

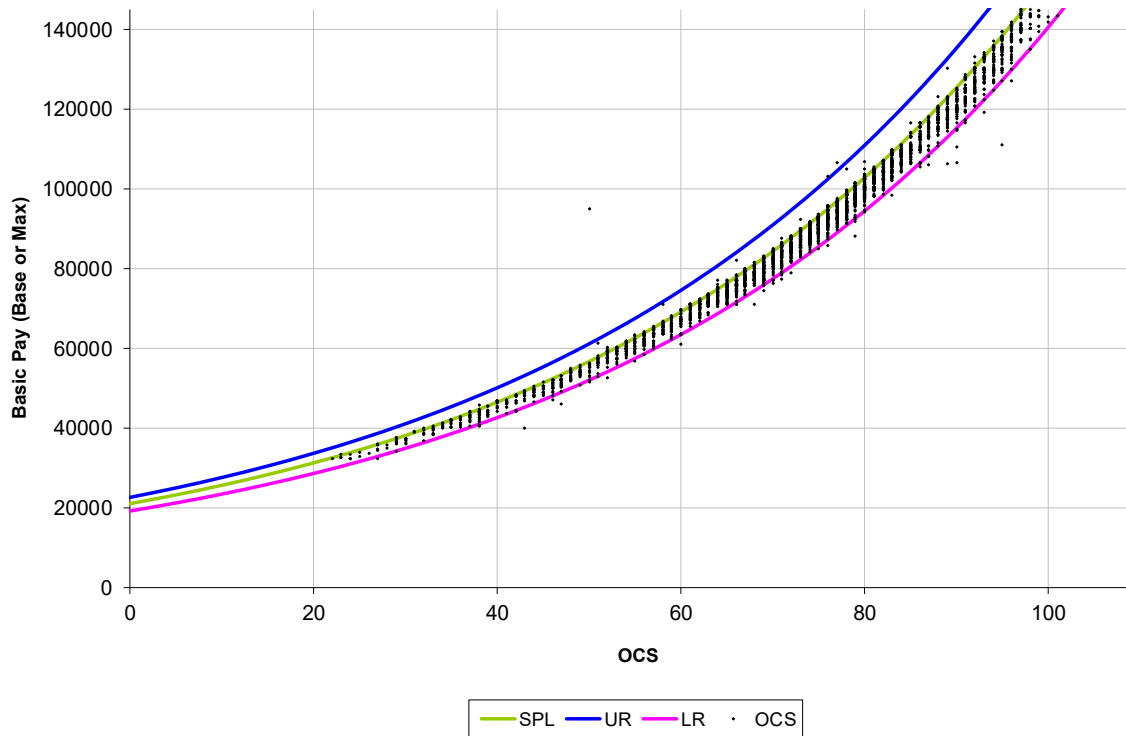
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	4	0.1%	0	0.0%	0	0.0%	4	0.1%
C	3,287	98.1%	83	98.8%	166	96.5%	3,536	98.1%
B	58	1.7%	1	1.2%	6	3.5%	65	1.8%
<b>Total</b>	<b>3,349</b>		<b>84</b>		<b>172</b>		<b>3,605</b>	

### 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

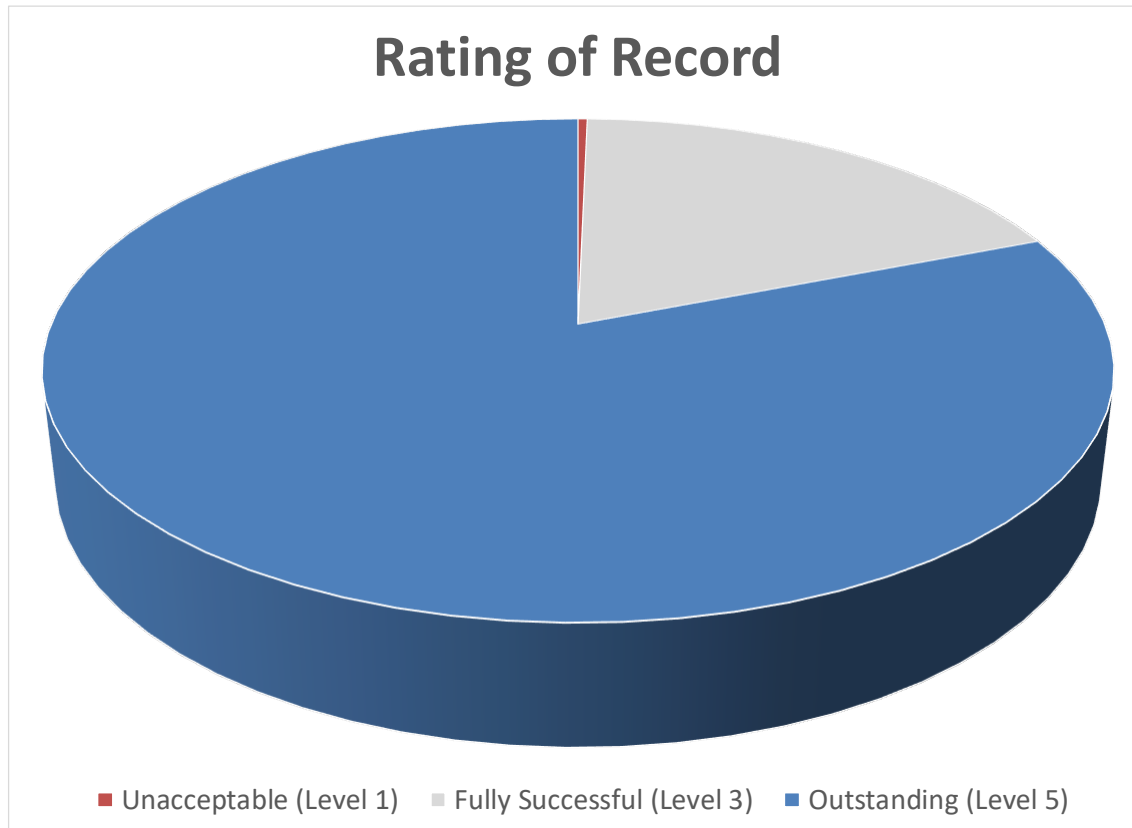
OCS Results: 2023 Basic Pay and SPL



Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	12	0.4%	0	0.0%	0	0.0%	12	0.3%
3	620	18.5%	22	26.2%	34	19.8%	676	18.8%
5	2,717	81.1%	62	73.8%	138	80.2%	2,917	80.9%
<b>Total</b>	<b>3,349</b>		<b>84</b>		<b>172</b>		<b>3,605</b>	
<b>Modal</b>	<b>5</b>		<b>5</b>		<b>5</b>		<b>5</b>	

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

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



## 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>3,605</b>	<b>74.4</b>	<b>1.3</b>	<b>2,762</b>	<b>\$2,274</b>	<b>2.5%</b>	<b>1,419</b>	<b>\$1,638</b>	<b>1.7%</b>	<b>3,466</b>	<b>\$2,861</b>	<b>2.5%</b>
NH	3,349	76.8	1.3	2,563	\$2,353	2.5%	1,324	\$1,699	1.7%	3,216	\$2,948	2.5%
NJ	84	51.2	1.3	69	\$1,397	2.4%	36	\$793	1.3%	81	\$1,957	2.7%
NK	172	40.1	1.3	130	\$1,196	2.6%	59	\$778	1.6%	169	\$1,636	2.9%

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

<sup>2</sup> 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
- New in 2023, pay pools had the option to use remaining CRI funds to increase their CA funding.