

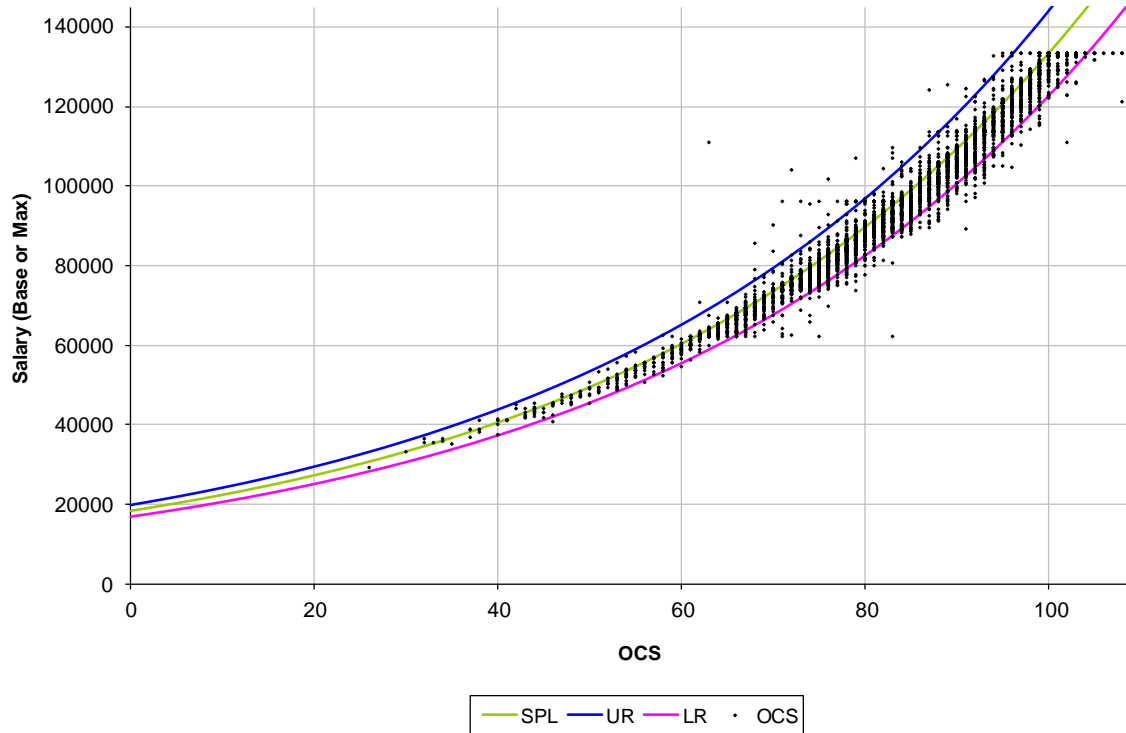
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	53	0.9%	1	1.3%	0	0.0%	54	0.9%
C	5,775	94.5%	74	96.1%	57	98.3%	5,906	94.6%
B	283	4.6%	2	2.6%	1	1.7%	286	4.6%
<b>Total</b>	<b>6,111</b>		<b>77</b>		<b>58</b>		<b>6,246</b>	

**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: 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>6,246</b>	<b>83.1</b>	<b>1.1</b>	<b>3,995</b>	<b>\$2,443</b>	<b>2.7%</b>	<b>1,141</b>	<b>\$2,003</b>	<b>2.0%</b>	<b>5,710</b>	<b>\$1,599</b>	<b>1.4%</b>
NH	6,111	83.6	1.1	3,909	\$2,462	2.7%	1,118	\$2,028	2.0%	5,591	\$1,612	1.4%
NJ	77	72.9	1.0	54	\$1,880	2.5%	5	\$1,936	2.8%	71	\$1,171	1.3%
NK	58	46.3	0.5	32	\$1,084	2.3%	18	\$501	1.1%	48	\$740	1.3%

<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