

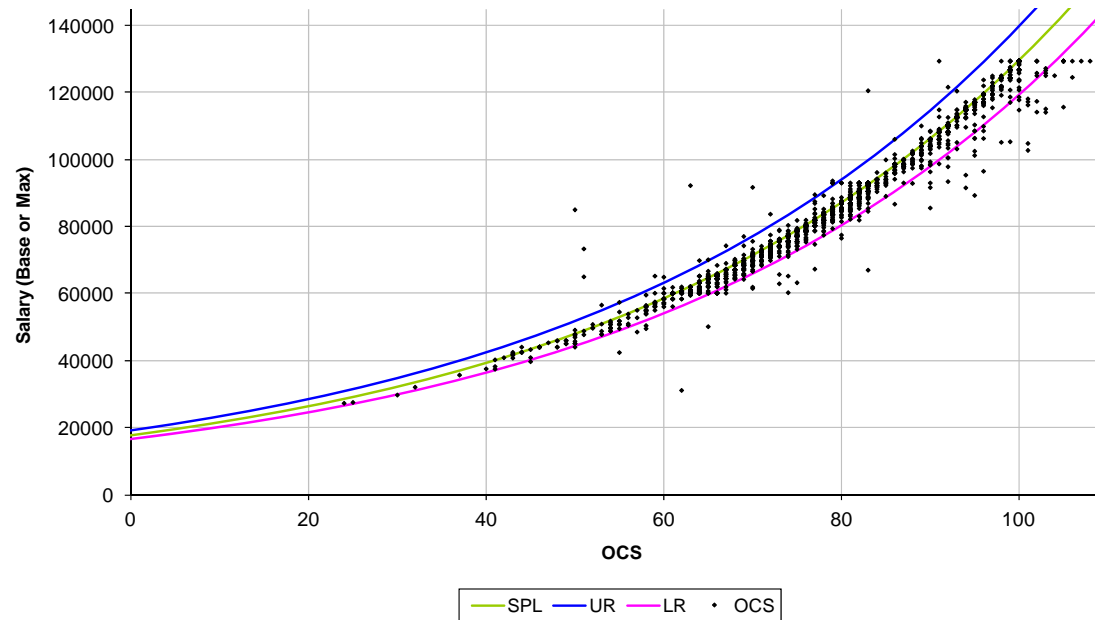
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	22	1.0%	0	0.0%	1	4.8%	23	1.0%
C	2,123	95.0%	16	100.0%	19	90.5%	2,158	95.0%
B	89	4.0%	0	0.0%	1	4.8%	90	4.0%
<b>Total</b>	<b>2,234</b>		<b>16</b>		<b>21</b>		<b>2,271</b>	

**Definition of Rail Zones**

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

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

OCS Results: 2013 Pay and SPL



**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>2</sup>			Average CA Award <sup>3</sup>	
				\$	%	Number Receiving	\$	%	\$	%
<b>Overall</b>	<b>2,271</b>	<b>80.2</b>	<b>0.7</b>	<b>\$833</b>	<b>0.9%</b>	<b>152</b>	<b>\$1,834</b>	<b>1.9%</b>	<b>\$897</b>	<b>0.8%</b>
NH	2,234	80.6	0.7	\$839	0.9%	140	\$1,945	1.9%	\$902	0.8%
NJ	16	73.1	0.6	\$744	1.0%	4	\$1,113	1.5%	\$870	0.9%
NK	21	46.2	0.3	\$264	0.6%	8	\$253	0.6%	\$403	0.7%

<sup>1</sup> weighted average by base salary (capped at band max)

<sup>2</sup> average based on those receiving, weighted by base salary (capped by band max), to include employees on retained pay

<sup>3</sup> weighted average by total salary (capped by EX-IV cap)

CRI Funding Range: 2.00% - 2.40%; CA Funding Range: 1.00% - 3.33%\*

\* 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