

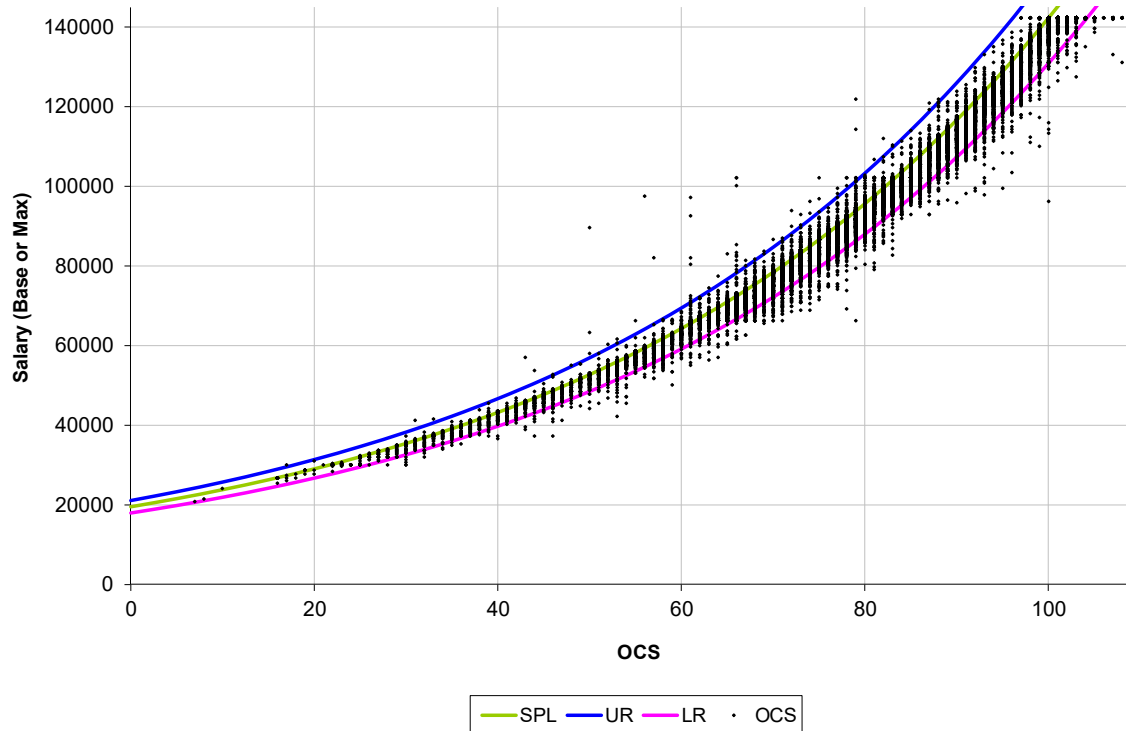
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	76	0.2%	1	0.1%	2	0.3%	79	0.2%
C	43,216	97.1%	973	94.6%	597	94.8%	44,786	97.0%
B	1,217	2.7%	55	5.3%	31	4.9%	1303	2.8%
Total	44,509		1,029		630		46,168	

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 ¹			Average Carryover ¹			Average CA Award ²		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
Overall	46,168	79.2	1.2	34,920	\$2,107	2.3%	10,991	\$1,728	1.7%	45,096	\$2,480	2.1%
NH	44,509	80.1	1.2	33,554	\$2,143	2.3%	10,465	\$1,786	1.7%	43,483	\$2,514	2.1%
NJ	1,029	64.1	1.3	847	\$1,432	2.1%	321	\$493	0.7%	1,003	\$1,764	2.0%
NK	630	42.3	1.2	519	\$880	1.9%	205	\$695	1.5%	610	\$1,215	2.2%

¹ average based on those receiving, weighted by base salary (capped at band max) to include employees on retained pay

² 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