

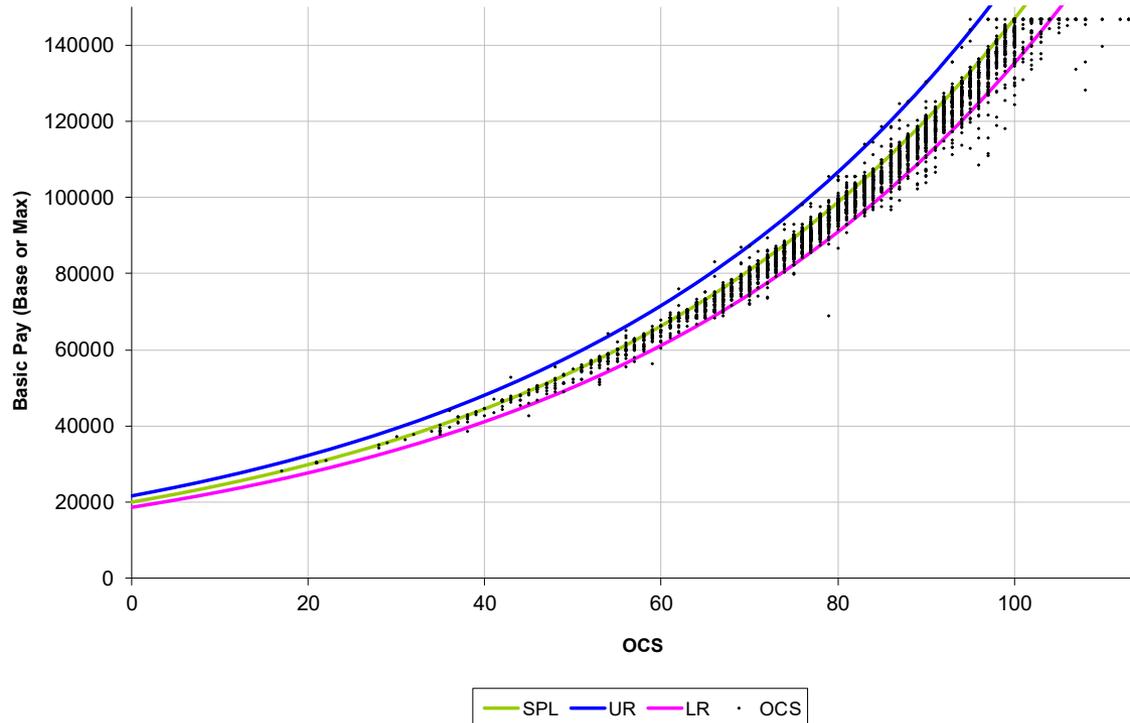
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	13	0.2%	0	0.0%	0	0.0%	13	0.2%
C	5,769	95.2%	27	93.1%	35	97.2%	5,831	95.2%
B	276	4.6%	2	6.9%	1	2.8%	279	4.6%
Total	6,058		29		36		6,123	

Counts do not include personnel receiving presumptive OCS ratings due to time

Definition of Rail Regions

- Inappropriately compensated above the rails
- Appropriately compensated between the rails
- Inappropriately compensated below the rails

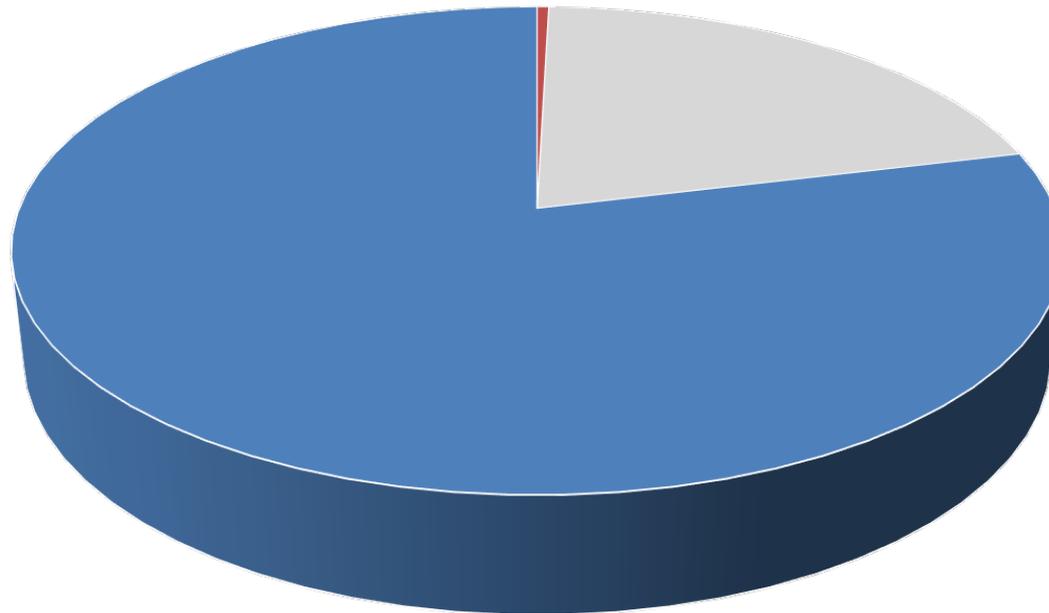
OCS Results: 2022 Basic Pay and SPL



Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	25	0.4%	0	0.0%	1	2.8%	26	0.4%
3	1,250	20.6%	7	24.1%	12	33.3%	1,269	20.7%
5	4,783	79.0%	22	75.9%	23	63.9%	4828	78.9%
Total	6,058		29		36		6,123	

Counts do not include personnel receiving presumptive OCS ratings due to time

Rating of Record



■ Unacceptable (Level 1) ■ Fully Successful (Level 3) ■ Outstanding (Level 5)

AcqDemo Results FY22

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	6,123	83.0	1.4	4,380	\$2,579	2.6%	1,192	\$2,532	2.2%	5,941	\$2,761	2.1%
NH	6,058	83.4	1.4	4,331	\$2,597	2.6%	1,173	\$2,559	2.2%	5,878	\$2,775	2.1%
NJ	29	47.8	1.2	25	\$1,168	2.2%	2	\$1,367	2.7%	27	\$1,556	2.4%
NK	36	49.5	0.8	24	\$828	1.7%	17	\$761	1.3%	36	\$1,256	1.9%

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% - 4.0%* of adjusted basic pay

- certain bargaining unit covered pay pools used 4.0%,
- 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