

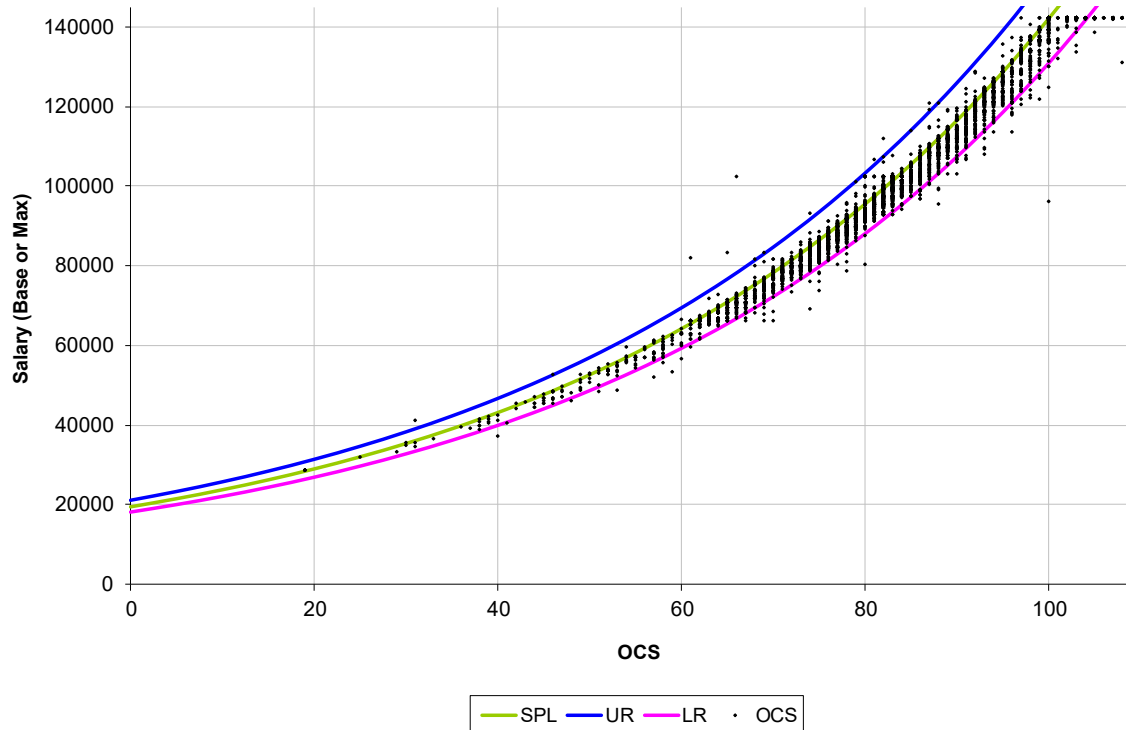
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	12	0.2%	0	0.0%	0	0.0%	12	0.2%
C	4,838	95.5%	30	100.0%	38	97.4%	4,906	95.5%
B	216	4.3%	0	0.0%	1	2.6%	217	4.2%
<b>Total</b>	<b>5,066</b>		<b>30</b>		<b>39</b>		<b>5,135</b>	

**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: 2020 Pay and SPL



# AcqDemo Results FY20

**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>5,135</b>	<b>83.7</b>	<b>1.4</b>	<b>3,465</b>	<b>\$2,394</b>	<b>2.5%</b>	<b>1,577</b>	<b>\$2,245</b>	<b>2.0%</b>	<b>5,013</b>	<b>\$2,775</b>	<b>2.2%</b>
NH	5,066	84.2	1.4	3,412	\$2,419	2.5%	1,540	\$2,276	2.0%	4,947	\$2,797	2.2%
NJ	30	54.7	1.0	25	\$730	1.3%	18	\$1,192	2.1%	28	\$953	1.3%
NK	39	46.5	1.1	28	\$845	1.7%	19	\$779	1.4%	38	\$1,343	2.2%

<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% - 4.33%\* of adjusted salary

- certain bargaining unit covered pay pools used 4.33%,
- Per the Federal Register, CA funds available to spend is limited to 90% of funding so 1.0% becomes at most 0.9% for CA