

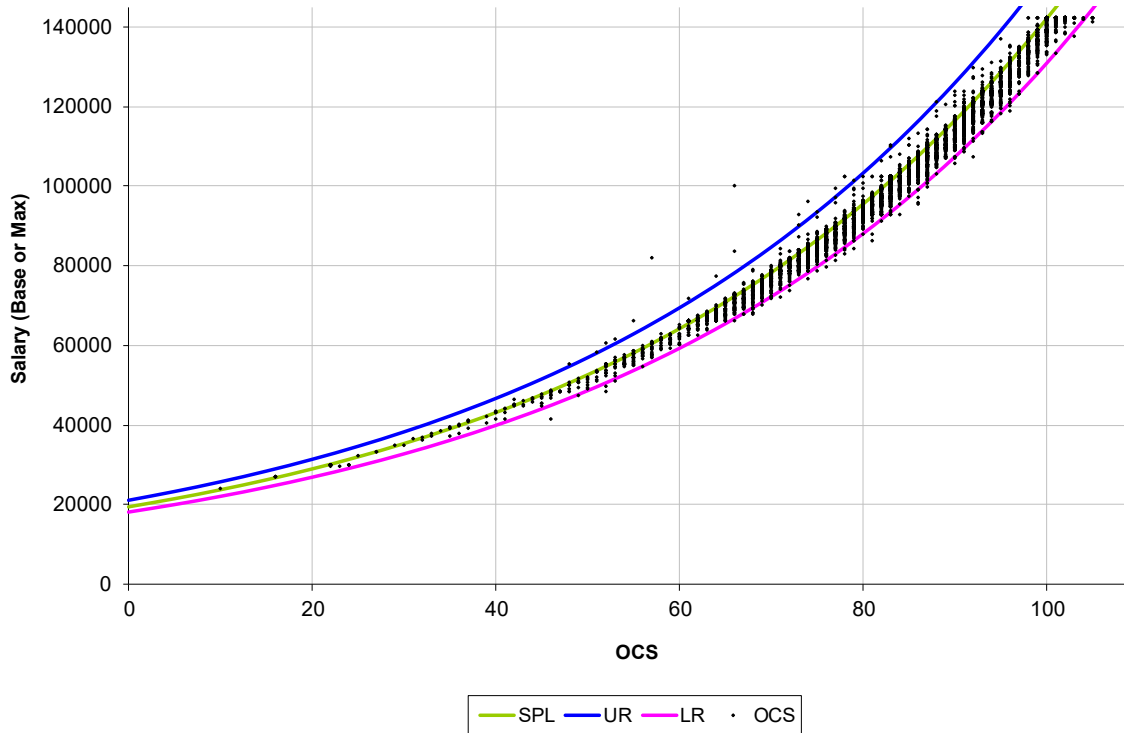
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	19	0.3%	1	0.7%	1	1.9%	21	0.3%
C	6,992	98.8%	143	99.3%	50	96.2%	7,185	98.7%
B	69	1.0%	0	0.0%	1	1.9%	70	1.0%
Total	7,080		144		52		7,276	

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: 2020 Pay and SPL



AcqDemo Results FY20

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	7,276	83.3	1.1	5,364	\$2,164	2.2%	1,568	\$2,258	1.9%	6,940	\$2,695	2.1%
NH	7,080	83.7	1.1	5,207	\$2,186	2.2%	1,529	\$2,281	1.9%	6,748	\$2,719	2.1%
NJ	144	74.3	1.2	115	\$1,659	2.0%	28	\$1,519	1.6%	143	\$2,100	2.1%
NK	52	47.0	0.8	42	\$804	1.6%	11	\$974	1.8%	49	\$1,151	1.8%

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 salary (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements

CRI Funding Range: 2.00% - 2.40% of base salary; CA Funding Range: 1.00% - 4.33%* of adjusted salary

- certain bargaining unit covered pay pools used 4.33%,
- Per the Federal Register, CA funds available to spend is limited to 90% of funding so 1.0% becomes at most 0.9% for CA