

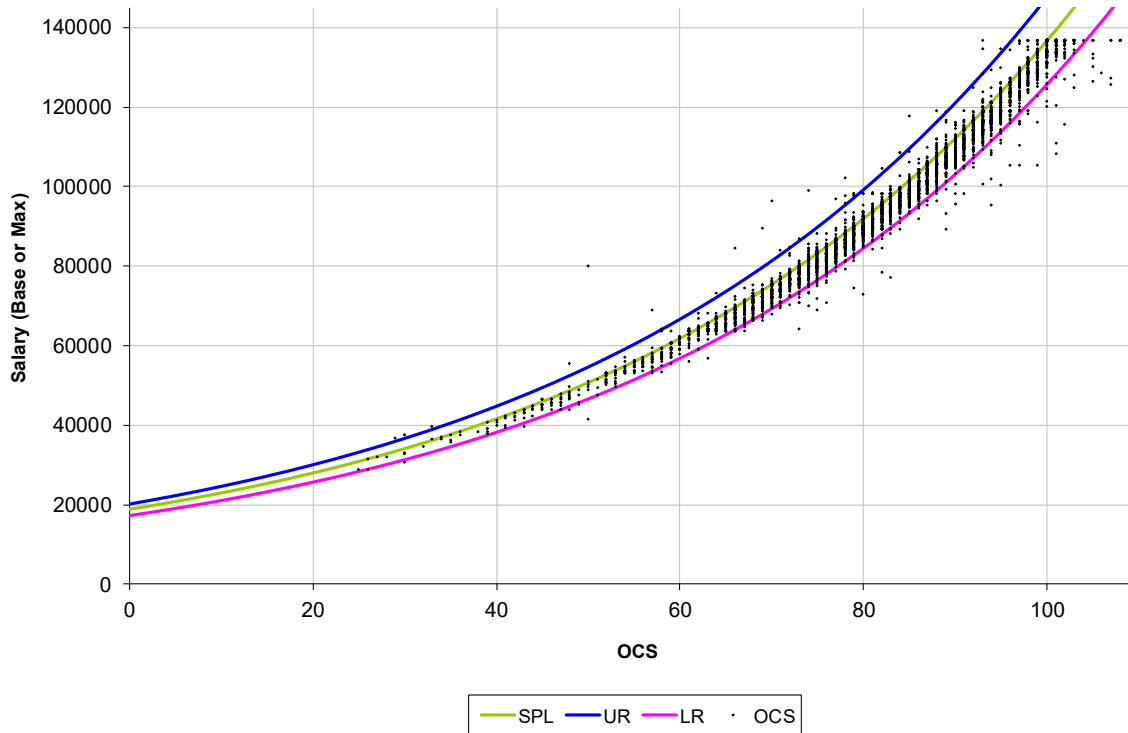
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	27	0.4%	2	1.3%	2	3.2%	31	0.4%
C	6,539	97.3%	155	97.5%	59	93.7%	6,753	97.3%
B	154	2.3%	2	1.3%	2	3.2%	158	2.3%
Total	6,720		159		63		6,942	

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: 2018 Pay and SPL



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	6,942	82.5	1.2	4,631	\$2,124	2.3%	1,338	\$2,093	1.9%	6,573	\$1,637	1.3%
NH	6,720	83.1	1.2	4,475	\$2,144	2.3%	1,307	\$2,112	1.9%	6,368	\$1,655	1.3%
NJ	159	73.4	1.2	119	\$1,661	2.1%	14	\$2,040	2.4%	149	\$1,205	1.3%
NK	63	45.8	0.8	37	\$1,109	2.4%	17	\$671	1.4%	56	\$790	1.3%

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 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