

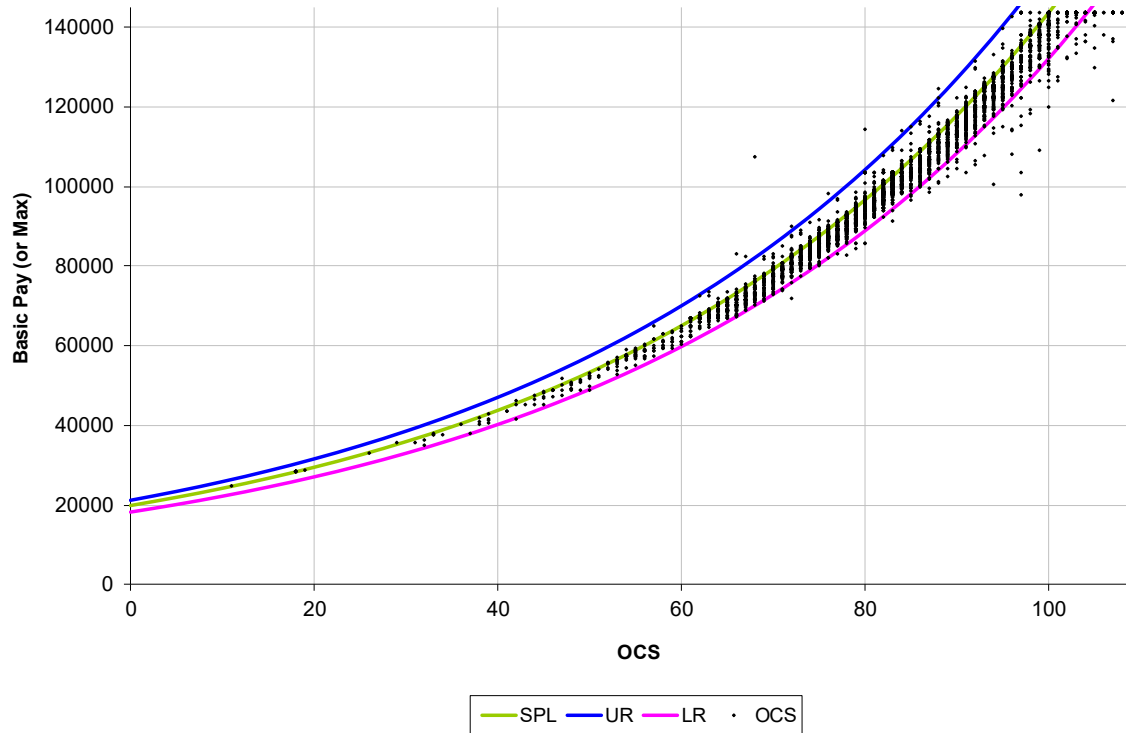
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	8	0.1%	0	0.0%	0	0.0%	8	0.1%
C	5,315	96.2%	4	100.0%	41	100.0%	5,360	96.2%
B	202	3.7%	0	0.0%	0	0.0%	202	3.6%
Total	5,525		4		41		5,570	

Definition of Rail Regions

- 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: 2021 Basic Pay and SPL



AcqDemo Results FY21

Payout Statistics
(Presumptive Due to Time Excluded)

	Number Of Employees Analyzed	Average Rating	Average Delta OCS	Average CRI Increase ¹			Average Carryover ¹			Average CA Award ²		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
Overall	5,570	84.0	1.4	3,904	\$2,576	2.6%	1,178	\$2,593	2.3%	5,363	\$2,692	2.1%
NH	5,525	84.2	1.4	3,877	\$2,585	2.6%	1,159	\$2,623	2.3%	5,318	\$2,703	2.1%
NJ	4	68.8	2.5	4	\$3,665	5.0%	2	\$135	0.2%	4	\$2,490	2.6%
NK	41	48.5	0.7	23	\$960	2.1%	17	\$849	1.5%	41	\$1,221	1.9%

¹ average based on those receiving, weighted by basic pay (capped at band max) to include employees on retained pay

² average based on those receiving, weighted by adjusted basic pay (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements

CRI Funding Range: 2.00% - 2.40% of basic pay; CA Funding Range: 1.5% - 4.445%* of adjusted basic pay

- certain bargaining unit covered pay pools used 4.445%,
- Per the Federal Register, CA funds available to spend is limited to 90% of funding so 1.5% becomes at most 1.35% for CA