

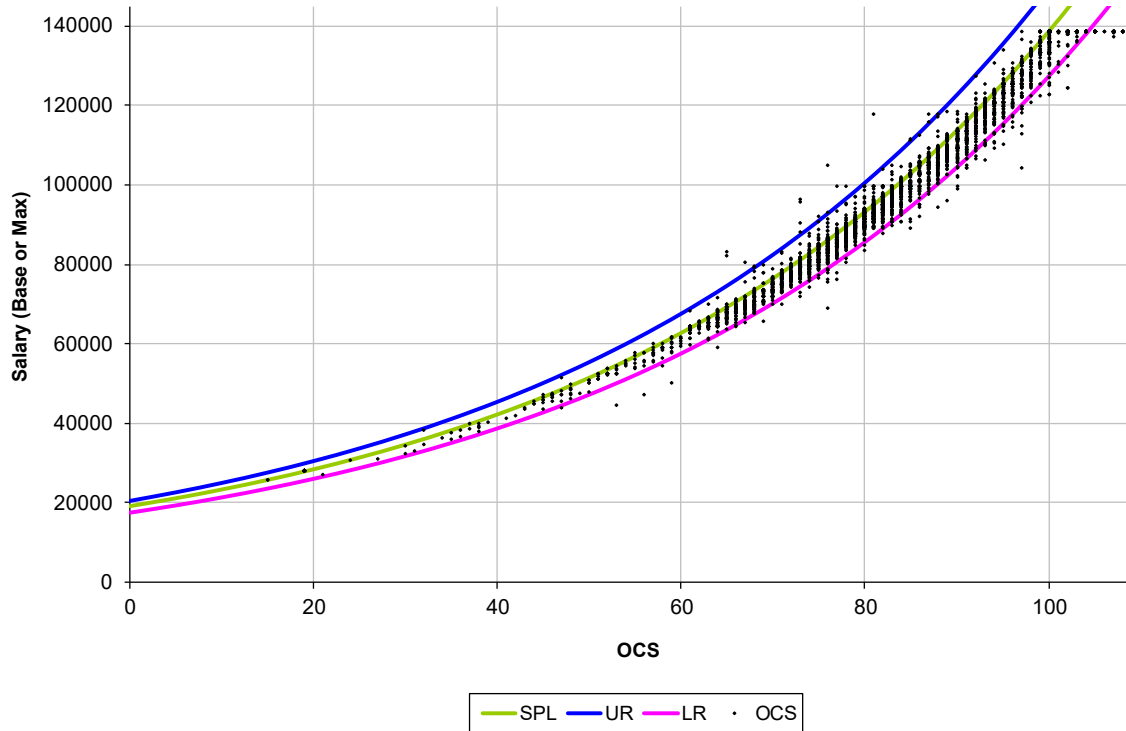
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	16	0.3%	0	0.0%	0	0.0%	16	0.3%
C	4,458	95.1%	30	100.0%	41	100.0%	4,529	95.1%
B	215	4.6%	0	0.0%	0	0.0%	215	4.5%
<b>Total</b>	<b>4,689</b>		<b>30</b>		<b>41</b>		<b>4,760</b>	

### 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: 2019 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>1</sup>			Average CA Award <sup>2</sup>		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
<b>Overall</b>	<b>4,760</b>	<b>84.0</b>	<b>1.3</b>	<b>3,480</b>	<b>\$2,085</b>	<b>2.1%</b>	<b>1,446</b>	<b>\$2,225</b>	<b>1.9%</b>	<b>4,133</b>	<b>\$1,879</b>	<b>1.6%</b>
NH	4,689	84.6	1.3	3,423	\$2,108	2.1%	1,413	\$2,255	1.9%	4,063	\$1,897	1.6%
NJ	30	53.0	1.1	25	\$626	1.2%	19	\$1,257	2.3%	30	\$836	1.2%
NK	41	45.9	1.0	32	\$814	1.7%	14	\$588	1.0%	40	\$864	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