

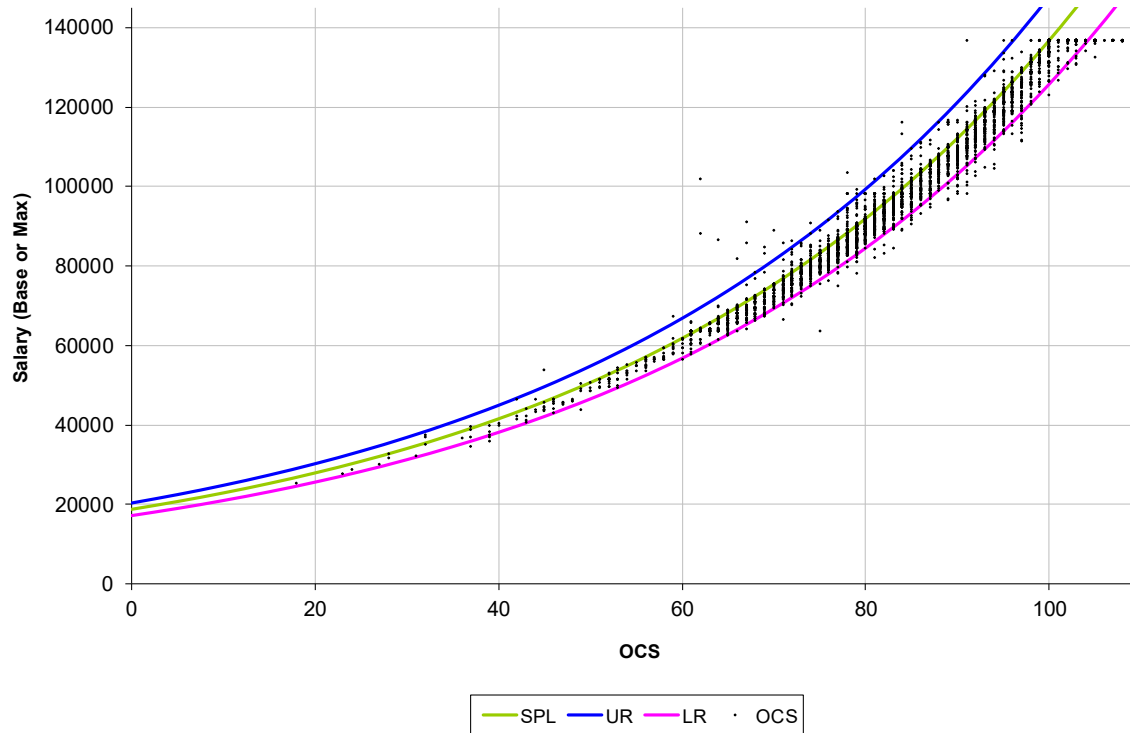
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	31	0.7%	0	0.0%	0	0.0%	31	0.7%
C	4,337	94.0%	30	100.0%	42	93.3%	4,409	94.0%
B	247	5.4%	0	0.0%	3	6.7%	250	5.3%
<b>Total</b>	<b>4,615</b>		<b>30</b>		<b>45</b>		<b>4,690</b>	

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: 2018 Pay and SPL



# AcqDemo Results FY18

## 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>4,690</b>	<b>84.5</b>	<b>1.4</b>	<b>2,884</b>	<b>\$2,431</b>	<b>2.6%</b>	<b>1,413</b>	<b>\$2,422</b>	<b>2.1%</b>	<b>4,085</b>	<b>\$1,835</b>	<b>1.6%</b>
NH	4,615	85.1	1.4	2,846	\$2,443	2.6%	1,381	\$2,458	2.1%	4,013	\$1,854	1.6%
NJ	30	51.8	1.5	15	\$1,562	3.1%	18	\$957	1.9%	30	\$754	1.2%
NK	45	45.7	1.2	23	\$1,402	3.4%	14	\$745	1.4%	42	\$845	1.5%

<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% - 2.40% of base salary; CA Funding Range: 1.00% - 3.33%\* of adjusted salary

\* certain bargaining unit covered pay pools used 3.33%, Per the Federal Register, CA funds available to spend is 90% of funding so 1.0% becomes 0.9% for CA