	\$78,774	3.87%
104	SAAL-ZP/CSA												
105	ATEC AEC	\$73,926	\$77,345	4.62%	73247	76657	4.65%	\$75,017	\$78,454	4.58%			
106	Army G8 (ADO)	\$83,388	\$87,203	4.58%	86759	89991	3.72%	\$90,753	\$94,017	3.60%			
107	CCK	\$55,913	\$59,658	6.70%	58158	61791	6.25%	\$62,763	\$65,652	4.60%	\$64,286	\$67,947	5.69%
108	ATEC OEC												
109	SAAL-ZR												
110	PEO CBD (JPOBD)	\$78,887	\$83,160	5.42%	84890	89388	5.30%	\$87,186	\$90,755	4.09%			
111	MTAQ	\$65,412	\$68,107	4.12%	66697	69328	3.95%	\$70,440	\$73,071	3.73%	\$72,458	\$75,686	4.45%
112	ASA ALT	\$81,681	\$85,744	4.97%	85086	88772	4.33%	\$87,682	\$91,147	3.95%			
113	PEO C3T	\$79,186	\$83,599	5.57%	82647	87266	5.59%	\$80,904	\$84,112	3.96%	\$82,406	\$85,693	3.99%
114	PEO GCS-P/Ammo	\$90,445	\$94,312	4.28%	93541	97114	3.82%	\$95,976	\$99,296	3.46%			
119	PEO CIO	\$81,051	\$83,723	3.30%	84331	87343	3.57%	\$85,903	\$89,165	3.80%	\$89,794	\$93,382	4.00%
120	PEO GCS-W	\$79,486	\$83,322	4.83%	81273	84570	4.06%	\$81,230	\$84,028	3.44%	\$75,791	\$79,172	4.46%
121	PEO IEWS	\$78,209	\$82,182	5.08%	81586	85299	4.55%	\$85,888	\$89,323	4.00%			
122	SAAL-ZC												
123	SAAL-ZT												
124	SAAL-ZS												
125	SAAL-ZD												
126	MEDCOM	\$53,374	\$56,630	6.10%	\$54,906	\$57,590	4.89%	\$56,033	\$58,157	3.79%	\$52,696	\$55,084	4.53%
127	RDAISA												
128	SAAL-ZL												
129	DDACM/ASC	\$74,110	\$77,857	5.06%	\$75,281	\$78,708	4.55%	\$79,556	\$82,895	4.20%			
130	MTAQ Supr	\$101,701	\$108,397	6.58%	\$105,248	\$110,222	4.73%	\$108,766	\$113,806	4.63%			
131	OF-TF	\$90,399	\$95,643	5.80%									
132	PM FCS												
133	PM JSIMS	\$69,052	\$72,194	4.55%									
134	PEO Aviation	\$72,706	\$76,643	5.41%	\$77,027	\$81,097	5.28%	\$79,869	\$83,694	4.79%	\$76,389	\$80,295	5.11%
135	ACA HQ	\$85,616	\$90,192	5.35%	\$90,596	\$95,046	4.91%	\$91,360	\$95,492	4.52%			
136	OAA DOL	\$53,155	\$55,821	5.01%	\$55,459	\$57,569	3.81%						
137	PEO CS/CCS	\$75,419	\$78,948	4.68%	\$74,762	\$77,641	3.85%	\$75,833	\$78,436	3.43%	\$69,647	\$72,562	4.19%
Army Average		\$78,884	\$82,831	5.01%	\$81,659	\$85,372	2.54%	\$84,847	\$88,212	3.97%	\$73,454	\$76,812	4.59%

Average Base Pay by Pay Pool [3 of 3]

Pay Pool Number	Organization	2003 CCAS			2004 CCAS			2005 CCAS			2006 CCAS			2007 CCAS		
		2003 Base Pay Average	2004 New Base Pay Average	Percent Increase Average	2004 Base Pay Average	2005 New Base Pay Average	Percent Increase Average	2005 Base Pay Average	2006 New Base Pay Average	Percent Increase Average	2006 Base Pay Average	2007 New Base Pay Average	Percent Increase Average	2007 Base Pay Average	2008 New Base Pay Average	Percent Increase Average
138	ATEC DTC	\$72,442	\$75,036	3.58%	\$75,342	\$78,687	4.44%	\$79,744	\$82,819	3.86%	\$81,589	\$84,646	3.75%			
139	ATEC OTC	\$66,826	\$69,363	3.80%	\$67,284	\$70,377	4.60%	\$68,995	\$71,721	3.95%	\$70,825	\$73,530	3.82%	\$73,324	\$76,842	4.80%
140	AMSAA CCAD	\$72,719	\$75,822	4.27%	\$73,965	\$77,676	5.02%	\$75,827	\$79,294	4.57%	\$79,722	\$82,564	3.57%	\$81,143	\$84,713	4.40%
141	AMSAA CSAD	\$73,626	\$76,883	4.42%	\$75,441	\$79,357	5.19%	\$76,058	\$79,782	4.90%	\$78,201	\$81,127	3.74%	\$78,862	\$80,565	4.82%
142	AMSAA LAD	\$69,134	\$72,146	4.36%	\$72,045	\$75,825	5.25%	\$73,272	\$76,843	4.87%	\$74,865	\$77,726	3.82%	\$76,426	\$80,214	4.96%
143	AMSAA JTCG	\$63,580	\$66,441	4.50%	\$67,309	\$70,778	5.16%	\$69,904	\$73,381	4.97%	\$69,493	\$72,353	4.12%	\$70,662	\$74,174	4.97%
144	AMSAA SOD	\$51,764	\$53,911	4.15%	\$53,480	\$56,203	5.09%	\$55,814	\$58,366	4.57%	\$57,186	\$59,402	3.87%	\$58,151	\$61,164	5.18%
145	AMSAA Chiefs	\$102,179	\$105,554	3.30%	\$105,180	\$109,772	4.37%	\$107,448	\$112,138	4.36%	\$110,000	\$113,744	3.40%			
146	ACA South Region	\$79,767	\$82,887	3.91%	\$80,915	\$85,606	5.80%	\$72,614	\$76,536	5.40%	\$76,536	\$80,363	5.00%			
147	AMSAA MAD				\$66,902	\$70,334	5.13%	\$70,506	\$73,701	4.53%	\$74,361	\$77,211	3.83%	\$77,180	\$80,408	4.18%
148	AMSAA RIA										\$63,543	\$65,715	2.60%			
150	AMCOM TMDE	\$80,915	\$83,915	3.71%	\$85,032	\$89,404	5.14%	\$86,162	\$90,912	5.51%	\$90,630	\$95,114	4.95%			
151	AMCOM CIC	\$78,783	\$82,187	4.32%	\$83,272	\$87,609	5.21%									
152	AMCOM LAISO	\$59,881	\$62,797	4.87%	\$65,880	\$70,259	6.65%	\$74,071	\$78,395	5.84%	\$83,661	\$87,733	4.87%			
153	AMCOM IMMC	\$86,377	\$89,801	3.96%	\$88,362	\$92,727	4.94%	\$91,749	\$96,644	5.34%	\$92,986	\$97,409	4.76%			
154	AMCOM AcqCtr	\$93,864	\$97,594	3.97%	\$97,848	\$103,469	5.74%	\$98,322	\$103,647	5.42%	\$103,035	\$108,065	4.88%			
155	AMCOM CmdStaff	\$89,586	\$92,245	2.97%	\$89,262	\$93,031	4.22%	\$89,861	\$93,869	4.46%	\$92,115	\$96,244	4.48%			
156	AMCOM SAMD	\$90,090	\$93,185	3.44%	\$91,047	\$95,504	4.90%	\$94,547	\$99,687	5.44%	\$99,676	\$104,294	4.63%			
157	AMCOM IG	\$67,330	\$69,477	3.19%	\$53,149	\$55,170	3.80%	\$72,036	\$74,482	3.40%	\$68,556	\$71,035	3.62%			
158	AMCOM SOD				\$71,788	\$75,279	4.86%	\$81,460	\$85,424	4.87%	\$84,179	\$87,862	4.37%			
159	AMCOM G Staff							\$90,716	\$95,531	5.31%	\$96,763	\$101,036	4.42%			
160	PEO STRI	\$70,104	\$72,555	3.50%	\$72,953	\$75,989	4.16%	\$75,112	\$77,914	3.73%	\$77,216	\$79,881	3.45%	\$73,539	\$76,483	4.00%
161	PEO Soldier				\$82,472	\$91,101	10.46%	\$90,712	\$94,920	4.64%	\$95,385	\$98,398	3.16%			
162	PEO MS							\$94,508	\$99,573	5.36%	\$96,874	\$101,675	4.96%			
163	GMD							\$78,151	\$82,506	5.57%						
164	THAAD							\$71,273	\$75,320	5.68%	\$73,927	\$77,126	4.33%			
165	PEO ASMD	\$91,396	\$94,449	3.34%	\$90,643	\$95,279	5.11%									
166	ASC PEO C3T Supv										\$107,799	\$111,713	3.63%			
167	PM UA							\$83,879	\$87,746	4.61%	\$83,839	\$87,927	4.88%	\$78,857	\$82,985	5.23%
168	ASC PCO							\$81,436	\$86,298	5.97%	\$86,809	\$90,237	3.95%			
169	PM Arrow							\$78,831	\$82,964	5.24%	\$77,803	\$82,730	6.33%			
170	ARDEC EWETD				\$98,380	\$102,810	4.50%	\$101,969	\$105,986	3.94%	\$105,741	\$109,473	3.53%			
180	ARDEC HQ/TD/ASCO	\$85,429	\$88,483	3.57%	\$84,397	\$88,311	4.64%	\$89,108	\$92,920	4.28%						
181	ARDEC FSAC	\$89,304	\$92,448	3.52%	\$94,417	\$98,931	4.78%	\$96,825	\$100,923	4.23%	\$100,112	\$103,781	3.66%			
182	ARDEC FUZE	\$75,970	\$78,844	3.78%	\$80,645	\$84,339	4.58%	\$85,246	\$88,316	3.60%	\$89,190	\$92,290	3.48%			
183	ARDEC WECAC	\$93,921	\$97,191	3.48%												
184	ARDEC CCAC	\$91,891	\$95,375	3.79%	\$89,595	\$93,878	4.78%	\$91,881	\$95,809	4.28%	\$95,610	\$99,316	3.88%			
185	ARDEC QED	\$89,511	\$92,698	3.56%	\$92,745	\$97,029	4.62%	\$95,348	\$99,317	4.16%	\$98,100	\$101,710	3.68%			
186	ARDEC RMD	\$81,706	\$84,772	3.75%												
187	ARDEC Benet	\$73,832	\$76,502	3.62%	\$79,401	\$83,105	4.67%	\$81,930	\$85,374	4.20%	\$83,122	\$86,208	3.71%			
188	AcqCtr (P)	\$92,874	\$96,270	3.66%	\$92,186	\$96,547	4.73%	\$94,886	\$99,010	4.35%	\$98,583	\$102,344	3.82%			
189	ARDEC FSC&TD				\$85,075	\$89,317	4.99%	\$87,982	\$91,842	4.39%	\$89,832	\$93,544	4.13%			
190	TACOM Chiefs	NA	NA	NA	\$76,673	\$80,300	4.73%	\$80,001	\$83,046	3.81%	\$80,213	\$83,239	3.77%			
191	TACOM TARDEC	NA	NA	NA	\$70,022	\$72,724	3.86%	\$69,331	\$72,048	3.92%	\$69,946	\$72,353	3.44%	\$70,182	\$73,285	4.42%
192	TACOM Legal	NA	NA	NA	\$83,975	\$87,829	4.59%	\$88,290	\$91,769	3.94%	\$86,537	\$89,739	3.70%			
193	TACOM AcqCtr (VV)	NA	NA	NA	\$91,618	\$95,773	4.54%	\$94,713	\$98,563	4.06%	\$94,698	\$97,726	3.20%			
194	TACOM CBO	NA	NA	NA	\$82,846	\$86,715	4.67%	\$84,386	\$87,619	3.83%	\$85,407	\$88,483	3.60%			
195	TACOM IG	NA	NA	NA	\$77,899	\$81,506	4.90%	\$81,506	\$84,848	4.10%	\$84,706	\$88,075	1.62%			
196	TACOM CmdOp DCG	NA	NA	NA	\$88,169	\$92,203	4.58%	\$87,328	\$90,530	3.67%	\$89,805	\$92,606	3.12%			
		\$77,011	\$80,029	3.87%	\$78,884	\$82,831	5.01%	\$81,659	\$85,372	2.54%	\$84,847	\$88,212	3.97%	\$73,454	\$76,812	4.59%

Average CRI by Pay Pool [1 of 2]

Pay Pool Number	Organization	1999 CCAS		2000 CCAS		2001 CCAS		2002 CCAS		2003 CCAS		2004 CCAS		2005 CCAS		2006 CCAS		2007 CCAS	
		1999 Approved CRI \$	Approved CRI % of 1999 Base Pay	2000 Approved CRI \$	Approved CRI % of 2000 Base Pay	2001 Approved CRI \$	Approved CRI % of 2001 Base Pay	2002 Approved CRI \$	Approved CRI % of 2002 Base Pay	2003 Approved CRI \$	Approved CRI % of 2003 Base Pay	2004 Approved CRI \$	Approved CRI % of 2004 Base Pay	2005 Approved CRI \$	Approved CRI % of 2005 Base Pay	2006 Approved CRI \$	Approved CRI % of 2006 Base Pay	2007 Approved CRI \$	Approved CRI % of 2007 Base Pay
101	ACA CCE	\$1,291	2.74%	\$1,382	2.71%	\$1,383	2.62%	\$1,438	2.49%	\$1,415	2.28%	\$1,709	2.68%	1588	2.38%	\$1,869	2.70%		
102	ATEC	\$1,289	2.44%	\$1,171	2.12%	\$2,330	4.07%	\$1,932	3.01%	\$1,555	2.26%	\$1,524	2.16%	1595	2.14%	\$1,985	2.65%		
103	PEO EIS	\$1,250	1.95%	\$1,297	1.93%	\$1,256	1.76%	\$1,382	1.83%	\$1,391	2.03%	\$1,379	2.00%	1322	1.80%	\$1,340	1.76%	\$1,049	1.44%
104	SAAL-ZP/CSA	\$1,295	1.88%	\$1,048	1.75%	\$1,100	1.75%												
105	ATEC AEC	\$1,583	2.40%	\$1,239	1.94%	\$1,670	2.53%	\$1,706	2.43%	\$1,432	2.31%	\$1,596	2.62%	1891	3.39%	\$2,174	3.73%		
106	Army GB (ADO)	\$1,648	2.62%	\$1,547	2.18%	\$1,111	1.78%	\$1,038	1.57%	\$1,590	2.09%	\$1,731	2.10%	1410	1.73%	\$1,720	2.19%		
107	OCK	\$1,327	2.85%	\$1,217	2.46%	\$1,516	3.06%	\$1,744	3.86%	\$1,712	3.29%	\$2,372	4.50%	2411	4.50%	\$1,822	3.16%	\$2,053	3.31%
108	ATEC OEC	\$1,595	2.50%																
109	SAAL-ZR	\$1,379	2.23%																
110	PEO CBD (JPOBD)	\$1,972	3.01%	\$1,624	2.45%	\$1,928	2.91%	\$2,189	3.17%	\$1,972	2.49%	\$2,301	2.96%	2764	3.27%	\$2,086	2.45%		
111	MTAQ	\$1,199	2.40%	\$1,982	3.90%	\$2,353	4.11%	\$2,540	4.00%	\$2,340	3.74%	\$1,059	1.65%	1231	1.95%	\$1,433	2.13%	\$1,416	2.07%
112	ASA ALT	\$961	2.40%	\$978	1.83%	\$1,750	2.78%	\$1,633	2.37%	\$1,709	2.34%	\$2,020	2.56%	1900	2.42%	\$1,974	2.42%		
113	PEO C3T	\$1,400	1.81%	\$1,552	2.07%	\$1,642	2.21%	\$1,209	1.56%	\$2,398	3.19%	\$2,434	3.06%	2884	3.53%	\$1,834	2.26%	\$1,227	1.54%
114	PEO GCS-P/Ammo	\$1,712	2.29%	\$1,305	1.73%	\$1,316	1.67%	\$1,468	1.81%	\$1,589	1.85%	\$1,606	1.79%	1609	1.77%	\$1,688	1.81%		
119	PEO CIO	\$1,497	2.52%	\$1,725	2.82%	\$3,298	5.18%	\$2,754	4.19%	\$1,369	1.89%	\$647	0.87%	1242	1.44%	\$1,802	2.21%	\$1,343	1.47%
120	PEO GCS-W	\$1,397	2.16%	\$1,007	1.61%	\$997	1.53%	\$1,061	1.51%	\$1,277	1.69%	\$1,849	2.42%	1590	2.03%	\$1,416	1.82%	\$1,486	2.03%
121	PEO IEWS	\$1,367	2.11%	\$2,242	3.27%	\$2,141	2.95%	\$2,049	2.68%	\$2,016	2.62%	\$2,018	2.69%	2000	2.51%	\$1,974	2.38%		
122	SAAL-ZC	\$1,381	2.40%																
123	SAAL-ZT	\$1,516	2.06%	\$987	1.36%	\$1,737	2.38%	\$1,775	2.25%										
124	SAAL-ZS	\$980	1.86%	\$963	1.93%	\$1,522	2.77%	\$1,442	2.39%										
125	SAAL-ZD	\$1,386	2.11%	\$1,059	1.53%	\$1,721	2.57%												
126	MEDCOM	\$3,577	11.19%	\$4,327	9.78%	\$2,934	6.22%	\$1,951	4.10%	\$1,934	3.65%	\$1,931	3.70%	\$1,543	2.86%	\$1,174	2.18%	\$1,086	2.16%
127	RDAISA	\$1,132	2.17%	\$1,270	2.45%	\$1,777	3.22%	\$1,876	3.42%										
128	SAAL-ZL			\$708	1.12%	\$5,065	1.16%												
129	DDACM/ASC			\$1,305	2.08%	\$1,905	3.04%	\$1,862	2.72%	\$2,078	3.08%	\$1,918	2.71%	\$1,846	2.54%	\$1,986	2.64%		
130	MTAQ Supr			\$3,229	4.12%	\$7,947	10.05%	\$6,395	7.28%	\$4,308	4.64%	\$4,153	4.23%	\$2,765	2.78%	\$3,190	3.08%		
131	OF-TF					\$1,880	2.32%	\$2,055	2.76%	\$3,189	3.80%	\$2,983	3.30%						
132	PM FCS					\$1,826	2.39%	\$1,490	1.95%										
133	PM JSIMS							\$2,401	3.72%	\$2,506	4.23%	\$1,416	2.33%						
134	PEO Aviation							\$1,743	2.07%	\$2,128	2.41%	\$2,119	2.95%	\$2,452	3.20%	\$2,467	3.09%	\$1,996	2.73%
135	ACA HQ							\$1,172	1.74%	\$1,994	2.58%	\$2,435	2.95%	\$2,548	2.89%	\$2,578	2.86%		
136	OAA DOL							\$1,015	2.17%	\$1,047	2.20%	\$1,336	2.65%	\$946	1.77%				
137	PEO CS/CS									\$1,672	2.10%	\$1,644	2.26%	\$1,309	1.83%	\$1,323	1.80%	\$1,177	1.89%
Army Average		\$1,484	2.70%	\$1,529	2.57%	\$2,164	3.08%	\$1,897	2.81%	\$1,952	2.76%	\$1,983	2.60%	\$2,001	2.54%	\$1,934	2.28%	\$1,523	2.19%

Average CRI by Pay Pool [2 of 2]

Pay Pool Number	Organization	2003 CCAS		2004 CCAS		2005 CCAS		2006 CCAS		2007 CCAS	
		2003 Approved CRI \$	Approved CRI % of 2003 Base Pay	2004 Approved CRI \$	Approved CRI % of 2004 Base Pay	2005 Approved CRI \$	Approved CRI % of 2005 Base Pay	2006 Approved CRI \$	Approved CRI % of 2006 Base Pay	2007 Approved CRI \$	Approved CRI % of 2007 Base Pay
138	A TEC DTC	\$1,507	2.03%	\$1,460	1.97%	\$1,400	1.76%	\$1,669	2.05%		
139	A TEC OTC	\$1,539	2.43%	\$1,411	2.25%	\$1,281	1.91%	\$1,507	2.13%	\$1,693	2.37%
140	AMSAA CCAD	\$2,013	2.93%	\$1,862	2.54%	\$1,875	2.49%	\$1,487	1.87%	\$1,540	2.09%
141	AMSAA CSAD	\$2,152	2.89%	\$2,030	2.68%	\$2,127	2.86%	\$1,596	2.04%	\$1,782	2.42%
142	AMSAA LAD	\$1,975	2.94%	\$1,979	2.82%	\$2,031	2.86%	\$1,588	2.12%	\$1,877	2.85%
143	AMSAA JTCG	\$1,907	2.98%	\$1,787	2.73%	\$2,008	2.91%	\$1,679	2.42%	\$1,745	2.61%
144	AMSAA SOD	\$1,370	2.62%	\$1,386	2.57%	\$1,380	2.51%	\$1,243	2.17%	\$1,559	2.70%
145	AMSAA Chiefs	\$1,842	1.94%	\$1,962	2.01%	\$2,436	2.44%	\$1,873	1.70%		
146	ACA South Region	\$1,924	2.52%	\$2,668	3.36%	\$2,396	3.10%	\$2,526	3.30%		
147	AMSAA MAD			\$1,759	2.59%	\$1,714	2.39%	\$1,585	2.13%	\$1,299	1.71%
148	AMSAA RIA							\$752	0.90%		
150	AMCOM TMDE	\$1,786	2.19%	\$2,245	2.69%	\$2,941	3.43%	\$2,942	3.25%		
151	AMCOM CIC	\$2,222	2.80%	\$2,255	2.66%						
152	AMCOM LAISO	\$2,016	3.42%	\$2,732	4.19%	\$2,768	3.85%	\$2,650	3.17%		
153	AMCOM IMMC	\$2,142	2.52%	\$2,163	2.43%	\$2,969	3.25%	\$2,841	3.06%		
154	AMCOM AcqCtr	\$2,322	2.50%	\$3,174	3.28%	\$3,260	3.43%	\$3,278	3.18%		
155	AMCOM CmdStaff	\$1,322	1.59%	\$1,546	1.80%	\$2,123	2.55%	\$2,563	2.78%		
156	AMCOM SAMD	\$1,743	1.99%	\$2,180	2.42%	\$3,155	3.39%	\$2,923	2.93%		
157	AMCOM IG	\$1,138	1.79%	\$692	1.13%	\$933	1.60%	\$1,314	1.92%		
158	AMCOM SOD			\$1,697	2.24%	\$2,254	2.97%	\$2,251	2.67%		
159	AMCOM G Staff					\$2,910	3.24%	\$2,628	2.72%		
160	PEO STRI	\$1,403	2.04%	\$1,215	1.69%	\$1,231	1.67%	\$1,353	1.75%	\$1,106	1.61%
161	PEO Soldier			\$6,568	8.05%	\$2,304	2.53%	\$1,391	1.46%		
162	PEO MS					\$3,081	3.40%	\$3,154	3.26%		
163	GMD					\$2,714	3.68%				
164	THAAD					\$2,550	3.46%	\$1,942	2.63%		
165	PEO ASMD	\$1,682	1.96%	\$2,397	2.70%						
166	ASC PEO C3T Supv							\$2,081	1.93%		
167	PM UA					\$2,105	2.51%	\$2,662	3.18%	\$2,156	2.89%
168	ASC PCO					\$3,151	4.01%	\$2,103	2.42%		
169	PM Arrow					\$2,478	3.33%	\$3,604	4.63%		
170	ARDEC EWETD			\$2,189	2.35%	\$1,952	1.97%	\$2,005	1.90%		
180	ARDEC HQ/TD/ASCO	\$1,796	2.26%	\$1,912	2.30%	\$1,959	2.23%				
181	ARDEC FSAC	\$1,803	2.37%	\$2,153	2.38%	\$2,065	2.19%	\$1,967	1.96%		
182	ARDEC FUZE	\$1,757	2.72%	\$1,678	2.47%	\$1,280	1.56%	\$1,584	1.78%		
183	ARDEC WECAC	\$1,860	2.10%								
184	ARDEC CCAC	\$2,105	2.42%	\$2,043	2.38%	\$1,999	2.20%	\$2,080	2.18%		
185	ARDEC QED	\$1,844	2.08%	\$1,964	2.16%	\$1,967	2.12%	\$1,942	1.98%		
186	ARDEC RMD	\$1,841	2.21%								
187	ARDEC Benet	\$1,563	2.14%	\$1,746	2.20%	\$1,724	2.10%	\$1,673	2.01%		
188	AcqCtr (P)	\$2,003	2.21%	\$2,055	2.28%	\$2,132	2.28%	\$2,085	2.11%		
189	ARDEC FSC&TD			\$2,115	3.25%	\$2,013	2.90%	\$2,184	2.43%		
190	TACOM Chiefs	NA	NA	\$1,710	2.28%	\$1,365	1.78%	\$1,662	2.07%		
191	TACOM TARDEC	NA	NA	\$951	1.46%	\$1,261	1.85%	\$1,218	1.74%	\$1,350	2.01%
192	TACOM Legal	NA	NA	\$1,753	2.24%	\$1,624	1.94%	\$1,730	2.00%		
193	TACOM AcqCtr (W)	NA	NA	\$1,865	2.09%	\$1,861	2.01%	\$1,418	1.50%		
194	TACOM CBO	NA	NA	\$1,797	2.18%	\$1,464	1.79%	\$1,626	1.90%		
195	TACOM IG	NA	NA	\$1,864	2.42%	\$1,630	2.00%	\$406	0.48%		
196	TACOM CmdGp DCG	NA	NA	\$1,829	2.08%	\$1,368	1.52%	\$1,274	1.42%		
		\$1,867	2.54%	\$1,983	2.60%	\$2,001	2.54%	\$2,211	3.17%	\$1,523	2.19%

Average Approved CA by Pay Pool [1 of 2]

Pay Pool Number	Organization	1999 CCAS		2000 CCAS		2001 CCAS		2002 CCAS		2003 CCAS		2004 CCAS		2005 CCAS		2006 CCAS		2007 CCAS	
		1999 Approved CA \$	Approved CA % of 1999 Base Pay	2000 Approved CA \$	Approved CA % of 2000 Base Pay	2001 Approved CA \$	Approved CA % of 2001 Base Pay	2002 Approved CA \$	Approved CA % of 2002 Base Pay	2003 Approved CA \$	Approved CA % of 2003 Base Pay	2004 Approved CA \$	2004 Approved CA %	2005 Approved CA \$	Approved CA % of 2005 Base Pay	2006 Approved CA \$	Approved CA % of 2006 Base Pay	2007 Approved CA \$	Approved CA % of 2007 Base Pay
101	ACA CCE	\$664	1.41%	\$634	1.23%	\$946	1.74%	\$1,160	1.95%	\$1,293	2.04%	\$1,462	2.20%	\$1,529	2.24%	\$1,715	2.34%		
102	ATEC	\$0	0.00%	\$1,047	1.89%	\$1,131	1.92%	\$1,216	1.89%	\$1,287	1.91%	\$1,389	1.99%	\$1,389	1.88%	\$1,872	2.48%		
103	PEO EIS	\$1,789	2.79%	\$1,699	2.54%	\$1,526	2.16%	\$1,633	2.19%	\$1,585	2.27%	\$1,608	2.27%	\$1,706	2.25%	\$1,762	2.22%	\$2,048	2.69%
104	SAAL-ZP/CSA	\$690	1.00%	\$644	0.96%	\$671	0.97%												
105	ATEC AEC	Exception		\$1,463	2.18%	\$1,267	1.83%	\$1,313	1.82%	\$1,303	1.77%	\$1,257	1.73%	\$1,161	1.58%	\$1,607	2.27%		
106	Army G8 (ADO)	\$1,696	2.70%	\$1,804	2.26%	\$2,146	2.82%	\$2,279	2.85%	\$2,385	2.99%	\$2,502	2.96%	\$2,343	2.49%	\$2,859	3.19%		
107	CKK	\$490	1.05%	\$526	1.06%	\$745	1.46%	\$469	1.00%	\$967	1.84%	\$503	0.96%	\$523	0.94%	\$514	0.90%	\$579	0.90%
108	ATEC OEC	Exception																	
109	SAAL-ZR	\$660	1.07%																
110	PEO CBD (JPOBD)	\$1,179	1.80%	\$1,193	1.72%	\$1,338	1.99%	\$1,437	2.02%	\$1,800	2.11%	\$1,628	2.04%	\$849	0.98%	\$2,049	2.30%		
111	MTAQ	\$531	1.06%	\$1,622	3.11%	\$1,189	2.08%	\$1,374	2.14%	\$1,399	2.18%	\$2,061	3.07%	\$1,261	1.86%	\$1,902	2.67%	\$1,630	2.18%
112	ASA ALT	\$468	1.17%	\$533	0.92%	\$754	1.20%	\$1,470	2.08%	\$1,620	2.13%	\$1,816	2.22%	\$1,914	2.27%	\$1,973	2.26%		
113	PEO C3T	\$1,391	1.80%	\$1,691	2.15%	\$1,694	2.11%	\$1,747	2.10%	\$1,680	2.18%	\$1,765	2.17%	\$1,852	2.19%	\$1,811	2.21%	\$2,595	3.20%
114	PEO GCS-P/Ammo	\$2,195	2.94%	\$2,088	2.72%	\$2,151	2.68%	\$2,180	2.66%	\$2,378	2.72%	\$2,442	2.71%	\$2,526	2.73%	\$2,591	2.73%		
119	PEO CIO	\$1,209	2.03%	\$1,788	2.90%	\$2,162	3.33%	\$2,171	3.16%	\$1,339	1.79%	\$1,094	1.37%	\$1,897	2.36%	\$1,933	2.34%	\$2,020	2.25%
120	PEO GCS-W	\$2,066	3.19%	\$2,068	3.08%	\$2,177	3.12%	\$2,417	3.24%	\$2,485	3.18%	\$2,146	2.67%	\$2,207	2.71%	\$3,188	3.97%	\$2,446	3.28%
121	PEO IEWS	\$787	1.22%	\$1,799	2.56%	\$1,630	2.21%	\$1,693	2.21%	\$1,734	2.22%	\$1,760	2.24%	\$1,836	2.21%	\$1,932	2.22%		
122	SAAL-ZC	\$673	1.17%																
123	SAAL-ZT	\$782	1.07%	\$766	0.93%	\$471	0.61%	\$1,675	1.98%										
124	SAAL-ZS	\$615	1.17%	\$514	0.95%	\$617	1.06%	\$1,313	2.11%										
125	SAAL-ZD	\$767	1.17%	\$666	0.88%	\$1,136	1.58%												
126	MEDCOM	\$459	1.44%	\$584	1.31%	\$643	1.36%	\$678	1.41%	\$719	1.37%	\$961	1.83%	\$988	1.78%	\$756	1.35%	\$474	0.93%
127	RDAISA	\$726	1.39%	\$1,485	2.85%	\$1,144	2.05%	\$1,303	2.36%										
128	SAAL-ZL			\$681	0.86%	\$351	0.45%												
129	DDACM/ASC			\$701	1.11%	\$1,597	2.50%	\$1,885	2.73%	\$1,413	2.01%	\$1,667	2.30%	\$1,675	2.27%	\$1,750	2.25%		
130	MTAQ Supr			\$2,819	3.59%	\$2,585	3.24%	\$2,844	3.16%	\$2,580	2.64%	\$2,746	2.72%	\$2,629	2.46%	\$2,716	2.53%		
131	OF-TF					\$570	0.70%	\$1,306	1.79%	\$1,188	1.42%	\$2,034	2.25%						
132	PM FCS					\$776	1.01%	\$2,177	2.79%										
133	PM JSIMS							\$1,718	2.63%	\$1,529	2.24%	\$1,554	2.31%						
134	PEO Aviation							\$1,086	1.27%	\$2,454	2.73%	\$1,963	2.66%	\$2,080	2.66%	\$2,156	2.66%	\$2,062	2.70%
135	ACA HQ							\$666	0.93%	\$1,676	2.07%	\$1,926	2.29%	\$2,038	2.23%	\$2,056	2.25%		
136	OAA DOL							\$913	1.87%	\$959	1.92%	\$1,196	2.18%	\$499	0.87%				
137	PEO CS/CS							NA	NA	NA	NA	NA	NA	NA	NA	\$2,926	3.91%	\$2,535	3.66%
Army Average		\$863	1.42%	\$1,253	1.90%	\$1,256	1.85%	\$1,543	2.17%	\$1,625	2.17%	\$1,876	2.37%	\$1,971	2.38%	\$2,211	2.60%	\$1,822	2.46%

Average Approved CA by Pay Pool [2 of 2]

Pay Pool Number	Organization	2003 CCAS		2004 CCAS		2005 CCAS		2006 CCAS		2007 CCAS	
		2003 Approved CA \$	Approved CA % of 2003 Base Pay	2004 Approved CA \$	Approved CA % of 2004 Base Pay	2005 Approved CA \$	Approved CA % of 2005 Base Pay	2006 Approved CA \$	Approved CA % of 2006 Base Pay	2007 Approved CA \$	Approved CA % of 2007 Base Pay
138	A TEC DTC	\$1,147	1.56%	\$1,125	1.56%	\$1,362	1.71%	\$1,512	2.16%		
139	A TEC OTC	\$1,169	1.83%	\$1,214	1.88%	\$1,405	2.03%	\$1,697	2.21%	\$1,896	2.56%
140	AMSAA CCAD	\$1,500	2.09%	\$1,531	2.14%	\$1,701	2.29%	\$1,505	2.11%	\$1,610	1.98%
141	AMSAA CSAD	\$1,511	2.05%	\$1,559	2.06%	\$1,691	2.24%	\$1,619	2.29%	\$1,564	2.04%
142	AMSAA LAD	\$1,426	2.18%	\$1,475	2.07%	\$1,604	2.27%	\$1,550	2.46%	\$1,535	2.01%
143	AMSAA JTCG	\$1,575	2.69%	\$1,729	2.82%	\$1,642	2.57%	\$1,439	2.46%	\$1,717	2.43%
144	AMSAA SOD	\$1,050	2.00%	\$1,107	1.99%	\$1,220	2.12%	\$1,036	2.32%	\$1,183	2.03%
145	AMSAA Chiefs	\$2,331	2.30%	\$2,409	2.28%	\$2,389	2.23%	\$2,508	1.85%		
146	ACA South Region	\$1,651	2.15%	\$1,821	2.30%	\$1,634	2.11%	\$1,722	3.29%		
147	AMSAA MAD			\$1,385	2.07%	\$1,235	1.76%	\$1,400	2.11%	\$1,218	1.58%
148	AMSAA RIA							\$1,500	1.56%		
150	AMCOM TMDE	\$1,264	1.55%	\$1,904	2.24%	\$2,326	2.70%	\$2,447	3.31%		
151	AMCOM CIC	\$1,260	1.58%	\$1,641	1.94%						
152	AMCOM LAISO	\$1,261	2.14%	\$1,979	3.04%	\$1,926	2.69%	\$2,259	3.26%		
153	AMCOM IMMC	\$1,379	1.60%	\$1,925	2.12%	\$2,465	2.64%	\$2,487	3.12%		
154	AMCOM AcqCtr	\$1,469	1.57%	\$2,572	2.63%	\$2,655	2.72%	\$2,782	3.28%		
155	AMCOM CmdStaff	\$1,322	1.50%	\$1,936	2.16%	\$2,426	2.77%	\$2,489	2.90%		
156	AMCOM SAMD	\$1,216	1.35%	\$1,872	2.04%	\$2,553	2.70%	\$2,691	3.02%		
157	AMCOM IG	\$909	1.34%	\$1,048	1.53%	\$1,945	2.70%	\$1,851	2.07%		
158	AMCOM SOD			\$1,464	1.83%	\$2,199	2.69%	\$2,273	2.90%		
159	AMCOM G Staff					\$2,449	2.62%	\$2,613	2.82%		
160	PEO STRI	\$808	1.15%	\$1,477	2.02%	\$1,352	1.80%	\$1,381	1.79%	\$1,654	2.27%
161	PEO Soldier			\$3,711	4.50%	\$2,041	2.24%	\$3,348	1.45%		
162	PEO MS					\$2,518	2.67%	\$2,906	3.32%		
163	GMD					\$1,938	2.50%				
164	THAAD					\$1,925	2.63%	\$2,076	2.65%		
165	PEO ASMD	\$1,645	1.82%	\$2,447	2.65%						
166	ASC PEO C3T Supv							\$5,242	2.04%		
167	PM UA					\$2,935	3.46%	\$3,214	3.22%	\$3,913	5.04%
168	ASC PCO					\$1,686	2.14%	\$1,953	2.69%		
169	PM Arrow					\$2,128	2.66%	\$3,501	4.63%		
170	ARDEC EVETD			\$2,656	2.77%	\$2,753	2.71%	\$2,855	1.98%		
180	ARDEC HQ/TD/ASCO	\$2,338	2.87%	\$2,279	2.67%	\$2,343	2.62%				
181	ARDEC FSAC	\$2,323	2.78%	\$2,549	2.79%	\$2,614	2.73%	\$2,703	2.03%		
182	ARDEC FUZE	\$1,982	2.72%	\$2,094	3.37%	\$2,479	2.94%	\$2,408	1.76%		
183	ARDEC WECAC	\$2,443	2.66%								
184	ARDEC CCAC	\$2,390	2.72%	\$2,419	2.80%	\$2,481	2.70%	\$2,582	2.21%		
185	ARDEC QED	\$2,328	2.61%	\$2,504	2.69%	\$2,576	2.71%	\$2,649	2.04%		
186	ARDEC RMD	\$2,279	2.67%								
187	ARDEC Benet	\$1,921	2.61%	\$2,145	2.68%	\$2,022	2.43%	\$2,244	2.02%		
188	AcqCtr (P)	\$2,173	2.36%	\$2,489	2.72%	\$2,562	2.71%	\$2,662	2.16%		
189	ARDEC FSC&TD			\$2,297	2.63%	\$2,376	2.64%	\$2,425	2.99%		
190	TACOM Chiefs	NA	NA	\$1,769	2.33%	\$2,160	2.74%	\$1,901	2.17%		
191	TACOM TARDEC	NA	NA	\$1,763	2.52%	\$1,708	2.38%	\$1,855	1.82%	\$1,808	2.59%
192	TACOM Legal	NA	NA	\$1,965	2.41%	\$2,384	2.79%	\$2,337	2.02%		
193	TACOM AcqCtr (W)	NA	NA	\$2,382	2.60%	\$2,340	2.46%	\$2,397	1.51%		
194	TACOM CBO	NA	NA	\$2,037	2.45%	\$2,506	2.94%	\$2,525	1.95%		
195	TACOM IG	NA	NA	\$1,819	2.36%	\$2,201	2.70%	\$2,287	0.48%		
196	TACOM CmdGp DCG	NA	NA	\$2,063	2.40%	\$2,358	2.76%	\$2,425	1.39%		
		\$1,654	2.14%	\$1,876	2.37%	\$1,971	2.38%	\$2,211	2.60%	\$1,822	2.46%

Average Total CA by Pay Pool [1 of 2]

Pay Pool Number	Organization	1999 CCAS		2000 CCAS		2001 CCAS		2002 CCAS		2003 CCAS		2004 CCAS		2005 CCAS		2006 CCAS		2007 CCAS	
		1999 Total Award \$	Total Award % of 1999 Base Pay	2000 Total Award \$	Total Award % of 2000 Base Pay	2001 Total Award \$	Total Award % of 2001 Base Pay	2002 Total Award \$	Total Award % of 2002 Base Pay	2003 Total Award \$	Total Award % of 2003 Base Pay	2004 Total Award \$	Total Award % of 2004 Base Pay	2005 Total Award \$	Total Award % of 2005 Base Pay	2006 Total Award \$	Total Award % of 2006 Base Pay	2007 Total Award \$	Total Award % of 2007 Base Pay
101	ACA CCE	\$760	1.61%	\$840	1.63%	\$1,268	2.37%	\$1,421	2.42%	\$1,758	2.82%	\$1,896	2.75%	\$2,184	3.12%	\$2,360	3.05%		
102	ATEC	\$954	1.80%	\$1,088	1.96%	\$1,210	1.93%	\$1,325	1.96%	\$1,532	2.14%	\$1,683	2.42%	\$1,721	2.35%	\$2,336	3.07%		
103	PEO EIS	\$2,141	3.34%	\$2,162	3.23%	\$1,868	2.68%	\$2,078	2.86%	\$1,963	2.79%	\$2,017	2.81%	\$2,284	2.96%	\$2,380	2.92%	\$2,525	3.26%
104	SAAL-ZP/CSA	\$1,161	1.69%	\$1,026	1.35%	\$1,063	1.42%												
105	ATEC AEC	\$1,370	2.07%	\$1,717	2.53%	\$1,713	2.44%	\$1,839	2.52%	\$1,698	2.34%	\$1,892	2.53%	\$1,693	2.21%	\$2,430	3.30%		
106	Army G8 (ADO)	\$2,092	3.33%	\$2,460	3.02%	\$3,246	4.47%	\$3,518	4.63%	\$3,179	4.00%	\$3,272	3.82%	\$3,535	3.53%	\$3,861	4.03%		
107	CKK	\$631	1.35%	\$552	1.10%	\$1,073	2.07%	\$674	1.30%	\$1,190	2.21%	\$951	1.87%	\$1,020	1.69%	\$1,840	3.27%	\$1,739	2.61%
108	ATEC OEC	\$1,259	1.97%																
109	SAAL-ZR	\$827	1.34%																
110	PEO CBD (JPOBD)	\$1,500	2.29%	\$1,558	2.15%	\$1,642	2.43%	\$1,639	2.29%	\$2,523	3.17%	\$2,040	2.48%	\$1,707	1.88%	\$3,036	3.32%		
111	MTAQ	\$584	1.17%	\$1,983	3.71%	\$1,821	3.19%	\$1,880	3.08%	\$2,184	3.51%	\$2,636	3.86%	\$2,097	2.96%	\$2,934	4.01%	\$3,112	3.98%
112	ASA ALT	\$468	1.17%	\$740	1.14%	\$892	1.42%	\$1,915	2.58%	\$2,259	2.89%	\$2,535	3.00%	\$2,822	3.18%	\$2,892	3.15%		
113	PEO C3T	\$1,846	2.39%	\$2,088	2.57%	\$2,667	3.25%	\$2,318	2.79%	\$2,313	3.07%	\$2,515	3.04%	\$3,108	3.57%	\$2,415	2.92%	\$3,016	3.69%
114	PEO GCS-P/Ammo	\$2,397	3.21%	\$2,330	3.00%	\$2,462	3.06%	\$2,466	2.96%	\$2,550	2.89%	\$2,680	2.97%	\$2,787	2.97%	\$2,822	2.95%		
119	PEO CIO	\$1,282	2.15%	\$1,975	3.18%	\$2,856	4.33%	\$3,642	5.31%	\$2,945	3.96%	\$2,068	2.52%	\$2,763	3.54%	\$2,278	2.72%	\$2,922	3.29%
120	PEO GCS-W	\$2,330	3.60%	\$2,515	3.62%	\$2,722	3.79%	\$2,879	3.85%	\$2,780	3.54%	\$2,313	2.86%	\$2,510	3.18%	\$3,498	4.38%	\$2,781	3.74%
121	PEO IEWS	\$1,075	1.66%	\$2,330	3.27%	\$2,385	3.29%	\$2,654	3.53%	\$2,800	3.63%	\$2,869	3.53%	\$3,098	3.64%	\$3,393	3.79%		
122	SAAL-ZC	\$673	1.17%																
123	SAAL-ZT	\$1,106	1.51%	\$1,485	1.65%	\$1,423	1.84%	\$2,268	2.68%										
124	SAAL-ZS	\$897	1.71%	\$695	1.13%	\$919	1.54%	\$1,728	2.61%										
125	SAAL-ZD	\$955	1.46%	\$1,089	1.30%	\$1,921	2.62%												
126	MEDCOM	\$803	2.51%	\$1,454	3.23%	\$2,472	5.19%	\$1,237	2.46%	\$1,448	2.72%	\$1,698	3.20%	\$1,648	2.90%	\$1,263	2.16%	\$758	1.46%
127	RDAISA	\$784	1.50%	\$1,687	3.24%	\$1,357	2.49%	\$1,460	2.53%										
128	SAAL-ZL			\$1,489	1.66%	\$2,040	2.60%												
129	DDACM/ASC			\$945	1.46%	\$2,054	3.16%	\$2,397	3.43%	\$1,912	2.70%	\$2,218	3.00%	\$2,348	3.12%	\$2,450	3.02%		
130	MTAQ Supr			\$2,819	3.59%	\$2,932	3.69%	\$5,476	6.07%	\$4,913	5.18%	\$3,678	3.54%	\$4,987	4.63%	\$3,877	3.51%		
131	OF-TF					\$570	0.90%	\$1,427	1.97%	\$2,275	2.83%	\$2,034	2.25%						
132	PM FCS					\$2,739	3.60%	\$2,299	2.85%										
133	PM JSIMS							\$2,056	3.23%	\$2,226	3.26%	\$2,416	3.36%						
134	PEO Aviation							\$1,315	1.50%	\$2,871	3.16%	\$2,388	3.17%	\$2,708	3.39%	\$2,884	3.50%	\$3,122	3.98%
135	ACA HQ							\$974	1.32%	\$2,109	2.60%	\$2,315	2.70%	\$2,479	2.61%	\$2,491	2.67%		
136	OAA DOL							\$1,190	2.58%	\$1,268	2.62%	\$1,614	2.73%	\$710	1.13%				
137	PEO CS/CS							NA	NA	NA	NA	NA	NA	NA	NA	\$3,294	4.46%	\$3,055	4.52%
Army Average		\$1,213	2.00%	\$1,610	2.38%	\$1,893	2.79%	\$2,080	2.90%	\$2,136	2.75%	\$2,335	2.90%	\$2,551	3.02%	\$2,945	3.40%	\$2,437	3.28%

Average Total CA by Pay Pool [2 of 2]

Pay Pool Number	Organization	2003 CCAS		2004 CCAS		2005 CCAS		2006 CCAS		2007 CCAS	
		2003 Total Award \$	Total Award % of 2003 Base Pay	2004 Total Award \$	Total Award % of 2004 Base Pay	2005 Total Award \$	Total Award % of 2005 Base Pay	2006 Total Award \$	Total Award % of 2006 Base Pay	2007 Total Award \$	Total Award % of 2007 Base Pay
138	ATEC DTC	\$1,608	2.22%	\$1,779	2.50%	\$2,029	2.63%	\$2,791	3.48%		
139	ATEC OTC	\$1,334	2.00%	\$1,500	2.26%	\$1,787	2.54%	\$2,473	3.34%	\$2,536	3.37%
140	AMSAA CCAD	\$1,668	2.29%	\$1,815	2.51%	\$2,077	2.76%	\$2,409	2.95%	\$2,500	3.04%
141	AMSAA CSAD	\$1,567	2.13%	\$1,718	2.28%	\$1,845	2.45%	\$2,368	3.05%	\$2,087	2.78%
142	AMSAA LAD	\$1,525	2.21%	\$1,562	2.20%	\$1,738	2.45%	\$2,207	2.92%	\$1,950	2.59%
143	AMSAA JTCG	\$1,575	2.48%	\$1,729	2.82%	\$1,731	2.74%	\$1,844	2.89%	\$2,092	3.30%
144	AMSAA SOD	\$1,232	2.38%	\$1,324	2.26%	\$1,458	2.40%	\$1,509	2.47%	\$1,368	2.34%
145	AMSAA Chiefs	\$3,553	3.48%	\$3,601	3.33%	\$3,713	3.37%	\$3,934	3.49%		
146	ACA South Region	\$2,120	2.66%	\$1,823	2.30%	\$1,634	2.11%	\$1,722	2.24%		
147	AMSAA MAD			\$1,632	2.49%	\$1,636	2.36%	\$2,045	2.82%	\$2,235	2.97%
148	AMSAA RIA							\$3,254	4.35%		
150	AMCOM TMDE	\$1,620	2.00%	\$2,426	2.78%	\$2,832	3.26%	\$3,130	3.49%		
151	AMCOM CIC	\$1,260	1.60%	\$1,801	2.14%						
152	AMCOM LAISO	\$1,261	2.11%	\$1,979	3.04%	\$2,194	3.04%	\$2,955	3.36%		
153	AMCOM IMMC	\$1,716	1.99%	\$2,574	2.79%	\$3,184	3.35%	\$3,417	3.51%		
154	AMCOM AcqCtr	\$1,711	1.82%	\$3,087	3.13%	\$3,327	3.31%	\$3,625	3.41%		
155	AMCOM CmdStaff	\$2,338	2.61%	\$3,220	3.52%	\$3,897	4.34%	\$3,708	3.82%		
156	AMCOM SAMD	\$1,635	1.81%	\$2,445	2.62%	\$3,179	3.30%	\$3,755	3.68%		
157	AMCOM IG	\$1,386	2.06%	\$1,896	2.65%	\$3,893	5.11%	\$3,279	4.57%		
158	AMCOM SOD			\$1,914	2.27%	\$3,203	3.70%	\$3,389	3.74%		
159	AMCOM G Staff					\$3,168	3.27%	\$3,855	3.75%		
160	PEO STRI	\$1,148	1.64%	\$1,809	2.46%	\$1,701	2.23%	\$1,815	2.32%	\$2,228	2.97%
161	PEO Soldier			\$5,390	6.46%	\$2,912	3.18%	\$3,996	4.12%		
162	PEO MS					\$3,349	3.41%	\$3,627	3.71%		
163	GMD					\$3,085	3.53%				
164	THAAD					\$2,411	3.24%	\$2,513	3.28%		
165	PEO ASDM	\$2,156	2.36%	\$3,250	3.41%						
166	ASC PEO C3T Supv							\$6,489	5.95%		
167	PM UA					\$3,106	3.63%	\$4,044	4.80%	\$4,153	5.37%
168	ASC PCO					\$1,811	2.31%	\$2,866	3.26%		
169	PM Arrow					\$2,803	3.26%	\$4,565	5.64%		
170	ARDEC BVETD			\$3,047	3.11%	\$3,324	3.22%	\$3,458	3.26%		
180	ARDEC HQ/TD/ASCO	\$2,732	3.20%	\$2,459	2.84%	\$2,585	2.83%				
181	ARDEC FSAC	\$2,814	3.15%	\$2,662	2.89%	\$2,873	2.97%	\$3,139	3.09%		
182	ARDEC FUZE	\$2,299	3.03%	\$2,722	3.37%	\$3,028	3.55%	\$2,964	3.33%		
183	ARDEC WECAC	\$2,836	3.02%								
184	ARDEC CCAC	\$2,490	2.71%	\$2,525	2.91%	\$2,687	2.90%	\$2,796	2.92%		
185	ARDEC QED	\$2,632	2.94%	\$2,765	2.93%	\$2,893	2.98%	\$3,059	3.10%		
186	ARDEC RMD	\$2,546	3.12%								
187	ARDEC Benet	\$2,129	2.88%	\$2,334	2.90%	\$2,453	2.93%	\$2,566	3.03%		
188	AcqCtr (P)	\$2,399	2.58%	\$2,646	2.86%	\$2,707	2.83%	\$2,942	2.95%		
189	ARDEC FSC&TD			\$2,730	3.04%	\$2,981	3.32%	\$2,942	3.15%		
190	TACOM Chiefs	NA	NA	\$2,008	2.61%	\$2,395	2.99%	\$2,151	2.64%		
191	TACOM TARDEC	NA	NA	\$2,517	3.61%	\$2,043	2.80%	\$2,135	2.97%	\$2,132	3.03%
192	TACOM Legal	NA	NA	\$2,227	2.64%	\$2,525	2.91%	\$2,337	2.73%		
193	TACOM AcqCtr (VV)	NA	NA	\$2,716	2.90%	\$2,874	2.97%	\$2,938	2.95%		
194	TACOM CBO	NA	NA	\$2,237	2.68%	\$2,752	3.19%	\$2,815	3.28%		
195	TACOM IG	NA	NA	\$1,819	2.36%	\$2,201	2.70%	\$4,052	4.77%		
196	TACOM CmdGp DCG	NA	NA	\$2,350	2.78%	\$2,736	3.29%	\$2,947	3.50%		
		\$2,136	2.75%	\$2,335	2.90%	\$2,551	3.02%	\$2,945	3.40%	\$2,437	3.28%

Averages by Career Path and Broadband Level

CRI

Career Path & Broadband	1999 Average CRI \$	Average CRI % of 1999 Base Salary	2000 Average CRI \$	Average CRI % of 2000 Base Salary	2001 Average CRI \$	Average CRI % of 2001 Base Salary	2002 Average CRI \$	Average CRI % of 2002 Base Salary	2003 Average CRI \$	Average CRI % of 2003 Base Salary	2004 Average CRI \$	Average CRI % of 2004 Base Salary	2005 Average CRI \$	Average CRI % of 2005 Base Salary	2006 Average CRI \$	Average CRI % of 2006 Base Salary	2007 Average CRI \$	Average CRI % of 2007 Base Salary
NK-I	\$260	1.12%	\$154	0.69%	\$0	0.00%	\$0	0.00%	\$254	1.07%	\$1,563	7.24%	\$511	2.32%	\$801	3.45%	\$344	1.47%
NK-II	\$739	2.65%	\$816	2.74%	\$883	2.84%	\$720	2.21%	\$647	1.95%	\$695	2.09%	\$642	1.88%	\$630	1.82%	\$656	1.89%
NK-III	\$975	2.67%	\$975	2.51%	\$1,250	3.11%	\$1,166	2.78%	\$1,205	2.83%	\$1,378	3.19%	\$1,378	3.16%	\$1,447	3.26%	\$1,433	3.19%
NJ-I	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NJ-II	\$763	2.61%	\$798	2.52%	\$712	2.18%	\$644	1.91%	\$718	2.03%	\$1,003	2.78%	\$555	1.45%	\$885	2.66%	\$753	2.19%
NJ-III	NA	NA	NA	NA	NA	NA	NA	NA	\$896	1.89%	\$1,064	2.07%	\$506	1.18%	\$830	1.81%	\$1,109	2.34%
NJ-IV	NA	NA	NA	NA	NA	NA	NA	NA	\$1,357	2.02%	\$1,945	2.92%	\$1,576	2.28%	\$1,455	2.13%	\$1,652	2.34%
NH-I	NA	NA	NA	NA	NA	NA	NA	NA	\$934	3.71%	\$1,186	4.43%	\$37	0.13%	NA	NA	NA	NA
NH-II	\$1,315	3.76%	\$1,485	3.80%	\$1,512	3.74%	\$1,527	3.64%	\$1,482	3.47%	\$1,640	3.75%	\$1,625	3.75%	\$1,642	3.63%	\$1,094	2.32%
NH-III	\$1,439	2.48%	\$1,489	2.48%	\$1,728	2.79%	\$1,623	2.46%	\$1,450	2.16%	\$1,458	2.11%	\$1,413	2.03%	\$1,418	2.00%	\$1,338	1.88%
NH-IV	\$1,753	2.17%	\$1,807	2.17%	\$2,190	2.55%	\$2,137	2.39%	\$2,273	2.52%	\$2,551	2.74%	\$2,562	2.68%	\$2,400	2.44%	\$2,203	2.23%
	\$905	2.18%	\$938	2.11%	\$1,034	2.15%	\$1,692	2.57%	\$1,218	2.51%	\$1,949	2.53%	\$1,844	2.44%	\$1,788	2.32%	\$1,408	2.01%

APPROVED

Career Path & Broadband	1999 Average Approved CA \$	Average Approved CA % of 1999 Base Salary	2000 Average Approved CA \$	Average Approved CA % of 2000 Base Salary	2001 Average Approved CA \$	Average Approved CA % of 2001 Base Salary	2002 Average Approved CA \$	Average Approved CA % of 2002 Base Salary	2003 Average Approved CA \$	Average Approved CA % of 2003 Base Salary	2004 Average Approved CA \$	Average Approved CA % of 2004 Base Salary	2005 Average Approved CA \$	Average Approved CA % of 2005 Base Salary	2006 Average Approved CA \$	Average Approved CA % of 2006 Base Salary	2007 Average Approved CA \$	Average Approved CA % of 2007 Base Salary
NK-I	\$136	0.59%	\$151	0.65%	\$242	0.95%	\$397	1.50%	\$382	1.49%	\$1,372	6.22%	\$488	2.11%	\$1,397	6.00%	\$914	3.90%
NK-II	\$426	1.45%	\$668	2.16%	\$677	2.09%	\$654	1.93%	\$624	1.79%	\$789	2.26%	\$799	2.22%	\$932	2.56%	\$928	2.50%
NK-III	\$635	1.72%	\$729	1.88%	\$850	2.12%	\$1,053	2.47%	\$1,030	2.37%	\$1,206	2.72%	\$1,161	2.61%	\$1,470	3.20%	\$1,558	3.39%
NJ-I	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NJ-II	\$383	1.31%	\$372	1.17%	\$473	1.42%	\$504	1.47%	\$562	1.57%	\$808	2.19%	\$534	1.39%	\$972	2.83%	\$606	1.72%
NJ-III	NA	NA	NA	NA	NA	NA	NA	NA	\$953	1.96%	\$971	1.88%	\$992	2.11%	\$1,384	2.80%	\$1,586	3.18%
NJ-IV	NA	NA	NA	NA	NA	NA	NA	NA	\$1,410	2.04%	\$1,548	2.31%	\$1,970	2.83%	\$1,926	2.78%	\$2,002	2.84%
NH-I	NA	NA	NA	NA	NA	NA	NA	NA	\$525	2.1%	\$667	2.49%	\$698	2.44%	NA	NA	NA	NA
NH-II	\$506	1.39%	\$648	1.66%	\$744	1.81%	\$880	2.06%	\$832	1.9%	\$1,001	2.15%	\$890	1.88%	\$996	2.06%	\$1,151	2.38%
NH-III	\$809	1.34%	\$1,335	2.13%	\$1,369	2.10%	\$1,448	2.10%	\$1,218	1.7%	\$1,575	2.19%	\$1,560	2.13%	\$1,796	2.42%	\$1,939	2.56%
NH-IV	\$1,459	1.75%	\$1,886	2.19%	\$1,921	2.16%	\$2,061	2.22%	\$2,025	2.2%	\$2,382	2.50%	\$2,498	2.54%	\$2,806	2.78%	\$2,779	2.78%
	\$915	1.49%	\$1,325	2.07%	\$523	1.05%	\$1,501	2.13%	\$1,020	1.95%	\$1,873	2.32%	\$1,832	2.29%	\$2,091	2.57%	\$1,925	2.60%

TOTAL

Career Path & Broadband	1999 Average Total CA \$	Average Total CA % of 1999 Base Salary	2000 Average Total CA \$	Average Total CA % of 2000 Base Salary	2001 Average Total CA \$	Average Total CA % of 2001 Base Salary	2002 Average Total CA \$	Average Total CA % of 2002 Base Salary	2003 Average Total CA \$	Average Total CA % of 2003 Base Salary	2004 Average Total CA \$	Average Total CA % of 2004 Base Salary	2005 Average Total CA \$	Average Total CA % of 2005 Base Salary	2006 Average Total CA \$	Average Total CA % of 2006 Base Salary	2007 Average Total CA \$	Average Total CA % of 2007 Base Salary
NK-I	\$155	0.67%	\$562	2.30%	\$1,190	4.66%	\$959	3.63%	\$688	2.87%	\$1,559	6.90%	\$1,252	5.44%	\$1,997	8.53%	\$1,664	7.08%
NK-II	\$706	2.41%	\$860	2.74%	\$1,088	3.38%	\$1,023	2.96%	\$1,085	3.13%	\$1,146	3.21%	\$1,225	3.32%	\$1,421	3.83%	\$1,512	4.00%
NK-III	\$752	2.03%	\$755	1.93%	\$903	2.22%	\$1,241	2.87%	\$1,360	3.11%	\$1,490	3.31%	\$1,394	3.09%	\$1,902	4.07%	\$2,031	4.36%
NJ-I	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NJ-II	\$383	1.31%	\$419	1.32%	\$584	1.78%	\$556	1.60%	\$708	2.01%	\$923	2.46%	\$674	1.72%	\$1,149	3.23%	\$784	2.26%
NJ-III	NA	NA	NA	NA	NA	NA	NA	NA	\$1,465	2.93%	\$971	1.88%	\$1,245	2.54%	\$1,726	3.38%	\$1,959	3.82%
NJ-IV	NA	NA	NA	NA	NA	NA	NA	NA	\$1,917	2.81%	\$2,027	2.93%	\$2,205	3.12%	\$2,027	2.90%	\$2,002	2.84%
NH-I	NA	NA	NA	NA	NA	NA	NA	NA	\$525	2.09%	\$667	2.49%	\$1,902	6.64%	NA	NA	NA	NA
NH-II	\$714	1.96%	\$895	2.23%	\$1,193	2.87%	\$1,157	2.62%	\$1,086	2.40%	\$1,347	2.83%	\$1,170	2.41%	\$1,287	2.59%	\$1,461	2.95%
NH-III	\$1,237	2.04%	\$1,682	2.63%	\$1,976	3.00%	\$2,016	2.85%	\$1,789	2.53%	\$2,135	2.88%	\$2,158	2.86%	\$2,458	3.21%	\$2,704	3.48%
NH-IV	\$2,006	2.36%	\$2,289	2.60%	\$2,480	2.77%	\$2,549	2.71%	\$2,560	2.74%	\$2,835	2.91%	\$3,090	3.07%	\$3,495	3.39%	\$3,318	3.30%
	\$1,320	2.14%	\$1,649	2.54%	\$1,911	2.86%	\$1,974	2.78%	\$1,388	2.64%	\$2,367	2.89%	\$2,381	2.94%	\$2,718	3.29%	\$2,585	3.46%

Breakdown of CRI

CRI %	CCAS 1999		CCAS 2000		CCAS 2001		CCAS 2002		CCAS 2003		CCAS 2004		CCAS 2005		CCAS 2006		CCAS 2007	
20%	4	0.27%	4	0.25%	7	0.42%	0	0.00%	5	0.12%	12	0.22%	9	0.14%	8	0.12%	0	0.00%
15.00 - 19.99%	6	0.41%	14	0.87%	10	0.60%	4	0.21%	4	0.10%	10	0.18%	14	0.22%	21	0.31%	2	0.06%
10.01 - 14.99%	10	0.68%	20	1.24%	33	1.97%	17	0.91%	14	0.34%	59	1.07%	30	0.46%	14	0.21%	6	0.19%
6.01 - 10.00%	62	4.22%	61	3.79%	93	5.55%	80	4.30%	96	2.30%	113	2.04%	151	2.33%	87	1.28%	23	0.73%
5.91 - 6.00%	3	0.20%	15	0.93%	45	2.69%	27	1.45%	83	1.99%	103	1.86%	117	1.81%	123	1.81%	38	1.20%
3.34 - 5.90%	317	21.58%	329	20.45%	379	22.63%	437	23.48%	926	22.17%	1281	23.17%	1480	22.89%	1453	21.44%	476	15.04%
2.63 - 3.33%	219	14.91%	206	12.80%	224	13.37%	284	15.26%	683	16.35%	880	15.92%	833	12.68%	935	13.79%	421	13.30%
0.01 to 2.62%	538	36.62%	664	41.27%	473	28.24%	754	40.52%	1524	36.49%	1929	34.90%	2430	37.58%	3327	49.09%	1394	44.04%
0.00%	310	21.10%	296	18.40%	411	24.54%	258	13.86%	842	20.16%	1141	20.64%	1403	21.69%	810	11.95%	805	25.43%
Total	1469	100.00%	1609	100.00%	1675	100.00%	1861	100.00%	4177	100.00%	5528	100.00%	6467	100.00%	6778	100.00%	3165	100.00%

CCAS 2007			
0.01 to 2.62% CRI Breakdown	1394	100.00%	% of 3165
Maximum Salary for Broadband CRI Carryover to Award	94	6.74%	2.97%
0.01 to 2.62%	1300	93.26%	41.07%
CCAS 2007			
0.00% CRI Breakdown	805	100.00%	% of 3165
Retained Pay	4	0.50%	0.13%
Less Than 90 Days	124	15.40%	3.92%
Presumptive Status 2	2	0.25%	0.06%
Presumptive Status 3	7	0.87%	0.22%
Above the Upper Rail	5	0.62%	0.16%
Override By Pay Pool Panel	28	3.48%	0.88%
Maximum Salary for Broadband CRI Carryover to Award	629	78.14%	19.87%
Attained Max Salary for Broadband and No CRI Carry Over to Award	6	0.75%	0.19%

The following statistics from the chart above show the percentage of the workforce that received CRI that was equal to or greater than a within-grade increase.

- CCAS 1999 - 42.77%
- CCAS 2000 - 40.33%
- CCAS 2001 - 47.22%
- CCAS 2002 - 45.62%
- CCAS 2003 - 43.36%; another 18.91% (790 of 4177) had CRI carryover to CA.
- CCAS 2004 - 44.46%; another 23.28% (1287 of 5528) had CRI carryover to CA.
- CCAS 2005 - 40.73%; another 23.70% (1533 of 6467) had CRI carryover to CA.
- CCAS 2006 - 38.96%; another 25.07% (1699 of 6778) had CRI carryover to CA.
- CCAS 2007 - 30.52%; another 22.84% (723 of 3165) had CRI carryover to CA.

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

	CCAS 1999		CCAS 2000		CCAS 2001		Recipient	CCAS 2002		Recipient	CCAS 2003	
	High	Average	High	Average	High	Average		High	Average		High	Average
Dollar	4923		11572		9148		NH-IV	11212		NH-IV-1102	9623 (8.89%)	
Carryover	6671	915	6744	1325	7193	1378	NH-IV	6747	1501	NH-IV-0340	9983 (9.22%)	1473
CA	9008	1320	13346	1649	14606	1911	NH-IV	17520	1974	NH-IV-0340	15969 (14.43%)	1994
Total Award												

	CCAS 1999		CCAS 2000		CCAS 2001		Recipient	CCAS 2002		Recipient	CCAS 2003	
	High	Average	High	Average	High	Average		High	Average		High	Average
Per Cent												
CRI	20.00%	2.55%	20.00%	2.71%	20.00%	2.84%	NH-III	17.82%	2.58%	NH-II-1515	20.00% (8091)	2.45%
CA	8.27%	1.49%	17.18%	2.33%	8.90%	2.07%	NH-III	9.41%	2.14%	NK-III-0318	9.61% (3744)	1.96%
Total Award	18.25%	2.14%	42.13%	2.95%	16.69%	2.86%	NK-II	22.85%	2.78%	NH-IV-0340	14.43% (15969)	2.63%

	Recipient	CCAS 2004		Recipient	CCAS 2005		Recipient	CCAS 2006		Recipient	CCAS 2007	
		High	Average		High	Average		High	Average		High	Average
Dollar												
Approved CRI	NH-IV-0801	14972 (17.72%)	1854	NH-IV-0855	10001 (9.88%)	1936	NH-III-1102	11874 (16.07%)	1788	NH-IV-1102	10222 (11.68%)	1408
Carryover	NH-III-0301	11026		NH-IV-0340	17214		NH-IV-0346	11165		NH-IV-1102	8219	
CA	NH-III-0346	8838 (16.20%)	1786	NH-IV-0501	7952 (7.13%)	1915	NH-IV-1515	10009 (11.40%)	2091	NH-IV-854	8569 (9.28%)	1925
Total Award	NH-III-0301	15988 (19.55%)	2266	NH-IV-0340	27213 (23.36%)	2483	NH-IV-0340	27500 (23.12%)	2718	NH-III-855	11354 (13.04%)	2585

	Recipient	CCAS 2004		Recipient	CCAS 2005		Recipient	CCAS 2006		Recipient	CCAS 2007	
		High	Average		High	Average		High	Average		High	Average
Per Cent												
CRI	NH-II-1515	20.00% (8517)	2.52%	NH-II-1529	23.79% (7804)	3.75%	NH-II-1102	20% (8822)	2.32%	NK-II-326	16.41% (4206)	2.01%
CA	NH-III-0346	16.60% (3744)	2.33%	NH-II-0343	12.41% (4319)	1.88%	NH-III-0301	12.12% (6708)	2.57%	NH-III-854	9.71% (5728)	2.60%
Total Award	NH-II-1102	19.63% (7160)	2.92%	NH-IV-0340	23.36% (27213)	2.91%	NH-IV-0340	23.12% (27500)	3.29%	NK-II-318	13.14% (5420)	3.46%

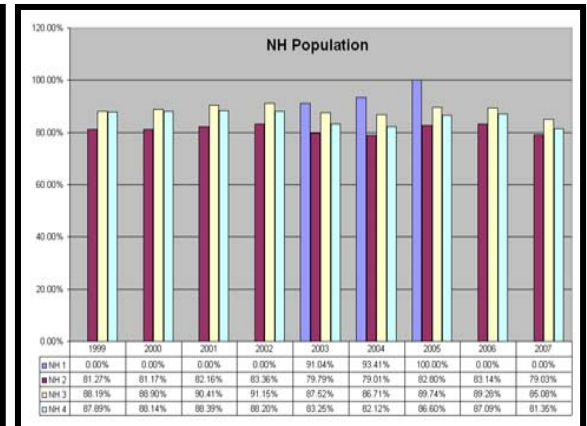
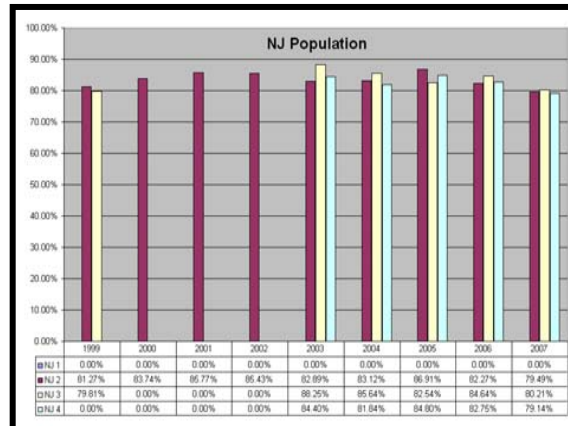
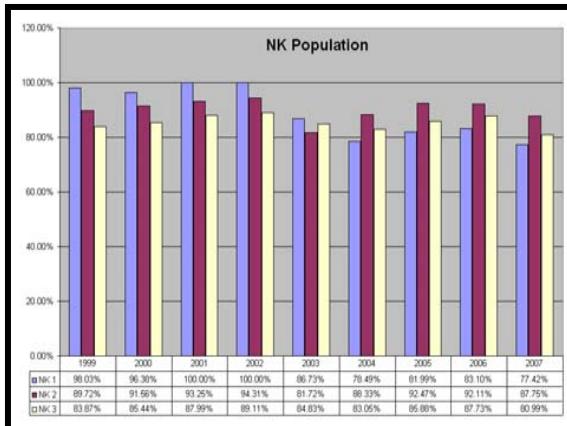
Salary Creep

This chart records the progression towards the maximum salary for each broadband level.

Career Path	Broad band Level	CCAS 1999				CCAS 2000				CCAS 2001				CCAS 2002			
		Number of Employees	Average Base Salary	2000 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2001 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2002 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2003 Maximum Salary for Broadband Level	Salary Cap
NK	1	2	24345	24833	98.03%	4	24579	25502	96.38%	2	26415	26415	100.00%	1	27234	27234	100.00%
NK	2	136	30870	34408	89.72%	133	32357	35339	91.56%	119	34144	36615	93.25%	140	35603	37749	94.31%
NK	3	50	38879	46359	83.87%	53	40678	47610	85.44%	57	43400	49324	87.99%	55	45313	50851	89.11%
NJ	1	0	0	24833	0.00%	0	0	25502	0.00%	0	0	25415	0.00%	0	0	27234	0.00%
NJ	2	31	30972	38108	81.27%	29	32780	39143	83.74%	26	34780	40551	85.77%	17	35717	41806	85.43%
NJ	3	1	40651	50932	79.81%	0	0	52305	0.00%	0	0	54185	0.00%	0	0	55873	0.00%
NJ	4	0	0	72586	0.00%	0	0	74553	0.00%	0	0	77229	0.00%	0	0	79629	0.00%
NH	1	0	0	24833	0.00%	0	0	25502	0.00%	0	0	25415	0.00%	0	0	27234	0.00%
NH	2	154	41390	50932	81.27%	180	42456	52305	81.17%	207	44517	54185	82.16%	237	46574	55873	83.36%
NH	3	667	64011	72586	88.19%	736	66277	74553	88.90%	752	69823	77229	90.41%	786	72583	79629	91.15%
NH	4	428	86680	100897	87.89%	474	91333	103623	88.14%	512	94898	107357	88.39%	625	97619	110682	88.20%
Total		1469				1609				1675				1861			

For example, look at the NJ-2 employees throughout the years:

- As a result of 1999 CCAS, the average salary of the 31 NJ-2's is 81.27% of \$38,108, the max for the broadband.
- For CCAS 2000, the 29 NJ-2 employees were 2.5% closer to the maximum salary at 83.74%.
- For CCAS 2001, the 26 NJ-2 employees were 2.03% closer to the maximum salary at 85.77%.
- CCAS 2002, the 17 NJ-2 employees were 85.47% of their maximum salary and regressed from the max salary by 0.34%.

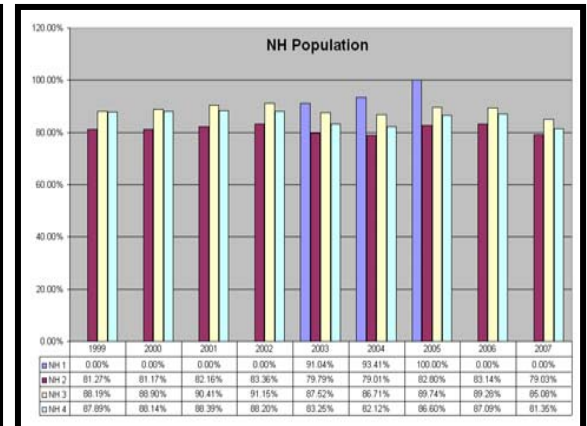
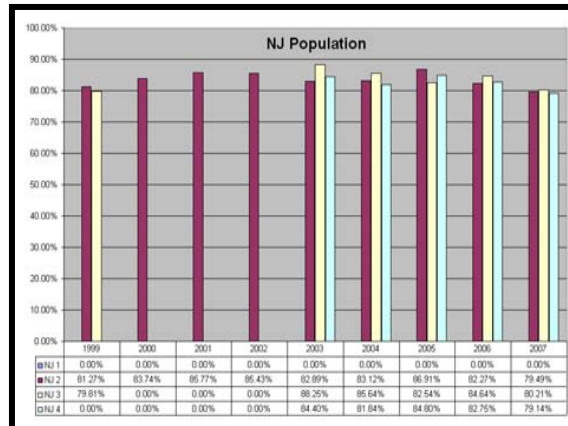
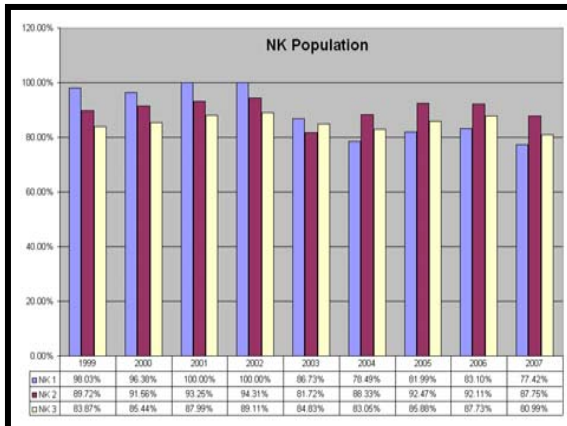


Salary Creep

The progression/regression continues...

Career Path	Broadband Level	CCAS 2003				CCAS 2004				CCAS 2005				CCAS 2006				CCAS 2007			
		Number of Employees	Average Base Salary	2004 Maximum Salary for Broadband Level	2004 Salary Cap	Number of Employees	Average Base Salary	2005 Maximum Salary for Broadband Level	2005 Salary Cap	Number of Employees	Average Base Salary	2006 Maximum Salary for Broadband Level	2006 Salary Cap	Number of Employees	Average Base Salary	2007 Maximum Salary for Broadband Level	2007 Salary Cap	Number of Employees	Average Base Salary	2008 Maximum Salary for Broadband Level	2008 Salary Cap
NK	1	3	23977	27647	86.73%	5	22505	28671	78.49%	7	24004	29278	81.99%	5	24738	29,769	83.10%	3	23630	30522	77.42%
NK	2	251	34677	42432	81.72%	356	35099	39738	88.33%	342	37515	40569	92.47%	337	38006	41,262	92.11%	236	37110	42290	87.75%
NK	3	77	43782	51609	84.83%	101	44457	53532	83.05%	140	46935	54649	85.88%	131	48762	55,580	87.73%	54	46145	56973	80.99%
NJ	1	0	0	27647	0.00%	0	0	28671	0.00%	0	0	29278	0.00%	0	0	29,769	0.00%	0	0	30522	0.00%
NJ	2	19	35172	42432	82.89%	15	36577	44004	83.12%	18	39051	44931	86.91%	10	37595	45,699	82.27%	7	37230	46839	79.49%
NJ	3	7	50045	56707	88.25%	5	50364	58811	85.64%	19	49565	60049	82.54%	21	51686	61,068	84.64%	19	50205	62593	80.21%
NJ	4	10	68207	80818	84.40%	11	68600	83819	81.84%	40	72574	85578	84.80%	51	72021	87,039	82.75%	43	70609	89217	79.14%
NH	1	1	25169	27647	91.04%	1	26783	28671	93.41%	1	29278	29278	100.00%	0	0	29,769	0.00%	0	0	30522	0.00%
NH	2	382	45244	56707	79.79%	455	46465	58811	79.01%	504	49723	60049	82.80%	504	50769	61,068	83.14%	248	49465	62593	79.03%
NH	3	1793	70735	80818	87.52%	2394	72681	83819	86.71%	2803	76794	85578	89.74%	2994	77710	87,039	89.28%	2050	75908	89217	85.08%
NH	4	1634	93526	112346	83.25%	2185	95678	116517	82.12%	2593	103019	118957	86.60%	2725	105360	120,981	87.09%	505	100882	124010	81.35%
Total		4177				5528				6467				6778				3165			

- For CCAS 2003, the 19 NJ-2 employees were at 82.89% of their maximum salary, a regression of 2.54%.
- For CCAS 2004, the 15 NJ-2's were 0.23% closer or at 83.12% of their maximum salary.
- For CCAS 2005, the 18 NJ-2's were 3.79% closer or 86.91% of their maximum salary.
- For CCAS 2006, the 10 NJ-2's were at 82.27% of their maximum salary, a regression of 4.64%.
- For CCAS 2007, the 7 NJ-2's were at 79.49% of their maximum salary or 2.78% less than last year.



Averages by Occupational Job Series

Job Series	Count	CRI % of 2006 Base Pay	CA % of 2006 Base Pay	Total Award % of 2006 Base Pay
0018	1	1.25%	1.03%	1.03%
0080	3	1.93%	2.24%	2.24%
0301	487	1.93%	2.82%	3.54%
0303	78	2.00%	2.68%	3.46%
0305	2	2.54%	0.00%	1.88%
0318	165	2.29%	2.90%	4.51%
0326	9	4.06%	2.47%	4.47%
0340	25	2.71%	3.80%	3.81%
0341	36	2.23%	3.39%	3.65%
0343	281	2.19%	2.78%	3.50%
0344	17	1.06%	3.00%	4.32%
0346	162	1.67%	2.86%	3.72%
0391	35	1.46%	2.85%	3.44%
0501	7	2.52%	3.47%	3.47%
0510	1	6.00%	3.70%	3.74%
0560	54	2.21%	2.74%	3.53%
0561	2	2.04%	2.27%	2.27%
0801	145	2.17%	3.24%	3.92%
0802	64	2.31%	2.92%	3.11%
0803	1	0.00%	1.69%	3.39%
0806	8	1.11%	2.16%	2.65%
0810	1	0.00%	3.29%	6.03%

Job Series	Count	CRI % of 2006 Base Pay	CA % of 2006 Base Pay	Total Award % of 2006 Base Pay
0819	1	1.57%	2.30%	2.30%
0830	273	2.23%	2.73%	3.28%
0850	75	2.03%	2.46%	3.22%
0854	154	1.98%	2.83%	3.30%
0855	196	1.21%	2.62%	3.81%
0856	2	2.01%	2.04%	2.04%
0861	17	1.99%	2.56%	4.37%
0893	11	2.37%	2.71%	3.16%
0896	8	2.26%	2.59%	3.88%
0905	3	0.85%	1.41%	5.36%
0950	1	3.05%	3.03%	3.03%
0986	1	0.00%	1.87%	12.26%
1035	2	1.94%	3.12%	4.26%
1060	2	1.22%	1.76%	2.33%
1071	1	2.53%	2.08%	2.08%
1083	2	3.86%	3.18%	3.18%
1084	1	1.29%	1.72%	1.72%
1087	1	0.00%	0.00%	3.64%
1101	15	1.69%	2.43%	2.63%
1102	268	2.24%	2.21%	3.11%
1105	11	1.78%	0.78%	1.89%
1106	3	0.00%	1.49%	4.50%

Job Series	Count	CRI % of 2006 Base Pay	CA % of 2006 Base Pay	Total Award % of 2006 Base Pay
1176	1	5.19%	4.27%	4.27%
1301	4	2.54%	2.55%	2.67%
1310	3	1.00%	0.00%	0.46%
1320	5	1.92%	2.30%	2.30%
1410	1	1.25%	1.03%	1.47%
1515	229	2.29%	1.21%	3.03%
1520	1	0.00%	0.00%	0.00%
1550	47	2.04%	2.30%	2.99%
1640	4	2.30%	2.55%	2.99%
1670	7	1.78%	3.06%	3.31%
1712	2	0.00%	0.79%	1.39%
1910	66	2.17%	2.99%	3.39%
2001	1	1.91%	1.58%	1.58%
2003	3	2.56%	1.81%	3.03%
2005	5	1.86%	1.57%	2.93%
2010	2	2.13%	2.11%	2.11%
2101	1	2.80%	3.74%	3.74%
2102	2	2.22%	0.00%	3.56%
2130	2	1.32%	2.60%	3.30%
2210	147	1.37%	2.29%	3.03%
	3165	1.91%	2.26%	3.23%

When the Total Award % is higher than the CA %, it is because of the CRI carryover to the CA.

Projected Army Pay Pools in 2009

PP103	PEO EIS
PP107	CCK
PP111	SDDC
PP113	PEO C3T
PP119	PEO CIO
PP120	PEO GCS
PP121	PEO IEWS
PP126	MEDCOM HCAA
PP134	PEO Aviation
PP137	PEO CS/CSS
PP139	ATEC OTC
PP167	PM UA
PP191	TARDEC