

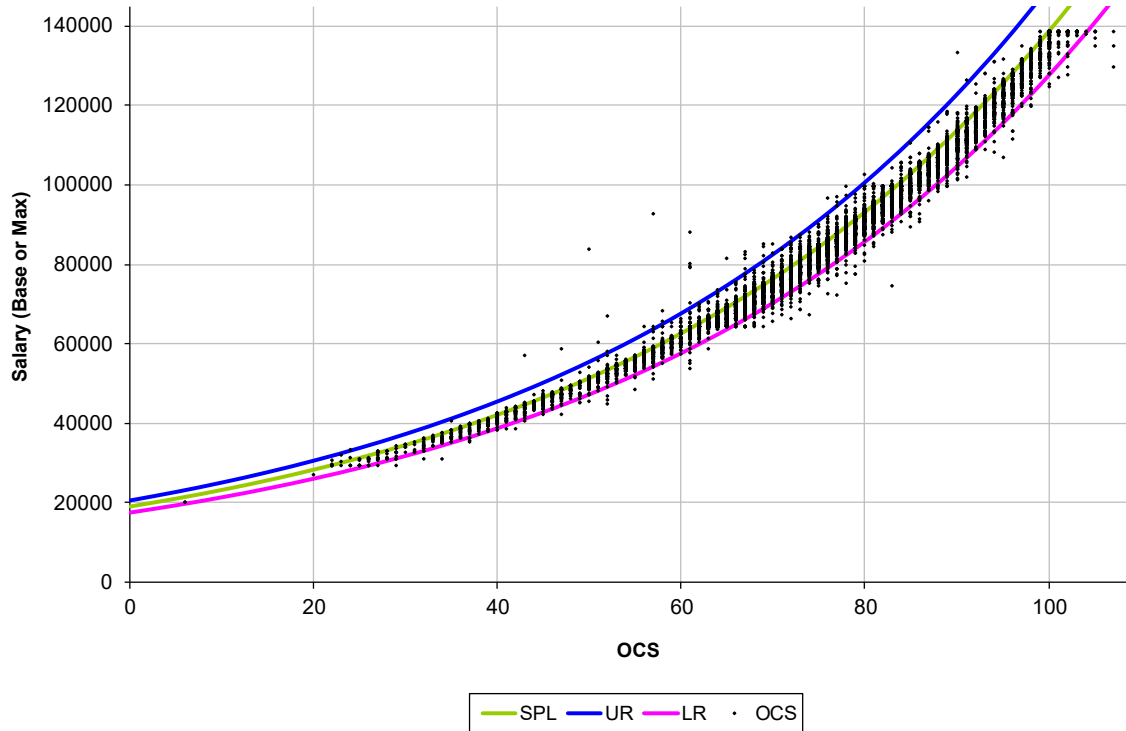
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	37	0.2%	0	0.0%	1	0.4%	38	0.2%
C	17,064	98.5%	579	99.7%	257	95.5%	17,900	98.5%
B	227	1.3%	2	0.3%	11	4.1%	240	1.3%
<b>Total</b>	<b>17,328</b>		<b>581</b>		<b>269</b>		<b>18,178</b>	

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: 2019 Pay and SPL



# AcqDemo Results FY19

**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>18,178</b>	<b>76.4</b>	<b>1.1</b>	<b>13,991</b>	<b>\$2,105</b>	<b>2.4%</b>	<b>3,696</b>	<b>\$1,044</b>	<b>1.2%</b>	<b>17,484</b>	<b>\$1,527</b>	<b>1.5%</b>
NH	17,328	77.5	1.1	13,355	\$2,141	2.5%	3,374	\$1,098	1.2%	16,658	\$1,552	1.5%
NJ	581	61.6	1.0	445	\$1,463	2.3%	216	\$502	0.8%	567	\$1,139	1.4%
NK	269	39.2	1.3	191	\$1,072	2.7%	106	\$424	1.0%	259	\$803	1.6%

<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