

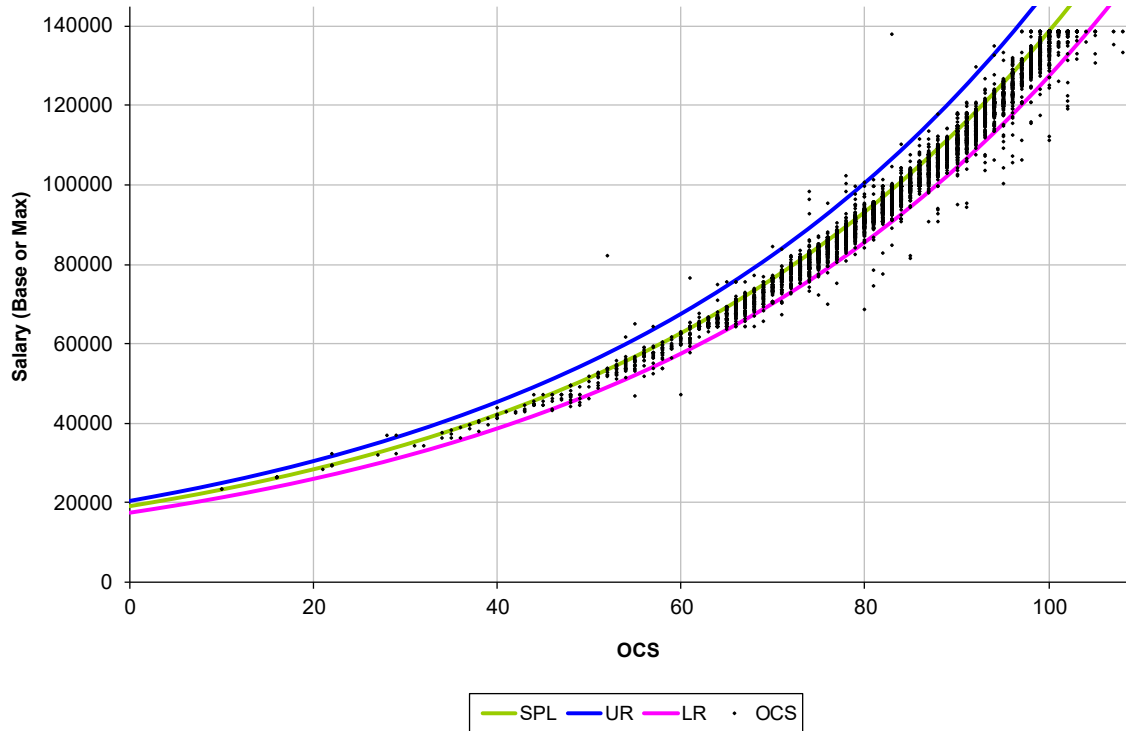
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	20	0.3%	2	1.4%	2	3.2%	24	0.4%
C	6,395	97.4%	136	97.1%	56	90.3%	6,587	97.4%
B	148	2.3%	2	1.4%	4	6.5%	154	2.3%
<b>Total</b>	<b>6,563</b>		<b>140</b>		<b>62</b>		<b>6,765</b>	

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>6,765</b>	<b>83.9</b>	<b>1.2</b>	<b>5,119</b>	<b>\$2,090</b>	<b>2.1%</b>	<b>1,354</b>	<b>\$2,374</b>	<b>2.1%</b>	<b>6,428</b>	<b>\$1,642</b>	<b>1.3%</b>
NH	6,563	84.5	1.2	4,961	\$2,104	2.1%	1,326	\$2,393	2.1%	6,241	\$1,657	1.3%
NJ	140	73.6	1.3	116	\$1,811	2.3%	15	\$1,873	2.1%	132	\$1,273	1.3%
NK	62	46.8	0.9	42	\$1,128	2.3%	13	\$968	1.9%	55	\$804	1.3%

<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