



Army CCAS Results for Rating Year 2023  
Payout Effective  
January 14, 2024

March 22, 2024

## CCAS Pay Pool Results

<b>2023 CCAS Pay Pool Results</b>			
	<b>Modal RoR</b>	<b>Average OCS</b>	<b>Average Delta</b>
<b>Entire Population</b>	<b>5</b>	<b>79.9</b>	<b>1.4</b>
1001 - ASAALT	5	86.5	1.3
1003 - Office of Small Business Program	3,5	91.1	0.0
1010 - USAASC HQ	5	84.5	0.8
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1
1012 - PEO Aviation	5	85.0	2.1
1013 - PEO CST	5	82.1	1.4
1014 - JPEO CBRND	5	85.9	0.9
1015 - PEO CSCSS-BU	3	77.4	1.4
1016 - PEO EIS	5	84.8	1.0
1017 - PEO GCS - BU	5	78.9	1.7
1018 - RCCTO Non-Supervisory	5	87.4	1.4
1019 - PEO IEW&S	5	86.0	1.9
1020 - PEO M&S - NBU	5	91.8	2.0
1021 - PEO STRI	3	82.3	1.2
1022 - PEO SOLDIER	5	87.6	1.2
1024 - AQ	5	83.7	1.7
1025 - PEO CSCSS-NBU	5	90.1	1.6
1027 - PEO GCS - NBU	5	93.0	1.9
1028 - RCCTO Supervisory	5	98.2	1.3
1029 - PEO ACWA	3	92.4	1.9
1030 - LEAD / AAC	3,5	81.5	1.5
1100 - ATEC HQ	5	80.5	1.5
1101 - ATEC AEC	5	83.4	2.3
1110 - ATEC YPG	5	74.4	1.6
1111 - ATEC ATC	5	75.7	3.3
1112 - ATEC RTC	5	80.1	3.7
1113 - ATEC WSMR	5	68.6	1.3
1120 - ATEC OTC	5	74.7	1.3
1210 - AMCOM CMD STAFF	5	90.1	2.0
1211 - AMCOM G STAFF	5	85.1	2.1
1212 - AMCOM IG	5	79.5	1.3
1213 - AMCOM ALC	5	86.1	2.1
1214 - AMCOM SAMD	5	90.8	1.7
1215 - AMCOM AID	5	80.9	1.0
1216 - AMCOM USATA	5	89.3	2.1
1220 - CECOM "SR PAY POOL"	5	96.5	0.9
1221 - CECOM AFGE "Technical"	3	75.6	0.3
1222 - CECOM NFFE "Technical"	3	76.5	0.4
1223 - CECOM ISEC	3	78.8	0.2
1224 - CECOM AFGE "Support"	3	65.0	0.4
1225 - CECOM SEC	3	78.9	0.8
1226 - CECOM AFGE "Finance"	3	61.1	1.0
1228 - CECOM AFGE "0346"	3	72.4	0.3
1229 - CECOM ILSC	5	80.0	0.8
1230 - SMDC Supervisors	5	90.5	1.1
1231 - SMD CoE	5	82.4	0.9
1233 - SMDC Staff	5	73.5	0.7
1240 - PEO M&S - BU	5	76.5	1.9
1241 - PEO M&S - BU	5	79.6	1.9
1242 - PEO M&S - BU	5	78.2	1.9
1243 - CECOM AFGE "Logistics"	3	65.1	0.3
1244 - CECOM ILSC-ADRFS	3	73.3	0.3
1245 - CECOM NFFE "Business"	3	64.1	0.5
1246 - CECOM HQ and CTSF	5	78.2	0.9
1247 - CECOM AFGE "Trainee"	3	19.6	1.1
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5
1251 - TACOM CHIEFS	5	83.3	2.2
1252 - TACOM ILSC	5	84.3	1.4
1254 - TACOM LEGAL	5	86.2	1.1
1255 - TACOM LAV	5	91.0	2.2
1256 - TACOM MSO	5	87.8	1.8
1257 - TACOM LAV BU	5	73.9	1.2
1280 - Crane Army Ammunition Activity	3	62.6	2.0
1298 - DAC Supervisors	5	100.5	3.6
1299 - DAC Non-Supervisors	3	81.3	3.1
1311 - ACC-NJ	5	88.2	1.2
1312 - ACC-RSA	5	86.6	1.0
1313 - ACC-Detroit Arsenal	5	82.1	2.0
1314 - ACC-ORLANDO	3	78.2	0.9
1315 - ACC-HQ	5	84.7	0.8
1316 - ACC - APG	5	82.2	0.6
1320 - MICC HQ	5	83.9	0.2
1361 - ACC-411 CSB Korea	3	74.4	0.4
1370 - TAPO - USASOC	5	78.1	1.1
1371 - GAPO - USASOC	5	81.3	1.3
1372 - DCSAC & RDA - USASOC	5	71.7	1.7
1399 - MEDCOM HCAA	5	75.0	0.9

				Zone Distribution by Group							
2023 CCAS Pay Pool Results	Modal		Average								
	RoR	Average OCS	Delta	A	C1	C2	B	A	C1	C2	B
Entire Population	5	79.9	1.4	26	2,705	10,072	774	0.2%	19.9%	74.2%	5.7%
1001 - ASAALT	5	86.5	1.3	4	41	310	15	1.1%	11.1%	83.8%	4.1%
1003 - Office of Small Business Program	3,5	91.1	0.0	0	1	7	0	0.0%	12.5%	87.5%	0.0%
1010 - USAASC HQ	5	84.5	0.8	0	26	56	0	0.0%	31.7%	68.3%	0.0%
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	0	9	187	11	0.0%	4.3%	90.3%	5.3%
1012 - PEO Aviation	5	85.0	2.1	0	29	603	23	0.0%	4.4%	92.1%	3.5%
1013 - PEO C3T	5	82.1	1.4	0	90	351	22	0.0%	19.4%	75.8%	4.8%
1014 - JPEO CBRND	5	85.9	0.9	0	68	250	0	0.0%	21.4%	78.6%	0.0%
1015 - PEO CSCSS-BU	3	77.4	1.4	0	84	202	19	0.0%	27.5%	66.2%	6.2%
1016 - PEO EIS	5	84.8	1.0	1	147	378	12	0.2%	27.3%	70.3%	2.2%
1017 - PEO GCS - BU	5	78.9	1.7	0	55	213	25	0.0%	18.8%	72.7%	8.5%
1018 - RCCTO Non-Supervisory	5	87.4	1.4	0	5	31	0	0.0%	13.9%	86.1%	0.0%
1019 - PEO IEW&S	5	86.0	1.9	1	35	361	30	0.2%	8.2%	84.5%	7.0%
1020 - PEO M&S - NBU	5	91.8	2.0	0	3	109	0	0.0%	2.7%	97.3%	0.0%
1021 - PEO STRI	3	82.3	1.2	3	97	306	16	0.7%	23.0%	72.5%	3.8%
1022 - PEO SOLDIER	5	87.6	1.2	2	72	124	22	0.9%	32.7%	56.4%	10.0%
1024 - AQ	5	83.7	1.7	0	7	60	2	0.0%	10.1%	87.0%	2.9%
1025 - PEO CSCSS-NBU	5	90.1	1.6	0	34	141	23	0.0%	17.2%	71.2%	11.6%
1027 - PEO GCS - NBU	5	93.0	1.9	0	9	139	23	0.0%	5.3%	81.3%	13.5%
1028 - RCCTO Supervisory	5	98.2	1.3	0	0	15	0	0.0%	0.0%	100.0%	0.0%
1029 - PEO ACWA	3	92.4	1.9	0	2	23	4	0.0%	6.9%	79.3%	13.8%
1030 - LEAD / AAC	3,5	81.5	1.5	0	0	2	0	0.0%	0.0%	100.0%	0.0%
1100 - ATEC HQ	5	80.5	1.5	2	47	165	16	0.9%	20.4%	71.7%	7.0%
1101 - ATEC AEC	5	83.4	2.3	1	26	255	51	0.3%	7.8%	76.6%	15.3%
1110 - ATEC YPG	5	74.4	1.6	2	27	181	15	0.9%	12.0%	80.4%	6.7%
1111 - ATEC ATC	5	75.7	3.3	0	31	424	218	0.0%	4.6%	63.0%	32.4%
1112 - ATEC RTC	5	80.1	3.7	0	8	209	82	0.0%	2.7%	69.9%	27.4%
1113 - ATEC WSMR	5	68.6	1.3	2	101	615	16	0.3%	13.8%	83.8%	2.2%
1120 - ATEC OTC	5	74.7	1.3	1	21	178	3	0.5%	10.3%	87.7%	1.5%
1210 - AMCOM CMD STAFF	5	90.1	2.0	0	4	36	2	0.0%	9.5%	85.7%	4.8%
1211 - AMCOM G STAFF	5	85.1	2.1	0	1	99	1	0.0%	1.0%	98.0%	1.0%
1212 - AMCOM IG	5	79.5	1.3	0	0	10	0	0.0%	0.0%	100.0%	0.0%
1213 - AMCOM ALC	5	86.1	2.1	0	10	168	2	0.0%	5.6%	93.3%	1.1%
1214 - AMCOM SAMD	5	90.8	1.7	0	4	23	0	0.0%	14.8%	85.2%	0.0%
1215 - AMCOM AID	5	80.9	1.0	0	7	34	0	0.0%	17.1%	82.9%	0.0%
1216 - AMCOM USATA	5	89.3	2.1	0	1	27	0	0.0%	3.6%	96.4%	0.0%
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0	1	26	0	0.0%	3.7%	96.3%	0.0%
1221 - CECOM AFGE "Technical"	3	75.6	0.3	0	152	234	0	0.0%	39.4%	60.6%	0.0%
1222 - CECOM NFFE "Technical"	3	76.5	0.4	0	44	94	0	0.0%	31.9%	68.1%	0.0%
1223 - CECOM ISEC	3	78.8	0.2	1	137	132	0	0.4%	50.7%	48.9%	0.0%
1224 - CECOM AFGE "Support"	3	65.0	0.4	1	56	71	1	0.8%	43.4%	55.0%	0.8%
1225 - CECOM SEC	3	78.9	0.8	0	20	31	3	0.0%	37.0%	57.4%	5.6%
1226 - CECOM AFGE "Finance"	3	61.1	1.0	0	10	40	2	0.0%	19.2%	76.9%	3.8%
1228 - CECOM AFGE "0346"	3	72.4	0.3	1	131	119	0	0.4%	52.2%	47.4%	0.0%
1229 - CECOM ILSC	5	80.0	0.8	0	82	168	9	0.0%	31.7%	64.9%	3.5%
1230 - SMDC Supervisors	5	90.5	1.1	0	16	64	0	0.0%	20.0%	80.0%	0.0%
1231 - SMD CoE	5	82.4	0.9	0	18	74	0	0.0%	19.6%	80.4%	0.0%
1233 - SMDC Staff	5	73.5	0.7	0	80	172	0	0.0%	31.7%	68.3%	0.0%
1240 - PEO M&S - BU	5	76.5	1.9	0	3	46	0	0.0%	6.1%	93.9%	0.0%
1241 - PEO M&S - BU	5	79.6	1.9	0	4	169	0	0.0%	2.3%	97.7%	0.0%
1242 - PEO M&S - BU	5	78.2	1.9	0	6	107	0	0.0%	5.3%	94.7%	0.0%
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	1	131	178	2	0.3%	42.0%	57.1%	0.6%
1244 - CECOM ILSC-ADRFs	3	73.3	0.3	1	207	217	3	0.2%	48.4%	50.7%	0.7%
1245 - CECOM NFFE "Business"	3	64.1	0.5	0	9	14	0	0.0%	39.1%	60.9%	0.0%
1246 - CECOM HQ and CTSF	5	78.2	0.9	1	39	172	3	0.5%	18.1%	80.0%	1.4%
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	0	3	4	1	0.0%	37.5%	50.0%	12.5%
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0	25	46	0	0.0%	35.2%	64.8%	0.0%
1251 - TACOM CHIEFS	5	83.3	2.2	0	6	55	9	0.0%	8.6%	78.6%	12.9%
1252 - TACOM ILSC	5	84.3	1.4	0	55	150	20	0.0%	24.4%	66.7%	8.9%
1254 - TACOM LEGAL	5	86.2	1.1	0	1	16	0	0.0%	5.9%	94.1%	0.0%
1255 - TACOM LAV	5	91.0	2.2	0	0	11	0	0.0%	0.0%	100.0%	0.0%
1256 - TACOM MSO	5	87.8	1.8	0	2	27	1	0.0%	6.7%	90.0%	3.3%
1257 - TACOM LAV BU	5	73.9	1.2	0	4	24	1	0.0%	13.8%	82.8%	3.4%
1280 - Crane Army Ammunition Activity	3	62.6	2.0	0	10	193	9	0.0%	4.7%	91.0%	4.2%
1298 - DAC Supervisors	5	100.5	3.6	0	1	5	5	0.0%	9.1%	45.5%	45.5%
1299 - DAC Non-Supervisors	3	81.3	3.1	0	10	101	37	0.0%	6.8%	68.2%	25.0%
1311 - ACC-NJ	5	88.2	1.2	0	5	46	0	0.0%	9.8%	90.2%	0.0%
1312 - ACC-RSA	5	86.6	1.0	0	22	141	0	0.0%	13.5%	86.5%	0.0%
1313 - ACC-Detroit Arsenal	5	82.1	2.0	0	17	123	6	0.0%	11.6%	84.2%	4.1%
1314 - ACC-ORLANDO	3	78.2	0.9	0	45	117	2	0.0%	27.4%	71.3%	1.2%
1315 - ACC-HQ	5	84.7	0.8	0	36	140	1	0.0%	20.3%	79.1%	0.6%
1316 - ACC - APG	5	82.2	0.6	1	59	115	5	0.6%	32.8%	63.9%	2.8%
1320 - MIIC HQ	5	83.9	0.2	0	72	85	0	0.0%	45.9%	54.1%	0.0%
1361 - ACC-411 CSB Korea	3	74.4	0.4	0	18	22	0	0.0%	45.0%	55.0%	0.0%
1370 - TAPO - USASOC	5	78.1	1.1	0	9	29	0	0.0%	23.7%	76.3%	0.0%
1371 - GAPO - USASOC	5	81.3	1.3	0	3	26	1	0.0%	10.0%	86.7%	3.3%
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	0	2	17	0	0.0%	10.5%	89.5%	0.0%
1399 - MEDCOM HCAA	5	75.0	0.9	0	52	159	0	0.0%	24.6%	75.4%	0.0%

2023 CCAS Pay Pool Results				Rating of Record Distribution					
				Modal RoR	Average OCS	Average Delta	1	3	5
Entire Population	5	79.9	1.4	52	4,499	9,026	0.4%	33.1%	66.5%
1001 - ASALT	5	86.5	1.3	6	94	270	1.6%	25.4%	73.0%
1003 - Office of Small Business Program	3,5	91.1	0.0	0	4	4	0.0%	50.0%	50.0%
1010 - USAASC HQ	5	84.5	0.8	1	13	68	1.2%	15.9%	82.9%
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	0	38	169	0.0%	18.4%	81.6%
1012 - PEO Aviation	5	85.0	2.1	0	131	524	0.0%	20.0%	80.0%
1013 - PEO C3T	5	82.1	1.4	0	127	336	0.0%	27.4%	72.6%
1014 - JPEO CBRND	5	85.9	0.9	1	95	222	0.3%	29.9%	69.8%
1015 - PEO CSCSS-BU	3	77.4	1.4	0	155	150	0.0%	50.8%	49.2%
1016 - PEO EIS	5	84.8	1.0	5	137	396	0.9%	25.5%	73.6%
1017 - PEO GCS - BU	5	78.9	1.7	0	143	150	0.0%	48.8%	51.2%
1018 - RCCTO Non-Supervisory	5	87.4	1.4	0	0	36	0.0%	0.0%	100.0%
1019 - PEO IEW&S	5	86.0	1.9	2	67	358	0.5%	15.7%	83.8%
1020 - PEO M&S - NBU	5	91.8	2.0	0	15	97	0.0%	13.4%	86.6%
1021 - PEO STRI	3	82.3	1.2	3	231	188	0.7%	54.7%	44.5%
1022 - PEO SOLDIER	5	87.6	1.2	2	14	204	0.9%	6.4%	92.7%
1024 - AQ	5	83.7	1.7	0	13	56	0.0%	18.8%	81.2%
1025 - PEO CSCSS-NBU	5	90.1	1.6	1	58	139	0.5%	29.3%	70.2%
1027 - PEO GCS - NBU	5	93.0	1.9	0	65	106	0.0%	38.0%	62.0%
1028 - RCCTO Supervisory	5	98.2	1.3	0	0	15	0.0%	0.0%	100.0%
1029 - PEO ACWA	3	92.4	1.9	0	18	11	0.0%	62.1%	37.9%
1030 - LEAD / AAC	3,5	81.5	1.5	0	1	1	0.0%	50.0%	50.0%
1100 - ATEC HQ	5	80.5	1.5	2	63	165	0.9%	27.4%	71.7%
1101 - ATEC AEC	5	83.4	2.3	0	70	263	0.0%	21.0%	79.0%
1110 - ATEC YPG	5	74.4	1.6	2	32	191	0.9%	14.2%	84.9%
1111 - ATEC ATC	5	75.7	3.3	0	153	520	0.0%	22.7%	77.3%
1112 - ATEC RTC	5	80.1	3.7	2	45	252	0.7%	15.1%	84.3%
1113 - ATEC WSMR	5	68.6	1.3	2	251	481	0.3%	34.2%	65.5%
1120 - ATEC OTC	5	74.7	1.3	2	66	135	1.0%	32.5%	66.5%
1210 - AMCOM CMD STAFF	5	90.1	2.0	0	5	37	0.0%	11.9%	88.1%
1211 - AMCOM G STAFF	5	85.1	2.1	0	13	88	0.0%	12.9%	87.1%
1212 - AMCOM IG	5	79.5	1.3	0	0	10	0.0%	0.0%	100.0%
1213 - AMCOM ALC	5	86.1	2.1	0	11	169	0.0%	6.1%	93.9%
1214 - AMCOM SAMD	5	90.8	1.7	0	4	23	0.0%	14.8%	85.2%
1215 - AMCOM AID	5	80.9	1.0	0	10	31	0.0%	24.4%	75.6%
1216 - AMCOM USATA	5	89.3	2.1	0	6	22	0.0%	21.4%	78.6%
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0	9	18	0.0%	33.3%	66.7%
1221 - CECOM AFGE "Technical"	3	75.6	0.3	3	246	137	0.8%	63.7%	35.5%
1222 - CECOM NFFE "Technical"	3	76.5	0.4	0	83	55	0.0%	60.1%	39.9%
1223 - CECOM ISEC	3	78.8	0.2	0	161	109	0.0%	59.6%	40.4%
1224 - CECOM AFGE "Support"	3	65.0	0.4	1	83	45	0.8%	64.3%	34.9%
1225 - CECOM SEC	3	78.9	0.8	1	37	16	1.9%	68.5%	29.6%
1226 - CECOM AFGE "Finance"	3	61.1	1.0	0	37	15	0.0%	71.2%	28.8%
1228 - CECOM AFGE "O346"	3	72.4	0.3	1	139	111	0.4%	55.4%	44.2%
1229 - CECOM ILSC	5	80.0	0.8	0	91	168	0.0%	35.1%	64.9%
1230 - SMDC Supervisors	5	90.5	1.1	0	6	74	0.0%	7.5%	92.5%
1231 - SMD CoE	5	82.4	0.9	0	28	64	0.0%	30.4%	69.6%
1233 - SMDC Staff	5	73.5	0.7	1	86	165	0.4%	34.1%	65.5%
1240 - PEO M&S - BU	5	76.5	1.9	0	9	40	0.0%	18.4%	81.6%
1241 - PEO M&S - BU	5	79.6	1.9	0	31	142	0.0%	17.9%	82.1%
1242 - PEO M&S - BU	5	78.2	1.9	2	25	86	1.8%	22.1%	76.1%
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	2	206	104	0.6%	66.0%	33.3%
1244 - CECOM ILSC-ADRF5	3	73.3	0.3	0	229	199	0.0%	53.5%	46.5%
1245 - CECOM NFFE "Business"	3	64.1	0.5	0	17	6	0.0%	73.9%	26.1%
1246 - CECOM HQ and CTSF	5	78.2	0.9	2	98	115	0.9%	45.6%	53.5%
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	0	5	3	0.0%	62.5%	37.5%
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0	44	27	0.0%	62.0%	38.0%
1251 - TACOM CHIEFS	5	83.3	2.2	0	14	56	0.0%	20.0%	80.0%
1252 - TACOM ILSC	5	84.3	1.4	0	40	185	0.0%	17.8%	82.2%
1254 - TACOM LEGAL	5	86.2	1.1	0	6	11	0.0%	35.3%	64.7%
1255 - TACOM LAV	5	91.0	2.2	0	1	10	0.0%	9.1%	90.9%
1256 - TACOM MSO	5	87.8	1.8	0	9	21	0.0%	30.0%	70.0%
1257 - TACOM LAV BU	5	73.9	1.2	0	9	20	0.0%	31.0%	69.0%
1280 - Crane Army Ammunition Activity	3	62.6	2.0	0	123	89	0.0%	58.0%	42.0%
1298 - DAC Supervisors	5	100.5	3.6	0	3	8	0.0%	27.3%	72.7%
1299 - DAC Non-Supervisors	3	81.3	3.1	0	86	62	0.0%	58.1%	41.9%
1311 - ACC-NJ	5	88.2	1.2	0	22	29	0.0%	43.1%	56.9%
1312 - ACC-RSA	5	86.6	1.0	1	17	145	0.6%	10.4%	89.0%
1313 - ACC-Detroit Arsenal	5	82.1	2.0	0	24	122	0.0%	16.4%	83.6%
1314 - ACC-ORLANDO	3	78.2	0.9	1	87	76	0.6%	53.0%	46.3%
1315 - ACC-HQ	5	84.7	0.8	0	50	127	0.0%	28.2%	71.8%
1316 - ACC - APG	5	82.2	0.6	1	65	114	0.6%	36.1%	63.3%
1320 - MICC HQ	5	83.9	0.2	3	27	127	1.9%	17.2%	80.9%
1361 - ACC-411 CSB Korea	3	74.4	0.4	0	24	16	0.0%	60.0%	40.0%
1370 - TAPO - USASOC	5	78.1	1.1	0	8	30	0.0%	21.1%	78.9%
1371 - GAPO - USASOC	5	81.3	1.3	0	6	24	0.0%	20.0%	80.0%
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	1	4	14	5.3%	21.1%	73.7%
1399 - MEDCOM HCAA	5	75.0	0.9	1	56	154	0.5%	26.5%	73.0%

2023 CCAS Pay Pool Results				% Budgeted				\$ Budgeted			
				Modal RoR	Average OCS	Average Delta	Salary Increase (CRI)	CRI Set-aside	Award (CA)	Award Set-aside	Salary Increase (CRI)
Entire Population	5	79.9	1.4	2.25%	0.798%	2.58%	0.00%	\$32,236,448	\$257,175	\$46,255,581	\$247,556
1001 -ASAALT	5	86.5	1.3	2.40%	0.00%	2.50%	0.00%	\$1,075,611	\$0	\$1,403,413	\$0
1003 -Office of Small Business Program	3,5	91.1	0.0	2.40%	0.00%	1.50%	0.00%	\$25,871	\$0	\$19,734	\$0
1010 - USAASC HQ	5	84.5	0.8	2.40%	0.00%	2.50%	0.00%	\$228,510	\$0	\$306,700	\$0
1011 -JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	2.26%	1.78%	2.50%	0.00%	\$593,320	\$10,534	\$880,784	\$0
1012 -PEO Aviation	5	85.0	2.1	2.26%	0.00%	2.50%	0.00%	\$1,694,789	\$0	\$2,267,081	\$0
1013 -PEO C3T	5	82.1	1.4	2.40%	0.00%	2.50%	0.00%	\$1,223,955	\$0	\$1,655,162	\$0
1014 -JPEO CBRND	5	85.9	0.9	2.40%	2.95%	2.50%	0.00%	\$893,140	\$26,362	\$1,199,009	\$0
1015 -PEO CSCSS-BU	3	77.4	1.4	2.40%	0.28%	3.33%	1.53%	\$722,400	\$2,032	\$1,285,991	\$17,710
1016 -PEO EIS	5	84.8	1.0	2.26%	0.00%	2.50%	0.00%	\$1,413,570	\$0	\$1,979,821	\$0
1017 -PEO GCS - BU	5	78.9	1.7	2.40%	1.22%	3.33%	2.38%	\$711,161	\$8,669	\$1,259,981	\$27,004
1018 -RCCTO Non-Supervisory	5	87.4	1.4	2.40%	0.00%	2.50%	0.00%	\$108,986	\$0	\$144,264	\$0
1019 -PEO IEW&S	5	86.0	1.9	2.26%	0.00%	2.50%	0.00%	\$1,153,013	\$0	\$1,625,302	\$0
1020 -PEO M&S - NBU	5	91.8	2.0	2.26%	0.00%	4.00%	0.00%	\$319,302	\$0	\$683,611	\$0
1021 -PEO STRI	3	82.3	1.2	2.40%	1.97%	2.50%	0.00%	\$1,132,556	\$22,285	\$1,356,860	\$0
1022 -PEO SOLDIER	5	87.6	1.2	2.40%	0.00%	2.50%	0.00%	\$646,584	\$0	\$860,738	\$0
1024 -AQ	5	83.7	1.7	2.40%	0.00%	2.50%	0.00%	\$185,311	\$0	\$241,265	\$0
1025 -PEO CSCSS-NBU	5	90.1	1.6	2.40%	0.02%	2.50%	2.76%	\$595,808	\$100	\$785,139	\$19,503
1027 -PEO GCS - NBU	5	93.0	1.9	2.40%	0.00%	2.50%	4.27%	\$533,816	\$0	\$700,341	\$26,920
1028 -RCCTO Supervisory	5	98.2	1.3	2.40%	0.00%	2.50%	0.00%	\$51,786	\$0	\$66,491	\$0
1029 -PEO ACWA	3	92.4	1.9	2.26%	0.00%	2.50%	0.00%	\$84,176	\$0	\$111,162	\$0
1030 - LEAD / AAC	3,5	81.5	1.5	2.40%	0.00%	2.50%	0.00%	\$4,920	\$0	\$6,495	\$0
1100 -ATEC HQ	5	80.5	1.5	2.40%	0.86%	2.50%	0.00%	\$583,641	\$5,000	\$790,803	\$0
1101 -ATEC AEC	5	83.4	2.3	2.40%	0.00%	2.50%	0.00%	\$888,118	\$0	\$1,203,945	\$0
1110 -ATEC YPG	5	74.4	1.6	2.40%	3.33%	2.50%	0.00%	\$521,196	\$17,350	\$628,204	\$0
1111 -ATEC ATC	5	75.7	3.3	2.40%	0.37%	2.50%	6.14%	\$1,496,192	\$5,497	\$2,060,951	\$113,850
1112 -ATEC RTC	5	80.1	3.7	2.40%	0.00%	2.50%	0.00%	\$708,991	\$0	\$893,893	\$0
1113 -ATEC WSMR	5	68.6	1.3	2.40%	0.00%	2.50%	0.00%	\$1,502,255	\$0	\$1,817,458	\$0
1120 -ATEC OTC	5	74.7	1.3	2.40%	0.00%	2.50%	0.00%	\$481,791	\$0	\$582,289	\$0
1210 -AMCOM CMD STAFF	5	90.1	2.0	2.40%	1.15%	2.50%	0.00%	\$126,399	\$1,457	\$158,890	\$0
1211 -AMCOM G STAFF	5	85.1	2.1	2.40%	4.71%	2.50%	5.00%	\$285,583	\$13,437	\$357,236	\$16,076
1212 -AMCOM IG	5	79.5	1.3	2.40%	4.09%	2.50%	0.00%	\$24,471	\$1,000	\$30,802	\$0
1213 -AMCOM ALC	5	86.1	2.1	2.40%	2.27%	2.50%	1.05%	\$512,781	\$11,628	\$643,534	\$6,131
1214 -AMCOM SAMD	5	90.8	1.7	2.40%	15.15%	2.50%	1.72%	\$80,311	\$12,170	\$101,155	\$1,569
1215 -AMCOM AID	5	80.9	1.0	2.40%	4.54%	2.50%	3.22%	\$109,686	\$4,982	\$134,837	\$3,909
1216 -AMCOM USATA	5	89.3	2.1	2.40%	0.00%	2.50%	0.65%	\$83,984	\$0	\$104,334	\$612
1220 -CECOM "SR PAY POOL"	5	96.5	0.9	2.00%	0.00%	2.50%	0.00%	\$76,117	\$0	\$117,528	\$0
1221 -CECOM AFGE "Technical"	3	75.6	0.3	2.00%	0.00%	2.50%	0.00%	\$757,592	\$0	\$1,253,147	\$0
1222 -CECOM NFFE "Technical"	3	76.5	0.4	2.00%	0.00%	2.50%	0.00%	\$274,579	\$0	\$454,159	\$0
1223 -CECOM ISEC	3	78.8	0.2	2.00%	0.00%	2.50%	0.00%	\$562,053	\$0	\$871,015	\$0
1224 -CECOM AFGE "Support"	3	65.0	0.4	2.00%	0.00%	2.50%	0.00%	\$210,550	\$0	\$343,818	\$0
1225 -CECOM SEC	3	78.9	0.8	2.00%	0.00%	2.50%	0.00%	\$108,369	\$0	\$182,640	\$0
1226 -CECOM AFGE "Finance"	3	61.1	1.0	2.00%	0.00%	2.50%	0.00%	\$78,085	\$0	\$129,320	\$0
1228 -CECOM AFGE "O346"	3	72.4	0.3	2.00%	0.00%	2.50%	0.00%	\$466,102	\$0	\$763,486	\$0
1229 -CECOM ILSC	5	80.0	0.8	2.00%	0.00%	2.50%	0.00%	\$546,165	\$0	\$885,147	\$0
1230 -SMDC Supervisors	5	90.5	1.1	2.26%	0.00%	2.50%	0.00%	\$231,706	\$0	\$308,111	\$0
1231 -SMD CoE	5	82.4	0.9	2.26%	0.00%	2.50%	0.00%	\$228,666	\$0	\$304,072	\$0
1233 -SMDC Staff	5	73.5	0.7	2.26%	0.00%	2.50%	0.00%	\$546,041	\$0	\$725,558	\$0
1240 -PEO M&S - BU	5	76.5	1.9	2.26%	0.00%	4.00%	0.00%	\$105,351	\$0	\$225,544	\$0
1241 -PEO M&S - BU	5	79.6	1.9	2.26%	0.00%	4.00%	0.00%	\$404,001	\$0	\$868,657	\$0
1242 -PEO M&S - BU	5	78.2	1.9	2.26%	0.00%	4.00%	0.00%	\$264,608	\$0	\$566,393	\$0
1243 -CECOM AFGE "Logistics"	3	65.1	0.3	2.00%	0.00%	2.50%	0.00%	\$496,989	\$0	\$813,531	\$0
1244 -CECOM ILSC-ADRFs	3	73.3	0.3	2.00%	0.00%	2.50%	0.00%	\$796,033	\$0	\$1,157,941	\$0
1245 -CECOM NFFE "Business"	3	64.1	0.5	2.00%	0.00%	2.50%	0.00%	\$41,112	\$0	\$68,086	\$0
1246 -CECOM HQ and CTSF	5	78.2	0.9	2.00%	0.00%	2.50%	0.00%	\$438,434	\$0	\$710,639	\$0
1247 -CECOM AFGE "Trainee"	3	19.6	1.1	2.00%	0.00%	2.50%	0.00%	\$4,858	\$0	\$8,045	\$0
1248 -CECOM AFGE "Ft. Lee"	3	76.9	0.5	2.00%	0.00%	2.50%	0.00%	\$137,800	\$0	\$209,077	\$0
1251 -TACOM CHIEFS	5	83.3	2.2	2.00%	1.30%	2.50%	0.00%	\$153,336	\$2,000	\$243,826	\$0
1252 -TACOM ILSC	5	84.3	1.4	2.00%	1.24%	2.50%	0.76%	\$504,569	\$6,246	\$802,452	\$5,500
1254 -TACOM LEGAL	5	86.2	1.1	2.00%	0.00%	2.50%	0.00%	\$40,805	\$0	\$63,660	\$0
1255 -TACOM LAV	5	91.0	2.2	2.26%	0.00%	2.50%	0.00%	\$30,579	\$0	\$43,423	\$0
1256 -TACOM MSO	5	87.8	1.8	2.00%	0.00%	2.50%	0.00%	\$72,245	\$0	\$114,948	\$0
1257 -TACOM LAV BU	5	73.9	1.2	2.40%	5.41%	2.50%	0.00%	\$64,667	\$3,500	\$86,473	\$0
1280 -Crane Army Ammunition Activity	3	62.6	2.0	2.00%	0.00%	2.50%	0.00%	\$318,896	\$0	\$464,392	\$0
1298 -DAC Supervisors	5	100.5	3.6	2.26%	0.00%	2.50%	0.00%	\$35,881	\$0	\$50,210	\$0
1299 -DAC Non-Supervisors	3	81.3	3.1	2.26%	0.00%	2.50%	0.00%	\$338,944	\$0	\$495,715	\$0
1311 -ACC-NJ	5	88.2	1.2	2.00%	11.95%	2.50%	3.41%	\$125,512	\$15,000	\$211,726	\$6,500
1312 -ACC-RSA	5	86.6	1.0	2.00%	14.67%	2.50%	0.43%	\$385,287	\$56,511	\$580,626	\$2,272
1313 -ACC-Detroit Arsenal	5	82.1	2.0	2.00%	0.00%	2.50%	0.00%	\$320,018	\$0	\$506,292	\$0
1314 -ACC-ORLANDO	3	78.2	0.9	2.00%	0.00%	2.50%	0.00%	\$329,362	\$0	\$480,041	\$0
1315 -ACC-HQ	5	84.7	0.8	2.00%	0.00%	2.50%	0.00%	\$411,377	\$0	\$621,683	\$0
1316 -ACC -APG	5	82.2	0.6	2.00%	7.06%	2.50%	0.00%	\$409,527	\$28,915	\$652,855	\$0
1320 -MICC HQ	5	83.9	0.2	2.00%	0.00%	2.50%	0.00%	\$370,027	\$0	\$549,974	\$0
1361 -ACC-411 CSB Korea	3	74.4	0.4	2.00%	0.00%	2.50%	0.00%	\$81,308	\$0	\$101,635	\$0
1370 -TAPO - USASOC	5	78.1	1.1	2.40%	2.69%	2.50%	0.00%	\$93,026	\$2,500	\$114,370	\$0
1371 -GAPO - USASOC	5	81.3	1.3	2.40%	0.00%	2.50%	0.00%	\$75,185	\$0	\$101,406	\$0
1372 -DCSAC & RDA - USASOC	5	71.7	1.7	2.26%	0.00%	2.50%	0.00%	\$38,784	\$0	\$52,314	\$0
1399 -MEDCOM HCAA	5	75.0	0.9	2.26%	0.00%	2.50%	0.00%	\$457,918	\$0	\$603,971	\$0

				Target Rail		% Positive Delta-Y	
2023 CCAS Pay Pool Results	Modal	Average OCS	Average Delta	Beta 1 (CRI Target)	Beta 2 (CA Target)	Alpha 1	Alpha 2
	RoR						
Entire Population	5	79.9	1.4	0	0	0.2156	0.2806
1001 - ASAALT	5	86.5	1.3	1	1	0.2290	0.2689
1003 - Office of Small Business Program	3,5	91.1	0.0	1	1	0.3032	0.2081
1010 - USAASC HQ	5	84.5	0.8	1	1	0.2634	0.3182
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	1	1	0.1824	0.2515
1012 - PEO Aviation	5	85.0	2.1	1	1	0.1881	0.2265
1013 - PEO C3T	5	82.1	1.4	1	1	0.2239	0.2726
1014 - JPEO CBRND	5	85.9	0.9	1	1	0.2430	0.3026
1015 - PEO CSCSS-BU	3	77.4	1.4	1	1	0.2278	0.3604
1016 - PEO EIS	5	84.8	1.0	1	1	0.2340	0.2950
1017 - PEO GCS - BU	5	78.9	1.7	1	1	0.2145	0.3394
1018 - RCCTO Non-Supervisory	5	87.4	1.4	1	1	0.2276	0.2712
1019 - PEO IEW&S	5	86.0	1.9	1	1	0.1996	0.2532
1020 - PEO M&S - NBU	5	91.8	2.0	1	1	0.1854	0.3539
1021 - PEO STRI	3	82.3	1.2	1	1	0.2400	0.2639
1022 - PEO SOLDIER	5	87.6	1.2	1	1	0.2414	0.2893
1024 - AQ	5	83.7	1.7	1	1	0.2104	0.2466
1025 - PEO CSCSS-NBU	5	90.1	1.6	1	1	0.2126	0.2453
1027 - PEO GCS - NBU	5	93.0	1.9	1	1	0.2047	0.2314
1028 - RCCTO Supervisory	5	98.2	1.3	1	1	0.2187	0.2528
1029 - PEO ACWA	3	92.4	1.9	1	1	0.1819	0.2162
1030 - LEAD / AAC	3,5	81.5	1.5	1	1	0.2087	0.2480
1100 - ATEC HQ	5	80.5	1.5	1	1	0.2177	0.2702
1101 - ATEC AEC	5	83.4	2.3	1	1	0.1960	0.2424
1110 - ATEC YPG	5	74.4	1.6	1	1	0.2089	0.2440
1111 - ATEC ATC	5	75.7	3.3	1	1	0.1636	0.1919
1112 - ATEC RTC	5	80.1	3.7	1	1	0.1535	0.1802
1113 - ATEC WSMR	5	68.6	1.3	1	1	0.2332	0.2605
1120 - ATEC OTC	5	74.7	1.3	1	1	0.2377	0.2647
1210 - AMCOM CMD STAFF	5	90.1	2.0	1	1	0.1946	0.2228
1211 - AMCOM G STAFF	5	85.1	2.1	1	1	0.1931	0.2168
1212 - AMCOM IG	5	79.5	1.3	1	1	0.2153	0.2667
1213 - AMCOM ALC	5	86.1	2.1	1	1	0.2006	0.2316
1214 - AMCOM SAMD	5	90.8	1.7	1	1	0.1743	0.2289
1215 - AMCOM AID	5	80.9	1.0	1	1	0.2412	0.2706
1216 - AMCOM USATA	5	89.3	2.1	1	1	0.2004	0.2226
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	1	1	0.2031	0.2823
1221 - CECOM AFGE "Technical"	3	75.6	0.3	1	1	0.2438	0.3629
1222 - CECOM NFFE "Technical"	3	76.5	0.4	1	1	0.2368	0.3525
1223 - CECOM ISEC	3	78.8	0.2	1	1	0.2848	0.3463
1224 - CECOM AFGE "Support"	3	65.0	0.4	1	1	0.2386	0.3507
1225 - CECOM SEC	3	78.9	0.8	1	1	0.2077	0.3151
1226 - CECOM AFGE "Finance"	3	61.1	1.0	1	1	0.2142	0.3193
1228 - CECOM AFGE "0346"	3	72.4	0.3	1	1	0.2474	0.3647
1229 - CECOM ILSC	5	80.0	0.8	1	1	0.2160	0.3151
1230 - SMDC Supervisors	5	90.5	1.1	1	1	0.2263	0.2708
1231 - SMD CoE	5	82.4	0.9	1	1	0.2410	0.2885
1233 - SMDC Staff	5	73.5	0.7	1	1	0.2505	0.2996
1240 - PEO M&S - BU	5	76.5	1.9	1	1	0.2175	0.3550
1241 - PEO M&S - BU	5	79.6	1.9	1	1	0.2148	0.3776
1242 - PEO M&S - BU	5	78.2	1.9	1	1	0.1991	0.3836
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	1	1	0.2396	0.3530
1244 - CECOM ILSC-ADRFs	3	73.3	0.3	1	1	0.2468	0.3231
1245 - CECOM NFFE "Business"	3	64.1	0.5	1	1	0.2539	0.3785
1246 - CECOM HQ and CTSF	5	78.2	0.9	1	1	0.2051	0.2993
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	1	1	0.1930	0.2877
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	1	1	0.2282	0.3116
1251 - TACOM CHIEFS	5	83.3	2.2	1	1	0.1555	0.2255
1252 - TACOM ILSC	5	84.3	1.4	1	1	0.1825	0.2625
1254 - TACOM LEGAL	5	86.2	1.1	1	1	0.2014	0.2828
1255 - TACOM LAV	5	91.0	2.2	1	1	0.1798	0.2298
1256 - TACOM MSO	5	87.8	1.8	1	1	0.1715	0.2456
1257 - TACOM LAV BU	5	73.9	1.2	1	1	0.2290	0.2854
1280 - Crane Army Ammunition Activity	3	62.6	2.0	1	1	0.1703	0.2232
1298 - DAC Supervisors	5	100.5	3.6	1	1	0.1428	0.1799
1299 - DAC Non-Supervisors	3	81.3	3.1	1	1	0.1595	0.2099
1311 - ACC-NJ	5	88.2	1.2	1	1	0.1892	0.2898
1312 - ACC-RSA	5	86.6	1.0	1	1	0.1717	0.2718
1313 - ACC-Detroit Arsenal	5	82.1	2.0	1	1	0.1743	0.2540
1314 - ACC-ORLANDO	3	78.2	0.9	1	1	0.2066	0.2710
1315 - ACC-HQ	5	84.7	0.8	1	1	0.2124	0.2889
1316 - ACC - APG	5	82.2	0.6	1	1	0.2112	0.3261
1320 - MICC HQ	5	83.9	0.2	1	1	0.2576	0.3790
1361 - ACC-411 CSB Korea	3	74.4	0.4	1	1	0.2456	0.2763
1370 - TAPO - USASOC	5	78.1	1.1	1	1	0.2370	0.2694
1371 - GAPO - USASOC	5	81.3	1.3	1	1	0.2259	0.2742
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	1	1	0.1969	0.2391
1399 - MEDCOM HCAA	5	75.0	0.9	1	1	0.2366	0.2809

				CRI				CRI	
2023 CCAS Pay Pool Results	Modal								
	RoR	Average OCS	Average Delta	Approved CRI	Carryover to Award	Spent CRI	Remainder CRI	% of Base spent on Salary Increase	% of Base spent on Carryover
Entire Population	5	79.9	1.4	\$23,328,653	\$8,889,873	\$32,218,526	\$17,922	1.63%	0.62%
1001 - ASAALT	5	86.5	1.3	\$821,330	\$254,102	\$1,075,432	\$179	1.88%	0.58%
1003 - Office of Small Business Program	3,5	91.1	0.0	\$683	\$25,185	\$25,868	\$3	0.06%	2.34%
1010 - USAASC HQ	5	84.5	0.8	\$154,462	\$74,004	\$228,466	\$44	1.62%	0.78%
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	\$250,822	\$342,484	\$593,306	\$14	0.96%	1.30%
1012 - PEO Aviation	5	85.0	2.1	\$1,150,174	\$544,312	\$1,694,486	\$303	1.53%	0.73%
1013 - PEO C3T	5	82.1	1.4	\$864,252	\$359,481	\$1,223,733	\$222	1.69%	0.70%
1014 - JPEO CBRND	5	85.9	0.9	\$524,206	\$368,934	\$893,140	\$0	1.41%	0.99%
1015 - PEO CSCSS-BU	3	77.4	1.4	\$559,429	\$162,969	\$722,398	\$2	1.86%	0.54%
1016 - PEO EIS	5	84.8	1.0	\$892,780	\$520,537	\$1,413,317	\$253	1.43%	0.84%
1017 - PEO GCS - BU	5	78.9	1.7	\$600,621	\$110,539	\$711,160	\$1	2.03%	0.37%
1018 - RCCTO Non-Supervisory	5	87.4	1.4	\$93,960	\$15,007	\$108,967	\$19	2.07%	0.33%
1019 - PEO IEW&S	5	86.0	1.9	\$842,006	\$310,800	\$1,152,806	\$207	1.66%	0.61%
1020 - PEO M&S - NBU	5	91.8	2.0	\$227,683	\$91,564	\$319,247	\$55	1.61%	0.65%
1021 - PEO STRI	3	82.3	1.2	\$708,377	\$424,160	\$1,132,537	\$19	1.52%	0.91%
1022 - PEO SOLDIER	5	87.6	1.2	\$376,712	\$269,759	\$646,471	\$113	1.42%	1.01%
1024 - AQ	5	83.7	1.7	\$157,340	\$27,935	\$185,275	\$36	2.04%	0.36%
1025 - PEO CSCSS-NBU	5	90.1	1.6	\$485,556	\$110,197	\$595,753	\$55	1.96%	0.44%
1027 - PEO GCS - NBU	5	93.0	1.9	\$446,619	\$87,097	\$533,716	\$100	2.01%	0.39%
1028 - RCCTO Supervisory	5	98.2	1.3	\$26,001	\$25,777	\$51,778	\$8	1.20%	1.19%
1029 - PEO ACWA	3	92.4	1.9	\$44,715	\$39,445	\$84,160	\$16	1.20%	1.06%
1030 - LEAD / AAC	3,5	81.5	1.5	\$4,919	\$0	\$4,919	\$1	2.40%	0.00%
1100 - ATEC HQ	5	80.5	1.5	\$364,060	\$219,454	\$583,514	\$127	1.52%	0.91%
1101 - ATEC AEC	5	83.4	2.3	\$618,100	\$269,847	\$887,947	\$171	1.68%	0.73%
1110 - ATEC YPG	5	74.4	1.6	\$426,848	\$94,348	\$521,196	\$0	2.00%	0.44%
1111 - ATEC ATC	5	75.7	3.3	\$1,196,808	\$299,057	\$1,495,865	\$327	1.92%	0.48%
1112 - ATEC RTC	5	80.1	3.7	\$555,457	\$153,380	\$708,837	\$154	1.88%	0.52%
1113 - ATEC WSMR	5	68.6	1.3	\$1,241,601	\$260,293	\$1,501,894	\$361	1.99%	0.42%
1120 - ATEC OTC	5	74.7	1.3	\$333,845	\$147,850	\$481,695	\$96	1.68%	0.74%
1210 - AMCOM CMD STAFF	5	90.1	2.0	\$87,469	\$38,928	\$126,397	\$2	1.66%	0.74%
1211 - AMCOM G STAFF	5	85.1	2.1	\$196,172	\$89,411	\$285,583	\$0	1.65%	0.75%
1212 - AMCOM IG	5	79.5	1.3	\$15,706	\$8,765	\$24,471	\$0	1.54%	0.86%
1213 - AMCOM ALC	5	86.1	2.1	\$387,649	\$119,771	\$507,420	\$5,361	1.81%	0.56%
1214 - AMCOM SAMD	5	90.8	1.7	\$45,561	\$34,749	\$80,310	\$1	1.36%	1.04%
1215 - AMCOM AID	5	80.9	1.0	\$77,444	\$32,240	\$109,684	\$2	1.69%	0.71%
1216 - AMCOM USATA	5	89.3	2.1	\$50,365	\$33,604	\$83,969	\$15	1.44%	0.96%
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	\$40,904	\$35,196	\$76,100	\$17	1.07%	0.92%
1221 - CECOM AFGE "Technical"	3	75.6	0.3	\$576,357	\$181,022	\$757,379	\$213	1.52%	0.48%
1222 - CECOM NFFE "Technical"	3	76.5	0.4	\$191,084	\$83,430	\$274,514	\$65	1.39%	0.61%
1223 - CECOM ISEC	3	78.8	0.2	\$339,627	\$222,281	\$561,908	\$145	1.22%	0.80%
1224 - CECOM AFGE "Support"	3	65.0	0.4	\$164,702	\$45,779	\$210,481	\$69	1.59%	0.44%
1225 - CECOM SEC	3	78.9	0.8	\$79,304	\$29,035	\$108,339	\$30	1.46%	0.54%
1226 - CECOM AFGE "Finance"	3	61.1	1.0	\$68,518	\$9,542	\$78,060	\$25	1.75%	0.24%
1228 - CECOM AFGE "O346"	3	72.4	0.3	\$313,534	\$152,448	\$465,982	\$120	1.36%	0.66%
1229 - CECOM ILSC	5	80.0	0.8	\$428,496	\$117,532	\$546,028	\$137	1.57%	0.43%
1230 - SMDC Supervisors	5	90.5	1.1	\$144,883	\$86,783	\$231,666	\$40	1.41%	0.85%
1231 - SMD CoE	5	82.4	0.9	\$147,257	\$81,369	\$228,626	\$40	1.46%	0.80%
1233 - SMDC Staff	5	73.5	0.7	\$354,999	\$190,929	\$545,928	\$113	1.47%	0.79%
1240 - PEO M&S - BU	5	76.5	1.9	\$95,897	\$9,431	\$105,328	\$23	2.06%	0.20%
1241 - PEO M&S - BU	5	79.6	1.9	\$305,296	\$98,616	\$403,912	\$89	1.71%	0.55%
1242 - PEO M&S - BU	5	78.2	1.9	\$192,032	\$72,517	\$264,549	\$59	1.64%	0.62%
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	\$399,531	\$97,307	\$496,838	\$151	1.62%	0.39%
1244 - CECOM ILSC-ADRFs	3	73.3	0.3	\$598,835	\$196,980	\$795,815	\$218	1.51%	0.50%
1245 - CECOM NFFE "Business"	3	64.1	0.5	\$31,932	\$9,168	\$41,100	\$12	1.55%	0.45%
1246 - CECOM HQ and CTSF	5	78.2	0.9	\$341,244	\$97,084	\$438,328	\$106	1.57%	0.45%
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	\$4,855	\$0	\$4,855	\$3	2.00%	0.00%
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	\$95,747	\$42,011	\$137,758	\$42	1.39%	0.61%
1251 - TACOM CHIEFS	5	83.3	2.2	\$133,334	\$19,966	\$153,300	\$36	1.74%	0.26%
1252 - TACOM ILSC	5	84.3	1.4	\$420,331	\$84,120	\$504,451	\$118	1.67%	0.33%
1254 - TACOM LEGAL	5	86.2	1.1	\$28,017	\$12,779	\$40,796	\$9	1.37%	0.63%
1255 - TACOM LAV	5	91.0	2.2	\$27,893	\$2,680	\$30,573	\$6	2.06%	0.20%
1256 - TACOM MSO	5	87.8	1.8	\$63,069	\$9,161	\$72,230	\$15	1.75%	0.25%
1257 - TACOM LAV BU	5	73.9	1.2	\$57,951	\$6,703	\$64,654	\$13	2.15%	0.25%
1280 - Crane Army Ammunition Activity	3	62.6	2.0	\$288,398	\$30,394	\$318,792	\$104	1.81%	0.19%
1298 - DAC Supervisors	5	100.5	3.6	\$2,226	\$33,649	\$35,875	\$6	0.14%	2.12%
1299 - DAC Non-Supervisors	3	81.3	3.1	\$242,066	\$96,807	\$338,873	\$71	1.61%	0.65%
1311 - ACC-NJ	5	88.2	1.2	\$95,595	\$22,893	\$118,488	\$7,024	1.52%	0.36%
1312 - ACC-RSA	5	86.6	1.0	\$305,377	\$79,838	\$385,215	\$72	1.59%	0.41%
1313 - ACC-Detroit Arsenal	5	82.1	2.0	\$266,977	\$52,969	\$319,946	\$72	1.67%	0.33%
1314 - ACC-ORLANDO	3	78.2	0.9	\$252,872	\$76,400	\$329,272	\$90	1.54%	0.46%
1315 - ACC-HQ	5	84.7	0.8	\$278,995	\$132,296	\$411,291	\$86	1.36%	0.64%
1316 - ACC - APG	5	82.2	0.6	\$331,598	\$77,929	\$409,527	\$0	1.64%	0.38%
1320 - MICC HQ	5	83.9	0.2	\$200,512	\$169,478	\$369,990	\$37	1.08%	0.92%
1361 - ACC-411 CSB Korea	3	74.4	0.4	\$40,737	\$40,553	\$81,290	\$18	1.00%	1.00%
1370 - TAPO - USASOC	5	78.1	1.1	\$75,396	\$17,610	\$93,006	\$20	1.95%	0.45%
1371 - GAPO - USASOC	5	81.3	1.3	\$63,740	\$11,426	\$75,166	\$19	2.03%	0.36%
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	\$31,263	\$7,510	\$38,773	\$11	1.82%	0.44%
1399 - MEDCOM HCAA	5	75.0	0.9	\$377,540	\$80,267	\$457,807	\$111	1.86%	0.40%

2023 CCAS Pay Pool Results				CA			CA
	Modal RoR	Average OCS	Average Delta	Approved CA	Total Awards	Remainder Award	% of Adj Salary spent on Awards
Entire Population	5	79.9	1.4	\$40,935,282	\$49,825,155	\$316,575	2.29%
1001 - ASAAIT	5	86.5	1.3	\$1,211,442	\$1,465,544	\$180	2.16%
1003 - Office of Small Business Program	3,5	91.1	0.0	\$17,755	\$42,940	\$6	1.35%
1010 - USAASC HQ	5	84.5	0.8	\$263,697	\$337,701	\$38	2.15%
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	\$792,598	\$1,135,082	\$108	2.25%
1012 - PEO Aviation	5	85.0	2.1	\$2,040,343	\$2,584,655	\$333	2.25%
1013 - PEO C3T	5	82.1	1.4	\$1,489,815	\$1,849,296	\$53	2.25%
1014 - JPEO CBRND	5	85.9	0.9	\$1,078,929	\$1,447,863	\$180	2.25%
1015 - PEO CSCSS-BU	3	77.4	1.4	\$1,157,394	\$1,320,363	\$0	3.00%
1016 - PEO EIS	5	84.8	1.0	\$1,621,200	\$2,141,737	\$302	2.05%
1017 - PEO GCS - BU	5	78.9	1.7	\$1,133,847	\$1,244,386	\$137	3.00%
1018 - RCCTO Non-Supervisory	5	87.4	1.4	\$129,821	\$144,828	\$17	2.25%
1019 - PEO IEW&S	5	86.0	1.9	\$1,362,244	\$1,673,044	\$100,528	2.10%
1020 - PEO M&S - NBU	5	91.8	2.0	\$615,252	\$706,816	\$53	3.60%
1021 - PEO STRI	3	82.3	1.2	\$1,220,936	\$1,645,096	\$238	2.25%
1022 - PEO SOLDIER	5	87.6	1.2	\$774,662	\$1,044,421	\$116	2.25%
1024 - AQ	5	83.7	1.7	\$217,138	\$245,073	\$37	2.25%
1025 - PEO CSCSS-NBU	5	90.1	1.6	\$706,595	\$816,792	\$86	2.25%
1027 - PEO GCS - NBU	5	93.0	1.9	\$630,307	\$717,404	\$100	2.25%
1028 - RCCTO Supervisory	5	98.2	1.3	\$59,835	\$85,612	\$7	2.25%
1029 - PEO ACWA	3	92.4	1.9	\$96,641	\$136,086	\$3,421	2.17%
1030 - LEAD / AAC	3,5	81.5	1.5	\$5,845	\$5,845	\$1	2.25%
1100 - ATEC HQ	5	80.5	1.5	\$711,752	\$931,206	\$98	2.25%
1101 - ATEC AEC	5	83.4	2.3	\$1,083,598	\$1,353,445	\$124	2.25%
1110 - ATEC YPG	5	74.4	1.6	\$532,547	\$626,895	\$0	2.12%
1111 - ATEC ATC	5	75.7	3.3	\$1,854,780	\$2,153,837	\$76	2.25%
1112 - ATEC RTC	5	80.1	3.7	\$804,509	\$957,889	\$149	2.25%
1113 - ATEC WSMR	5	68.6	1.3	\$1,635,775	\$1,896,068	\$299	2.25%
1120 - ATEC OTC	5	74.7	1.3	\$523,905	\$671,755	\$252	2.25%
1210 - AMCOM CMD STAFF	5	90.1	2.0	\$134,879	\$173,807	\$8,124	2.12%
1211 - AMCOM G STAFF	5	85.1	2.1	\$321,488	\$410,899	\$25	2.25%
1212 - AMCOM IG	5	79.5	1.3	\$27,718	\$36,483	\$4	2.25%
1213 - AMCOM ALC	5	86.1	2.1	\$565,946	\$685,717	\$18,596	2.20%
1214 - AMCOM SAMD	5	90.8	1.7	\$91,038	\$125,787	\$2	2.25%
1215 - AMCOM AID	5	80.9	1.0	\$121,277	\$153,517	\$77	2.25%
1216 - AMCOM USATA	5	89.3	2.1	\$90,773	\$124,377	\$3,143	2.18%
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	\$105,766	\$140,962	\$10	2.25%
1221 - CECOM AFGE "Technical"	3	75.6	0.3	\$1,127,632	\$1,308,654	\$201	2.25%
1222 - CECOM NFFE "Technical"	3	76.5	0.4	\$408,686	\$492,116	\$58	2.25%
1223 - CECOM ISEC	3	78.8	0.2	\$783,799	\$1,006,080	\$115	2.25%
1224 - CECOM AFGE "Support"	3	65.0	0.4	\$309,372	\$355,151	\$65	2.25%
1225 - CECOM SEC	3	78.9	0.8	\$164,343	\$193,378	\$33	2.25%
1226 - CECOM AFGE "Finance"	3	61.1	1.0	\$116,360	\$125,902	\$28	2.25%
1228 - CECOM AFGE "0346"	3	72.4	0.3	\$686,992	\$839,440	\$146	2.25%
1229 - CECOM ILSC	5	80.0	0.8	\$796,511	\$914,043	\$122	2.25%
1230 - SMDC Supervisors	5	90.5	1.1	\$277,253	\$364,036	\$47	2.25%
1231 - SMD CoE	5	82.4	0.9	\$273,630	\$354,999	\$35	2.25%
1233 - SMDC Staff	5	73.5	0.7	\$652,872	\$843,801	\$131	2.25%
1240 - PEO M&S - BU	5	76.5	1.9	\$195,343	\$204,774	\$26	3.46%
1241 - PEO M&S - BU	5	79.6	1.9	\$768,832	\$867,448	\$92	3.54%
1242 - PEO M&S - BU	5	78.2	1.9	\$506,359	\$578,876	\$55	3.58%
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	\$732,031	\$829,338	\$147	2.25%
1244 - CECOM ILSC-ADRFS	3	73.3	0.3	\$1,041,932	\$1,238,912	\$215	2.25%
1245 - CECOM NFFE "Business"	3	64.1	0.5	\$61,263	\$70,431	\$15	2.25%
1246 - CECOM HQ and CTSF	5	78.2	0.9	\$639,465	\$736,549	\$111	2.25%
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	\$7,236	\$7,236	\$5	2.25%
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	\$188,131	\$230,142	\$39	2.25%
1251 - TACOM CHIEFS	5	83.3	2.2	\$199,434	\$219,400	\$35	2.04%
1252 - TACOM ILSC	5	84.3	1.4	\$691,036	\$775,156	\$128	2.15%
1254 - TACOM LEGAL	5	86.2	1.1	\$53,973	\$66,752	\$9	2.12%
1255 - TACOM LAV	5	91.0	2.2	\$35,385	\$38,065	\$3,696	2.04%
1256 - TACOM MSO	5	87.8	1.8	\$103,439	\$112,600	\$15	2.25%
1257 - TACOM LAV BU	5	73.9	1.2	\$72,726	\$79,429	\$5,100	2.10%
1280 - Crane Army Ammunition Activity	3	62.6	2.0	\$407,119	\$437,513	\$10,834	2.19%
1298 - DAC Supervisors	5	100.5	3.6	\$45,182	\$78,831	\$7	2.25%
1299 - DAC Non-Supervisors	3	81.3	3.1	\$446,077	\$542,884	\$67	2.25%
1311 - ACC-NJ	5	88.2	1.2	\$190,533	\$213,426	\$21	2.25%
1312 - ACC-RSA	5	86.6	1.0	\$522,636	\$602,474	\$0	2.25%
1313 - ACC-Detroit Arsenal	5	82.1	2.0	\$439,992	\$492,961	\$74	2.17%
1314 - ACC-ORLANDO	3	78.2	0.9	\$431,927	\$508,327	\$110	2.25%
1315 - ACC-HQ	5	84.7	0.8	\$468,786	\$601,082	\$90,729	1.89%
1316 - ACC - APG	5	82.2	0.6	\$552,787	\$630,716	\$0	2.12%
1320 - MICC HQ	5	83.9	0.2	\$494,966	\$664,444	\$11	2.25%
1361 - ACC-411 CSB Korea	3	74.4	0.4	\$86,314	\$126,867	\$5,158	2.12%
1370 - TAPO - USASOC	5	78.1	1.1	\$102,933	\$120,543	\$0	2.25%
1371 - GAPO - USASOC	5	81.3	1.3	\$89,439	\$100,865	\$1,827	2.20%
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	\$47,076	\$54,586	\$7	2.25%
1399 - MEDCOM HCAA	5	75.0	0.9	\$483,433	\$563,700	\$60,141	2.00%



2023 CCAS Pay Pool Results	Salary Increase \$							Salary Increase % of Base Pay			
	Modal RoR	Average OCS	Average Delta	Min (non-zero)	Average	Median	Max	Min (non-zero)	Average	Median	Max
				\$1	\$1,718	\$1,879	\$11,504	0.00%	1.77%	2.02%	9.78%
Entire Population	5	79.9	1.4	\$1	\$1,718	\$1,879	\$11,504	0.00%	1.77%	2.02%	9.78%
1001 - ASAAAL	5	86.5	1.3	\$2	\$2,220	\$2,449	\$5,841	0.00%	1.97%	2.22%	5.18%
1003 - Office of Small Business Program	3,5	91.1	0.0	\$5	\$85	\$0	\$678	0.00%	0.06%	0.00%	0.45%
1010 - USAASC HQ	5	84.5	0.8	\$5	\$1,884	\$2,309	\$4,873	0.00%	1.74%	2.36%	4.08%
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	\$5	\$1,212	\$5	\$7,928	0.00%	1.08%	0.00%	6.54%
1012 - PEO Aviation	5	85.0	2.1	\$2	\$1,756	\$2,059	\$4,882	0.00%	1.65%	2.14%	4.18%
1013 - PEO C3T	5	82.1	1.4	\$2	\$1,867	\$1,945	\$6,648	0.00%	1.85%	2.08%	8.89%
1014 - JPEO CBRND	5	85.9	0.9	\$5	\$1,648	\$1,971	\$5,776	0.00%	1.53%	1.93%	5.12%
1015 - PEO CSCSS-BU	3	77.4	1.4	\$2	\$1,834	\$2,323	\$6,993	0.00%	1.96%	2.24%	6.72%
1016 - PEO EIS	5	84.8	1.0	\$2	\$1,659	\$2,047	\$5,695	0.00%	1.58%	1.98%	5.01%
1017 - PEO GCS - BU	5	78.9	1.7	\$2	\$2,050	\$2,295	\$5,000	0.00%	2.19%	2.32%	7.03%
1018 - RCCTO Non-Supervisory	5	87.4	1.4	\$1,298	\$2,610	\$2,975	\$5,043	1.76%	2.26%	2.36%	3.57%
1019 - PEO IEW&S	5	86.0	1.9	\$5	\$1,972	\$2,251	\$6,076	0.00%	1.82%	2.14%	5.11%
1020 - PEO M&S - NBU	5	91.8	2.0	\$5	\$2,033	\$2,530	\$3,740	0.00%	1.70%	2.22%	2.88%
1021 - PEO STRI	3	82.3	1.2	\$5	\$1,679	\$1,863	\$6,142	0.00%	1.69%	1.99%	7.49%
1022 - PEO SOLDIER	5	87.6	1.2	\$5	\$1,712	\$1,545	\$6,212	0.00%	1.57%	1.72%	8.33%
1024 - AQ	5	83.7	1.7	\$5	\$2,280	\$2,383	\$4,666	0.00%	2.12%	2.38%	3.69%
1025 - PEO CSCSS-NBU	5	90.1	1.6	\$5	\$2,452	\$2,701	\$5,329	0.00%	2.04%	2.26%	4.32%
1027 - PEO GCS - NBU	5	93.0	1.9	\$5	\$2,612	\$2,913	\$5,494	0.00%	2.11%	2.34%	4.17%
1028 - RCCTO Supervisory	5	98.2	1.3	\$193	\$1,733	\$691	\$4,343	0.13%	1.29%	0.45%	3.13%
1029 - PEO ACWA	3	92.4	1.9	\$5	\$1,542	\$1,793	\$4,866	0.00%	1.27%	1.63%	3.52%
1030 - LEAD / AAC	3,5	81.5	1.5	\$2,256	\$2,460	\$2,460	\$2,663	2.20%	2.40%	2.40%	2.59%
1100 - ATEC HQ	5	80.5	1.5	\$2	\$1,583	\$1,770	\$11,504	0.00%	1.65%	1.90%	9.62%
1101 - ATEC AEC	5	83.4	2.3	\$5	\$1,856	\$2,191	\$5,612	0.00%	1.88%	2.07%	6.36%
1110 - ATEC YPG	5	74.4	1.6	\$5	\$1,897	\$1,862	\$8,929	0.00%	2.15%	2.27%	8.64%
1111 - ATEC ATC	5	75.7	3.3	\$2	\$1,778	\$2,076	\$6,432	0.00%	2.09%	2.40%	9.78%
1112 - ATEC RTC	5	80.1	3.7	\$5	\$1,858	\$2,085	\$5,342	0.00%	2.00%	2.20%	5.87%
1113 - ATEC WSMR	5	68.6	1.3	\$5	\$1,692	\$1,816	\$4,461	0.00%	2.10%	2.30%	5.65%
1120 - ATEC OTC	5	74.7	1.3	\$2	\$1,645	\$1,843	\$5,394	0.00%	1.86%	2.24%	4.22%
1210 - AMCOM CMD STAFF	5	90.1	2.0	\$5	\$2,083	\$2,303	\$4,943	0.00%	1.80%	2.19%	4.36%
1211 - AMCOM G STAFF	5	85.1	2.1	\$2	\$1,942	\$2,229	\$5,017	0.00%	1.86%	2.30%	6.00%
1212 - AMCOM IG	5	79.5	1.3	\$5	\$1,571	\$1,987	\$2,952	0.00%	1.78%	2.29%	3.85%
1213 - AMCOM ALC	5	86.1	2.1	\$2	\$2,154	\$2,650	\$6,266	0.00%	1.98%	2.41%	6.00%
1214 - AMCOM SAMD	5	90.8	1.7	\$2	\$1,687	\$1,460	\$7,951	0.00%	1.46%	1.23%	5.86%
1215 - AMCOM AID	5	80.9	1.0	\$2	\$1,889	\$1,860	\$4,811	0.00%	1.83%	2.20%	5.84%
1216 - AMCOM USATA	5	89.3	2.1	\$2	\$1,799	\$2,265	\$3,911	0.00%	1.62%	2.39%	3.48%
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	\$1,416	\$1,515	\$1,890	\$4,134	0.94%	1.17%	1.60%	3.51%
1221 - CECOM AFGE "Technical"	3	75.6	0.3	\$1	\$1,493	\$1,808	\$3,027	0.00%	1.66%	1.96%	3.74%
1222 - CECOM NFFE "Technical"	3	76.5	0.4	\$3	\$1,385	\$1,769	\$3,245	0.00%	1.55%	1.96%	3.60%
1223 - CECOM ISEC	3	78.8	0.2	\$2	\$1,258	\$1,477	\$3,845	0.00%	1.37%	2.01%	3.33%
1224 - CECOM AFGE "Support"	3	65.0	0.4	\$2	\$1,277	\$1,376	\$6,441	0.00%	1.71%	1.90%	8.31%
1225 - CECOM SEC	3	78.9	0.8	\$3	\$1,469	\$1,728	\$7,105	0.00%	1.58%	1.73%	7.41%
1226 - CECOM AFGE "Finance"	3	61.1	1.0	\$900	\$1,318	\$1,307	\$3,218	1.49%	1.94%	1.90%	4.24%
1228 - CECOM AFGE "0346"	3	72.4	0.3	\$5	\$1,249	\$1,477	\$3,741	0.00%	1.51%	1.89%	4.24%
1229 - CECOM ILSC	5	80.0	0.8	\$5	\$1,654	\$1,896	\$4,290	0.00%	1.70%	1.81%	5.49%
1230 - SMDC Supervisors	5	90.5	1.1	\$5	\$1,811	\$2,268	\$4,303	0.00%	1.52%	1.90%	3.30%
1231 - SMD CoE	5	82.4	0.9	\$5	\$1,601	\$2,179	\$4,213	0.00%	1.56%	1.96%	4.11%
1233 - SMDC Staff	5	73.5	0.7	\$2	\$1,409	\$1,690	\$3,413	0.00%	1.61%	1.98%	3.78%
1240 - PEO M&S - BU	5	76.5	1.9	\$628	\$1,957	\$2,231	\$4,060	0.91%	2.15%	2.59%	3.41%
1241 - PEO M&S - BU	5	79.6	1.9	\$5	\$1,765	\$2,156	\$4,309	0.00%	1.85%	2.41%	3.36%
1242 - PEO M&S - BU	5	78.2	1.9	\$2	\$1,699	\$1,923	\$3,864	0.00%	1.83%	2.28%	3.11%
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	\$5	\$1,281	\$1,429	\$3,446	0.00%	1.72%	1.90%	4.72%
1244 - CECOM ILSC-ADRFs	3	73.3	0.3	\$5	\$1,399	\$1,629	\$5,702	0.00%	1.61%	1.92%	7.00%
1245 - CECOM NFFE "Business"	3	64.1	0.5	\$5	\$1,388	\$1,396	\$3,587	0.00%	1.90%	2.00%	3.87%
1246 - CECOM HQ and CTSF	5	78.2	0.9	\$2	\$1,587	\$1,708	\$3,983	0.00%	1.66%	1.90%	5.17%
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	\$447	\$607	\$497	\$1,096	1.36%	2.04%	1.70%	3.91%
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	\$5	\$1,349	\$1,654	\$2,893	0.00%	1.48%	1.80%	3.53%
1251 - TACOM CHIEFS	5	83.3	2.2	\$5	\$1,905	\$1,912	\$4,757	0.00%	1.80%	1.90%	4.23%
1252 - TACOM ILSC	5	84.3	1.4	\$5	\$1,868	\$1,974	\$5,342	0.00%	1.73%	1.84%	6.00%
1254 - TACOM LEGAL	5	86.2	1.1	\$241	\$1,648	\$1,794	\$3,864	0.16%	1.57%	1.82%	3.25%
1255 - TACOM LAV	5	91.0	2.2	\$1,918	\$2,536	\$2,863	\$3,400	1.68%	2.09%	2.21%	2.99%
1256 - TACOM MSO	5	87.8	1.8	\$5	\$2,102	\$2,206	\$4,060	0.00%	1.84%	2.04%	3.06%
1257 - TACOM LAV BU	5	73.9	1.2	\$5	\$1,998	\$1,893	\$5,000	0.00%	2.28%	2.37%	7.03%
1280 - Crane Army Ammunition Activity	3	62.6	2.0	\$5	\$1,360	\$1,357	\$3,013	0.00%	1.94%	1.99%	4.96%
1298 - DAC Supervisors	5	100.5	3.6	\$2,226	\$202	\$0	\$2,226	1.70%	0.15%	0.00%	1.70%
1299 - DAC Non-Supervisors	3	81.3	3.1	\$5	\$1,636	\$1,889	\$4,178	0.00%	1.71%	2.06%	4.32%
1311 - ACC-NJ	5	88.2	1.2	\$1,648	\$1,874	\$2,147	\$4,612	1.39%	1.64%	1.93%	4.15%
1312 - ACC-RSA	5	86.6	1.0	\$4	\$1,873	\$1,798	\$6,191	0.00%	1.68%	1.67%	5.97%
1313 - ACC-Detroit Arsenal	5	82.1	2.0	\$5	\$1,829	\$2,066	\$4,315	0.00%	1.82%	2.08%	3.63%
1314 - ACC-ORLANDO	3	78.2	0.9	\$5	\$1,542	\$1,701	\$4,383	0.00%	1.62%	1.90%	4.05%
1315 - ACC-HQ	5	84.7	0.8	\$5	\$1,576	\$1,752	\$5,006	0.00%	1.46%	1.81%	3.54%
1316 - ACC - APG	5	82.2	0.6	\$5	\$1,842	\$1,852	\$9,415	0.00%	1.78%	1.69%	8.68%
1320 - MICC HQ	5	83.9	0.2	\$5	\$1,277	\$1,510	\$3,955	0.00%	1.24%	1.82%	3.33%
1361 - ACC-411 CSB Korea	3	74.4	0.4	\$5	\$1,018	\$658	\$5,257	0.00%	1.14%	0.65%	3.58%
1370 - TAPD - USASOC	5	78.1	1.1	\$5	\$1,984	\$2,238	\$5,994	0.00%	2.04%	2.35%	6.00%
1371 - GAPO - USASOC	5	81.3	1.3	\$5	\$2,125	\$2,170	\$4,246	0.00%	2.06%	2.22%	4.47%
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	\$5	\$1,645	\$1,540	\$3,506	0.00%	1.91%	2.22%	3.27%
1399 - MEDCOM HCAA	5	75.0	0.9	\$2	\$1,789	\$1,966	\$4,379	0.00%	1.95%	2.23%	4.05%

2023 CCAS Pay Pool Results	Override							Control Points	
	Modal RoR	Average OCS	Average Delta	CRI				Employees with CP Entered	Employees Stopped At CP
				Override CRI	Override CA	Disable Rollover (0)	Force Rollover (2)		
Entire Population	5	79.9	1.4	67	24	3	719	5,917	1,454
1001 - ASAALT	5	86.5	1.3	0	0	0	10	0	0
1003 - Office of Small Business Program	3,5	91.1	0.0	0	0	0	1	0	0
1010 - USAASC HQ	5	84.5	0.8	0	0	0	4	1	0
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	0	2	0	0	192	115
1012 - PEO Aviation	5	85.0	2.1	0	0	0	34	164	48
1013 - PEO C3T	5	82.1	1.4	0	0	0	19	79	45
1014 - JPEO CBRND	5	85.9	0.9	0	0	0	56	109	5
1015 - PEO CSCSS-BU	3	77.4	1.4	0	0	0	10	0	0
1016 - PEO EIS	5	84.8	1.0	0	0	0	15	102	55
1017 - PEO GCS - BU	5	78.9	1.7	0	0	0	3	0	0
1018 - RCCTO Non-Supervisory	5	87.4	1.4	0	0	0	1	0	0
1019 - PEO IEW&S	5	86.0	1.9	0	0	0	12	0	0
1020 - PEO M&S - NBU	5	91.8	2.0	1	0	0	5	67	24
1021 - PEO STRI	3	82.3	1.2	0	0	0	37	422	153
1022 - PEO SOLDIER	5	87.6	1.2	0	0	0	61	127	12
1024 - AQ	5	83.7	1.7	0	0	0	2	1	0
1025 - PEO CSCSS-NBU	5	90.1	1.6	0	0	0	3	0	0
1027 - PEO GCS - NBU	5	93.0	1.9	1	1	0	1	0	0
1028 - RCCTO Supervisory	5	98.2	1.3	0	0	0	0	0	0
1029 - PEO ACWA	3	92.4	1.9	0	0	0	0	0	0
1030 - LEAD / AAC	3,5	81.5	1.5	0	0	0	0	0	0
1100 - ATEC HQ	5	80.5	1.5	0	0	0	12	229	84
1101 - ATEC AEC	5	83.4	2.3	0	0	0	6	333	110
1110 - ATEC YPG	5	74.4	1.6	0	0	0	6	225	35
1111 - ATEC ATC	5	75.7	3.3	0	2	0	13	673	166
1112 - ATEC RTC	5	80.1	3.7	1	1	1	6	299	66
1113 - ATEC WSMR	5	68.6	1.3	4	4	0	26	734	119
1120 - ATEC OTC	5	74.7	1.3	1	1	0	11	203	54
1210 - AMCOM CMD STAFF	5	90.1	2.0	0	0	0	1	0	0
1211 - AMCOM G STAFF	5	85.1	2.1	0	0	0	2	13	13
1212 - AMCOM IG	5	79.5	1.3	0	0	0	0	1	1
1213 - AMCOM ALC	5	86.1	2.1	2	2	0	4	12	12
1214 - AMCOM SAMD	5	90.8	1.7	0	0	0	3	9	9
1215 - AMCOM AID	5	80.9	1.0	0	0	0	2	8	3
1216 - AMCOM USATA	5	89.3	2.1	0	0	0	3	4	4
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0	0	0	0	0	0
1221 - CECOM AFGE "Technical"	3	75.6	0.3	0	0	0	18	137	20
1222 - CECOM NFFE "Technical"	3	76.5	0.4	1	1	0	13	51	1
1223 - CECOM ISEC	3	78.8	0.2	25	0	0	1	82	28
1224 - CECOM AFGE "Support"	3	65.0	0.4	0	0	0	13	24	4
1225 - CECOM SEC	3	78.9	0.8	0	0	0	2	15	2
1226 - CECOM AFGE "Finance"	3	61.1	1.0	0	0	0	3	8	1
1228 - CECOM AFGE "O346"	3	72.4	0.3	0	0	1	22	119	20
1229 - CECOM ILSC	5	80.0	0.8	0	0	0	18	75	13
1230 - SMD C Supervisors	5	90.5	1.1	0	0	0	4	0	0
1231 - SMD CoE	5	82.4	0.9	0	0	0	2	0	0
1233 - SMD C Staff	5	73.5	0.7	0	0	0	8	0	0
1240 - PEO M&S - BU	5	76.5	1.9	6	1	0	1	15	4
1241 - PEO M&S - BU	5	79.6	1.9	11	0	0	7	41	8
1242 - PEO M&S - BU	5	78.2	1.9	1	1	1	6	20	10
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	0	0	0	26	142	22
1244 - CECOM ILSC-ADRFs	3	73.3	0.3	0	0	0	54	308	50
1245 - CECOM NFFE "Business"	3	64.1	0.5	0	0	0	1	11	1
1246 - CECOM HQ and CTSF	5	78.2	0.9	0	0	0	18	85	21
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	0	0	0	0	0	0
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0	0	0	7	38	9
1251 - TACOM CHIEFS	5	83.3	2.2	0	0	0	2	0	0
1252 - TACOM ILSC	5	84.3	1.4	0	0	0	5	0	0
1254 - TACOM LEGAL	5	86.2	1.1	0	0	0	0	0	0
1255 - TACOM LAV	5	91.0	2.2	0	0	0	1	0	0
1256 - TACOM MSO	5	87.8	1.8	0	0	0	1	0	0
1257 - TACOM LAV BU	5	73.9	1.2	1	0	0	0	0	0
1280 - Crane Army Ammunition Activity	3	62.6	2.0	0	0	0	0	53	0
1298 - DAC Supervisors	5	100.5	3.6	0	0	0	10	11	5
1299 - DAC Non-Supervisors	3	81.3	3.1	0	0	0	3	38	1
1311 - ACC-NJ	5	88.2	1.2	4	0	0	0	51	12
1312 - ACC-RSA	5	86.6	1.0	1	1	0	4	108	28
1313 - ACC-Detroit Arsenal	5	82.1	2.0	1	1	0	13	35	8
1314 - ACC-ORLANDO	3	78.2	0.9	0	0	0	18	34	5
1315 - ACC-HQ	5	84.7	0.8	0	0	0	4	71	18
1316 - ACC - APG	5	82.2	0.6	0	0	0	9	180	26
1320 - MICC HQ	5	83.9	0.2	6	6	0	40	149	2
1361 - ACC-411 CSB Korea	3	74.4	0.4	0	0	0	2	5	1
1370 - TAPO - USASOC	5	78.1	1.1	0	0	0	5	0	0
1371 - GAPO - USASOC	5	81.3	1.3	0	0	0	0	3	0
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	0	0	0	0	1	1
1399 - MEDCOM HCAA	5	75.0	0.9	0	0	0	9	0	0

2023 CCAS Pay Pool Results				Carryover Award \$					Carryover Award % of Base Pay			
	Modal RoR	Average OCS	Average Delta	Employees with Carry Over Awards	Min (non-zero)	Average*	Median*	Max	Min (non-zero)	Average*	Median*	Max
Entire Population	5	79.9	1.4	4,112	\$1	\$2,162	\$2,030	\$8,014	0.00%	1.85%	1.79%	5.37%
1001 - ASAALT	5	86.5	1.3	89	\$618	\$2,855	\$2,798	\$5,141	0.58%	2.16%	1.93%	3.65%
1003 - Office of Small Business Program	3,5	91.1	0.0	8	\$1,332	\$3,148	\$3,465	\$3,705	1.78%	2.37%	2.43%	2.81%
1010 - USAASC HQ	5	84.5	0.8	32	\$322	\$2,313	\$2,059	\$4,978	0.30%	1.90%	1.87%	3.26%
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	119	\$11	\$2,878	\$2,930	\$6,034	0.01%	2.15%	2.23%	3.95%
1012 - PEO Aviation	5	85.0	2.1	224	\$173	\$2,430	\$2,366	\$4,274	0.16%	1.99%	2.15%	3.89%
1013 - PEO C3T	5	82.1	1.4	143	\$178	\$2,514	\$2,438	\$6,591	0.16%	2.05%	1.88%	4.86%
1014 - JPEO CBRND	5	85.9	0.9	140	\$160	\$2,635	\$2,669	\$4,970	0.15%	2.04%	1.94%	4.46%
1015 - PEO CSCSS-BU	3	77.4	1.4	95	\$473	\$1,715	\$1,780	\$3,745	0.47%	1.68%	1.62%	4.15%
1016 - PEO EIS	5	84.8	1.0	231	\$134	\$2,253	\$1,829	\$4,423	0.12%	1.82%	1.67%	3.66%
1017 - PEO GCS - BU	5	78.9	1.7	66	\$232	\$1,675	\$1,676	\$3,028	0.28%	1.52%	1.52%	4.13%
1018 - RCCTO Non-Supervisory	5	87.4	1.4	4	\$2,869	\$3,752	\$3,918	\$4,302	2.31%	2.64%	2.71%	2.82%
1019 - PEO IEW&S	5	86.0	1.9	141	\$19	\$2,204	\$2,439	\$4,458	0.02%	1.75%	1.60%	3.18%
1020 - PEO M&S - NBU	5	91.8	2.0	41	\$23	\$2,233	\$2,610	\$4,142	0.02%	1.54%	1.88%	2.71%
1021 - PEO STRI	3	82.3	1.2	195	\$52	\$2,175	\$2,442	\$4,210	0.04%	1.87%	1.92%	3.21%
1022 - PEO SOLDIER	5	87.6	1.2	110	\$64	\$2,452	\$2,516	\$7,105	0.04%	1.92%	1.93%	4.65%
1024 - AQ	5	83.7	1.7	11	\$135	\$2,540	\$2,140	\$6,192	0.12%	1.99%	1.95%	4.05%
1025 - PEO CSCSS-NBU	5	90.1	1.6	53	\$374	\$2,079	\$2,348	\$3,301	0.25%	1.57%	1.70%	2.16%
1027 - PEO GCS - NBU	5	93.0	1.9	40	\$186	\$2,177	\$2,501	\$3,136	0.12%	1.50%	1.64%	2.24%
1028 - RCCTO Supervisory	5	98.2	1.3	8	\$2,127	\$3,222	\$3,320	\$4,134	1.40%	2.11%	2.17%	2.71%
1029 - PEO ACWA	3	92.4	1.9	13	\$1,420	\$3,034	\$2,287	\$5,353	1.29%	2.13%	1.76%	3.50%
1030 - LEAD / AAC	3,5	81.5	1.5	0	\$0	\$0	\$0	\$0	0.00%	0.00%	0.00%	0.00%
1100 - ATEC HQ	5	80.5	1.5	94	\$241	\$2,335	\$2,185	\$8,014	0.42%	2.01%	1.87%	5.25%
1101 - ATEC AEC	5	83.4	2.3	116	\$74	\$2,326	\$2,354	\$5,769	0.06%	1.92%	1.84%	5.37%
1110 - ATEC YPG	5	74.4	1.6	40	\$1	\$2,359	\$1,896	\$6,148	0.00%	2.06%	1.93%	4.02%
1111 - ATEC ATC	5	75.7	3.3	176	\$38	\$1,699	\$1,664	\$3,093	0.05%	1.72%	1.69%	3.33%
1112 - ATEC RTC	5	80.1	3.7	70	\$303	\$2,191	\$2,306	\$4,307	0.28%	1.96%	2.10%	3.92%
1113 - ATEC WSMR	5	68.6	1.3	140	\$37	\$1,859	\$1,822	\$4,486	0.08%	2.06%	2.09%	4.29%
1120 - ATEC OTC	5	74.7	1.3	63	\$139	\$2,347	\$2,419	\$4,777	0.13%	2.24%	2.20%	4.35%
1210 - AMCOM CMD STAFF	5	90.1	2.0	13	\$619	\$2,994	\$2,926	\$4,348	0.42%	2.08%	2.23%	2.85%
1211 - AMCOM G STAFF	5	85.1	2.1	35	\$4	\$2,555	\$2,429	\$4,347	0.00%	2.07%	1.84%	3.35%
1212 - AMCOM IG	5	79.5	1.3	3	\$2,190	\$2,922	\$2,630	\$3,945	1.72%	2.24%	1.99%	3.01%
1213 - AMCOM ALC	5	86.1	2.1	47	\$507	\$2,548	\$2,524	\$5,905	0.34%	2.08%	2.30%	3.87%
1214 - AMCOM SAMD	5	90.8	1.7	13	\$1,798	\$2,673	\$2,890	\$3,403	1.27%	2.02%	2.17%	2.62%
1215 - AMCOM AID	5	80.9	1.0	15	\$958	\$2,149	\$2,455	\$3,035	0.66%	1.99%	2.13%	2.76%
1216 - AMCOM USATA	5	89.3	2.1	11	\$2,043	\$3,055	\$3,322	\$3,787	1.60%	2.24%	2.31%	2.56%
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	13	\$2,482	\$2,707	\$2,482	\$3,839	1.62%	1.77%	1.62%	2.51%
1221 - CECOM AFGE "Technical"	3	75.6	0.3	98	\$116	\$1,847	\$1,905	\$2,844	0.09%	1.69%	1.73%	2.68%
1222 - CECOM NFFE "Technical"	3	76.5	0.4	45	\$397	\$1,854	\$1,851	\$2,578	0.37%	1.67%	1.68%	2.56%
1223 - CECOM ISEC	3	78.8	0.2	100	\$591	\$2,223	\$2,227	\$3,904	0.44%	2.02%	2.03%	3.02%
1224 - CECOM AFGE "Support"	3	65.0	0.4	30	\$445	\$1,526	\$1,619	\$2,052	0.41%	1.61%	1.70%	2.66%
1225 - CECOM SEC	3	78.9	0.8	16	\$1,623	\$1,815	\$1,623	\$2,261	1.48%	1.62%	1.48%	2.78%
1226 - CECOM AFGE "Finance"	3	61.1	1.0	8	\$170	\$1,193	\$1,425	\$1,657	0.22%	1.42%	1.64%	1.92%
1228 - CECOM AFGE "O346"	3	72.4	0.3	89	\$397	\$1,713	\$1,934	\$2,589	0.52%	1.69%	1.76%	2.63%
1229 - CECOM ILSC	5	80.0	0.8	62	\$164	\$1,896	\$1,688	\$2,657	0.15%	1.59%	1.54%	1.96%
1230 - SMDC Supervisors	5	90.5	1.1	27	\$1,768	\$3,214	\$2,765	\$5,055	1.61%	2.30%	2.16%	3.31%
1231 - SMD CoE	5	82.4	0.9	36	\$350	\$2,260	\$2,453	\$4,555	0.23%	1.99%	2.01%	2.98%
1233 - SMDC Staff	5	73.5	0.7	88	\$232	\$2,170	\$1,959	\$4,735	0.22%	2.07%	1.96%	3.43%
1240 - PEO M&S - BU	5	76.5	1.9	4	\$1,647	\$2,358	\$2,185	\$3,415	1.28%	1.95%	1.97%	2.55%
1241 - PEO M&S - BU	5	79.6	1.9	44	\$56	\$2,241	\$2,394	\$3,230	0.05%	2.12%	2.31%	2.96%
1242 - PEO M&S - BU	5	78.2	1.9	28	\$540	\$2,590	\$2,504	\$4,460	0.42%	2.18%	2.28%	3.13%
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	69	\$130	\$1,410	\$1,595	\$2,608	0.17%	1.56%	1.70%	3.42%
1244 - CECOM ILSC-ADRFS	3	73.3	0.3	123	\$211	\$1,601	\$1,642	\$3,035	0.16%	1.58%	1.71%	2.66%
1245 - CECOM NFFE "Business"	3	64.1	0.5	5	\$1,153	\$1,834	\$1,756	\$2,584	1.22%	1.88%	1.81%	2.35%
1246 - CECOM HQ and CTSF	5	78.2	0.9	52	\$325	\$1,867	\$1,764	\$3,877	0.30%	1.63%	1.70%	2.54%
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	0	\$0	\$0	\$0	\$0	0.00%	0.00%	0.00%	0.00%
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	25	\$225	\$1,680	\$1,783	\$3,128	0.24%	1.54%	1.62%	2.41%
1251 - TACOM CHIEFS	5	83.3	2.2	9	\$1,075	\$2,218	\$1,955	\$4,576	1.10%	1.82%	1.83%	3.00%
1252 - TACOM ILSC	5	84.3	1.4	49	\$3	\$1,717	\$1,425	\$5,372	0.00%	1.42%	1.30%	3.52%
1254 - TACOM LEGAL	5	86.2	1.1	6	\$668	\$2,130	\$2,461	\$2,461	0.44%	1.40%	1.61%	1.61%
1255 - TACOM LAV	5	91.0	2.2	1	\$2,680	\$2,680	\$2,680	\$2,680	1.95%	1.95%	1.95%	1.95%
1256 - TACOM MSO	5	87.8	1.8	5	\$1,539	\$1,832	\$1,744	\$2,095	1.01%	1.31%	1.37%	1.59%
1257 - TACOM LAV BU	5	73.9	1.2	4	\$1,123	\$1,676	\$1,625	\$2,330	1.03%	1.71%	1.84%	2.12%
1280 - Crane Army Ammunition Activity	3	62.6	2.0	21	\$6	\$1,447	\$1,645	\$2,718	0.01%	1.56%	1.58%	2.67%
1298 - DAC Supervisors	5	100.5	3.6	10	\$1,514	\$3,365	\$3,464	\$4,246	1.07%	2.30%	2.46%	2.99%
1299 - DAC Non-Supervisors	3	81.3	3.1	47	\$17	\$2,060	\$2,210	\$3,208	0.01%	1.93%	2.18%	2.92%
1311 - ACC-NJ	5	88.2	1.2	12	\$57	\$1,908	\$2,128	\$3,550	0.05%	1.52%	1.64%	2.54%
1312 - ACC-RSA	5	86.6	1.0	41	\$59	\$1,947	\$2,098	\$3,245	0.05%	1.43%	1.37%	2.24%
1313 - ACC-Detroit Arsenal	5	82.1	2.0	35	\$94	\$1,513	\$1,361	\$3,893	0.09%	1.21%	1.24%	2.58%
1314 - ACC-ORLANDO	3	78.2	0.9	46	\$59	\$1,661	\$1,614	\$3,047	0.05%	1.45%	1.47%	2.15%
1315 - ACC-HQ	5	84.7	0.8	64	\$101	\$2,067	\$2,038	\$6,252	0.08%	1.61%	1.51%	4.09%
1316 - ACC - APG	5	82.2	0.6	44	\$160	\$1,771	\$1,774	\$5,150	0.20%	1.47%	1.40%	4.75%
1320 - MICC HQ	5	83.9	0.2	69	\$719	\$2,456	\$2,613	\$3,429	0.48%	1.95%	2.03%	2.49%
1361 - ACC-411 CSB Korea	3	74.4	0.4	22	\$31	\$1,843	\$1,920	\$3,096	0.04%	1.88%	1.75%	3.29%
1370 - TAPD - USASOC	5	78.1	1.1	11	\$184	\$1,601	\$1,852	\$2,982	0.18%	1.59%	1.69%	2.71%
1371 - GAO - USASOC	5	81.3	1.3	5	\$1,765	\$2,285	\$2,298	\$2,842	1.61%	2.08%	2.09%	2.59%
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	3	\$2,003	\$2,503	\$2,546	\$2,961	1.82%	2.48%	2.69%	2.91%
1399 - MEDCOM HCAA	5	75.0	0.9	47	\$405	\$1,708	\$1,849	\$2,891	0.29%	1.70%	1.68%	2.61%

2023 CCAS Pay Pool Results	Modal RoR	Average OCS	Average Delta	CA Award \$				CA Award % of Total Pay			
				Min (non-zero)	Average	Median	Maximum	Min (non-zero)	Average	Median	Maximum
Entire Population	5	79.9	1.4	\$1	\$3,015	\$2,899	\$10,778	0.00%	2.37%	2.27%	9.21%
1001 - ASAALT	5	86.5	1.3	\$6	\$3,274	\$3,286	\$7,364	0.01%	2.17%	2.11%	4.59%
1003 - Office of Small Business Program	3,5	91.1	0.0	\$915	\$2,219	\$2,543	\$2,678	1.02%	1.35%	1.26%	1.46%
1010 - USAASC HQ	5	84.5	0.8	\$15	\$3,216	\$2,973	\$5,887	0.01%	2.22%	2.25%	3.72%
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	\$42	\$3,829	\$3,784	\$8,321	0.02%	2.31%	2.27%	4.53%
1012 - PEO Aviation	5	85.0	2.1	\$979	\$3,115	\$2,957	\$5,879	1.30%	2.32%	2.32%	4.16%
1013 - PEO CST	5	82.1	1.4	\$6	\$3,218	\$3,224	\$8,363	0.00%	2.33%	2.18%	8.54%
1014 - JPEO CBRND	5	85.9	0.9	\$1,411	\$3,393	\$3,400	\$5,811	1.38%	2.28%	2.17%	3.79%
1015 - PEO CSCSS-BU	3	77.4	1.4	\$7	\$3,795	\$3,929	\$8,289	0.01%	3.11%	2.87%	6.25%
1016 - PEO EIS	5	84.8	1.0	\$1	\$3,013	\$3,088	\$7,180	0.00%	2.13%	2.12%	5.08%
1017 - PEO GCS - BU	5	78.9	1.7	\$31	\$3,870	\$4,015	\$9,076	0.02%	3.13%	2.86%	6.23%
1018 - RCCTO Non-Supervisory	5	87.4	1.4	\$1,547	\$3,606	\$3,790	\$6,008	1.59%	2.40%	2.33%	3.52%
1019 - PEO IEW&S	5	86.0	1.9	\$7	\$3,190	\$3,094	\$7,709	0.00%	2.20%	2.31%	4.89%
1020 - PEO M&S - NBU	5	91.8	2.0	\$2,996	\$5,493	\$5,459	\$7,906	2.13%	3.61%	3.63%	4.55%
1021 - PEO STRI	3	82.3	1.2	\$300	\$2,893	\$2,717	\$5,470	0.25%	2.35%	2.17%	4.58%
1022 - PEO SOLDIER	5	87.6	1.2	\$1,598	\$3,521	\$3,394	\$8,514	1.10%	2.34%	2.02%	7.54%
1024 - AQ	5	83.7	1.7	\$1,461	\$3,147	\$3,083	\$7,257	1.28%	2.30%	2.32%	3.95%
1025 - PEO CSCSS-NBU	5	90.1	1.6	\$3	\$3,569	\$3,417	\$7,659	0.00%	2.28%	2.05%	4.83%
1027 - PEO GCS - NBU	5	93.0	1.9	\$25	\$3,686	\$3,783	\$7,160	0.01%	2.29%	2.07%	4.65%
1028 - RCCTO Supervisory	5	98.2	1.3	\$3,089	\$3,989	\$3,925	\$5,019	1.68%	2.25%	2.12%	2.82%
1029 - PEO ACWA	3	92.4	1.9	\$1,416	\$3,332	\$2,759	\$6,363	1.16%	2.14%	1.98%	3.55%
1030 - LEAD / AAC	3,5	81.5	1.5	\$2,681	\$2,923	\$2,923	\$3,164	1.98%	2.26%	2.27%	2.55%
1100 - ATEC HQ	5	80.5	1.5	\$10	\$3,095	\$2,980	\$10,158	0.01%	2.30%	2.11%	5.54%
1101 - ATEC AEC	5	83.4	2.3	\$295	\$3,254	\$3,348	\$7,427	0.16%	2.39%	2.19%	6.55%
1110 - ATEC YPG	5	74.4	1.6	\$1	\$2,367	\$2,239	\$7,367	0.00%	2.14%	2.30%	4.40%
1111 - ATEC ATC	5	75.7	3.3	\$311	\$2,756	\$2,729	\$7,853	0.17%	2.35%	2.14%	6.47%
1112 - ATEC RTC	5	80.1	3.7	\$487	\$2,691	\$2,714	\$6,272	0.53%	2.29%	2.18%	5.57%
1113 - ATEC WSMR	5	68.6	1.3	\$178	\$2,229	\$2,218	\$5,189	0.15%	2.33%	2.28%	5.48%
1120 - ATEC OTC	5	74.7	1.3	\$2	\$2,581	\$2,512	\$6,157	0.00%	2.39%	2.32%	4.81%
1210 - AMCOM CMD STAFF	5	90.1	2.0	\$40	\$3,211	\$3,266	\$5,952	0.03%	2.16%	2.29%	4.08%
1211 - AMCOM G STAFF	5	85.1	2.1	\$162	\$3,183	\$3,189	\$5,404	0.24%	2.37%	2.29%	4.52%
1212 - AMCOM IG	5	79.5	1.3	\$1,360	\$2,772	\$2,639	\$4,888	1.02%	2.27%	2.37%	3.08%
1213 - AMCOM ALC	5	86.1	2.1	\$437	\$3,144	\$3,209	\$6,815	0.34%	2.33%	2.39%	3.71%
1214 - AMCOM SAMD	5	90.8	1.7	\$2,097	\$3,372	\$3,427	\$4,540	1.37%	2.25%	2.34%	2.94%
1215 - AMCOM AID	5	80.9	1.0	\$9	\$2,958	\$3,096	\$6,095	0.00%	2.41%	2.19%	4.62%
1216 - AMCOM USATA	5	89.3	2.1	\$1,579	\$3,242	\$3,532	\$4,346	1.17%	2.29%	2.35%	3.20%
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	\$2,626	\$3,917	\$3,567	\$5,745	1.88%	2.26%	2.04%	3.69%
1221 - CECOM AFGE "Technical"	3	75.6	0.3	\$1,077	\$2,921	\$2,844	\$4,507	1.09%	2.35%	2.25%	4.20%
1222 - CECOM NFFE "Technical"	3	76.5	0.4	\$1,760	\$2,961	\$2,862	\$4,830	1.85%	2.36%	2.24%	4.05%
1223 - CECOM ISEC	3	78.8	0.2	\$1,349	\$2,903	\$2,714	\$5,296	1.43%	2.29%	2.17%	3.38%
1224 - CECOM AFGE "Support"	3	65.0	0.4	\$774	\$2,398	\$2,384	\$9,466	1.79%	2.31%	2.16%	9.21%
1225 - CECOM SEC	3	78.9	0.8	\$514	\$3,043	\$2,664	\$10,778	0.43%	2.33%	1.94%	8.26%
1226 - CECOM AFGE "Finance"	3	61.1	1.0	\$1,342	\$2,238	\$2,102	\$4,797	1.67%	2.43%	2.31%	4.77%
1228 - CECOM AFGE "0346"	3	72.4	0.3	\$1,187	\$2,737	\$2,739	\$5,515	0.82%	2.35%	2.18%	4.72%
1229 - CECOM ILS	5	80.0	0.8	\$1,125	\$3,075	\$2,953	\$6,258	1.65%	2.33%	2.11%	6.05%
1230 - SMDC Supervisors	5	90.5	1.1	\$1,459	\$3,466	\$3,309	\$6,050	1.60%	2.28%	2.21%	3.31%
1231 - SMD CoE	5	82.4	0.9	\$1,440	\$2,974	\$2,942	\$5,452	1.70%	2.32%	2.22%	4.12%
1233 - SMDC Staff	5	73.5	0.7	\$804	\$2,591	\$2,506	\$5,720	1.40%	2.32%	2.29%	3.89%
1240 - PEO M&S - BU	5	76.5	1.9	\$824	\$3,987	\$4,045	\$7,235	0.71%	3.42%	3.62%	4.60%
1241 - PEO M&S - BU	5	79.6	1.9	\$1,029	\$4,444	\$4,486	\$7,574	1.42%	3.65%	3.64%	4.92%
1242 - PEO M&S - BU	5	78.2	1.9	\$1,686	\$4,481	\$4,474	\$8,594	1.94%	3.75%	3.74%	4.98%
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	\$965	\$2,346	\$2,350	\$5,077	1.44%	2.31%	2.18%	5.25%
1244 - CECOM ILS-ADRFs	3	73.3	0.3	\$1,397	\$2,434	\$2,409	\$7,465	1.35%	2.32%	2.24%	7.87%
1245 - CECOM NFFE "Business"	3	64.1	0.5	\$1,351	\$2,664	\$2,618	\$5,346	1.98%	2.59%	2.54%	4.36%
1246 - CECOM HQ and CTSF	5	78.2	0.9	\$758	\$2,974	\$2,875	\$5,811	0.75%	2.29%	2.25%	4.59%
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	\$666	\$905	\$741	\$1,633	1.53%	2.29%	1.92%	4.39%
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	\$1,637	\$2,650	\$2,544	\$4,271	1.78%	2.28%	2.18%	3.97%
1251 - TACOM CHIEFS	5	83.3	2.2	\$37	\$2,849	\$2,714	\$6,635	0.04%	2.05%	2.20%	4.20%
1252 - TACOM ILS	5	84.3	1.4	\$19	\$3,071	\$2,890	\$7,726	0.01%	2.18%	2.11%	4.21%
1254 - TACOM LEGAL	5	86.2	1.1	\$1,627	\$3,175	\$3,456	\$4,642	1.32%	2.18%	2.02%	3.56%
1255 - TACOM LAV	5	91.0	2.2	\$506	\$3,217	\$3,426	\$4,791	0.29%	2.09%	2.20%	3.28%
1256 - TACOM MSO	5	87.8	1.8	\$2,112	\$3,448	\$3,158	\$5,814	1.20%	2.31%	2.28%	3.42%
1257 - TACOM LAV BU	5	73.9	1.2	\$39	\$2,508	\$2,355	\$4,396	0.03%	2.18%	2.31%	3.15%
1280 - Crane Army Ammunition Activity	3	62.6	2.0	\$7	\$1,920	\$1,865	\$4,671	0.01%	2.30%	2.33%	5.58%
1298 - DAC Supervisors	5	100.5	3.6	\$1,907	\$4,107	\$4,145	\$5,347	1.04%	2.25%	2.20%	2.91%
1299 - DAC Non-Supervisors	3	81.3	3.1	\$929	\$3,014	\$3,031	\$5,500	0.72%	2.32%	2.23%	4.29%
1311 - ACC-NJ	5	88.2	1.2	\$2,509	\$3,736	\$3,569	\$5,709	1.54%	2.34%	2.22%	3.95%
1312 - ACC-RSA	5	86.6	1.0	\$10	\$3,206	\$3,298	\$5,825	0.01%	2.30%	2.24%	4.00%
1313 - ACC-Detroit Arsenal	5	82.1	2.0	\$2	\$3,014	\$3,104	\$6,290	0.00%	2.28%	2.44%	4.12%
1314 - ACC-ORLANDO	3	78.2	0.9	\$114	\$2,634	\$2,544	\$6,116	0.14%	2.28%	2.20%	4.85%
1315 - ACC-HQ	5	84.7	0.8	\$4	\$2,649	\$2,772	\$8,503	0.00%	1.91%	2.21%	4.63%
1316 - ACC - APG	5	82.2	0.6	\$9	\$3,071	\$3,039	\$7,285	0.01%	2.20%	2.14%	4.91%
1320 - MICC HQ	5	83.9	0.2	\$152	\$3,153	\$3,231	\$6,053	0.08%	2.38%	2.48%	4.16%
1361 - ACC-411 CSB Korea	3	74.4	0.4	\$15	\$2,158	\$2,166	\$5,914	0.01%	2.29%	2.30%	4.03%
1370 - TAPO - USASOC	5	78.1	1.1	\$139	\$2,709	\$2,839	\$4,492	0.10%	2.35%	2.32%	3.66%
1371 - GAPO - USASOC	5	81.3	1.3	\$41	\$2,981	\$2,860	\$5,155	0.04%	2.20%	2.11%	4.10%
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	\$425	\$2,478	\$2,513	\$4,616	0.33%	2.39%	2.35%	3.55%
1399 - MEDCOM HCAA	5	75.0	0.9	\$10	\$2,291	\$2,201	\$5,198	0.01%	2.06%	2.26%	4.13%

2023 CCAS Pay Pool Results				Award Total \$				Award Total % of Total Pay			
				Modal RoR	Average OCS	Average Delta	Min (non-zero)	Average	Median	Maximum	Min (non-zero)
Entire Population	5	79.9	1.4	\$1	\$3,670	\$3,393	\$18,172	0.00%	2.82%	2.71%	9.90%
1001 - ASAALT	5	86.5	1.3	\$6	\$3,961	\$3,602	\$11,178	0.01%	2.59%	2.45%	6.09%
1003 - Office of Small Business Program	3,5	91.1	0.0	\$2,247	\$5,368	\$6,075	\$6,248	2.50%	3.27%	3.40%	3.58%
1010 - USAASC HQ	5	84.5	0.8	\$240	\$4,118	\$4,222	\$8,395	0.19%	2.81%	2.87%	4.57%
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	\$72	\$5,483	\$5,302	\$14,355	0.04%	3.24%	3.06%	7.82%
1012 - PEO Aviation	5	85.0	2.1	\$979	\$3,946	\$3,552	\$9,421	1.30%	2.88%	2.66%	7.09%
1013 - PEO C3T	5	82.1	1.4	\$8	\$3,994	\$3,884	\$14,884	0.01%	2.82%	2.80%	8.54%
1014 - JPEO CBRND	5	85.9	0.9	\$1,411	\$4,553	\$4,271	\$10,312	1.62%	2.99%	2.93%	5.79%
1015 - PEO CSCSS-BU	3	77.4	1.4	\$7	\$4,329	\$4,616	\$9,671	0.01%	3.52%	3.46%	8.35%
1016 - PEO EIS	5	84.8	1.0	\$8	\$3,981	\$3,989	\$9,999	0.01%	2.75%	2.84%	6.24%
1017 - PEO GCS - BU	5	78.9	1.7	\$83	\$4,247	\$4,301	\$9,076	0.05%	3.40%	3.41%	8.76%
1018 - RCCTO Non-Supervisory	5	87.4	1.4	\$1,547	\$4,023	\$3,826	\$9,427	1.59%	2.64%	2.40%	5.14%
1019 - PEO IEW&S	5	86.0	1.9	\$8	\$3,918	\$3,744	\$10,114	0.00%	2.66%	2.66%	5.98%
1020 - PEO M&S - NBU	5	91.8	2.0	\$2,996	\$6,311	\$5,731	\$12,048	2.13%	4.08%	3.85%	6.57%
1021 - PEO STRI	3	82.3	1.2	\$300	\$3,898	\$3,944	\$8,841	0.25%	3.09%	3.08%	5.79%
1022 - PEO SOLDIER	5	87.6	1.2	\$1,843	\$4,747	\$4,237	\$15,619	1.54%	3.09%	3.12%	8.51%
1024 - AQ	5	83.7	1.7	\$1,461	\$3,552	\$3,194	\$13,449	1.28%	2.56%	2.40%	7.33%
1025 - PEO CSCSS-NBU	5	90.1	1.6	\$3	\$4,125	\$4,231	\$9,643	0.00%	2.62%	2.68%	5.26%
1027 - PEO GCS - NBU	5	93.0	1.9	\$25	\$4,195	\$4,235	\$8,560	0.01%	2.58%	2.70%	4.66%
1028 - RCCTO Supervisory	5	98.2	1.3	\$3,459	\$5,707	\$5,383	\$8,911	2.05%	3.19%	2.93%	4.86%
1029 - PEO ACWA	3	92.4	1.9	\$1,416	\$4,693	\$3,998	\$11,716	1.32%	2.94%	2.63%	6.53%
1030 - LEAD / AAC	3,5	81.5	1.5	\$2,681	\$2,923	\$2,923	\$3,164	1.98%	2.26%	2.26%	2.55%
1100 - ATEC HQ	5	80.5	1.5	\$10	\$4,049	\$3,741	\$18,172	0.01%	2.93%	2.86%	9.90%
1101 - ATEC AEC	5	83.4	2.3	\$303	\$4,064	\$3,758	\$13,196	0.18%	2.90%	2.76%	9.34%
1110 - ATEC YPG	5	74.4	1.6	\$1	\$2,786	\$2,380	\$13,330	0.00%	2.45%	2.43%	7.49%
1111 - ATEC ATC	5	75.7	3.3	\$311	\$3,200	\$3,058	\$8,660	0.18%	2.69%	2.66%	6.47%
1112 - ATEC RTC	5	80.1	3.7	\$487	\$3,204	\$2,958	\$9,370	0.53%	2.67%	2.43%	7.05%
1113 - ATEC WSMR	5	68.6	1.3	\$181	\$2,583	\$2,394	\$9,675	0.15%	2.67%	2.57%	7.97%
1120 - ATEC OTC	5	74.7	1.3	\$11	\$3,309	\$2,728	\$10,934	0.01%	2.98%	2.80%	8.54%
1210 - AMCOM CMD STAFF	5	90.1	2.0	\$40	\$4,138	\$3,532	\$9,325	0.04%	2.69%	2.63%	5.08%
1211 - AMCOM G STAFF	5	85.1	2.1	\$162	\$4,068	\$3,708	\$8,296	0.24%	2.98%	2.78%	6.01%
1212 - AMCOM IG	5	79.5	1.3	\$1,954	\$3,648	\$2,732	\$8,833	2.28%	2.83%	2.45%	5.57%
1213 - AMCOM ALC	5	86.1	2.1	\$437	\$3,810	\$3,446	\$12,720	0.34%	2.78%	2.55%	6.93%
1214 - AMCOM SAMD	5	90.8	1.7	\$2,097	\$4,659	\$4,389	\$7,872	1.40%	3.06%	2.76%	5.01%
1215 - AMCOM AID	5	80.9	1.0	\$744	\$3,744	\$3,561	\$8,445	0.53%	3.02%	3.09%	6.51%
1216 - AMCOM USATA	5	89.3	2.1	\$1,579	\$4,442	\$4,199	\$7,994	1.17%	3.03%	2.79%	4.85%
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	\$2,626	\$5,221	\$5,745	\$9,174	1.88%	2.97%	3.23%	5.00%
1221 - CECOM AFGE "Technical"	3	75.6	0.3	\$1,077	\$3,390	\$3,063	\$7,078	1.09%	2.68%	2.43%	5.04%
1222 - CECOM NFFE "Technical"	3	76.5	0.4	\$1,760	\$3,566	\$3,242	\$6,415	1.87%	2.77%	2.66%	4.81%
1223 - CECOM ISEC	3	78.8	0.2	\$1,349	\$3,726	\$3,546	\$8,650	1.66%	2.89%	2.70%	5.85%
1224 - CECOM AFGE "Support"	3	65.0	0.4	\$774	\$2,753	\$2,558	\$9,466	1.79%	2.60%	2.38%	9.21%
1225 - CECOM SEC	3	78.9	0.8	\$514	\$3,581	\$3,245	\$10,778	0.43%	2.69%	2.42%	8.26%
1226 - CECOM AFGE "Finance"	3	61.1	1.0	\$1,342	\$2,421	\$2,238	\$4,797	1.68%	2.59%	2.44%	4.77%
1228 - CECOM AFGE "O346"	3	72.4	0.3	\$1,335	\$3,344	\$3,086	\$6,406	1.36%	2.80%	2.74%	4.92%
1229 - CECOM ILSC	5	80.0	0.8	\$1,125	\$3,529	\$3,230	\$6,533	1.65%	2.63%	2.47%	6.05%
1230 - SMDC Supervisors	5	90.5	1.1	\$1,459	\$4,550	\$3,855	\$11,105	1.60%	2.93%	2.58%	6.05%
1231 - SMD CoE	5	82.4	0.9	\$1,440	\$3,859	\$3,485	\$10,007	1.70%	2.97%	2.88%	5.45%
1233 - SMDC Staff	5	73.5	0.7	\$872	\$3,348	\$2,958	\$10,398	1.40%	2.92%	2.62%	6.32%
1240 - PEO M&S - BU	5	76.5	1.9	\$824	\$4,179	\$4,083	\$8,989	0.71%	3.56%	3.67%	5.76%
1241 - PEO M&S - BU	5	79.6	1.9	\$1,611	\$5,014	\$4,833	\$8,916	1.42%	4.09%	3.96%	6.75%
1242 - PEO M&S - BU	5	78.2	1.9	\$1,934	\$5,123	\$4,561	\$13,054	1.94%	4.20%	4.11%	7.57%
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	\$965	\$2,658	\$2,445	\$6,451	1.85%	2.57%	2.25%	6.39%
1244 - CECOM ILSC-ADRFs	3	73.3	0.3	\$1,398	\$2,895	\$2,533	\$7,465	1.35%	2.72%	2.53%	7.87%
1245 - CECOM NFFE "Business"	3	64.1	0.5	\$1,351	\$3,062	\$2,868	\$6,443	2.08%	2.90%	2.54%	4.42%
1246 - CECOM HQ and CTSF	5	78.2	0.9	\$758	\$3,426	\$3,292	\$9,533	0.88%	2.59%	2.51%	5.20%
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	\$666	\$905	\$741	\$1,633	1.53%	2.29%	1.92%	4.39%
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	\$1,637	\$3,241	\$2,820	\$7,399	1.78%	2.72%	2.51%	4.69%
1251 - TACOM CHIEFS	5	83.3	2.2	\$37	\$3,134	\$3,009	\$11,211	0.04%	2.24%	2.20%	6.11%
1252 - TACOM ILSC	5	84.3	1.4	\$19	\$3,445	\$3,127	\$13,098	0.01%	2.43%	2.37%	7.14%
1254 - TACOM LEGAL	5	86.2	1.1	\$1,627	\$3,927	\$4,211	\$5,917	1.32%	2.59%	2.61%	3.56%
1255 - TACOM LAV	5	91.0	2.2	\$506	\$3,460	\$3,628	\$6,106	0.29%	2.23%	2.38%	3.46%
1256 - TACOM MSO	5	87.8	1.8	\$2,112	\$3,753	\$3,724	\$5,814	1.93%	2.49%	2.38%	3.42%
1257 - TACOM LAV BU	5	73.9	1.2	\$39	\$2,739	\$2,504	\$4,529	0.03%	2.36%	2.37%	3.49%
1280 - Crane Army Ammunition Activity	3	62.6	2.0	\$7	\$2,064	\$1,917	\$7,389	0.01%	2.43%	2.38%	5.81%
1298 - DAC Supervisors	5	100.5	3.6	\$2,804	\$7,166	\$7,436	\$9,593	1.62%	3.91%	4.05%	5.23%
1299 - DAC Non-Supervisors	3	81.3	3.1	\$929	\$3,668	\$3,422	\$7,431	0.72%	2.78%	2.63%	5.10%
1311 - ACC-NJ	5	88.2	1.2	\$2,525	\$4,185	\$3,844	\$8,988	1.54%	2.60%	2.55%	4.90%
1312 - ACC-RSA	5	86.6	1.0	\$45	\$3,696	\$3,448	\$8,381	0.03%	2.59%	2.67%	4.78%
1313 - ACC-Detroit Arsenal	5	82.1	2.0	\$58	\$3,376	\$3,352	\$9,568	0.05%	2.51%	2.52%	5.21%
1314 - ACC-ORLANDO	3	78.2	0.9	\$114	\$3,100	\$2,880	\$7,298	0.14%	2.63%	2.79%	4.85%
1315 - ACC-HQ	5	84.7	0.8	\$4	\$3,396	\$3,233	\$14,755	0.00%	2.40%	2.35%	8.04%
1316 - ACC - APG	5	82.2	0.6	\$9	\$3,504	\$3,293	\$12,197	0.01%	2.49%	2.25%	8.49%
1320 - MICC HQ	5	83.9	0.2	\$500	\$4,232	\$4,040	\$9,148	0.44%	3.10%	3.19%	5.21%
1361 - ACC-411 CSB Korea	3	74.4	0.4	\$117	\$3,172	\$3,465	\$6,579	0.16%	3.32%	3.23%	6.98%
1370 - TAPO - USASOC	5	78.1	1.1	\$139	\$3,172	\$3,237	\$6,378	0.10%	2.73%	2.82%	4.92%
1371 - GAPO - USASOC	5	81.3	1.3	\$41	\$3,362	\$3,377	\$6,298	0.04%	2.46%	2.22%	4.33%
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	\$425	\$2,873	\$2,640	\$6,007	0.33%	2.70%	2.86%	5.18%
1399 - MEDCOM HCAA	5	75.0	0.9	\$10	\$2,672	\$2,537	\$6,323	0.01%	2.37%	2.43%	4.90%

2023 CCAS Pay Pool Results							
	Modal RoR	Average OCS	Average Delta	Presumptive Expected OCS	Retained Employees	Sum of Base Salary (limit to band max)	Sum of Adjusted Base Salary (cap EXIV)
Entire Population	5	79.9	1.4	431	13	\$1,429,668,155	\$1,790,135,714
1001 - ASAALT	5	86.5	1.3	8	0	\$43,778,404	\$56,136,531
1003 - Office of Small Business Program	3,5	91.1	0.0	0	0	\$1,077,991	\$1,315,652
1010 - USAASC HQ	5	84.5	0.8	4	0	\$9,521,260	\$12,268,011
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	7	0	\$26,253,105	\$35,231,385
1012 - PEO Aviation	5	85.0	2.1	24	1	\$74,990,694	\$90,683,278
1013 - PEO C3T	5	82.1	1.4	17	0	\$50,998,130	\$66,206,498
1014 - JPEO CBRND	5	85.9	0.9	3	0	\$37,214,185	\$47,960,382
1015 - PEO CSCSS-BU	3	77.4	1.4	3	0	\$30,100,027	\$38,583,610
1016 - PEO EIS	5	84.8	1.0	13	1	\$62,250,988	\$79,192,847
1017 - PEO GCS - BU	5	78.9	1.7	5	0	\$29,631,735	\$37,803,211
1018 - RCCTO Non-Supervisory	5	87.4	1.4	3	0	\$4,541,116	\$5,770,598
1019 - PEO IEW&S	5	86.0	1.9	20	0	\$50,763,403	\$65,012,118
1020 - PEO M&S - NBU	5	91.8	2.0	0	0	\$14,128,410	\$17,090,284
1021 - PEO STRI	3	82.3	1.2	14	2	\$46,564,016	\$54,274,410
1022 - PEO SOLDIER	5	87.6	1.2	6	0	\$26,619,367	\$34,429,533
1024 - AQ	5	83.7	1.7	3	0	\$7,721,314	\$9,650,613
1025 - PEO CSCSS-NBU	5	90.1	1.6	3	0	\$24,825,354	\$31,405,592
1027 - PEO GCS - NBU	5	93.0	1.9	3	0	\$22,242,366	\$28,013,659
1028 - RCCTO Supervisory	5	98.2	1.3	0	0	\$2,157,768	\$2,659,665
1029 - PEO ACWA	3	92.4	1.9	0	0	\$3,724,606	\$4,446,491
1030 - LEAD / AAC	3,5	81.5	1.5	0	0	\$205,026	\$259,800
1100 - ATEC HQ	5	80.5	1.5	2	1	\$24,024,338	\$31,632,145
1101 - ATEC AEC	5	83.4	2.3	15	0	\$36,899,534	\$48,157,812
1110 - ATEC YPG	5	74.4	1.6	9	0	\$21,349,148	\$25,128,184
1111 - ATEC ATC	5	75.7	3.3	25	0	\$62,341,365	\$82,438,072
1112 - ATEC RTC	5	80.1	3.7	3	0	\$29,541,332	\$35,755,724
1113 - ATEC WSMR	5	68.6	1.3	29	0	\$62,397,544	\$72,698,334
1120 - ATEC OTC	5	74.7	1.3	15	0	\$19,921,462	\$23,291,576
1210 - AMCOM CMD STAFF	5	90.1	2.0	1	0	\$5,266,662	\$6,355,633
1211 - AMCOM G STAFF	5	85.1	2.1	6	0	\$11,899,330	\$14,289,442
1212 - AMCOM IG	5	79.5	1.3	0	0	\$1,019,658	\$1,232,087
1213 - AMCOM ALC	5	86.1	2.1	11	0	\$21,365,899	\$25,741,361
1214 - AMCOM SAMD	5	90.8	1.7	0	0	\$3,346,305	\$4,046,214
1215 - AMCOM AID	5	80.9	1.0	2	0	\$4,570,273	\$5,393,499
1216 - AMCOM USATA	5	89.3	2.1	1	0	\$3,499,341	\$4,173,379
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0	0	\$3,805,864	\$4,701,122
1221 - CECOM AFGE "Technical"	3	75.6	0.3	17	0	\$37,879,646	\$50,125,905
1222 - CECOM NFFE "Technical"	3	76.5	0.4	4	1	\$13,728,976	\$18,166,362
1223 - CECOM ISEC	3	78.8	0.2	4	0	\$27,935,597	\$34,840,638
1224 - CECOM AFGE "Support"	3	65.0	0.4	5	0	\$10,380,221	\$13,752,759
1225 - CECOM SEC	3	78.9	0.8	0	0	\$5,418,491	\$7,305,607
1226 - CECOM AFGE "Finance"	3	61.1	1.0	3	0	\$3,904,299	\$5,172,804
1228 - CECOM AFGE "O346"	3	72.4	0.3	9	1	\$23,068,707	\$30,539,471
1229 - CECOM ILSC	5	80.0	0.8	7	0	\$27,308,275	\$35,405,887
1230 - SMDC Supervisors	5	90.5	1.1	1	1	\$10,252,516	\$12,324,474
1231 - SMD CoE	5	82.4	0.9	3	0	\$10,117,981	\$12,162,909
1233 - SMDC Staff	5	73.5	0.7	9	1	\$24,161,113	\$0
1240 - PEO M&S - BU	5	76.5	1.9	0	0	\$4,661,550	\$5,638,613
1241 - PEO M&S - BU	5	79.6	1.9	8	0	\$17,876,172	\$21,716,444
1242 - PEO M&S - BU	5	78.2	1.9	7	0	\$11,708,345	\$14,159,837
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	7	0	\$24,670,200	\$32,541,248
1244 - CECOM ILSC-ADRFs	3	73.3	0.3	9	0	\$39,576,470	\$46,317,640
1245 - CECOM NFFE "Business"	3	64.1	0.5	4	0	\$2,055,601	\$2,723,469
1246 - CECOM HQ and CTSF	5	78.2	0.9	4	0	\$21,742,444	\$28,425,564
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	3	0	\$242,902	\$321,820
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0	0	\$6,890,008	\$8,363,087
1251 - TACOM CHIEFS	5	83.3	2.2	1	0	\$7,666,803	\$9,753,050
1252 - TACOM ILSC	5	84.3	1.4	7	0	\$25,228,483	\$32,098,118
1254 - TACOM LEGAL	5	86.2	1.1	0	0	\$2,040,255	\$2,546,426
1255 - TACOM LAV	5	91.0	2.2	0	0	\$1,353,079	\$1,736,947
1256 - TACOM MSO	5	87.8	1.8	1	0	\$3,612,259	\$4,597,932
1257 - TACOM LAV BU	5	73.9	1.2	1	0	\$2,694,499	\$3,458,928
1280 - Crane Army Ammunition Activity	3	62.6	2.0	10	0	\$15,944,819	\$18,575,718
1298 - DAC Supervisors	5	100.5	3.6	0	0	\$1,587,682	\$2,008,404
1299 - DAC Non-Supervisors	3	81.3	3.1	0	0	\$14,997,545	\$19,828,609
1311 - ACC-NJ	5	88.2	1.2	2	0	\$6,275,634	\$8,469,073
1312 - ACC-RSA	5	86.6	1.0	2	0	\$19,264,369	\$23,225,048
1313 - ACC-Detroit Arsenal	5	82.1	2.0	7	0	\$16,000,921	\$20,251,703
1314 - ACC-ORLANDO	3	78.2	0.9	2	0	\$16,468,136	\$19,201,667
1315 - ACC-HQ	5	84.7	0.8	6	1	\$20,568,882	\$24,867,341
1316 - ACC-APG	5	82.2	0.6	11	0	\$20,274,349	\$26,114,207
1320 - MICC HQ	5	83.9	0.2	8	0	\$18,501,372	\$21,998,981
1361 - ACC-411 CSB Korea	3	74.4	0.4	4	3	\$4,065,400	\$4,065,400
1370 - TAPO - USASOC	5	78.1	1.1	4	0	\$3,876,115	\$4,574,805
1371 - GAPD - USASOC	5	81.3	1.3	0	0	\$3,132,723	\$4,056,278
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	1	0	\$1,716,122	\$2,092,588
1399 - MEDCOM HCAA	5	75.0	0.9	5	0	\$20,261,874	\$24,158,877

			Average OCS By Career Path and Broadband Level												
2023 CCAS Pay Pool Results	Modal	Average OCS	Average Delta	NH-1	NH-2	NH-3	NH-4	NJ-1	NJ-2	NJ-3	NJ-4	NK-1	NK-2	NK-3	
	Entire Population	5	79.9	1.4	18.5	57.5	76.5	92.7	0.0	41.5	62.4	72.7	24.0	39.6	53.8
1001 - ASALT	5	86.5	1.3	0.0	61.0	76.5	93.9	0.0	0.0	0.0	0.0	0.0	46.0	59.0	
1003 - Office of Small Business Program	3,5	91.1	0.0	0.0	0.0	84.0	99.8	0.0	0.0	0.0	0.0	0.0	46.0	0.0	
1010 - USAASC HQ	5	84.5	0.8	0.0	0.0	78.9	94.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	0.0	0.0	75.0	91.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1012 - PEO Aviation	5	85.0	2.1	0.0	57.0	79.0	92.3	0.0	0.0	0.0	0.0	0.0	46.5	61.0	
1013 - PEO C3T	5	82.1	1.4	0.0	57.2	76.6	93.2	0.0	0.0	0.0	0.0	0.0	44.5	0.0	
1014 - JPEO CBRND	5	85.9	0.9	0.0	59.9	78.1	94.4	0.0	0.0	0.0	0.0	0.0	0.0	61.0	
1015 - PEO CSCSS-BU	3	77.4	1.4	16.3	59.4	79.4	91.7	0.0	0.0	0.0	0.0	0.0	43.5	55.8	
1016 - PEO EIS	5	84.8	1.0	0.0	58.6	79.0	93.5	0.0	0.0	0.0	0.0	0.0	47.0	0.0	
1017 - PEO GCS - BU	5	78.9	1.7	0.0	59.1	78.0	92.5	0.0	0.0	0.0	0.0	0.0	41.3	0.0	
1018 - RCCTO Non-Supervisory	5	87.4	1.4	0.0	0.0	75.4	92.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1019 - PEO IEW&S	5	86.0	1.9	0.0	55.8	79.1	94.6	0.0	0.0	0.0	0.0	0.0	0.0	59.0	
1020 - PEO M&S - NBU	5	91.8	2.0	0.0	0.0	78.1	93.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1021 - PEO STRI	3	82.3	1.2	0.0	54.8	79.7	93.3	0.0	0.0	0.0	0.0	0.0	47.0	52.8	
1022 - PEO SOLDIER	5	87.6	1.2	0.0	59.3	79.4	94.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1024 - AQ	5	83.7	1.7	0.0	58.0	76.8	92.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1025 - PEO CSCSS-NBU	5	90.1	1.6	0.0	58.6	80.1	95.5	0.0	0.0	0.0	83.0	0.0	0.0	0.0	
1027 - PEO GCS - NBU	5	93.0	1.9	0.0	0.0	80.6	95.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1028 - RCCTO Supervisory	5	98.2	1.3	0.0	0.0	0.0	98.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1029 - PEO ACWA	3	92.4	1.9	0.0	0.0	81.0	98.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1030 - LEAD / AAC	3,5	81.5	1.5	0.0	0.0	81.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1100 - ATEC HQ	5	80.5	1.5	0.0	59.3	76.4	92.9	0.0	0.0	0.0	0.0	0.0	45.0	52.6	
1101 - ATEC AEC	5	83.4	2.3	0.0	53.3	76.5	92.2	0.0	0.0	0.0	0.0	0.0	0.0	54.6	
1110 - ATEC YPG	5	74.4	1.6	0.0	59.2	71.6	92.8	0.0	0.0	58.3	74.8	0.0	0.0	44.6	
1111 - ATEC ATC	5	75.7	3.3	0.0	62.1	77.2	93.7	0.0	0.0	65.8	73.8	0.0	46.5	51.4	
1112 - ATEC RTC	5	80.1	3.7	0.0	63.8	77.7	91.8	0.0	0.0	67.0	82.5	0.0	44	61.0	
1113 - ATEC WSMR	5	68.6	1.3	0.0	58.6	74.7	90.9	0.0	46	60.5	70.3	0.0	36.6	53.4	
1120 - ATEC OTC	5	74.7	1.3	0.0	56.6	73.4	93.4	0.0	0.0	0.0	71.0	0.0	46.0	0.0	
1210 - AMCOM CMD STAFF	5	90.1	2.0	0.0	53.5	77.6	95.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1211 - AMCOM G STAFF	5	85.1	2.1	0.0	52.6	79.4	92.3	0.0	0.0	0.0	0.0	0.0	49.0	0.0	
1212 - AMCOM IG	5	79.5	1.3	0.0	60.0	75.5	94.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1213 - AMCOM ALC	5	86.1	2.1	0.0	0.0	79.8	90.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1214 - AMCOM SAMD	5	90.8	1.7	0.0	0.0	0.0	90.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1215 - AMCOM AID	5	80.9	1.0	0.0	59.5	79.0	92.1	0.0	0.0	0.0	0.0	0.0	47.0	48.0	
1216 - AMCOM USATA	5	89.3	2.1	0.0	0.0	77.2	93.3	0.0	0.0	0.0	79.0	0.0	0.0	0.0	
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0.0	0.0	78.0	97.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1221 - CECOM AFGE "Technical"	3	75.6	0.3	0.0	52.7	75.2	87.8	0.0	0.0	0.0	76.0	0.0	0.0	0.0	
1222 - CECOM NFFE "Technical"	3	76.5	0.4	0.0	58.7	75.3	89.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1223 - CECOM ISEC	3	78.8	0.2	0.0	55.9	77.5	91.1	0.0	52	61	0.0	0.0	42.5	0.0	
1224 - CECOM AFGE "Support"	3	65.0	0.4	0.0	54.3	73.3	90.0	0.0	0.0	0.0	19.0	42.0	52.8	0.0	
1225 - CECOM SEC	3	78.9	0.8	0.0	63.7	77.5	89.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1226 - CECOM AFGE "Finance"	3	61.1	1.0	0.0	55.3	69.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1228 - CECOM AFGE "O346"	3	72.4	0.3	0.0	59.6	74.1	86.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1229 - CECOM ILSC	5	80.0	0.8	0.0	49.1	74.7	89.4	0.0	0.0	0.0	0.0	0.0	46.0	58.0	
1230 - SMDC Supervisors	5	90.5	1.1	0.0	0.0	79.3	94.0	0.0	0.0	0.0	0.0	0.0	37.0	0.0	
1231 - SMD CoE	5	82.4	0.9	0.0	63.5	79.0	95.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1233 - SMDC Staff	5	73.5	0.7	0.0	59.2	78.2	93.9	0.0	0.0	0.0	75.0	0.0	37.2	55.8	
1240 - PEO M&S - BU	5	76.5	1.9	0.0	54.2	74.1	91.1	0.0	0.0	0.0	0.0	0.0	0.0	54	
1241 - PEO M&S - BU	5	79.6	1.9	0.0	52.2	78.2	89.5	0.0	0.0	0.0	0.0	29.0	0.0	61.5	
1242 - PEO M&S - BU	5	78.2	1.9	0.0	56.3	76.1	93.1	0.0	0.0	0.0	0.0	0.0	46.0	57.0	
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	0.0	56.1	71.3	92.0	0.0	26.0	0.0	0.0	0.0	0.0	0.0	
1244 - CECOM ILSC-ADRF5	3	73.3	0.3	0.0	60.3	72.8	89.9	0.0	45.5	48.5	0.0	0.0	34.0	0.0	
1245 - CECOM NFFE "Business"	3	64.1	0.5	0.0	50.6	71.2	94.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1246 - CECOM HQ and CTSF	5	78.2	0.9	0.0	52.3	74.2	89.9	0.0	0.0	0.0	0.0	0.0	46.0	0.0	
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	19.63	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0.0	63.0	75.2	87.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1251 - TACOM CHIEFS	5	83.3	2.2	0.0	56.0	77.3	92.1	0.0	0.0	0.0	0.0	0.0	35.0	50.0	
1252 - TACOM ILSC	5	84.3	1.4	0.0	59.0	79.9	93.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1254 - TACOM LEGAL	5	86.2	1.1	0.0	57.3	67.0	96.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1255 - TACOM LAV	5	91.0	2.2	0.0	0.0	0.0	91.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1256 - TACOM MSO	5	87.8	1.8	0.0	63.0	79.4	93.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1257 - TACOM LAV BU	5	73.9	1.2	0.0	60.0	73.8	89.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1280 - Crane Army Ammunition Activity	3	62.6	2.0	0.0	57.5	73.6	89.6	0.0	41.1	61.7	69.1	0	40.3	52.7	
1298 - DAC Supervisors	5	100.5	3.6	0.0	0.0	0.0	100.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1299 - DAC Non-Supervisors	3	81.3	3.1	0.0	66.3	79.0	91.6	0.0	0.0	0.0	0.0	0.0	0.0	50.0	
1311 - ACC-NJ	5	88.2	1.2	0.0	0.0	80.0	88.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1312 - ACC-RSA	5	86.6	1.0	0.0	66.0	75.5	91.6	0.0	0.0	0.0	0.0	0.0	41.0	0.0	
1313 - ACC-Detroit Arsenal	5	82.1	2.0	0.0	45.3	78.2	92.4	0.0	0.0	0.0	0.0	0.0	0.0	52.0	
1314 - ACC-ORLANDO	3	78.2	0.9	0.0	50.4	76.5	91.7	0.0	0.0	0.0	0.0	0.0	43.0	55.0	
1315 - ACC-HQ	5	84.7	0.8	0.0	60.1	78.0	91.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1316 - ACC - APG	5	82.2	0.6	0.0	60.2	73.0	90.3	0.0	0.0	0.0	0.0	0.0	46.0	0.0	
1320 - MIIC HQ	5	83.9	0.2	0.0	59.0	76.4	91.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1361 - ACC-411 CSB Korea	3	74.4	0.4	0.0	62.7	77.3	95.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1370 - TAPD - USASOC	5	78.1	1.1	0.0	67.0	76.8	89.8	0.0	0.0	0.0	0.0	0.0	0.0	59.0	
1371 - GAPO - USASOC	5	81.3	1.3	0.0	0.0	77.3	92.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	0.0	61.0	73.9	87.5	0.0	0.0	0.0	0.0	0.0	0.0	46.0	
1399 - MEDCOM HCAA	5	75.0	0.9	0.0	59.6	75.2	92.1	0.0	0.0	0.0	0.0	0.0	45.5	56.6	

2023 CCAS Pay Pool Results	Average Delta By Career Path and Broadband Level													
	Modal RoR	Average OCS	Average Delta	NH-1	NH-2	NH-3	NH-4	NJ-1	NJ-2	NJ-3	NJ-4	NK-1	NK-2	NK-3
Entire Population	5	79.9	1.4	0.8	1.3	1.3	1.5	0	2.0	1.8	2.4	0.0	1.2	1.6
1001 - ASAALT	5	86.5	1.3	0.0	0.8	1.3	1.4	0.0	0.0	0.0	0.0	0.0	0.0	1.0
1003 - Office of Small Business Program	3,5	91.1	0.0	0.0	0.0	1.0	-0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1010 - USAASC HQ	5	84.5	0.8	0.0	0.0	0.6	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	0.0	0.0	1.8	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1012 - PEO Aviation	5	85.0	2.1	0.0	1.5	2.0	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1013 - PEO CST	5	82.1	1.4	0.0	2.1	1.3	1.6	0.0	0.0	0.0	0.0	0.0	0.5	0.0
1014 - JPEO CBRND	5	85.9	0.9	0.0	1.0	0.9	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1015 - PEO CSCSS-BU	3	77.4	1.4	0.0	2.6	1.3	1.3	0.0	0.0	0.0	0.0	0.0	0.4	1.0
1016 - PEO EIS	5	84.8	1.0	0.0	1.9	0.9	1.1	0.0	0.0	0.0	0.0	0.0	1.0	0.0
1017 - PEO GCS - BU	5	78.9	1.7	0.0	2.6	1.7	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1018 - RCCTO Non-Supervisory	5	87.4	1.4	0.0	0.0	1.2	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1019 - PEO IEW&S	5	86.0	1.9	0.0	2.4	1.8	1.9	0.0	0.0	0.0	0.0	0.0	0.0	3.0
1020 - PEO M&S - NBU	5	91.8	2.0	0.0	0.0	2.1	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1021 - PEO STRI	3	82.3	1.2	0.0	1.2	1.2	1.2	0.0	0.0	0.0	0.0	0.0	1.0	0.4
1022 - PEO SOLDIER	5	87.6	1.2	0.0	4.7	1.0	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1024 - AQ	5	83.7	1.7	0.0	4.0	1.2	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1025 - PEO CSCSS-NBU	5	90.1	1.6	0.0	1.0	1.0	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1027 - PEO GCS - NBU	5	93.0	1.9	0.0	0.0	1.3	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1028 - RCCTO Supervisory	5	98.2	1.3	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1029 - PEO ACWA	3	92.4	1.9	0.0	0.0	1.3	2.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1030 - LEAD / AAC	3,5	81.5	1.5	0.0	0.0	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1100 - ATEC HQ	5	80.5	1.5	0.0	2.3	1.4	1.7	0.0	0.0	0.0	0.0	0.0	-1.0	1.2
1101 - ATEC AEC	5	83.4	2.3	0.0	-1.0	2.9	1.8	0.0	0.0	0.0	0.0	0.0	0.0	2.5
1110 - ATEC YPG	5	74.4	1.6	0.0	1.8	1.4	2.5	1.2	0.0	1.3	1.2	0.0	0.0	2.6
1111 - ATEC ATC	5	75.7	3.3	0.0	3.9	3.4	2.7	3.4	0.0	3.0	3.4	0.0	2.7	4.1
1112 - ATEC RTC	5	80.1	3.7	0.0	1.5	4.0	2.8	4.5	0.0	1.0	4.5	0.0	1.8	4.0
1113 - ATEC WSMR	5	68.6	1.3	0.0	1.3	1.3	1.4	1.0	1.0	1.0	1.0	0.0	1.5	1.5
1120 - ATEC OTC	5	74.7	1.3	0.0	1.8	1.2	1.9	1.0	0.0	0.0	1.0	0.0	1.4	0.0
1210 - AMCOM CMD STAFF	5	90.1	2.0	0.0	2.5	1.8	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1211 - AMCOM G STAFF	5	85.1	2.1	0.0	2.3	1.9	2.2	0.0	0.0	0.0	0.0	0.0	3.0	0.0
1212 - AMCOM IG	5	79.5	1.3	0.0	1.0	1.2	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1213 - AMCOM ALC	5	86.1	2.1	0.0	0.0	2.0	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1214 - AMCOM SAMD	5	90.8	1.7	0.0	0.0	0.0	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1215 - AMCOM AID	5	80.9	1.0	0.0	0.5	1.1	1.1	0.0	0.0	0.0	0.0	0.0	1.0	1.0
1216 - AMCOM USATA	5	89.3	2.1	0.0	0.0	2.0	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0.0	0.0	1.0	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1221 - CECOM AFGE "Technical"	3	75.6	0.3	0.0	0.8	0.3	0.0	2.0	0.0	0.0	2.0	0.0	0.0	0.0
1222 - CECOM NFFE "Technical"	3	76.5	0.4	0.0	1.7	0.4	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1223 - CECOM ISEC	3	78.8	0.2	0.0	0.2	0.2	0.2	0.0	1.0	1.0	0.0	0.0	0.5	0.0
1224 - CECOM AFGE "Support"	3	65.0	0.4	0.0	0.2	0.5	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5
1225 - CECOM SEC	3	78.9	0.8	0.0	2.3	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1226 - CECOM AFGE "Finance"	3	61.1	1.0	0.0	0.9	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1228 - CECOM AFGE "O346"	3	72.4	0.3	0.0	0.5	0.3	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1229 - CECOM ILSC	5	80.0	0.8	0.0	0.3	1.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0	1.0
1230 - SMDC Supervisors	5	90.5	1.1	0.0	0.0	0.7	1.1	0.0	0.0	0.0	0.0	0.0	2.0	0.0
1231 - SMD CoE	5	82.4	0.9	0.0	0.5	1.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1233 - SMDC Staff	5	73.5	0.7	0.0	1.0	0.7	0.8	1.0	0.0	0.0	1.0	0.0	0.5	0.7
1240 - PEO M&S - BU	5	76.5	1.9	0.0	1.5	1.7	2.4	0.0	0.0	0.0	0.0	0.0	0.0	2.0
1241 - PEO M&S - BU	5	79.6	1.9	0.0	1.4	1.9	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0.5
1242 - PEO M&S - BU	5	78.2	1.9	0.0	1.5	1.8	2.4	0.0	0.0	0.0	0.0	0.0	0.0	1.0
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	0.0	0.3	0.4	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0
1244 - CECOM ILSC-ADRFs	3	73.3	0.3	0.0	0.1	0.3	0.2	0.0	0.5	0.5	0.0	0.0	2.0	0.0
1245 - CECOM NFFE "Business"	3	64.1	0.5	0.0	0.3	0.6	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1246 - CECOM HQ and CTSF	5	78.2	0.9	0.0	0.7	1.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0.0	0.5	0.5	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1251 - TACOM CHIEFS	5	83.3	2.2	0.0	1.0	1.8	2.5	0.0	0.0	0.0	0.0	0.0	6.0	2.0
1252 - TACOM ILSC	5	84.3	1.4	0.0	2.2	1.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1254 - TACOM LEGAL	5	86.2	1.1	0.0	1.7	1.0	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1255 - TACOM LAV	5	91.0	2.2	0.0	0.0	0.0	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1256 - TACOM MSO	5	87.8	1.8	0.0	2.0	1.4	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1257 - TACOM LAV BU	5	73.9	1.2	0.0	1.0	1.1	2.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1280 - Crane Army Ammunition Activity	3	62.6	2.0	0.0	2.1	1.8	1.0	2.0	2.3	1.6	2.0	0.0	2.2	1.7
1298 - DAC Supervisors	5	100.5	3.6	0.0	0.0	0.0	3.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1299 - DAC Non-Supervisors	3	81.3	3.1	0.0	2.8	3.3	2.5	0.0	0.0	0.0	0.0	0.0	0.0	5.0
1311 - ACC-NJ	5	88.2	1.2	0.0	0.0	0.5	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1312 - ACC-RSA	5	86.6	1.0	0.0	0.0	0.8	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1313 - ACC-Detroit Arsenal	5	82.1	2.0	0.0	1.7	1.9	2.1	0.0	0.0	0.0	0.0	0.0	0.0	3.0
1314 - ACC-ORLANDO	3	78.2	0.9	0.0	0.6	0.8	1.4	0.0	0.0	0.0	0.0	0.0	1.0	2.0
1315 - ACC-HQ	5	84.7	0.8	0.0	0.8	0.6	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1316 - ACC - APG	5	82.2	0.6	0.0	0.5	0.7	0.5	0.0	0.0	0.0	0.0	0.0	1.0	0.0
1320 - MICC HQ	5	83.9	0.2	0.0	0.4	0.3	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1361 - ACC-411 CSB Korea	3	74.4	0.4	0.0	0.5	0.2	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1370 - TAPO - USASOC	5	78.1	1.1	0.0	3.0	0.9	1.8	0.0	0.0	0.0	0.0	0.0	0.0	1.0
1371 - GAPO - USASOC	5	81.3	1.3	0.0	0.0	1.3	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	0.0	1.0	1.6	3.5	0.0	0.0	0.0	0.0	0.0	0.0	1.5
1399 - MEDCOM HCAA	5	75.0	0.9	0.0	0.3	0.8	1.3	0.0	0.0	0.0	0.0	0.0	1.0	0.8



2023 CCAS Pay Pool Results	Modal Rating of Record													
	Modal RoR	Average OCS	Average Delta	NH-1	NH-2	NH-3	NH-4	NJ-1	NJ-2	NJ-3	NJ-4	NK-1	NK-2	NK-3
Entire Population	5	79.9	1.4	3	3	5	5	0	3	5	5	3	3	5
1001 - ASAALT	5	86.5	1.3	0	5	5	5	0	0	0	0	0	3	3
1003 - Office of Small Business Program	3,5	91.1	0.0	0	0	5	3,5	0	0	0	0	0	3	0
1010 - USAASC HQ	5	84.5	0.8	0	0	5	5	0	0	0	0	0	0	0
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	0	0	5	5	0	0	0	0	0	0	0
1012 - PEO Aviation	5	85.0	2.1	0	3	5	5	0	0	0	0	0	3,5	3
1013 - PEO C3T	5	82.1	1.4	0	5	5	5	0	0	0	0	0	3,5	0
1014 - JPEO CBRND	5	85.9	0.9	0	5	5	5	0	0	0	0	0	0	3,5
1015 - PEO CSCSS-BU	3	77.4	1.4	3	3	3	5	0	0	0	0	0	3	3
1016 - PEO EIS	5	84.8	1.0	0	5	5	5	0	0	0	0	0	5	0
1017 - PEO GCS - BU	5	78.9	1.7	0	3	3	5	0	0	0	0	0	3	0
1018 - RCCTO Non-Supervisory	5	87.4	1.4	0	0	5	5	0	0	0	0	0	0	0
1019 - PEO IEW&S	5	86.0	1.9	0	5	5	5	0	0	0	0	0	0	5
1020 - PEO M&S - NBU	5	91.8	2.0	0	0	5	5	0	0	0	0	0	0	0
1021 - PEO STRI	3	82.3	1.2	0	3	3	5	0	0	0	0	0	5	3
1022 - PEO SOLDIER	5	87.6	1.2	0	5	5	5	0	0	0	0	0	0	0
1024 - AQ	5	83.7	1.7	0	5	5	5	0	0	0	0	0	0	0
1025 - PEO CSCSS-NBU	5	90.1	1.6	0	3,5	5	5	0	0	0	3	0	0	0
1027 - PEO GCS - NBU	5	93.0	1.9	0	0	5	5	0	0	0	0	0	0	0
1028 - RCCTO Supervisory	5	98.2	1.3	0	0	0	5	0	0	0	0	0	0	0
1029 - PEO ACWA	3	92.4	1.9	0	0	3	5	0	0	0	0	0	0	0
1030 - LEAD / AAC	3,5	81.5	1.5	0	0	3,5	0	0	0	0	0	0	0	0
1100 - ATEC HQ	5	80.5	1.5	0	5	5	5	0	0	0	0	0	3	5
1101 - ATEC AEC	5	83.4	2.3	0	3	5	5	0	0	0	0	0	0	5
1110 - ATEC YPG	5	74.4	1.6	0	5	5	5	0	0	5	5	0	0	5
1111 - ATEC ATC	5	75.7	3.3	0	5	5	5	0	0	5	5	0	3	5
1112 - ATEC RTC	5	80.1	3.7	0	3,5	5	5	0	0	3	5	0	3,5	5
1113 - ATEC WSMR	5	68.6	1.3	0	5	5	5	0	5	3	5	0	5	5
1120 - ATEC OTC	5	74.7	1.3	0	5	5	5	0	0	0	5	0	5	0
1210 - AMCOM CMD STAFF	5	90.1	2.0	0	5	3,5	5	0	0	0	0	0	0	0
1211 - AMCOM G STAFF	5	85.1	2.1	0	5	5	5	0	0	0	0	0	5	0
1212 - AMCOM IG	5	79.5	1.3	0	5	5	5	0	0	0	0	0	0	0
1213 - AMCOM ALC	5	86.1	2.1	0	0	5	5	0	0	0	0	0	0	0
1214 - AMCOM SAMD	5	90.8	1.7	0	0		5	0	0	0	0	0	0	0
1215 - AMCOM AID	5	80.9	1.0	0	5	5	5	0	0	0	0	0	3	3,5
1216 - AMCOM USATA	5	89.3	2.1	0	0	5	5	0	0	0	3	0	0	0
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0	0	3	5	0	0	0	0	0	0	0
1221 - CECOM AFGE "Technical"	3	75.6	0.3	0	3	3	3	0	0	0	5	0	0	0
1222 - CECOM NFFE "Technical"	3	76.5	0.4	0	3	3	3	0	0	0	0	0	0	0
1223 - CECOM ISEC	3	78.8	0.2	0	5	3	5	0	5	5	0	0	5	
1224 - CECOM AFGE "Support"	3	65.0	0.4	0	3	3	5	0	0	0	0	3	3	3
1225 - CECOM SEC	3	78.9	0.8	0	3	3	3	0	0	0	0	0	0	0
1226 - CECOM AFGE "Finance"	3	61.1	1.0	0	3	3	0	0	0	0	0	0	0	0
1228 - CECOM AFGE "0346"	3	72.4	0.3	0	3	3	5	0	0	0	0	0	0	0
1229 - CECOM ILSC	5	80.0	0.8	0	3	5	5	0	0	0	0	0	3	5
1230 - SMDC Supervisors	5	90.5	1.1	0		5	5	0	0	0	0	0	5	0
1231 - SMD CoE	5	82.4	0.9	0	3,5	5	5	0	0	0	0	0	0	0
1233 - SMDC Staff	5	73.5	0.7	0	5	5	5	0	0	0	3	0	3	3
1240 - PEO M&S - BU	5	76.5	1.9	0	5	5	5	0	0	0	0	0	0	3
1241 - PEO M&S - BU	5	79.6	1.9	0	5	5	5	0	0	0	0	3	0	3,5
1242 - PEO M&S - BU	5	78.2	1.9	0	5	5	5	0	0	0	0	0	3	3
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	0	3	3	3,5	0	5	0	0	0	0	0
1244 - CECOM ILSC-ADRFS	3	73.3	0.3	0	3	3	5	0	3	3,5	0	0	5	0
1245 - CECOM NFFE "Business"	3	64.1	0.5	0	3	3	5	0	0	0	0	0	0	0
1246 - CECOM HQ and CTSF	5	78.2	0.9	0	3	5	5	0	0	0	0	0	3	0
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	3	0	0	0	0	0	0	0	0	0	0
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0	3,5	3	3	0	0	0	0	0	0	0
1251 - TACOM CHIEFS	5	83.3	2.2	0	3,5	5	5	0	0	0	0	0	3	5
1252 - TACOM ILSC	5	84.3	1.4	0	5	5	5	0	0	0	0	0	0	0
1254 - TACOM LEGAL	5	86.2	1.1	0	3	3,5	5	0	0	0	0	0	0	0
1255 - TACOM LAV	5	91.0	2.2	0	0	0	5	0	0	0	0	0	0	0
1256 - TACOM MSO	5	87.8	1.8	0	5	5	5	0	0	0	0	0	0	0
1257 - TACOM LAV BU	5	73.9	1.2	0	3,5	5	5	0	0	0	0	0	0	0
1280 - Crane Army Ammunition Activity	3	62.6	2.0	0	3	3	3	0	3	3	5	0	5	3
1298 - DAC Supervisors	5	100.5	3.6	0	0	0	5	0	0	0	0	0	0	0
1299 - DAC Non-Supervisors	3	81.3	3.1	0	3	3	5	0	0	0	0	0	0	5
1311 - ACC-NJ	5	88.2	1.2	0	0	3	5	0	0	0	0	0	0	0
1312 - ACC-RSA	5	86.6	1.0	0	3	5	5	0	0	0	0	0	5	0
1313 - ACC-Detroit Arsenal	5	82.1	2.0	0	3	5	5	0	0	0	0	0	0	5
1314 - ACC-ORLANDO	3	78.2	0.9	0	3	3	5	0	0	0	0	0	3	3
1315 - ACC-HQ	5	84.7	0.8	0	5	5	5	0	0	0	0	0	0	0
1316 - ACC - APG	5	82.2	0.6	0	3	5	5	0	0	0	0	0	5	0
1320 - MICC HQ	5	83.9	0.2	0	5	5	5	0	0	0	0	0	0	0
1361 - ACC-411 CSB Korea	3	74.4	0.4	0	3	3	5	0	0	0	0	0	0	0
1370 - TAPO - USASOC	5	78.1	1.1	0	5	5	5	0	0	0	0	0	0	5
1371 - GAPO - USASOC	5	81.3	1.3	0	0	5	5	0	0	0	0	0	0	0
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	0	5	5	5	0	0	0	0	0	0	3,5
1399 - MEDCOM HCAA	5	75.0	0.9	0	5	5	5	0	0	0	0	0	3,5	5

2023 CCAS Pay Pool Results	Average Salary for NH Career Path													
	Modal RoR	Average OCS	Average Delta	NH-1	NH-2	NH-3	NH-4	NH Total	NH-1	NH-2	NH-3	NH-4	NH Total	
Entire Population	5	79.9	1.4	12	935	7,774	4,617	13,338	\$31,905	\$68,599	\$100,301	\$137,178	\$110,782	
1001 - ASAALT	5	86.5	1.3	0	18	119	235	372	\$0	\$73,539	\$100,135	\$141,332	\$124,873	
1003 - Office of Small Business Program	3,5	91.1	0.0	0	0	1	6	7	\$0	\$0	\$115,079	\$159,950	\$153,540	
1010 - USAASC HQ	5	84.5	0.8	0	1	54	30	85	\$0	\$76,431	\$106,083	\$143,944	\$119,097	
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	0	0	15	199	214	\$0	\$96,716	\$132,096	\$129,616		
1012 - PEO Aviation	5	85.0	2.1	0	14	338	323	675	\$0	\$66,900	\$103,916	\$134,436	\$117,753	
1013 - PEO C3T	5	82.1	1.4	0	24	267	186	477	\$0	\$67,113	\$100,304	\$138,503	\$113,529	
1014 - JPEO CBRND	5	85.9	0.9	0	7	150	162	319	\$0	\$71,944	\$104,123	\$143,324	\$123,325	
1015 - PEO CSCSS-BU	3	77.4	1.4	4	23	229	39	295	\$30,920	\$70,030	\$106,357	\$135,953	\$106,415	
1016 - PEO EIS	5	84.8	1.0	0	26	269	254	549	\$0	\$70,450	\$106,162	\$140,348	\$120,287	
1017 - PEO GCS - BU	5	78.9	1.7	0	31	198	65	294	\$0	\$70,029	\$102,801	\$137,658	\$107,052	
1018 - RCCTO Non-Supervisory	5	87.4	1.4	0	0	12	27	39	\$0	\$0	\$98,967	\$135,590	\$124,321	
1019 - PEO IEW&S	5	86.0	1.9	0	24	193	227	444	\$0	\$64,816	\$104,408	\$141,896	\$121,434	
1020 - PEO M&S - NBU	5	91.8	2.0	0	0	9	103	112	\$0	\$0	\$102,082	\$136,907	\$134,109	
1021 - PEO STRI	3	82.3	1.2	0	11	302	116	429	\$0	\$65,859	\$106,722	\$139,236	\$114,466	
1022 - PEO SOLDIER	5	87.6	1.2	0	5	94	127	226	\$0	\$67,393	\$105,784	\$141,409	\$124,954	
1024 - AQ	5	83.7	1.7	0	1	38	32	71	\$0	\$66,493	\$101,312	\$135,164	\$116,079	
1025 - PEO CSCSS-NBU	5	90.1	1.6	0	7	54	139	200	\$0	\$70,794	\$107,482	\$144,339	\$131,813	
1027 - PEO GCS - NBU	5	93.0	1.9	0	0	24	148	172	\$0	\$0	\$108,454	\$142,780	\$137,991	
1028 - RCCTO Supervisory	5	98.2	1.3	0	0	0	15	15	\$0	\$0	\$0	\$152,345	\$107,052	
1029 - PEO ACWA	3	92.4	1.9	0	0	10	19	29	\$0	\$0	\$108,700	\$150,388	\$136,013	
1030 - LEAD / AAC	3,5	81.5	1.5	0	0	2	0	2	\$0	\$0	\$109,791	\$0	\$109,791	
1100 - ATEC HQ	5	80.5	1.5	0	13	132	81	226	\$0	\$72,228	\$99,834	\$136,549	\$111,405	
1101 - ATEC AEC	5	83.4	2.3	0	5	168	165	338	\$0	\$62,788	\$96,655	\$134,530	\$114,643	
1110 - ATEC YPG	5	74.4	1.6	0	10	158	47	215	\$0	\$70,326	\$91,233	\$134,956	\$99,819	
1111 - ATEC ATC	5	75.7	3.3	0	47	425	57	529	\$0	\$71,483	\$97,376	\$136,504	\$99,291	
1112 - ATEC RTC	5	80.1	3.7	0	4	224	66	294	\$0	\$77,140	\$97,946	\$131,354	\$105,162	
1113 - ATEC WSMR	5	68.6	1.3	0	85	415	48	548	\$0	\$70,131	\$96,796	\$133,434	\$95,869	
1120 - ATEC OTC	5	74.7	1.3	0	12	168	29	209	\$0	\$65,132	\$94,476	\$138,028	\$98,834	
1210 - AMCOM CMD STAFF	5	90.1	2.0	0	3	8	32	43	\$0	\$59,201	\$101,409	\$144,150	\$130,271	
1211 - AMCOM G STAFF	5	85.1	2.1	0	8	34	64	106	\$0	\$59,064	\$104,586	\$133,935	\$118,870	
1212 - AMCOM IG	5	79.5	1.3	0	1	6	3	10	\$0	\$72,011	\$98,567	\$139,959	\$108,329	
1213 - AMCOM ALC	5	86.1	2.1	0	0	86	105	191	\$0	\$0	\$104,569	\$131,095	\$119,151	
1214 - AMCOM SAMD	5	90.8	1.7	0	0	0	27	27	\$0	\$0	\$0	\$131,450	\$131,450	
1215 - AMCOM AID	5	80.9	1.0	0	2	21	17	40	\$0	\$72,499	\$106,192	\$136,412	\$117,351	
1216 - AMCOM USATA	5	89.3	2.1	0	0	6	22	28	\$0	\$0	\$100,848	\$136,419	\$128,797	
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0	0	1	26	27	\$0	\$0	\$103,786	\$150,840	\$149,098	
1221 - CECOM AFGE "Technical"	3	75.6	0.3	0	16	344	38	398	\$0	\$63,500	\$99,666	\$127,283	\$100,849	
1222 - CECOM NFFE "Technical"	3	76.5	0.4	0	3	122	17	142	\$0	\$69,941	\$99,757	\$131,146	\$102,885	
1223 - CECOM ISEC	3	78.8	0.2	0	17	196	57	270	\$0	\$67,131	\$104,582	\$135,252	\$108,699	
1224 - CECOM AFGE "Support"	3	65.0	0.4	0	49	76	1	126	\$0	\$66,491	\$95,409	\$131,391	\$84,449	
1225 - CECOM SEC	3	78.9	0.8	0	3	41	10	54	\$0	\$75,651	\$102,864	\$130,811	\$106,528	
1226 - CECOM AFGE "Finance"	3	61.1	1.0	0	30	25	0	55	\$0	\$66,540	\$86,406	\$0	\$75,570	
1228 - CECOM AFGE "O346"	3	72.4	0.3	0	41	212	7	260	\$0	\$72,094	\$97,485	\$123,719	\$94,187	
1229 - CECOM IILSC	5	80.0	0.8	0	9	143	110	262	\$0	\$60,256	\$97,609	\$130,876	\$110,293	
1230 - SMDC Supervisors	5	90.5	1.1	0	0	15	65	80	\$0	\$0	\$108,086	\$142,087	\$135,712	
1231 - SMD CoE	5	82.4	0.9	0	2	71	21	94	\$0	\$77,227	\$105,340	\$147,962	\$114,264	
1233 - SMDC Staff	5	73.5	0.7	0	23	175	28	226	\$0	\$71,780	\$104,552	\$142,921	\$105,970	
1240 - PEO M&S - BU	5	76.5	1.9	0	6	27	15	48	\$0	\$65,330	\$95,130	\$130,198	\$102,364	
1241 - PEO M&S - BU	5	79.6	1.9	0	7	130	40	177	\$0	\$60,288	\$102,345	\$127,714	\$106,415	
1242 - PEO M&S - BU	5	78.2	1.9	0	6	88	24	118	\$0	\$67,697	\$98,479	\$135,672	\$104,478	
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	0	133	183	2	318	\$0	\$68,115	\$92,116	\$136,172	\$82,355	
1244 - CECOM IILSC-ADRFs	3	73.3	0.3	0	9	397	26	432	\$0	\$72,600	\$94,845	\$132,935	\$96,674	
1245 - CECOM NFFE "Business"	3	64.1	0.5	0	12	13	2	27	\$0	\$59,386	\$91,799	\$139,067	\$80,895	
1246 - CECOM HQ and CTSF	5	78.2	0.9	0	20	116	81	217	\$0	\$62,401	\$96,320	\$131,191	\$106,210	
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	8	0	0	0	8	\$32,397	\$0	\$0	\$0	\$32,397	
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0	2	57	12	71	\$0	\$78,028	\$99,061	\$125,593	\$102,952	
1251 - TACOM CHIEFS	5	83.3	2.2	0	4	26	39	69	\$0	\$68,508	\$99,528	\$133,351	\$116,847	
1252 - TACOM IILSC	5	84.3	1.4	0	9	136	85	230	\$0	\$67,884	\$107,200	\$136,995	\$116,672	
1254 - TACOM LEGAL	5	86.2	1.1	0	3	2	12	17	\$0	\$68,194	\$82,923	\$149,478	\$127,304	
1255 - TACOM LAV	5	91.0	2.2	0	0	0	11	11	\$0	\$0	\$0	\$131,325	\$131,325	
1256 - TACOM MSO	5	87.8	1.8	0	1	11	19	31	\$0	\$75,362	\$103,914	\$138,247	\$124,036	
1257 - TACOM LAV BU	5	73.9	1.2	0	2	26	2	30	\$0	\$71,757	\$95,454	\$126,900	\$95,970	
1280 - Crane Army Ammunition Activity	3	62.6	2.0	0	75	81	5	161	\$0	\$67,682	\$93,383	\$129,928	\$82,545	
1298 - DAC Supervisors	5	100.5	3.6	0	0	0	11	11	\$0	\$0	\$0	\$151,321	\$151,321	
1299 - DAC Non-Supervisors	3	81.3	3.1	0	8	102	37	147	\$0	\$77,674	\$101,756	\$132,123	\$108,089	
1311 - ACC-NJ	5	88.2	1.2	0	0	2	51	53	\$0	\$0	\$108,200	\$126,467	\$125,777	
1312 - ACC-RSA	5	86.6	1.0	0	1	46	117	164	\$0	\$80,737	\$98,734	\$135,065	\$124,543	
1313 - ACC-Detroit Arsenal	5	82.1	2.0	0	3	97	51	151	\$0	\$54,094	\$101,449	\$135,204	\$111,909	
1314 - ACC-ORLANDO	3	78.2	0.9	0	7	122	34	163	\$0	\$60,689	\$101,288	\$135,231	\$106,624	
1315 - ACC-HQ	5	84.7	0.8	0	10	67	104	181	\$0	\$72,653	\$104,122	\$135,168	\$120,222	
1316 - ACC - APG	5	82.2	0.6	0	8	74	105	187	\$0	\$73,020	\$94,587	\$132,540	\$114,975	
1320 - MICC HQ	5	83.9	0.2	0	9	67	88	164	\$0	\$70,878	\$102,101	\$137,419	\$119,338	
1361 - ACC-411 CSB Korea	3	74.4	0.4	0	15	25	4	44	\$0	\$75,008	\$105,264	\$146,088	\$98,660	
1370 - TAPO - USASOC	5	78.1	1.1	0	2	31	6	39	\$0	\$66,068	\$101,476	\$130,759	\$104,165	
1371 - GAPO - USASOC	5	81.3	1.3	0	0	22	8	30	\$0	\$0	\$101,938	\$137,636	\$111,457	
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	0	1	15	2	18	\$0	\$74,035	\$93,685	\$119,735	\$95,487	
1399 - MEDCOM HCAA	5	75.0	0.9	0	7	161	29	197	\$0	\$72,505	\$98,701	\$135,713	\$103,218	

2023 CCAS Pay Pool Results				Average Salary for NJ Career Path									
				Modal RoR	Average OCS	Average Delta	NJ-1	NJ-2	NJ-3	NJ-4	NJ Total	NJ-1	NJ-2
Entire Population	5	79.9	1.4	0	25	155	177	357	\$0	\$49,239	\$74,391	\$90,610	\$80,671
1001 - ASAALT	5	86.5	1.3	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1003 - Office of Small Business Program	3,5	91.1	0.0	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1010 - USAASC HQ	5	84.5	0.8	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1012 - PEO Aviation	5	85.0	2.1	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1013 - PEO C3T	5	82.1	1.4	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1014 - JPEO CBRND	5	85.9	0.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1015 - PEO CSCSS-BU	3	77.4	1.4	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1016 - PEO EIS	5	84.8	1.0	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1017 - PEO GCS - BU	5	78.9	1.7	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1018 - RCCTO Non-Supervisory	5	87.4	1.4	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1019 - PEO IEW&S	5	86.0	1.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1020 - PEO M&S - NBU	5	91.8	2.0	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1021 - PEO STRI	3	82.3	1.2	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1022 - PEO SOLDIER	5	87.6	1.2	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1024 - AQ	5	83.7	1.7	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1025 - PEO CSCSS-NBU	5	90.1	1.6	0	0	0	1	1	\$0	\$0	\$0	\$115,079	\$115,079
1027 - PEO GCS - NBU	5	93.0	1.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1028 - RCCTO Supervisory	5	98.2	1.3	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1029 - PEO ACWA	3	92.4	1.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1030 - LEAD / AAC	3,5	81.5	1.5	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1100 - ATEC HQ	5	80.5	1.5	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1101 - ATEC AEC	5	83.4	2.3	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1110 - ATEC YPG	5	74.4	1.6	0	0	3	6	9	\$0	\$0	\$69,255	\$97,163	\$87,861
1111 - ATEC ATC	5	75.7	3.3	0	0	55	98	153	\$0	\$0	\$77,540	\$90,856	\$86,069
1112 - ATEC RTC	5	80.1	3.7	0	0	1	2	3	\$0	\$0	\$80,737	\$106,007	\$97,584
1113 - ATEC WSMR	5	68.6	1.3	0	1	73	57	131	\$0	\$54,878	\$72,994	\$88,700	\$79,690
1120 - ATEC OTC	5	74.7	1.3	0	0	0	3	3	\$0	\$0	\$0	\$88,052	\$88,052
1210 - AMCOM CMD STAFF	5	90.1	2.0	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1211 - AMCOM G STAFF	5	85.1	2.1	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1212 - AMCOM IG	5	79.5	1.3	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1213 - AMCOM ALC	5	86.1	2.1	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1214 - AMCOM SAMD	5	90.8	1.7	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1215 - AMCOM AID	5	80.9	1.0	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1216 - AMCOM USATA	5	89.3	2.1	0	0	0	1	1	\$0	\$0	\$0	\$107,866	\$107,866
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1221 - CECOM AFGE "Technical"	3	75.6	0.3	0	0	0	1	1	\$0	\$0	\$0	\$98,616	\$98,616
1222 - CECOM NFFE "Technical"	3	76.5	0.4	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1223 - CECOM ISEC	3	78.8	0.2	0	1	1	0	2	\$0	\$60,416	\$73,860	\$0	\$67,138
1224 - CECOM AFGE "Support"	3	65.0	0.4	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1225 - CECOM SEC	3	78.9	0.8	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1226 - CECOM AFGE "Finance"	3	61.1	1.0	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1228 - CECOM AFGE "O346"	3	72.4	0.3	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1229 - CECOM ILSC	5	80.0	0.8	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1230 - SMDC Supervisors	5	90.5	1.1	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1231 - SMD CoE	5	82.4	0.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1233 - SMDC Staff	5	73.5	0.7	0	0	0	1	1	\$0	\$0	\$0	\$98,502	\$98,502
1240 - PEO M&S - BU	5	76.5	1.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1241 - PEO M&S - BU	5	79.6	1.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1242 - PEO M&S - BU	5	78.2	1.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	0	1	0	0	1	\$0	\$36,996	\$0	\$0	\$36,996
1244 - CECOM ILSC-ADRFs	3	73.3	0.3	0	2	2	0	4	\$0	\$54,767	\$57,898	\$0	\$56,332
1245 - CECOM NFFE "Business"	3	64.1	0.5	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1246 - CECOM HQ and CTSF	5	78.2	0.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1251 - TACOM CHIEFS	5	83.3	2.2	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1252 - TACOM ILSC	5	84.3	1.4	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1254 - TACOM LEGAL	5	86.2	1.1	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1255 - TACOM LAV	5	91.0	2.2	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1256 - TACOM MSO	5	87.8	1.8	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1257 - TACOM LAV BU	5	73.9	1.2	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1280 - Crane Army Ammunition Activity	3	62.6	2.0	0	20	20	7	47	\$0	\$48,458	\$72,955	\$85,583	\$64,411
1298 - DAC Supervisors	5	100.5	3.6	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1299 - DAC Non-Supervisors	3	81.3	3.1	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1311 - ACC-NJ	5	88.2	1.2	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1312 - ACC-RSA	5	86.6	1.0	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1313 - ACC-Detroit Arsenal	5	82.1	2.0	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1314 - ACC-ORLANDO	3	78.2	0.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1315 - ACC-HQ	5	84.7	0.8	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1316 - ACC-APG	5	82.2	0.6	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1320 - MICC HQ	5	83.9	0.2	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1361 - ACC-411 CSB Korea	3	74.4	0.4	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1370 - TAPO - USASOC	5	78.1	1.1	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1371 - GAPO - USASOC	5	81.3	1.3	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0
1399 - MEDCOM HCAA	5	75.0	0.9	0	0	0	0	0	\$0	\$0	\$0	\$0	\$0

2023 CCAS Pay Pool Results				Average Salary for NK Career Path							
				Modal RoR	Average OCS	Average Delta	NK-1	NK-2	NK-3	NK Total	NK-1
Entire Population	5	79.9	1.4	2	159	99	260	\$36,098	\$48,229	\$62,919	\$53,729
1001 - ASAALT	5	86.5	1.3	0	2	1	3	\$0	\$54,557	\$70,568	\$59,894
1003 - Office of Small Business Program	3,5	91.1	0.0	0	1	0	1	\$0	\$54,555	\$0	\$54,555
1010 - USAASC HQ	5	84.5	0.8	0	0	0	0	\$0	\$0	\$0	\$0
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	0	0	0	0	\$0	\$0	\$0	\$0
1012 - PEO Aviation	5	85.0	2.1	0	2	1	3	\$0	\$62,034	\$73,484	\$65,851
1013 - PEO C3T	5	82.1	1.4	0	2	0	2	\$0	\$52,997	\$0	\$52,997
1014 - JPEO CBRND	5	85.9	0.9	0	0	2	2	\$0	\$0	\$73,484	\$73,484
1015 - PEO CSCSS-BU	3	77.4	1.4	0	8	4	12	\$0	\$52,049	\$66,378	\$56,826
1016 - PEO EIS	5	84.8	1.0	0	1	0	1	\$0	\$54,557	\$0	\$54,557
1017 - PEO GCS - BU	5	78.9	1.7	0	3	0	3	\$0	\$50,614	\$0	\$50,614
1018 - RCCTO Non-Supervisory	5	87.4	1.4	0	0	0	0	\$0	\$0	\$0	\$0
1019 - PEO IEW&S	5	86.0	1.9	0	0	1	1	\$0	\$0	\$69,004	\$69,004
1020 - PEO M&S - NBU	5	91.8	2.0	0	0	0	0	\$0	\$0	\$0	\$0
1021 - PEO STRI	3	82.3	1.2	0	1	5	6	\$0	\$89,867	\$63,172	\$67,621
1022 - PEO SOLDIER	5	87.6	1.2	0	0	0	0	\$0	\$0	\$0	\$0
1024 - AQ	5	83.7	1.7	0	0	0	0	\$0	\$0	\$0	\$0
1025 - PEO CSCSS-NBU	5	90.1	1.6	0	0	0	0	\$0	\$0	\$0	\$0
1027 - PEO GCS - NBU	5	93.0	1.9	0	0	0	0	\$0	\$0	\$0	\$0
1028 - RCCTO Supervisory	5	98.2	1.3	0	0	0	0	\$0	\$0	\$0	\$0
1029 - PEO ACWA	3	92.4	1.9	0	0	0	0	\$0	\$0	\$0	\$0
1030 - LEAD / AAC	3,5	81.5	1.5	0	0	0	0	\$0	\$0	\$0	\$0
1100 - ATEC HQ	5	80.5	1.5	0	1	5	6	\$0	\$54,557	\$61,326	\$60,198
1101 - ATEC AEC	5	83.4	2.3	0	0	8	8	\$0	\$0	\$62,515	\$62,515
1110 - ATEC YPG	5	74.4	1.6	0	0	10	10	\$0	\$0	\$51,891	\$51,891
1111 - ATEC ATC	5	75.7	3.3	0	6	8	14	\$0	\$52,935	\$57,163	\$55,351
1112 - ATEC RTC	5	80.1	3.7	0	4	1	5	\$0	\$51,179	\$70,166	\$54,976
1113 - ATEC WSMR	5	68.6	1.3	0	69	8	77	\$0	\$44,781	\$62,730	\$46,646
1120 - ATEC OTC	5	74.7	1.3	0	5	0	5	\$0	\$53,513	\$0	\$53,513
1210 - AMCOM CMD STAFF	5	90.1	2.0	0	0	0	0	\$0	\$0	\$0	\$0
1211 - AMCOM G STAFF	5	85.1	2.1	0	1	0	1	\$0	\$54,557	\$0	\$54,557
1212 - AMCOM IG	5	79.5	1.3	0	0	0	0	\$0	\$0	\$0	\$0
1213 - AMCOM ALC	5	86.1	2.1	0	0	0	0	\$0	\$0	\$0	\$0
1214 - AMCOM SAMD	5	90.8	1.7	0	0	0	0	\$0	\$0	\$0	\$0
1215 - AMCOM AID	5	80.9	1.0	0	1	2	3	\$0	\$54,557	\$56,973	\$56,168
1216 - AMCOM USATA	5	89.3	2.1	0	0	0	0	\$0	\$0	\$0	\$0
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0	0	0	0	\$0	\$0	\$0	\$0
1221 - CECOM AFGE "Technical"	3	75.6	0.3	0	0	0	0	\$0	\$0	\$0	\$0
1222 - CECOM NFFE "Technical"	3	76.5	0.4	0	0	0	0	\$0	\$0	\$0	\$0
1223 - CECOM ISEC	3	78.8	0.2	0	2	0	2	\$0	\$51,031	\$0	\$51,031
1224 - CECOM AFGE "Support"	3	65.0	0.4	1	2	4	7	\$32,834	\$51,406	\$63,429	\$55,623
1225 - CECOM SEC	3	78.9	0.8	0	0	0	0	\$0	\$0	\$0	\$0
1226 - CECOM AFGE "Finance"	3	61.1	1.0	0	0	0	0	\$0	\$0	\$0	\$0
1228 - CECOM AFGE "0346"	3	72.4	0.3	0	0	0	0	\$0	\$0	\$0	\$0
1229 - CECOM ILSC	5	80.0	0.8	0	1	1	2	\$0	\$54,557	\$69,113	\$61,835
1230 - SMDC Supervisors	5	90.5	1.1	0	1	0	1	\$0	\$45,058	\$0	\$45,058
1231 - SMD CoE	5	82.4	0.9	0	0	0	0	\$0	\$0	\$0	\$0
1233 - SMDC Staff	5	73.5	0.7	0	26	6	32	\$0	\$46,600	\$67,193	\$50,461
1240 - PEO M&S - BU	5	76.5	1.9	0	0	1	1	\$0	\$0	\$63,109	\$63,109
1241 - PEO M&S - BU	5	79.6	1.9	1	0	2	3	\$39,361	\$0	\$73,484	\$62,110
1242 - PEO M&S - BU	5	78.2	1.9	0	1	1	2	\$0	\$54,557	\$67,722	\$61,140
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	0	0	0	0	\$0	\$0	\$0	\$0
1244 - CECOM ILSC-ADRFs	3	73.3	0.3	0	1	0	1	\$0	\$42,731	\$0	\$42,731
1245 - CECOM NFFE "Business"	3	64.1	0.5	0	0	0	0	\$0	\$0	\$0	\$0
1246 - CECOM HQ and CTSF	5	78.2	0.9	0	1	0	1	\$0	\$54,557	\$0	\$54,557
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	0	0	0	0	\$0	\$0	\$0	\$0
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0	0	0	0	\$0	\$0	\$0	\$0
1251 - TACOM CHIEFS	5	83.3	2.2	0	1	1	2	\$0	\$40,305	\$57,757	\$49,031
1252 - TACOM ILSC	5	84.3	1.4	0	0	0	0	\$0	\$0	\$0	\$0
1254 - TACOM LEGAL	5	86.2	1.1	0	0	0	0	\$0	\$0	\$0	\$0
1255 - TACOM LAV	5	91.0	2.2	0	0	0	0	\$0	\$0	\$0	\$0
1256 - TACOM MSO	5	87.8	1.8	0	0	0	0	\$0	\$0	\$0	\$0
1257 - TACOM LAV BU	5	73.9	1.2	0	0	0	0	\$0	\$0	\$0	\$0
1280 - Crane Army Ammunition Activity	3	62.6	2.0	0	10	3	13	\$0	\$48,118	\$61,472	\$51,200
1298 - DAC Supervisors	5	100.5	3.6	0	0	0	0	\$0	\$0	\$0	\$0
1299 - DAC Non-Supervisors	3	81.3	3.1	0	0	1	1	\$0	\$0	\$55,507	\$55,507
1311 - ACC-NJ	5	88.2	1.2	0	0	0	0	\$0	\$0	\$0	\$0
1312 - ACC-RSA	5	86.6	1.0	0	1	0	1	\$0	\$50,180	\$0	\$50,180
1313 - ACC-Detroit Arsenal	5	82.1	2.0	0	0	2	2	\$0	\$0	\$60,887	\$60,887
1314 - ACC-ORLANDO	3	78.2	0.9	0	1	1	2	\$0	\$50,487	\$64,812	\$57,650
1315 - ACC-HQ	5	84.7	0.8	0	1	0	1	\$0	\$66,276	\$0	\$66,276
1316 - ACC - APG	5	82.2	0.6	0	1	0	1	\$0	\$54,557	\$0	\$54,557
1320 - MICC HQ	5	83.9	0.2	0	0	0	0	\$0	\$0	\$0	\$0
1361 - ACC-411 CSB Korea	3	74.4	0.4	0	0	0	0	\$0	\$0	\$0	\$0
1370 - TAPO - USASOC	5	78.1	1.1	0	0	1	1	\$0	\$0	\$71,270	\$71,270
1371 - GAPO - USASOC	5	81.3	1.3	0	0	0	0	\$0	\$0	\$0	\$0
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	0	0	2	2	\$0	\$0	\$54,639	\$54,639
1399 - MEDCOM HCAA	5	75.0	0.9	0	2	17	19	\$0	\$53,848	\$67,652	\$66,199

2023 CCAS Pay Pool Results	Time Off Awards							Proration	
	Modal RoR	Average OCS	Average Delta	No. Receiving Time Off Award	% Receiving Time Off Award	Total Time Off Hours	Average Time Off Hours	No. Prorated	Average % Proration
Entire Population	5	79.9	1.4	813	6.0%	27,206	33.5	221	59%
1001 - ASAALT	5	86.5	1.3	24	6.5%	749	31.2	0	
1003 - Office of Small Business Program	3,5	91.1	0.0	0	0.0%	0		0	
1010 - USAASC HQ	5	84.5	0.8	4	4.9%	157	39.3	0	
1011 - JPEO ARMAMENTS & AMMUNITION	5	90.6	2.1	0	0.0%	0		0	
1012 - PEO Aviation	5	85.0	2.1	0	0.0%	0		0	
1013 - PEO C3T	5	82.1	1.4	50	10.8%	1635	32.7	0	
1014 - JPEO CBRND	5	85.9	0.9	0	0.0%	0		0	
1015 - PEO CSCSS-BU	3	77.4	1.4	38	12.5%	1506	39.6	0	
1016 - PEO EIS	5	84.8	1.0	63	11.7%	2311	36.7	0	
1017 - PEO GCS - BU	5	78.9	1.7	40	13.7%	1388	34.7	3	63%
1018 - RCCTO Non-Supervisory	5	87.4	1.4	0	0.0%	0		0	
1019 - PEO IEW&S	5	86.0	1.9	43	10.1%	1278	29.7	0	
1020 - PEO M&S - NBU	5	91.8	2.0	0	0.0%	0		0	
1021 - PEO STRI	3	82.3	1.2	0	0.0%	0		0	
1022 - PEO SOLDIER	5	87.6	1.2	0	0.0%	0		0	
1024 - AQ	5	83.7	1.7	0	0.0%	0		0	
1025 - PEO CSCSS-NBU	5	90.1	1.6	31	15.7%	1089	35.1	0	
1027 - PEO GCS - NBU	5	93.0	1.9	17	9.9%	522	30.7	0	
1028 - RCCTO Supervisory	5	98.2	1.3	0	0.0%	0		0	
1029 - PEO ACWA	3	92.4	1.9	2	6.9%	40	20.0	0	
1030 - LEAD / AAC	3,5	81.5	1.5	0	0.0%	0		0	
1100 - ATEC HQ	5	80.5	1.5	22	9.6%	609	27.7	6	67%
1101 - ATEC AEC	5	83.4	2.3	37	11.1%	1323	35.8	11	59%
1110 - ATEC YPG	5	74.4	1.6	21	9.3%	611	29.1	22	45%
1111 - ATEC ATC	5	75.7	3.3	104	15.5%	3388	32.6	37	61%
1112 - ATEC RTC	5	80.1	3.7	0	0.0%	0		24	58%
1113 - ATEC WSMR	5	68.6	1.3	78	10.6%	2594	33.3	57	63%
1120 - ATEC DTC	5	74.7	1.3	35	17.2%	1257	35.9	16	66%
1210 - AMCOM CMD STAFF	5	90.1	2.0	5	11.9%	131	26.2	0	
1211 - AMCOM G STAFF	5	85.1	2.1	3	3.0%	106	35.3	0	
1212 - AMCOM IG	5	79.5	1.3	0	0.0%	0		1	50%
1213 - AMCOM ALC	5	86.1	2.1	7	3.9%	177	25.3	0	
1214 - AMCOM SAMD	5	90.8	1.7	0	0.0%	0		0	
1215 - AMCOM AID	5	80.9	1.0	7	17.1%	200	28.6	0	
1216 - AMCOM USATA	5	89.3	2.1	1	3.6%	40	40.0	0	
1220 - CECOM "SR PAY POOL"	5	96.5	0.9	0	0.0%	0		0	
1221 - CECOM AFGE "Technical"	3	75.6	0.3	0	0.0%	0		0	
1222 - CECOM NFFE "Technical"	3	76.5	0.4	0	0.0%	0		0	
1223 - CECOM ISEC	3	78.8	0.2	0	0.0%	0		0	
1224 - CECOM AFGE "Support"	3	65.0	0.4	0	0.0%	0		0	
1225 - CECOM SEC	3	78.9	0.8	0	0.0%	0		0	
1226 - CECOM AFGE "Finance"	3	61.1	1.0	0	0.0%	0		0	
1228 - CECOM AFGE "0346"	3	72.4	0.3	0	0.0%	0		0	
1229 - CECOM ILSC	5	80.0	0.8	0	0.0%	0		0	
1230 - SMDC Supervisors	5	90.5	1.1	0	0.0%	0		0	
1231 - SMD CoE	5	82.4	0.9	0	0.0%	0		0	
1233 - SMDC Staff	5	73.5	0.7	0	0.0%	0		0	
1240 - PEO M&S - BU	5	76.5	1.9	3	6.1%	114	38.0	0	
1241 - PEO M&S - BU	5	79.6	1.9	7	4.0%	212	30.3	0	
1242 - PEO M&S - BU	5	78.2	1.9	2	1.8%	57	28.5	0	
1243 - CECOM AFGE "Logistics"	3	65.1	0.3	0	0.0%	0		0	
1244 - CECOM ILSC-ADRFS	3	73.3	0.3	0	0.0%	0		0	
1245 - CECOM NFFE "Business"	3	64.1	0.5	0	0.0%	0		0	
1246 - CECOM HQ and CTSF	5	78.2	0.9	0	0.0%	0		0	
1247 - CECOM AFGE "Trainee"	3	19.6	1.1	0	0.0%	0		0	
1248 - CECOM AFGE "Ft. Lee"	3	76.9	0.5	0	0.0%	0		0	
1251 - TACOM CHIEFS	5	83.3	2.2	10	14.3%	301	30.1	0	
1252 - TACOM ILSC	5	84.3	1.4	15	6.7%	444	29.6	0	
1254 - TACOM LEGAL	5	86.2	1.1	1	5.9%	40	40.0	0	
1255 - TACOM LAV	5	91.0	2.2	3	27.3%	92	30.7	0	
1256 - TACOM MSO	5	87.8	1.8	0	0.0%	0		0	
1257 - TACOM LAV BU	5	73.9	1.2	3	10.3%	89	29.7	0	
1280 - Crane Army Ammunition Activity	3	62.6	2.0	7	3.3%	243	34.7	0	
1298 - DAC Supervisors	5	100.5	3.6	0	0.0%	0		0	
1299 - DAC Non-Supervisors	3	81.3	3.1	0	0.0%	0		0	
1311 - ACC-NJ	5	88.2	1.2	0	0.0%	0		0	
1312 - ACC-RSA	5	86.6	1.0	9	5.5%	303	33.7	0	
1313 - ACC-Detroit Arsenal	5	82.1	2.0	7	4.8%	237	33.9	8	44%
1314 - ACC-ORLANDO	3	78.2	0.9	13	7.9%	462	35.5	0	
1315 - ACC-HQ	5	84.7	0.8	35	19.8%	1342	38.3	0	
1316 - ACC - APG	5	82.2	0.6	15	8.3%	518	34.5	0	
1320 - MICC HQ	5	83.9	0.2	5	3.2%	190	38.0	36	57%
1361 - ACC-411 CSB Korea	3	74.4	0.4	3	7.5%	119	39.7	0	
1370 - TAPD - USASOC	5	78.1	1.1	3	7.9%	120	40.0	0	
1371 - GAPO - USASOC	5	81.3	1.3	1	3.3%	31	31.0	0	
1372 - DCSAC & RDA - USASOC	5	71.7	1.7	3	15.8%	100	33.3	0	
1399 - MEDCOM HCAA	5	75.0	0.9	36	17.1%	1081	30.0	0	