

AcqDemo Results FY16

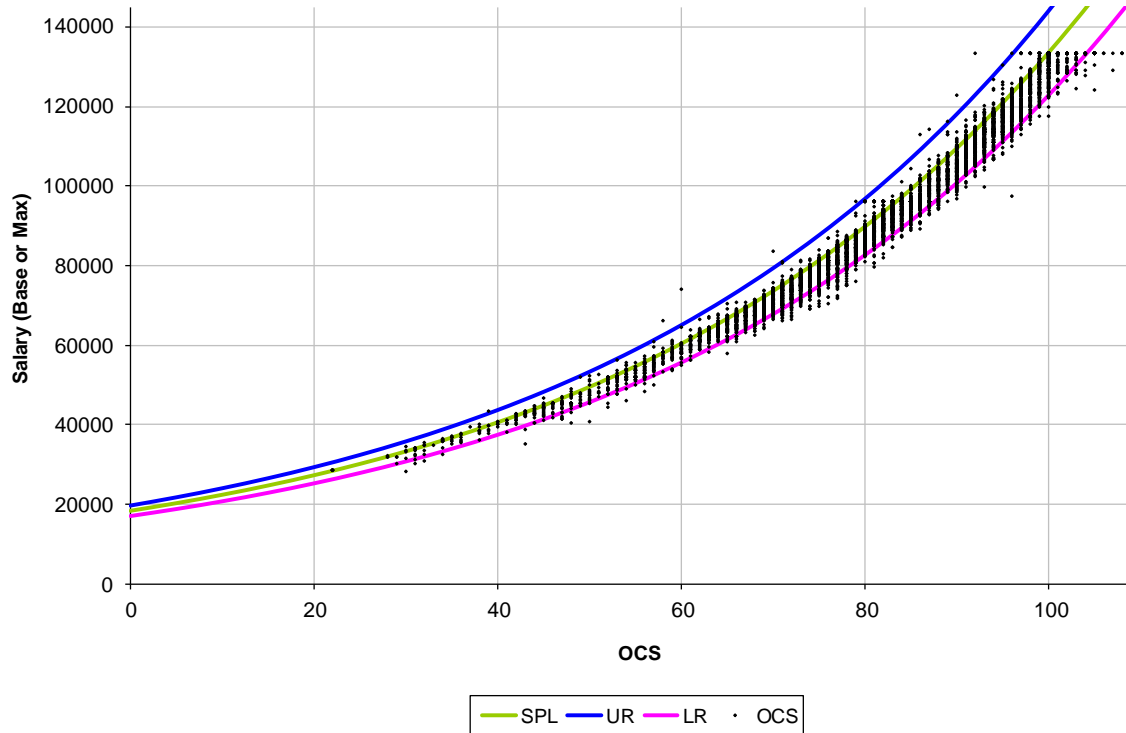
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	10	0.1%	0	0.0%	1	0.4%	11	0.1%
C	7,507	95.0%	147	100.0%	257	92.1%	7,911	95.0%
B	383	4.8%	0	0.0%	21	7.5%	404	4.9%
Total	7,900		147		279		8,326	

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: 2016 Pay and SPL



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Payout Statistics (Presumptive Due to Time Excluded)

	Number Of Employees Analyzed	Average Rating	Average Delta OCS	Average Salary Increase ¹			Average Carryover ¹			Average CA Award ²		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
Overall	8,326	82.1	1.5	5,498	\$2,078	2.4%	3,207	\$2,092	2.0%	8,244	\$1,653	1.5%
NH	7,900	83.7	1.5	5,209	\$2,140	2.4%	3,007	\$2,146	2.0%	7,825	\$1,688	1.5%
NJ	147	69.0	1.2	63	\$1,426	2.2%	90	\$1,574	2.1%	146	\$1,172	1.3%
NK	279	45.4	1.3	226	\$832	1.9%	110	\$1,032	2.2%	273	\$901	1.7%

¹ Average based on those receiving, weighted by base salary (capped at band max) to include employees on retained pay

² Average based on those receiving, weighted by adjusted base pay (capped at EX-IV cap)

Results shown are based on data as of 10 Jan 2017

CRI Funding Range (except for some Bargaining Unit Pay Pools): 2.00% - 2.26% of base salary, 2.4% for first-year pay pools

CA Funding Range (except for some Bargaining Unit Pay Pools): 1.00% to 1.5% of adjusted base pay, 1.3% for new pay pools; per the Federal Register, 0.9% of CA funding is used in CA computations