

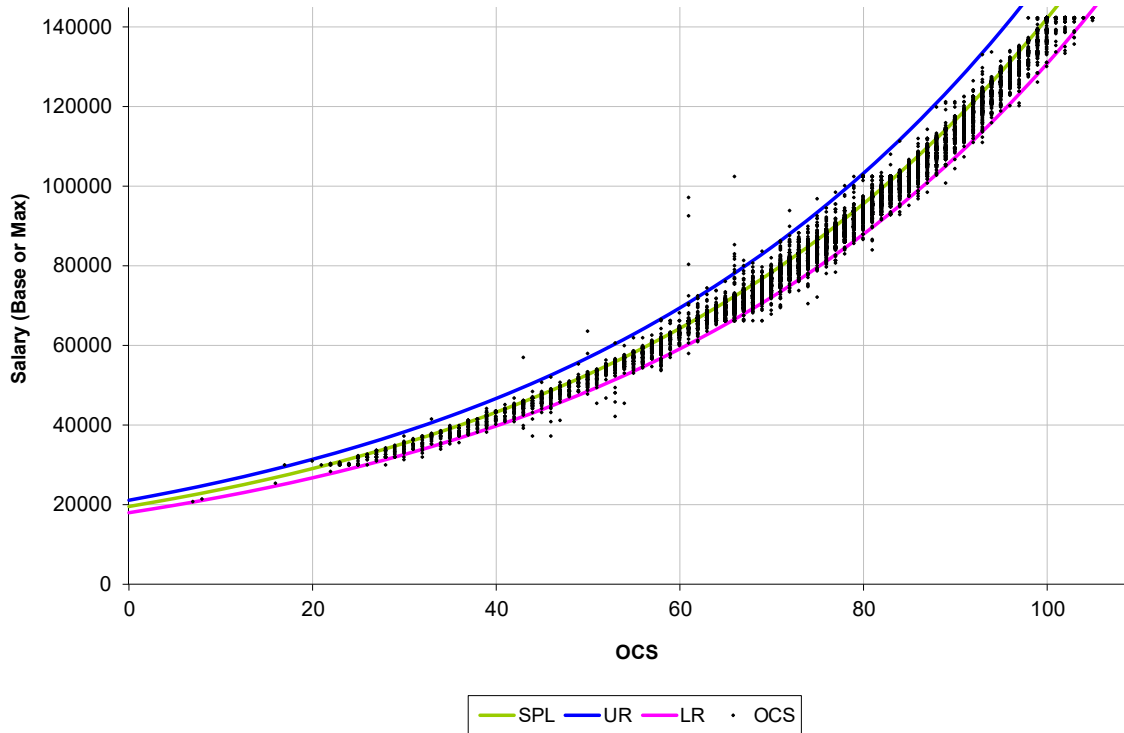
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	29	0.2%	0	0.0%	1	0.4%	30	0.2%
C	18,541	98.7%	619	99.7%	274	97.5%	19,434	98.7%
B	209	1.1%	2	0.3%	6	2.1%	217	1.1%
<b>Total</b>	<b>18,779</b>		<b>621</b>		<b>281</b>		<b>19,681</b>	

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: 2020 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>19,681</b>	<b>76.1</b>	<b>1.1</b>	<b>15,638</b>	<b>\$2,111</b>	<b>2.4%</b>	<b>3,892</b>	<b>\$962</b>	<b>1.1%</b>	<b>19,194</b>	<b>\$2,196</b>	<b>2.1%</b>
NH	18,779	77.2	1.1	14,895	\$2,155	2.4%	3,540	\$1,026	1.1%	18,328	\$2,232	2.1%
NJ	621	61.4	0.9	524	\$1,371	2.1%	258	\$282	0.4%	599	\$1,607	2.0%
NK	281	37.4	1.1	219	\$901	2.2%	94	\$452	1.1%	267	\$1,086	2.1%

<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