

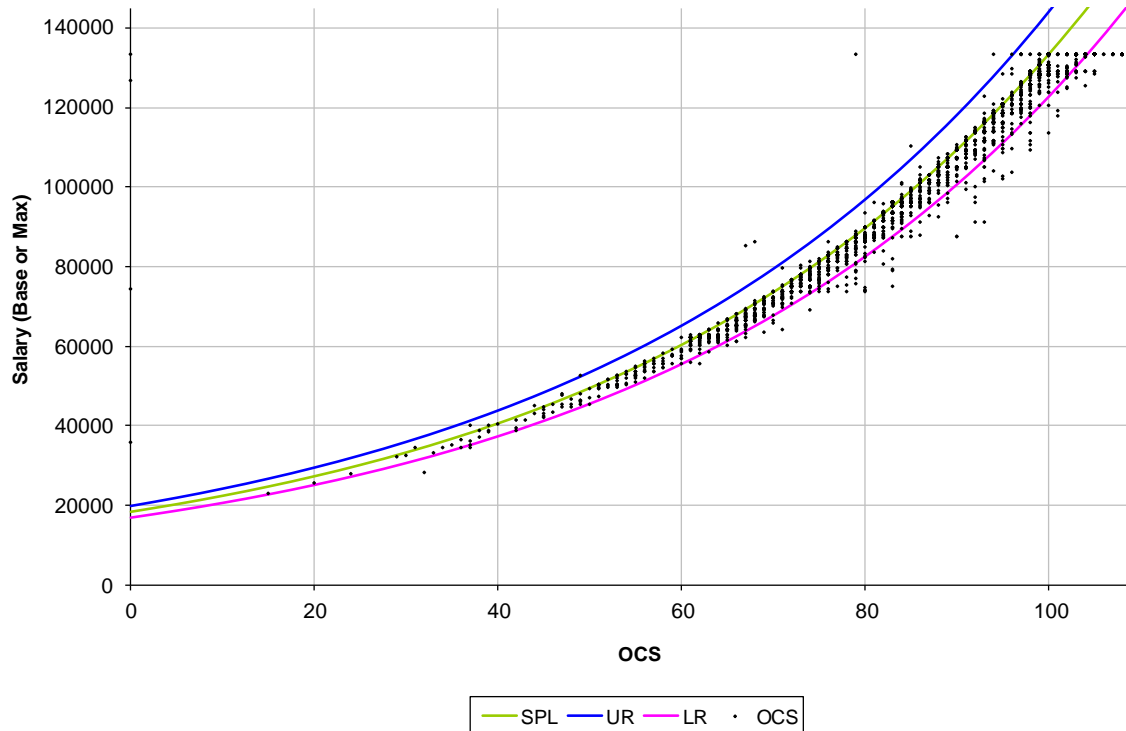
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	11	0.4%	0	0.0%	0	0.0%	11	0.4%
C	2,540	92.0%	29	96.7%	23	95.8%	2,592	92.0%
B	211	7.6%	1	3.3%	1	4.2%	213	7.6%
Total	2,762		30		24		2,816	

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: 2016 Pay and SPL



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	2,816	86.4	1.4	1,652	\$2,076	2.2%	996	\$2,463	2.1%	2,242	\$1,920	1.7%
NH	2,762	87.1	1.4	1,617	\$2,105	2.2%	972	\$2,500	2.1%	2,194	\$1,949	1.7%
NJ	30	50.5	1.9	24	\$707	1.4%	13	\$808	1.6%	30	\$354	0.6%
NK	24	57.3	1.2	11	\$794	1.4%	11	\$1,173	2.0%	18	\$1,062	1.6%

¹ Average based on those receiving, weighted by base salary (capped at band max) to include employees on retained pay

² Average based on those receiving, weighted by adjusted base pay (capped at EX-IV cap)

Results shown are based on data as of 10 Jan 2017

CRI Funding Range (except for some Bargaining Unit Pay Pools): 2.00% - 2.26% of base salary, 2.4% for first-year pay pools

CA Funding Range (except for some Bargaining Unit Pay Pools): 1.00% to 1.5% of adjusted base pay, 1.3% for new pay pools; per the Federal Register, 0.9% of CA funding is used in CA computations