

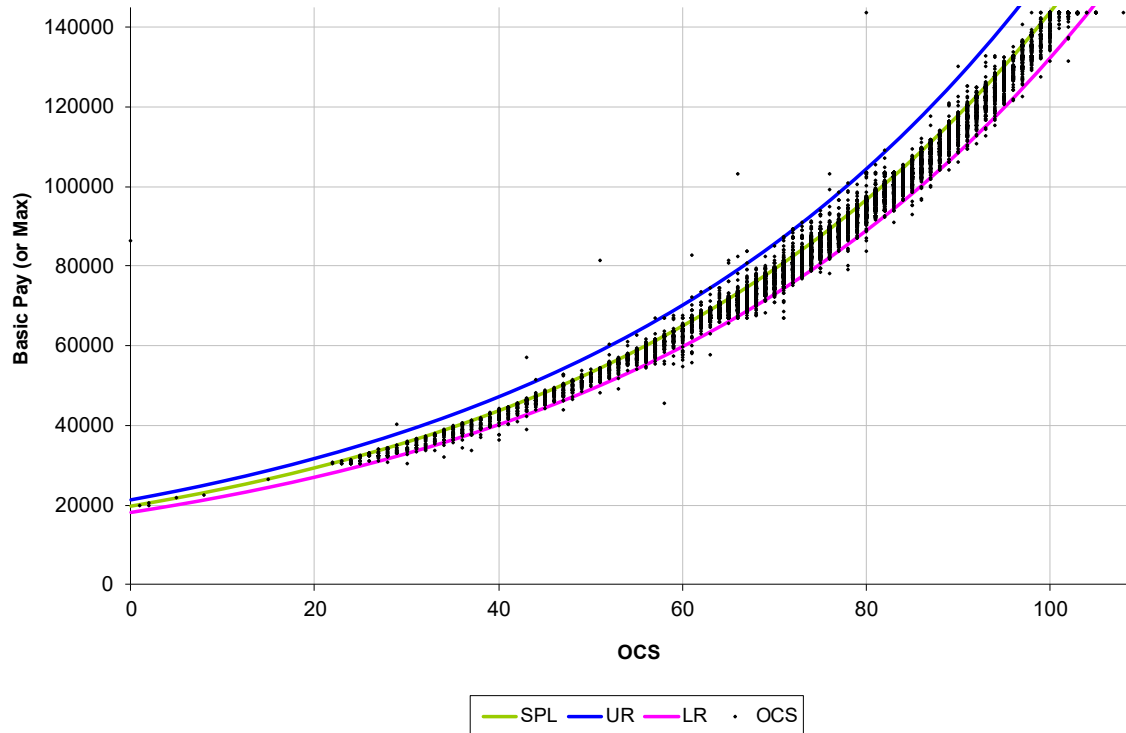
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	27	0.1%	1	0.2%	1	0.4%	29	0.1%
C	19,971	99.0%	643	99.5%	276	97.5%	20,890	99.0%
B	170	0.8%	2	0.3%	6	2.1%	178	0.8%
Total	20,168		646		283		21,097	

Definition of Rail Regions

- 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: 2021 Basic Pay and SPL



Payout Statistics (Presumptive Due to Time Excluded)

	Number Of Employees Analyzed	Average Rating	Average Delta OCS	Average CRI Increase ¹			Average Carryover ¹			Average CA Award ²		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
Overall	21,097	76.1	1.1	16,349	\$2,194	2.5%	3,528	\$1,020	1.1%	20,428	\$2,210	2.0%
NH	20,168	77.1	1.1	15,659	\$2,229	2.5%	3,225	\$1,076	1.1%	19,552	\$2,243	2.0%
NJ	646	61.3	1.0	488	\$1,533	2.3%	224	\$417	0.6%	613	\$1,637	2.0%
NK	283	37.3	1.3	202	\$1,050	2.6%	79	\$434	1.0%	263	\$1,108	2.1%

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

² average based on those receiving, weighted by adjusted basic pay (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements

CRI Funding Range: 2.00% - 2.40% of basic pay; CA Funding Range: 1.5% - 4.445%* of adjusted basic pay

- certain bargaining unit covered pay pools used 4.445%,
- Per the Federal Register, CA funds available to spend is limited to 90% of funding so 1.5% becomes at most 1.35% for CA