

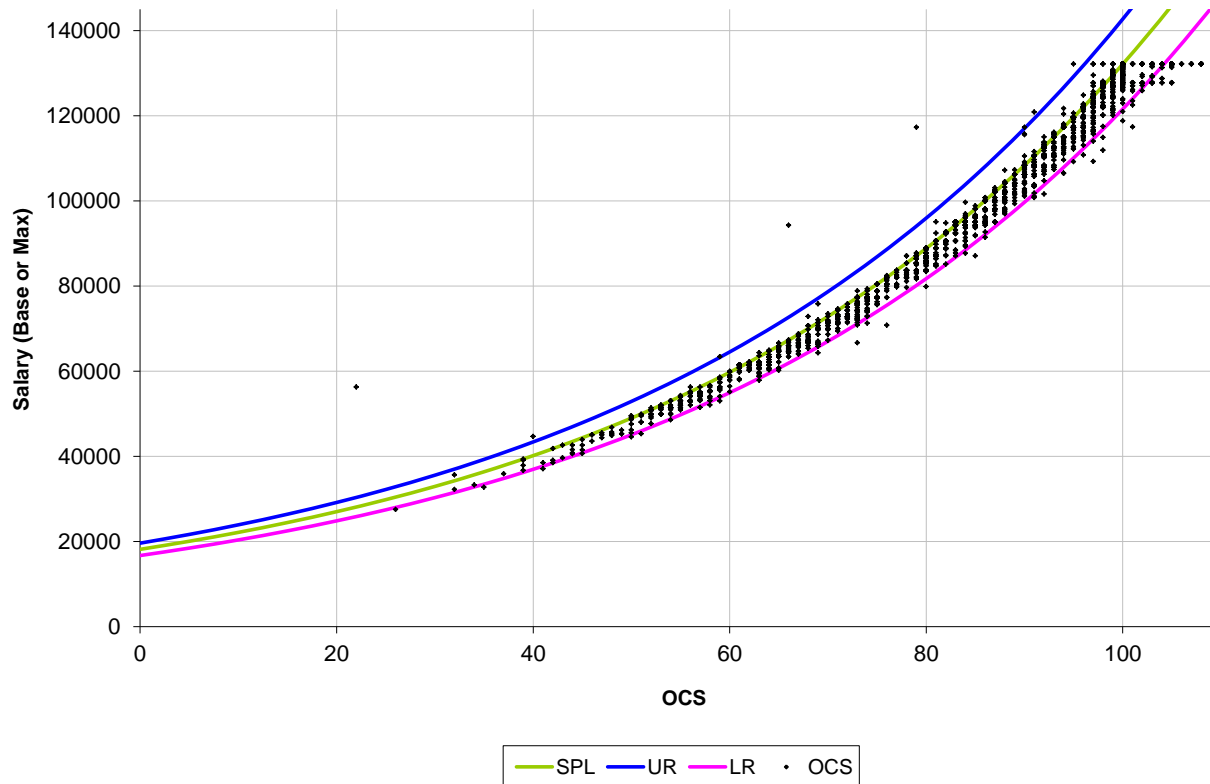
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	7	0.3%	0	0.0%	1	3.8%	8	0.3%
C	2,472	94.3%	31	96.9%	24	92.3%	2,527	94.3%
B	142	5.4%	1	3.1%	1	3.8%	144	5.4%
<b>Total</b>	<b>2,621</b>		<b>32</b>		<b>26</b>		<b>2,679</b>	

### Definition of Rail Zones

- 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: 2015 Pay and SPL



**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>2,679</b>	<b>86.8</b>	<b>1.3</b>	<b>1,684</b>	<b>\$1,797</b>	<b>1.9%</b>	<b>927</b>	<b>\$2,463</b>	<b>2.1%</b>	<b>2,130</b>	<b>\$1,394</b>	<b>1.2%</b>
NH	2,621	87.5	1.3	1,650	\$1,819	1.9%	906	\$2,497	2.1%	2,074	\$1,417	1.2%
NJ	32	49.8	2.0	19	\$796	1.7%	12	\$793	1.6%	32	\$329	0.6%
NK	26	57.3	1.2	15	\$598	1.1%	9	\$1,307	2.3%	24	\$783	1.2%

<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 agreements

CRI Funding Range: 2.00% - 9.44% \*of base salary; CA Funding Range: 1.00% - 3.33%\* of adjusted salary

\* except for certain bargaining unit covered pay pools and new pay pools, award funding is 1% which per the Federal Register becomes 0.9% for CA