

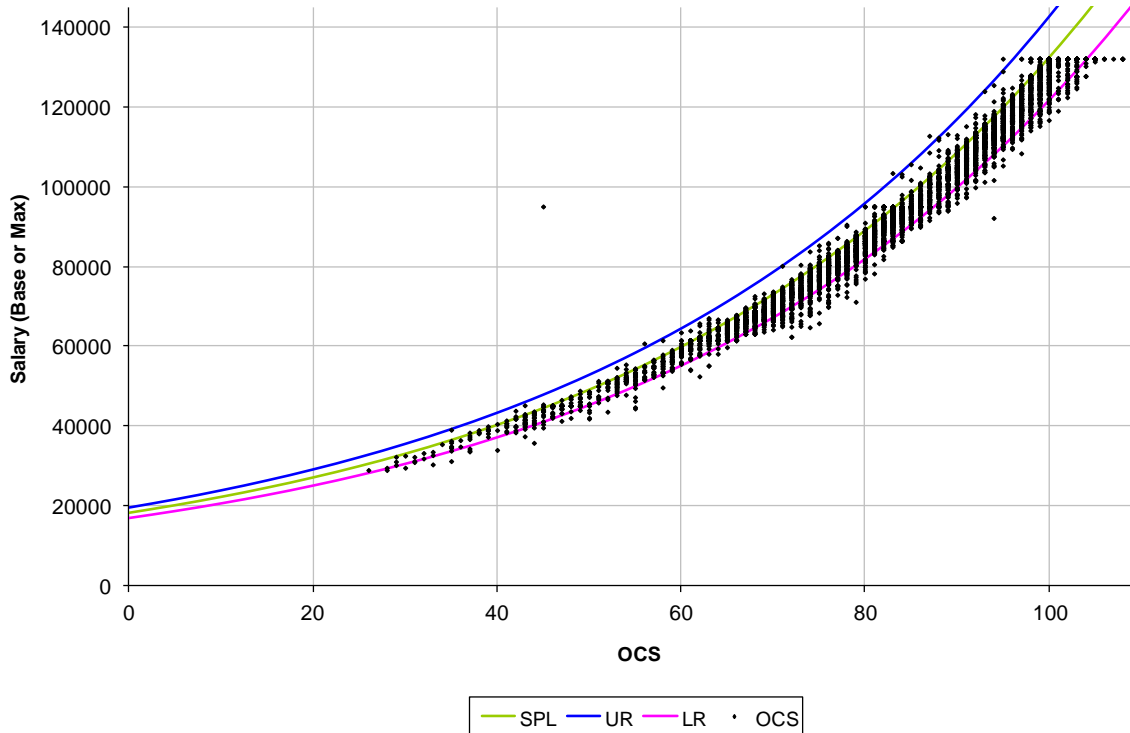
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	4	0.1%	0	0.0%	1	0.4%	5	0.1%
C	6,721	93.0%	145	99.3%	231	90.9%	7,097	93.1%
B	500	6.9%	1	0.7%	22	8.7%	523	6.9%
<b>Total</b>	<b>7,225</b>		<b>146</b>		<b>254</b>		<b>7,625</b>	

Counts do not include personnel receiving presumptive OCS ratings due to time

### Definition of Rail Zones

- Inappropriately compensated above the rails
- Appropriately compensated between the rails
- Inappropriately compensated below the rails

OCS Results: 2015 Pay and SPL



# AcqDemo Results FY15

## Payout Statistics (Presumptive Due to Time Excluded)

	Number Of Employees Analyzed	Average Rating	Average Delta OCS	Average Salary Increase <sup>1</sup>			Average Carryover <sup>1</sup>			Average CA Award <sup>2</sup>		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
<b>Overall</b>	<b>7,625</b>	<b>82.6</b>	<b>1.7</b>	<b>5,984</b>	<b>\$1,757</b>	<b>2.0%</b>	<b>2,976</b>	<b>\$2,085</b>	<b>2.0%</b>	<b>7,558</b>	<b>\$1,207</b>	<b>1.1%</b>
NH	7,225	84.1	1.7	5,718	\$1,794	2.0%	2,772	\$2,146	2.0%	7,161	\$1,232	1.1%
NJ	146	70.4	1.1	55	\$1,366	2.0%	100	\$1,509	2.0%	146	\$774	0.9%
NK	254	46.8	1.6	211	\$847	1.9%	104	\$1,020	2.1%	251	\$754	1.4%

<sup>1</sup> average based on those receiving, weighted by base salary (capped at band max) to include employees on retained pay

<sup>2</sup> average based on those receiving, weighted by adjusted salary (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements

CRI Funding Range: 2.00% - 9.44% \*of base salary; CA Funding Range: 1.00% - 3.33%\* of adjusted salary

\* except for certain bargaining unit covered pay pools and new pay pools, award funding is 1% which per the Federal Register becomes 0.9% for CA