

Executive Performance and Appraisal Tool (EPAT) Overview

POC:

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The background of the slide features a black and white photograph of a long, straight road stretching into the distance under a cloudy sky. The road is flanked by dark, textured, marbled patterns that create a sense of depth and perspective. In the lower center, there is a faint, large watermark of the Department of Defense seal, which includes the text "DEPARTMENT OF DEFENSE" and "UNITED STATES OF AMERICA".
SENIOR EXECUTIVE SERVICE
THE ART OF LEADERSHIP



Content

- ▲ Background
- ▲ Modules in EPAT
- ▲ Review of the Performance Management Modules
- ▲ Review of the Compensation Management Modules

Background

- ▲ The Executive Performance and Appraisal Tool (EPAT) is a web-based system tailored for enterprise-wide use from an Air Force application
 - » Representatives from each Component and Defense Agency were participating members of the Functional Requirements Working Group (FRWG) and were fully involved in the development of enterprise-wide requirements for EPAT

- ▲ Status of EPAT for the Fiscal Year (FY) 2010 Performance Appraisal Cycle:
 - » OUSD (P&R) distributed a memo on October 15, 2009, announcing the launch of EPAT and strongly encouraging its use for FY 2010

 - » The tool was launched in the Air Force environment on November 2, 2009

 - » Air Force is currently using EPAT in Production for the creation and development of performance plans for the FY 2010 Cycle

 - » Several 4th Estate Agencies are utilizing EPAT for a portion of their executives before an enterprise-wide rollout

- ▲ USD (P&R) issued a memorandum on September 1, 2010, announcing the mandatory usage of EPAT for the FY 2011 Performance Appraisal Cycle for members of the Senior Executive Service and Senior Professional workforce

Modules in EPAT

▲ Performance Management Modules

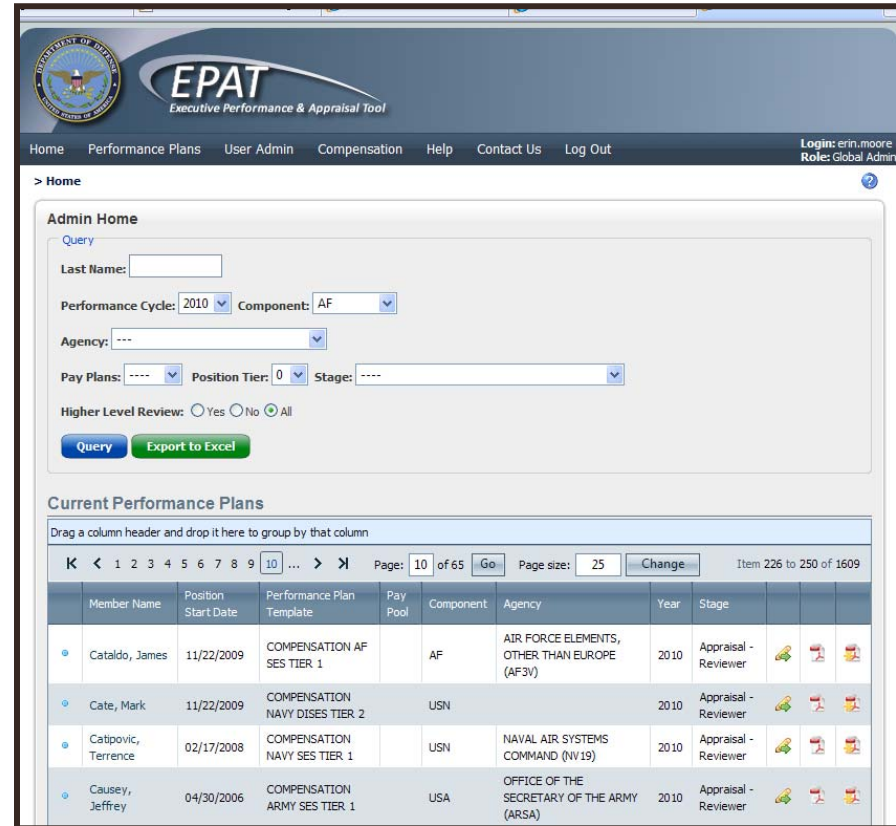
- » Plan Creation
- » Progress Review
- » Appraisal

▲ Compensation Modules

- » Pay Pool
- » Performance Review Board
- » Authorizing Official

Component Administration - Overview

- ▲ **Key functionality available for Component Administration in Performance Management activities:**
 - » Track all Members and their current stage in the Performance Appraisal process
 - » Create Component Performance Plan templates for SES, SL and ST
 - » Manage and update strategic plans and organizational assessments for alignment
 - » Manage and update reminder emails to Members and Raters



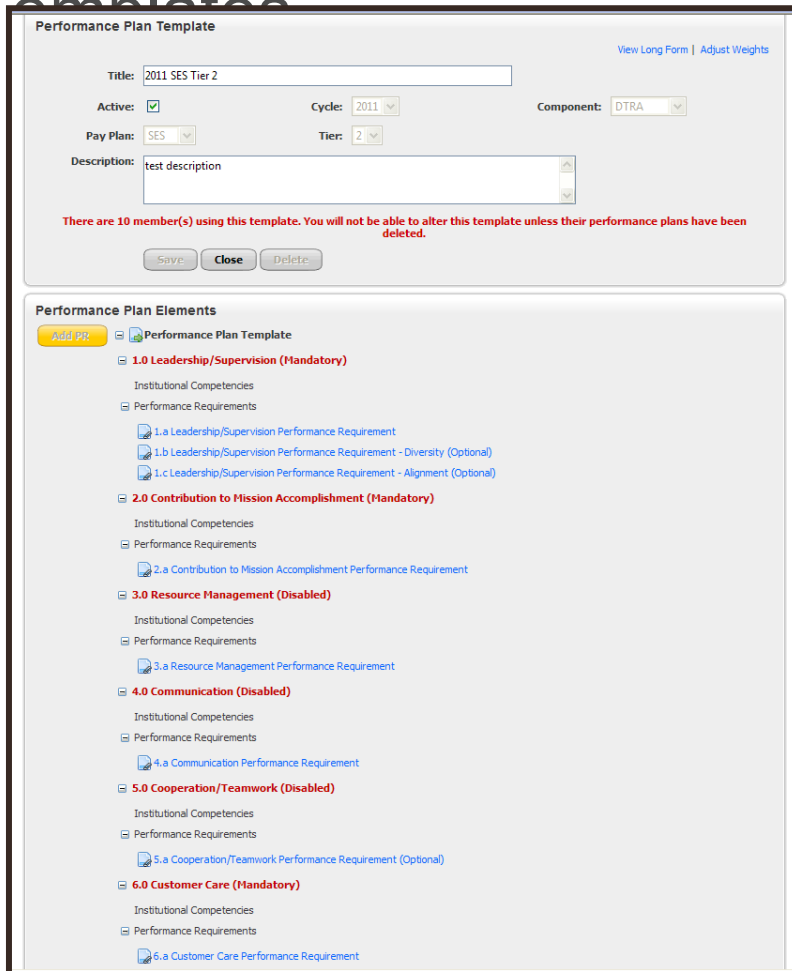
The screenshot displays the EPAT (Executive Performance & Appraisal Tool) web interface. The top navigation bar includes links for Home, Performance Plans, User Admin, Compensation, Help, Contact Us, and Log Out. The user is logged in as erin.moore with the role of Global Admin. The main content area is titled "Admin Home" and features a search form with fields for Last Name, Performance Cycle (2010), Component (AF), Agency, Pay Plans, Position Tier (0), and Stage. There are also radio buttons for Higher Level Review (Yes, No, All) and buttons for Query and Export to Excel. Below the search form is a section for "Current Performance Plans" with a table listing members and their performance plans.

Member Name	Position Start Date	Performance Plan Template	Pay Pool	Component	Agency	Year	Stage			
Cataldo, James	11/22/2009	COMPENSATION AF SES TIER 1		AF	AIR FORCE ELEMENTS, OTHER THAN EUROPE (AF3V)	2010	Appraisal - Reviewer			
Cate, Mark	11/22/2009	COMPENSATION NAVY DISES TIER 2		USN		2010	Appraisal - Reviewer			
Catpovic, Terrence	02/17/2008	COMPENSATION NAVY SES TIER 1		USN	NAVAL AIR SYSTEMS COMMAND (NV19)	2010	Appraisal - Reviewer			
Causey, Jeffrey	04/30/2006	COMPENSATION ARMY SES TIER 1		USA	OFFICE OF THE SECRETARY OF THE ARMY (ARSA)	2010	Appraisal - Reviewer			

Member data provided is not accurate and represents fictitious test data

Component Administration Performance Plan

Templates



The screenshot shows a web interface for creating a Performance Plan Template. At the top, it says "Performance Plan Template" with links for "View Long Form" and "Adjust Weights". The form includes fields for "Title" (2011 SES Tier 2), "Active" (checked), "Cycle" (2011), "Component" (DTRA), "Pay Plan" (SES), and "Tier" (2). A "Description" field contains "test description". A red warning message states: "There are 10 member(s) using this template. You will not be able to alter this template unless their performance plans have been deleted." Below the form are "Save", "Close", and "Delete" buttons. The "Performance Plan Elements" section lists six categories, each with expandable sub-items for Institutional Competencies and Performance Requirements:

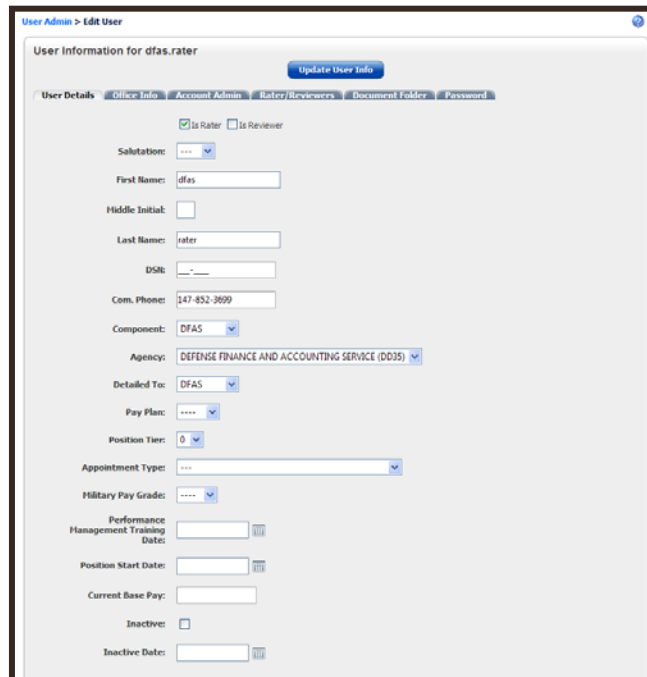
- 1.0 Leadership/Supervision (Mandatory)**
 - Institutional Competencies
 - Performance Requirements
 - 1.a Leadership/Supervision Performance Requirement
 - 1.b Leadership/Supervision Performance Requirement - Diversity (Optional)
 - 1.c Leadership/Supervision Performance Requirement - Alignment (Optional)
- 2.0 Contribution to Mission Accomplishment (Mandatory)**
 - Institutional Competencies
 - Performance Requirements
 - 2.a Contribution to Mission Accomplishment Performance Requirement
- 3.0 Resource Management (Disabled)**
 - Institutional Competencies
 - Performance Requirements
 - 3.a Resource Management Performance Requirement
- 4.0 Communication (Disabled)**
 - Institutional Competencies
 - Performance Requirements
 - 4.a Communication Performance Requirement
- 5.0 Cooperation/Teamwork (Disabled)**
 - Institutional Competencies
 - Performance Requirements
 - 5.a Cooperation/Teamwork Performance Requirement (Optional)
- 6.0 Customer Care (Mandatory)**
 - Institutional Competencies
 - Performance Requirements
 - 6.a Customer Care Performance Requirement

Data provided is not accurate and represents fictitious test data

- ▲ Standard Performance Plan Templates will be created for each Performance Appraisal Cycle
- ▲ Performance Plan Templates will be tailored specifically for each Component and Defense Agency
- ▲ Mandatory and Optional Performance Elements will be identified
 - » Weights for Mandatory Performance Elements will be identified and can be adjusted by the Member within the established guidelines at the Enterprise and Component level

Component Administration Managing Member Information

- ▲ Member information is downloaded from DCPDS on a biweekly basis
- ▲ Member information, privileges, and Rater / Reviewer relationships can be managed at the Component Level
- ▲ Military Raters can be added and managed manually

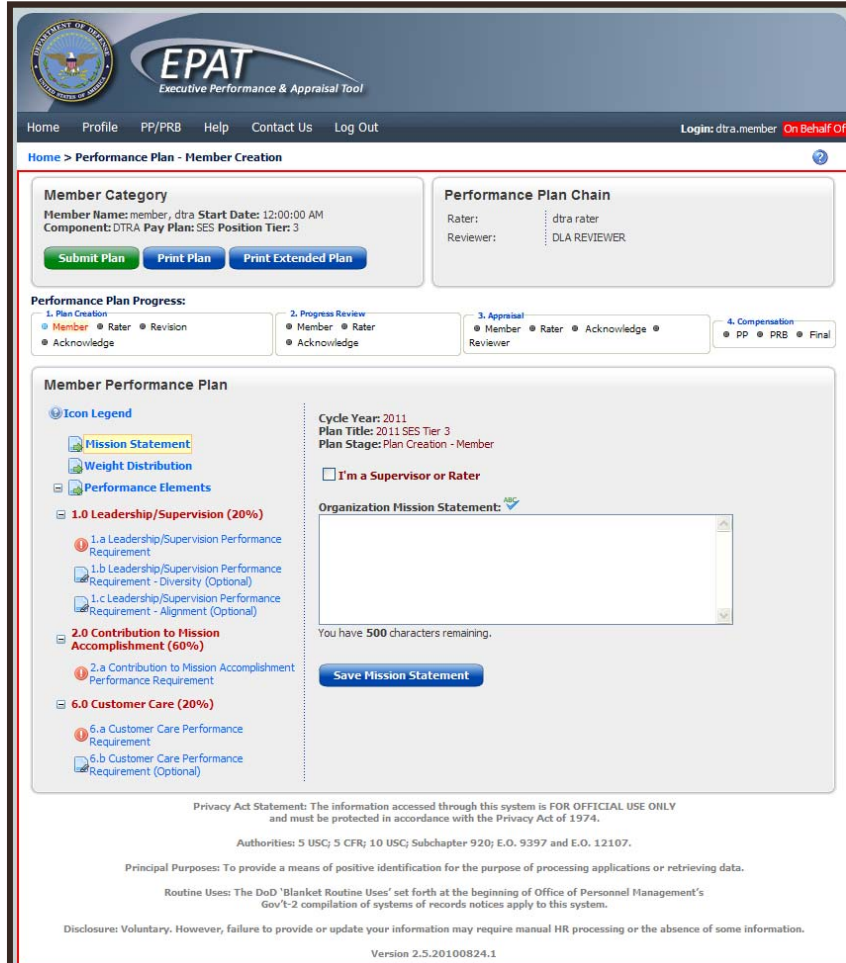


The screenshot shows a web-based user administration interface. The title bar reads 'User Admin > Edit User'. The main content area is titled 'User Information for dfas.rater' and includes an 'Update User Info' button. Below this are several tabs: 'User Details', 'Office Info', 'Account Admin', 'Rater/Reviewers', 'Document Folder', and 'Password'. The 'User Details' tab is active, showing a form with the following fields and values:

- is Rater is Reviewer
- Salutation: ---
- First Name: dfas
- Middle Initial: [empty]
- Last Name: rater
- DSId: [empty]
- Com. Phone: 147-852-3699
- Component: DFAS
- Agency: DEFENSE FINANCE AND ACCOUNTING SERVICE (D035)
- Detailed To: DFAS
- Pay Plan: ----
- Position Tier: 0
- Appointment Type: ---
- Military Pay Grade: ----
- Performance Management Training Date: [empty]
- Position Start Date: [empty]
- Current Base Pay: [empty]
- Inactive:
- Inactive Date: [empty]

Member Performance Plan Creation

- ▲ Based on the Component Performance Plan Templates, Members generate an individual Performance Plan to submit for their Rater's approval
- ▲ Before submitting a plan to their Raters for approval, Members must:
 - » Provide an Organizational Mission Statement
 - » Tailor Performance Requirements to their specific duties
 - » Show alignment to an Organizational Assessment or Strategic Plan for each Performance Requirement



The screenshot shows the EPAT web interface for creating a performance plan. The header includes the Department of Defense logo and the EPAT title. The main content area is titled "Performance Plan - Member Creation" and includes fields for Member Category, Performance Plan Chain, and Performance Plan Progress. The Member Performance Plan section is expanded to show a list of requirements, including Leadership/Supervision (20%), Contribution to Mission Accomplishment (60%), and Customer Care (20%). A text area for the Organization Mission Statement is visible, with a "Save Mission Statement" button below it. The footer contains privacy and disclosure information.

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and represents fictitious test data*

The Art of Leadership



Performance Plan Creation - Derivation Formula

- ▲ Submitting a Performance Plan to a Rater for approval requires an electronic signature from the Member
- Before signing electronically, the Member should click to review the Derivation Formula on the Performance Plan Coversheet, which explains how the score, ratings and shares will be determined at the end of the Performance Appraisal Cycle
- Once the Member's Performance Plan is approved, the Rater digitally signs the plan
- Digital signatures from both the Member and Rater are recorded on the Performance Plan and the Performance Plan Coversheet

Cycle Year: 2010
Plan Title: COMPENSATION DCAA SES TIER 1
Plan Stage: Plan Creation - Member

Signature Required

By entering my username and password or by providing my client authentication certificate (CAC), I acknowledge understanding of the derivation formula provided by my Rater ([here](#)), which explains how the tentative Performance Appraisal Score and Summary Rating are determined and the coinciding range of Performance Payout Shares possible.

Username:

Password:

SENIOR EXECUTIVE SERVICE (SES) PERFORMANCE PLAN COVERSHEET

There are seven standard Performance Elements that may be used to evaluate a member of the Senior Executive Service (SES). They are: (1) Leadership and Supervision; (2) Contribution to Mission Accomplishment; (3) Resource Management; (4) Communication; (5) Operation/Teamwork; (6) Customer Care; and (7) Technical Competence/Problem Solving.

Of these seven, three are mandatory Performance Elements for all Senior Executives. They are: **Contribution to Mission Accomplishment, Leadership/Supervision, and Customer Care.**

The remaining Performance Elements may be used as stand alone Elements or embedded into one or all of the mandatory Elements. All Performance Elements included in the Performance Plan are considered to be critical. Each Performance Element will have at least one written Performance Requirement describing measurable results expected to be achieved during the performance appraisal period. The Performance Requirement(s) describe the "what is expected" and "how it is to be accomplished" for each Performance Element.

Contribution to Mission Accomplishment must be weighted at 60%. The sum of the weights for all Performance Elements used will equal 100%.

The Rating Official will score each Performance Element & Performance Requirement individually using a 100-point scale. The overall Performance Score is determined by multiplying each Element's numeric score by the assigned weight, then totaling all Elements as illustrated in the table below. The maximum Performance Score is 100 points.

The following example illustrates a Performance Plan with four mandatory Elements. Element #1 features two Performance Requirements which are scored individually, added together, and divided by the number of requirements to arrive at the raw score for the Element. Note: The Leadership/Supervision Element has two mandatory Performance Requirements not included in this example. **Notional scores, discretionary percentage weights, and the resulting total points (scores) are highlighted in yellow.**

Performance Elements	Score	Weight	Total	Performance Score Point Range (0-100), Rating (1-5) and Rating Descriptor
#1 Mission Accomplishments	86	x 60%	51.6	95 - 100 (5) Exceptional Results
#1 a. Direct Operations, Strategic	▲			86 - 94 (4) Exceeds Expected Results
#1 b. Develops Joint Training and				76 - 85 (3) Achieved Expectations
i.e. (86 + 14) = 100 = 100				51 - 69 (2) Minimally Satisfactory
#2 Leadership/Supervision	85	x 15%	12.75	0 - 50 (1) Unsatisfactory
#3 Customer Care	84	x 15%	12.6	
#4 Resource Management	86	x 10%	8.6	
Total Weight:		100%		
Total Performance Score (range 0-100):			85.24	

Summary Rating

Unsatisfactory Minimally Satisfactory **Achieved Expectations** Exceeds Expected Results Exceptional Results

Performance Rating Level	Score	Performance Payout Shares
Exceptional Results	95 - 100	11, 12, 13, 14, 15 or 16 Shares
Exceeds Expected Results	86 - 94	7, 8, 9 or 10 Shares
Achieved Expectations	76 - 85	1, 2, 3, 4, 5 or 6 Shares
Minimally Satisfactory	61 - 69	0 Shares
Unsatisfactory	0 - 50	0 Shares

The signatures below acknowledge the Rater has explained the methodology (derivation formula) by which the tentative Performance Appraisal Score and Summary Rating will be determined, the coinciding range of Performance Payout Shares possible, and that the Rater understands the methodology used and has received a copy of this explanation.

Rater Signatures _____ Date _____

Rater Signatures _____ Date _____

Mid-year Progress Review



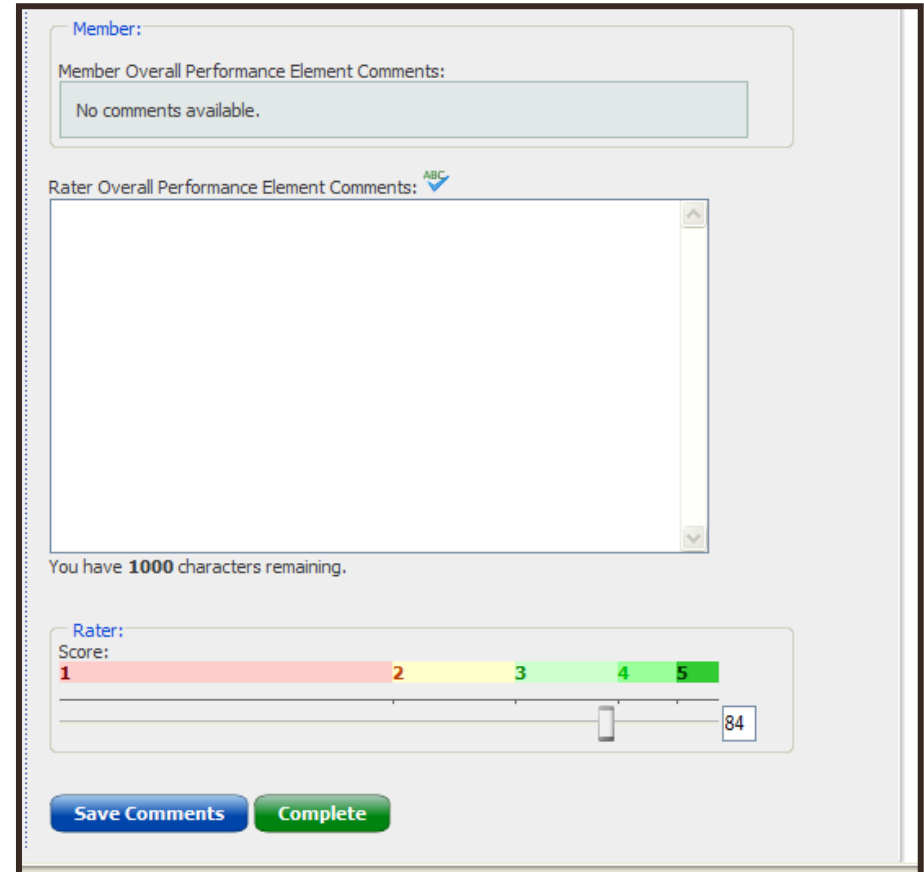
The screenshot displays the EPAT (Executive Performance & Appraisal Tool) web interface. The header includes the Department of Defense logo and the EPAT title. The main content area is titled "Performance Plan - Progress Review Input". It shows member information: Member Name: Member, Erin; Start Date: 12:00:00 AM; Component: DCAA Pay Plan; SES Position Tier: 1. There are "Submit Review" and "Print" buttons. The "Performance Plan Chain" section shows Rater: Erin Rater and Reviewer: {No Reviewer assigned}. The "Performance Plan Progress" section shows four stages: 1. Plan Creation, 2. Progress Review (selected), 3. Appraisal, and 4. Compensation. The "Performance Plan Progress Review" section shows a list of performance elements with checkboxes for completion. The "Progress Review Member Comments" section has a text area with "Test" entered and a "Save Comments" button. The bottom of the screen shows character count and version information.

Member data provided is not accurate and represents fictitious test data

- ▲ In order to advance through the Performance Cycle, Members and Raters must document and acknowledge the occurrence of a mid-year Progress Review
- ▲ Members and Raters are able to enter comments to document mid-year progress on performance at this stage

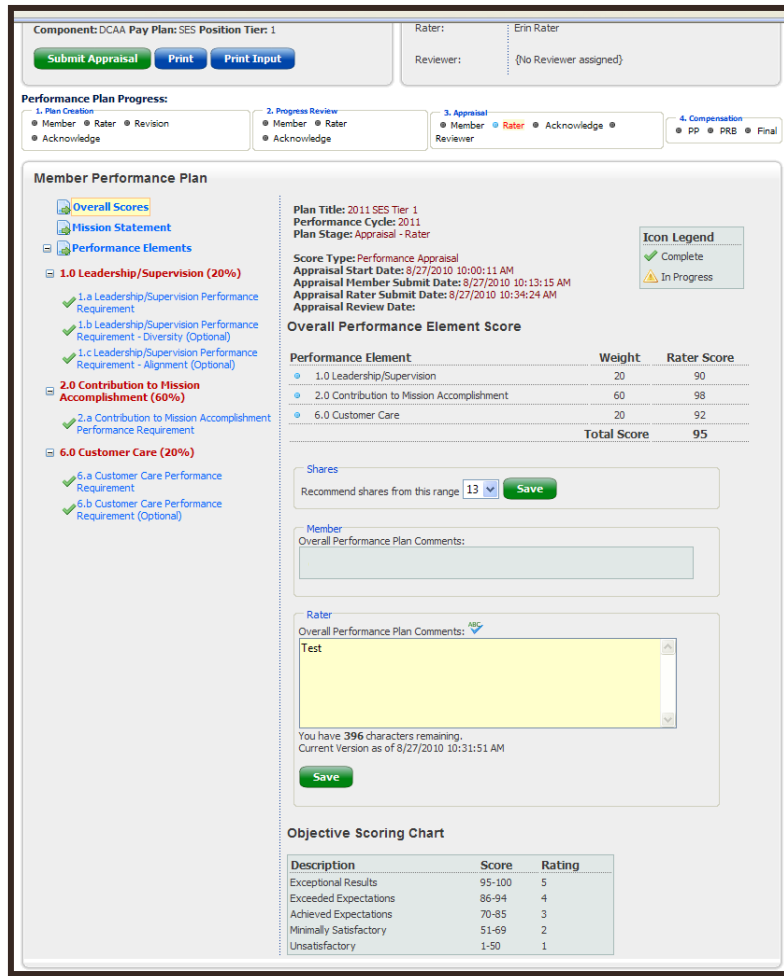
Self-Assessment and Annual Appraisal

- ▲ Members and Raters provide overall comments on performance for the Performance Appraisal Cycle
- ▲ Members and Raters must address accomplishments separately for each Performance Element in the Comment Boxes
- ▲ The Rater has a sliding scale to provide a numeric score for each Performance Element
 - The Rater can also input the numeric score directly in the box
- ▲ Similar functionality provide for Interim Review (if applicable)



The screenshot shows a web-based performance appraisal form. At the top, it is labeled 'Member:' and contains a text box for 'Member Overall Performance Element Comments' with the text 'No comments available.' Below this is a section for 'Rater Overall Performance Element Comments:' with a large text area and a small 'ABC' icon. A character count indicates 'You have 1000 characters remaining.' At the bottom, there is a 'Rater:' section with a 'Score:' label and a horizontal sliding scale from 1 to 5. The scale is color-coded: 1 is red, 2 is yellow, 3 is green, 4 is light green, and 5 is dark green. A slider is positioned at 4, and a small box to the right of the scale shows the number '84'. At the very bottom, there are two buttons: 'Save Comments' (blue) and 'Complete' (green).

Final and Prior Year Appraisals



Component: DCAA Pay Plan: SES Position Tier: 1

Rater: Erin Rater

Reviewer: (No Reviewer assigned)

Performance Plan Progress:

- 1. Plan Creation: Member, Rater, Revision, Acknowledge
- 2. Progress Review: Member, Rater, Acknowledge
- 3. Appraisal: Member, Rater, Acknowledge
- 4. Compensation: PP, PRB, Final

Member Performance Plan

Overall Scores

Mission Statement

Performance Elements

- 1.0 Leadership/Supervision (20%)
 - 1.a Leadership/Supervision Performance Requirement
 - 1.b Leadership/Supervision Performance Requirement - Diversity (Optional)
 - 1.c Leadership/Supervision Performance Requirement - Alignment (Optional)
- 2.0 Contribution to Mission Accomplishment (60%)
 - 2.a Contribution to Mission Accomplishment Performance Requirement
- 6.0 Customer Care (20%)
 - 6.a Customer Care Performance Requirement
 - 6.b Customer Care Performance Requirement (Optional)

Plan Title: 2011 SES Tier 1
Performance Cycle: 2011
Plan Stage: Appraisal - Rater

Score Type: Performance Appraisal
Appraisal Start Date: 8/27/2010 10:00:11 AM
Appraisal Member Submit Date: 8/27/2010 10:13:15 AM
Appraisal Rater Submit Date: 8/27/2010 10:34:24 AM
Appraisal Review Date:

Icon Legend

- Complete
- In Progress

Overall Performance Element Score

Performance Element	Weight	Rater Score
1.0 Leadership/Supervision	20	90
2.0 Contribution to Mission Accomplishment	60	98
6.0 Customer Care	20	92
Total Score		95

Shares

Recommend shares from this range: 13 Save

Member

Overall Performance Plan Comments:

Rater

Overall Performance Plan Comments: Test

You have 396 characters remaining.
Current Version as of 8/27/2010 10:31:51 AM

Save

Objective Scoring Chart

Description	Score	Rating
Exceptional Results	95-100	5
Exceeded Expectations	86-94	4
Achieved Expectations	70-85	3
Minimally Satisfactory	51-69	2
Unsatisfactory	1-50	1

▲ Raters are required to provide a recommended number of shares based on the score of each Performance Element

▲ Once finalized from the Authorizing Official, EPAT populates the DD Form 2898 or 2899 based on the content provided

▲ In future years, Members will be able to access previous performance plans and appraisals

» Copy and paste functionality from prior plans to future ones

» Ability to print plan, review and appraisal separately

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The Art of Leadership

Department of Defense
Senior Executives & Senior Professionals



SENIOR EXECUTIVE SERVICE

Review of Compensation Management Module

EPAT's Compensation Activities

Creation of Multiple Pay Pools and Performance Review Boards (PRBs)

Development of Pay Pool Funding Levels and Compensation Business Rules

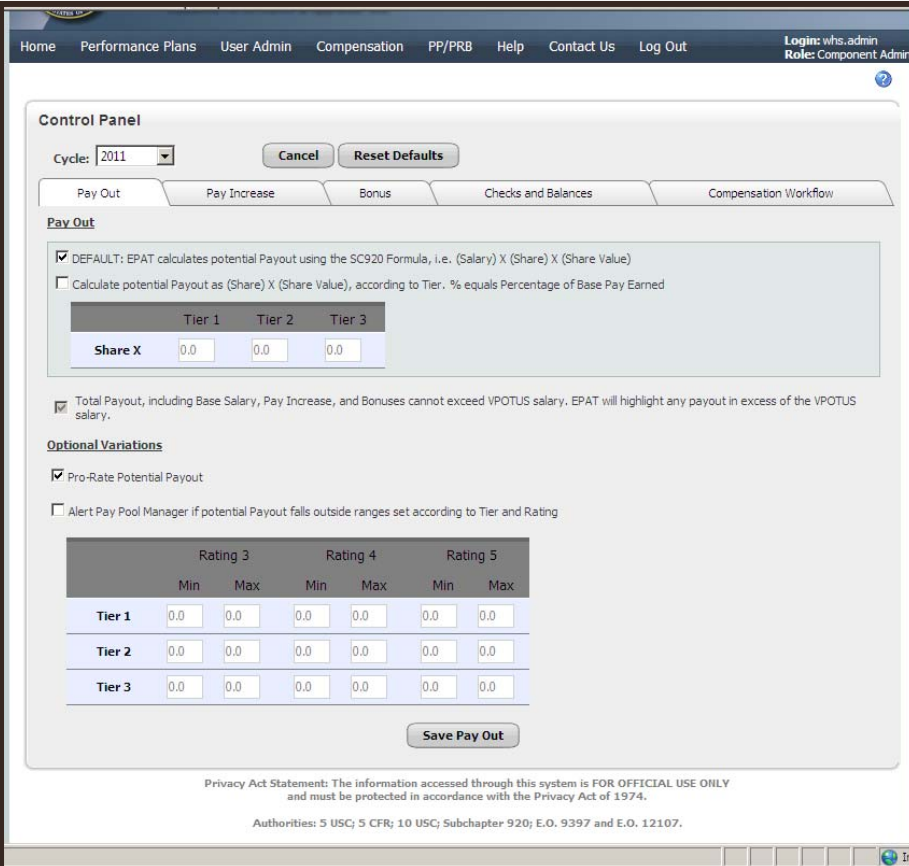
Administration and Computation in Pay Pools

Administration and Computation in PRBs

Final Approval and Certification of Ratings, Shares and Payout Distributions by Authorizing Official

Component Administration - Overview

- **Key functionality available for Component Administration in Compensation Management activities:**
 - Establish Component compensation business rules
 - Create Pay Pool and Performance Review Board (PRB) structure
 - Assign Members and Panelists to Pay Pools and PRBs



The screenshot displays the 'Control Panel' for 'Pay Out' configuration. The 'Cycle' is set to 2011. The 'Pay Out' tab is active, showing a 'DEFAULT' checkbox checked, indicating that EPAT uses the SC920 Formula. Below this, a table allows setting 'Share X' values for Tier 1, Tier 2, and Tier 3, all currently set to 0.0. The 'Optional Variations' section includes a checked 'Pro-Rate Potential Payout' checkbox and an unchecked 'Alert Pay Pool Manager' checkbox. A table at the bottom allows setting minimum and maximum values for Rating 3, Rating 4, and Rating 5 across three tiers. A 'Save Pay Out' button is located at the bottom right of the configuration area.

	Tier 1		Tier 2		Tier 3	
Share X	0.0	0.0	0.0	0.0	0.0	0.0

	Rating 3		Rating 4		Rating 5	
	Min	Max	Min	Max	Min	Max
Tier 1	0.0	0.0	0.0	0.0	0.0	0.0
Tier 2	0.0	0.0	0.0	0.0	0.0	0.0
Tier 3	0.0	0.0	0.0	0.0	0.0	0.0

Component Administration – Pay Pool and PRB

Setup

- Overall Pay Pool structure is established at the Component level
- EPAT allows many options to accommodate all Components' specific needs to establish roles and memberships in Pay Pools and PRBs

> Compensation

Calculation Rules Pay Pools PRB Panels AO

Manage Pay Pools

Create Pay Pool Create Combined Pay Pool / PRB

Year ▼

Year	Title	Active WorkSheet	Approved	Manager
Year: 2010				
2010	Tier 1			Whs Paypoolmgr 1
2010	Tier 2			Whs Paypoolmgr 2
2010	Tier 3			Whs Paypoolmgr 3

Edit Pay Pool

Cycle: 2010

Title: Tier 1

Manager/Chair: Paypoolmgr1, Whs

Administrator: Paypooladmin1, Whs

Available Panelist

Baker, Russell
Barger, Dean
Gerstein, Alfred
MEMBER2, DLA
paul, paul
Paypoolmgr2, Usa

Assigned Panelist

cali, cali
Paypoolmgr1, Usa
Paypoolmgr3, Whs
Paypoolpanelist1, Af

	Limit *	Pay Progression Budget	Performance Bonus Budget
Tier 1	9.5%	1.00 %	6.00 %
Tier 2	11.5%	0.00 %	0.00 %
Tier 3	15.5%	0.00 %	0.00 %

* The Limit is determined by subtracting the PAEP (1.5%) from the Tier's Funding Factor.

The sum of the Pay Progression Budget and the Performance Bonus Budget cannot exceed this Limit.

Select by:
 All Tiers Tier 1 Tier 2 Tier 3
 Organization: ---
 Pay Plan: ---
 Unselect

Available Members Assigned Members

Member data provided is not accurate and represents fictitious test data

Pay Pool and PRB Worksheets

- Pay Pool and PRB Managers create worksheets for each Pay Pool and PRB
- Worksheets allow the Pay Pool and PRB Managers to review and evaluate executives' scores, number of shares, and payout distributions
- Multiple worksheets can be created to evaluate various Pay Pool and PRB scenarios before finalizing the recommendations
- Real-time budget summaries and salary caps are provided to assist Pay Pool and PRB managers in ensuring budgets are strictly enforced

Pay Pool: Tier 1 - Worksheet: JW test

Tier 1: Tier 1 Bonus Budget has been exceeded.

	1	Salary Cap Legend	
Max Pay Pool	\$ 3,679,112.14	Tier 1	\$ 165,300
- Pay Increases (P)	\$ 186,189.64	Tier 2	\$ 173,000
- Bonuses (B)	\$ 2,673,232.85	Tier 3	\$ 179,700
- Total Payout (P+B)	\$ 2,859,422.49	Common Parameters	
Unspent Pay Pool	\$ 819,689.65	Calculation Rules	
Above Overall FF (13%)	-\$ 1,488,619.13	Exec Name Legend	
Above Bonus Limit (10%)	-\$ 294,467.25	* 50% Rule	
		/i/ics Non-Careerist	

Description	Pay Pool	Tier	Pay %	Pay Amount	Bonus %	Bonus Amount
Above Budget	Tier 1	1	1.0	-\$334,464.71	6.0	\$892,612.79

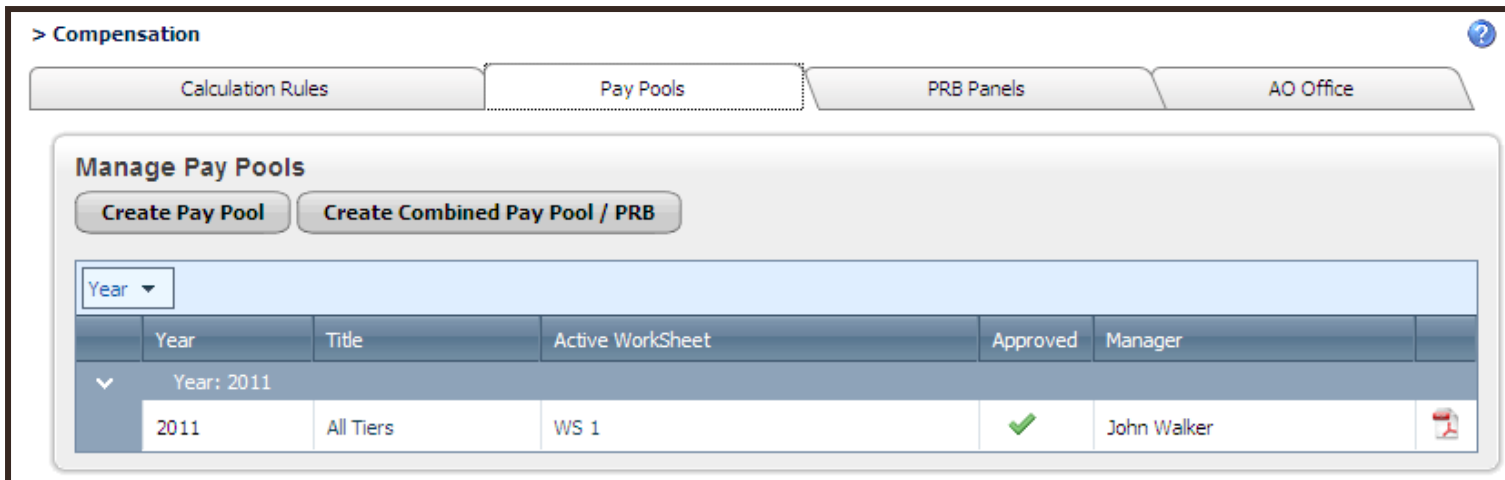
Filter By: All 🔔 Bonus Alert

Update	Executive Name	Pay Plan	Tier	Potential Payout	Payout	Pay Increase	Bonus	Share Value	Base Salary
👤	Allen, Ivan	SES	1	\$19,632.89	\$19,632.89	\$2,259.53	\$17,373.36	0.00869	\$150,635
👤	Anderegg, Steven	SES	1	\$16,180.79	\$16,180.79	\$0.00	\$16,180.79	0.00869	\$165,300
👤	Andress, Pamela	SES	1	\$21,331.27	\$21,331.27	\$1,634.00	\$19,697.27	0.00869	\$163,666
👤	Angello, Kristen	SES	1	\$15,799.11	\$15,799.11	\$0.00	\$15,799.11	0.00869	\$165,300
👤	Barna, Clifford	SES	1	\$17,235.39	\$17,235.39	\$0.00	\$17,235.39	0.00869	\$165,300
👤	Bechtel, James	SES	1	\$8,700.32	\$8,700.32	\$0.00	\$8,700.32	0.00869	\$165,300
👤	Bentley, Gary	SES	1	\$10,282.19	\$10,282.19	\$0.00	\$10,282.19	0.00869	\$165,300
👤	Bertram, Jacquelyn	SES	1	\$13,320.54	\$2,400.00	\$2,400.00	\$0.00	0.00869	\$162,900
👤	Bevilacqua, Joseph	SES	1	\$10,282.19	\$10,282.19	\$0.00	\$10,282.19	0.00869	\$165,300
👤	Booth, Nancy	SES	1	\$17,530.47	\$17,530.47	\$2,327.95	\$15,202.52	0.00869	\$155,197
👤	Bray, Pauline	SES	1	\$20,035.09	\$20,035.09	\$599.00	\$19,436.09	0.00869	\$164,701
👤	Burger, Rogers	SES	1	\$8,501.36	\$2,400.00	\$2,400.00	\$0.00	0.00869	\$160,000
👤	Busch, Robert	SES	1	\$18,400.58	\$18,400.58	\$2,400.00	\$16,000.58	0.00869	\$162,900

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Worksheet Activation

- Once Pay Pool and PRB deliberations are completed, the Pay Pool and PRB Managers forward their recommendations by marking the worksheet active
- The Component Administration function provides another review to ensure recommendations are in compliance with law and regulation (e.g., within min/max of bonus requirements) and adhering to Department policy (e.g., tier salary caps)
- This provides for multiple layers of management approval before worksheets are activated and sent to the Authorizing Official



Year	Title	Active WorkSheet	Approved	Manager
2011	All Tiers	WS 1	✓	John Walker

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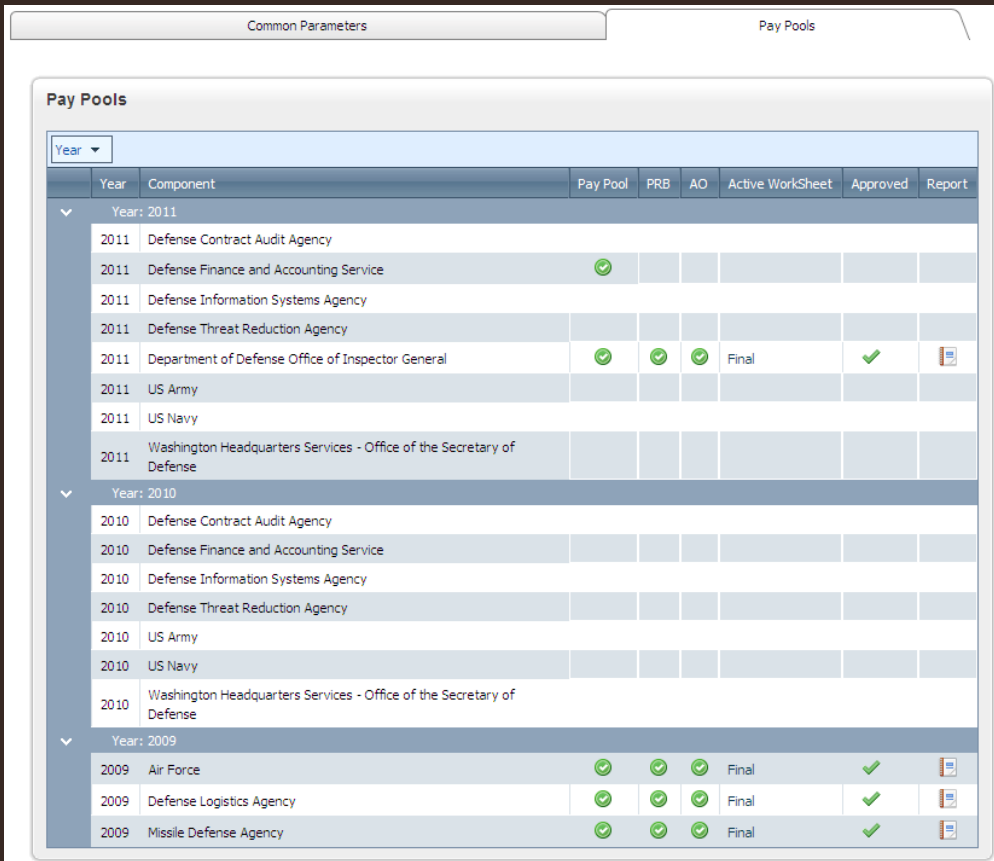
Authorizing Official Approval

- ▲ Based on Pay Pool and PRB recommendations, the Authorizing Official (AO) reviews and evaluates the worksheet at the Component level and makes final changes.
- ▲ The AO provides final approval and authorization of the Pay Pool results
- ▲ Once authorized, the worksheet becomes locked and saved for record keeping



Enterprise-wide View

- Global Administration at the Enterprise level can view the status of every Component and Defense Agency throughout the Pay Pool and PRB process
- Reports will be available in a real-time basis throughout the Compensation Management process



The screenshot displays a web application interface for 'Pay Pools'. It features a 'Year' dropdown menu and a table with columns for 'Year', 'Component', 'Pay Pool', 'PRB', 'AO', 'Active WorkSheet', 'Approved', and 'Report'. The data is organized by year, with expandable sections for 2011, 2010, and 2019. The 2011 section shows components like 'Defense Contract Audit Agency' and 'Department of Defense Office of Inspector General'. The 2010 section shows components like 'Defense Contract Audit Agency' and 'US Army'. The 2019 section shows components like 'Air Force', 'Defense Logistics Agency', and 'Missile Defense Agency'. Green checkmarks and 'Final' status are visible in the 'Pay Pool', 'PRB', and 'AO' columns for several rows.

Year	Component	Pay Pool	PRB	AO	Active WorkSheet	Approved	Report
Year: 2011							
2011	Defense Contract Audit Agency						
2011	Defense Finance and Accounting Service	✓					
2011	Defense Information Systems Agency						
2011	Defense Threat Reduction Agency						
2011	Department of Defense Office of Inspector General	✓	✓	✓	Final	✓	
2011	US Army						
2011	US Navy						
2011	Washington Headquarters Services - Office of the Secretary of Defense						
Year: 2010							
2010	Defense Contract Audit Agency						
2010	Defense Finance and Accounting Service						
2010	Defense Information Systems Agency						
2010	Defense Threat Reduction Agency						
2010	US Army						
2010	US Navy						
2010	Washington Headquarters Services - Office of the Secretary of Defense						
Year: 2019							
2019	Air Force	✓	✓	✓	Final	✓	
2019	Defense Logistics Agency	✓	✓	✓	Final	✓	
2019	Missile Defense Agency	✓	✓	✓	Final	✓	

Member data provided is not accurate and represents fictitious test data