

Pay Pool Feedback

Date _____

Pay Pool Manager: _____

Pay Pool Panel Members:

TO: _____ (Name of Supervisor)		Job Achievement and/or Innovation	Communication and/or Teamwork	Mission Support
Your recommended score(s) for: _____ (Name of Employee)				
are returned for reconsideration for the following factors:				
<input type="checkbox"/>	Score was increased because contribution was given greater weight by the pay pool			
<input type="checkbox"/>	Score was decreased because contribution was given less weight by the Pay Pool			
<input type="checkbox"/>	Score was increased because the deficiency identified by the supervisor was given less weight by the Pay Pool			
<input type="checkbox"/>	Score was decreased because the deficiency identified by the supervisor was given greater weight by the Pay Pool			
<input type="checkbox"/>	Score was normalized to others in the same occupational series and broadband level because the score was determined to be too high or too low and not supported by either or both of the following:			
	<input type="checkbox"/> Employee Self Assessment			
	<input type="checkbox"/> Supervisor Assessment			
<input type="checkbox"/>	The score was lowered because the contribution was not to the organization's missions and goals			
DID NOT CONTRIBUTE AT THE EXPECTED LEVEL				
<input type="checkbox"/>	Contribution determined to be at a higher categorical level (e.g., medium, high, or next higher broadband)			
<input type="checkbox"/>	Contribution determined to be at a lower categorical rating (e.g., Medium High, Medium, Medium Low, Low or next lower broadband)			
<input type="checkbox"/>				

Please return this to the Pay Pool Panel ATTN: _____

NLT _____.

Feedback to Supervisor

- Final approval of OCS rests with the pay pool manager. The OCS, as approved by the pay pool manager, becomes the rating of record.
- “The pay pool panel has the authority to make OCS adjustments, after discussion with the initial rating officials, to ensure equity and consistency in the ranking of all employees.”
- “CCAS scores can only be adjusted after discussion with the rating official.”

(Section D-3, Federal Register)

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Pay Pool Panel Members:

TO: _____ (Name of Supervisor) Your recommended score(s) for: _____ (Name of Employee) are returned for reconsideration for the following factors:	J	C	M
	o	o	o
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NLT _____.