

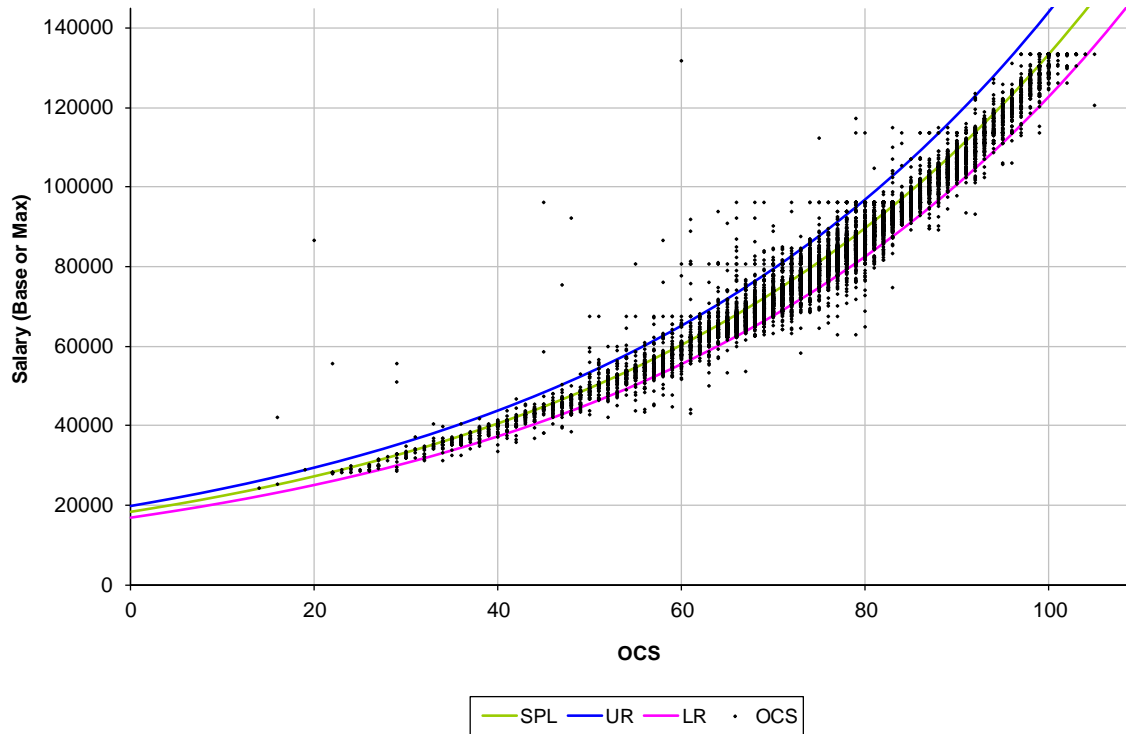
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	236	1.6%	4	0.7%	3	1.1%	243	1.6%
C	14,089	95.2%	530	94.6%	262	93.6%	14,881	95.2%
B	473	3.2%	26	4.6%	15	5.4%	514	3.3%
<b>Total</b>	<b>14,798</b>		<b>560</b>		<b>280</b>		<b>15,638</b>	

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: 2016 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>15,638</b>	<b>75.8</b>	<b>1.0</b>	<b>10,576</b>	<b>\$2,324</b>	<b>2.9%</b>	<b>3,916</b>	<b>\$1,142</b>	<b>1.4%</b>	<b>14,924</b>	<b>\$1,199</b>	<b>1.2%</b>
NH	14,798	77.1	1.0	10,031	\$2,367	2.9%	3,469	\$1,197	1.4%	14,126	\$1,223	1.2%
NJ	560	60.6	1.0	374	\$1,711	2.8%	314	\$739	1.2%	541	\$853	1.1%
NK	280	39.5	1.1	171	\$1,180	3.0%	133	\$655	1.7%	257	\$583	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 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