

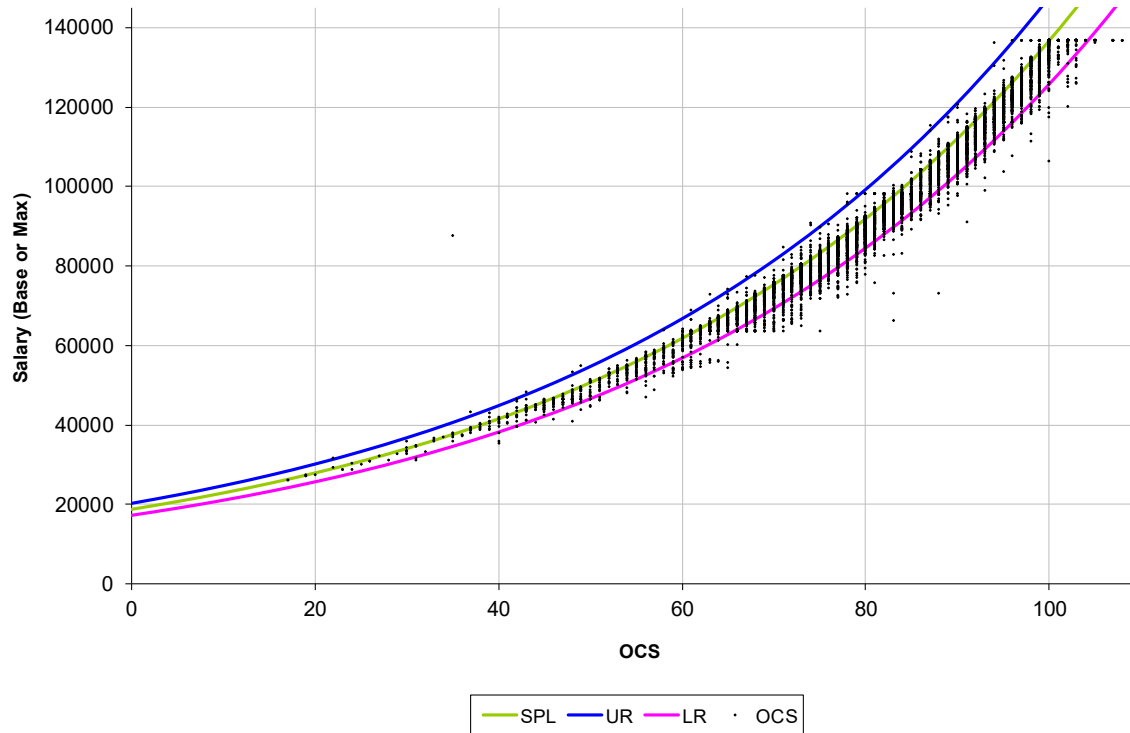
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	22	0.2%	0	0.0%	1	0.4%	23	0.2%
C	9,278	93.8%	130	73.4%	235	90.7%	9,643	93.4%
B	593	6.0%	47	26.6%	23	8.9%	663	6.4%
<b>Total</b>	<b>9,893</b>		<b>177</b>		<b>259</b>		<b>10,329</b>	

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: 2018 Pay and SPL



# AcqDemo Results FY18

## 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>10,329</b>	<b>81.6</b>	<b>1.5</b>	<b>7,018</b>	<b>\$2,099</b>	<b>2.3%</b>	<b>3,779</b>	<b>\$2,068</b>	<b>1.9%</b>	<b>10,233</b>	<b>\$1,631</b>	<b>1.4%</b>
NH	9,893	82.8	1.5	6,765	\$2,130	2.3%	3,580	\$2,118	1.9%	9,806	\$1,666	1.4%
NJ	177	67.2	2.6	94	\$1,669	2.7%	87	\$1,378	1.8%	176	\$834	1.0%
NK	259	46.4	1.3	159	\$1,013	2.3%	112	\$1,000	2.0%	251	\$822	1.4%

<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 greements

CRI Funding Range: 2.00% - 2.40% of base salary; CA Funding Range: 1.00% - 3.33%\* of adjusted salary

\* certain bargaining unit covered pay pools used 3.33%, Per the Federal Register, CA funds available to spend is 90% of funding so 1.0% becomes 0.9% for CA