

Pay Pool Administrator Advisory

2012-6

Issue Date: October 15, 2012

Topic: Compensation Management Spreadsheet (CMS) 2012 v1.2 Posted in Pay Pool Notices

Discussion: A new CMS, version 1.2, was created to enhance the Contribution Rating Increase (CRI) and Contribution Award (CA) funding sections on the Parameters tab.

- A check box was added to allow CRI funding of 2.4 % for organizations experiencing their first cycle in AcqDemo in accordance with the January 8, 1999 Federal Register Notice. All other organizations have a 2.26% funding maximum for this cycle and the box would remain unchecked on the Parameters tab.
- A display only value was added for CA that informs the pay pool manager of what their funding needs to be to equal 1% of base pay. To ensure organizations fund CA at the minimum value, a validation cell was added in the funding column. The screen shot below highlights these changes.

The screenshot shows the 'Parameters' tab in the CMS. The 'Scenario Summary' section includes a table of funding parameters. A red circle highlights the 'Percent required to equal 1% of Base Pay' field, which has a value of 0.798509%. Another red circle highlights the 'Minimum Award Budget %' field, also with a value of 0.798509%. A text box on the right explains: 'Award funding is based on sum of Adjusted Base Pay where Adjusted Base Pay is limited by EX-IV cap. Most Pay Pools will enter 1%.' A legend for 'Beta 1 and 2' shows '1= Upper Rail', '0= SPL', and '-1= Lower Rail'. A checkbox for 'Use Control Points' is checked.

		Cash Amount	Plus Unused GPI
G%	-		
GS-1/step1 pay (13)	\$ 17,803		
GS-1/step1 pay (12)	\$ 17,803		
CRI%	2.100000%	\$67,253	\$67,253
CRI Set-Aside	0.000000%	\$0	Plus CRI Balance
Award%	1.000000%	\$36,096	Percent required to equal 1% of Base Pay
Award Set-Aside	0.000000%	\$0	0.798509%
Beta 1 (CRI)	0		
Beta 2 (Award)	1		
Minimum CRI Dollar Amount	\$50		
Minimum CRI Carryover Amt	\$75		
Minimum Award Dollar Amount	\$100		
G carry over	\$ -		
CRI remainder	\$ 17		
Award remainder	\$ 177		
Alpha 1	0.2397		
Alpha 2	0.0688		
Minimum CRI Budget %	2.0		
Minimum Award Budget %	0.798509		

Action: Use the updated CMS v1.2 found in Pay Pool Notices to facilitate pay pool deliberations. Version 1.1 has been deleted from Pay Pool Notices. Do a round-trip in CAS2Net to use the updated spreadsheet if your pay pool has already met so you do not lose any data/scores.

Note: The 10% of award funding that is left for other than CCAS awards can be computed using the following formula:

$$\text{Award Funding} / 0.9 - \text{Award Funding} = \text{Non-CCAS Award Funding}$$