

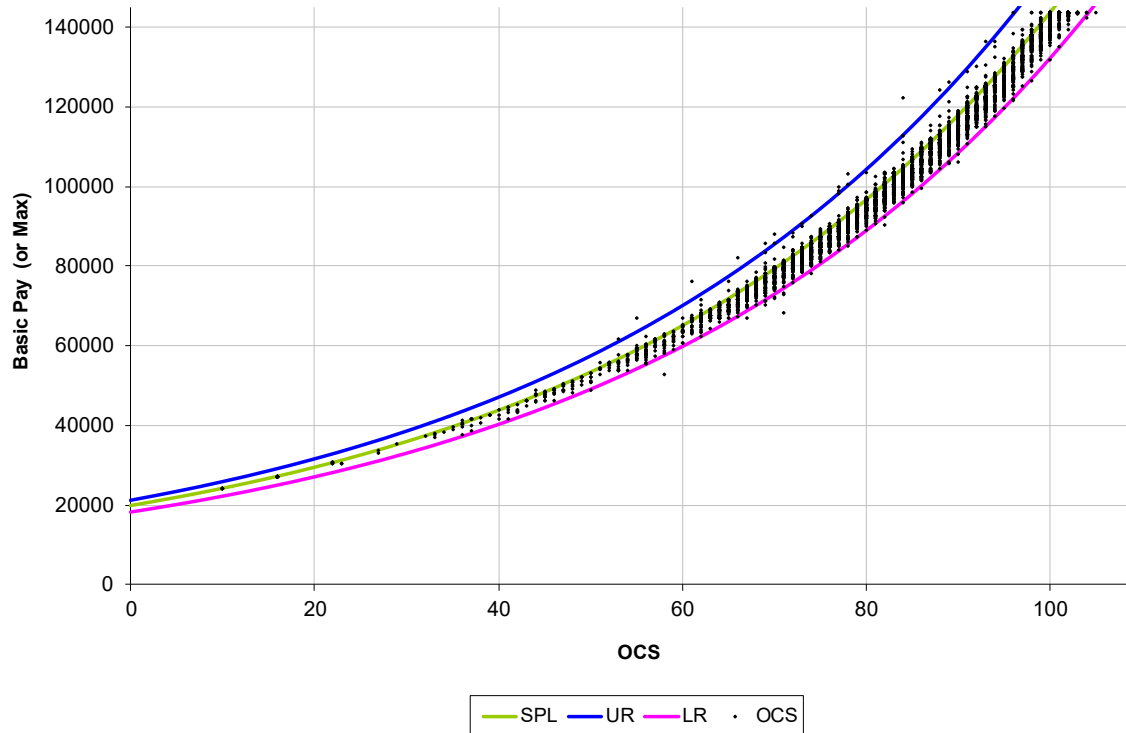
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	16	0.2%	1	0.6%	0	0.0%	17	0.2%
C	7,247	99.3%	154	99.4%	50	98.0%	7,451	99.3%
B	32	0.4%	0	0.0%	1	2.0%	33	0.4%
<b>Total</b>	<b>7,295</b>		<b>155</b>		<b>51</b>		<b>7,501</b>	

**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 <sup>1</sup>			Average Carryover <sup>1</sup>			Average CA Award <sup>2</sup>		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
<b>Overall</b>	<b>7,501</b>	<b>83.1</b>	<b>1.1</b>	<b>5,191</b>	<b>\$2,247</b>	<b>2.2%</b>	<b>1,601</b>	<b>\$2,374</b>	<b>2.0%</b>	<b>7,188</b>	<b>\$2,674</b>	<b>2.0%</b>
NH	7,295	83.6	1.1	5,050	\$2,264	2.2%	1,556	\$2,405	2.0%	6,990	\$2,696	2.0%
NJ	155	74.1	1.1	110	\$1,875	2.3%	33	\$1,391	1.5%	151	\$2,105	2.1%
NK	51	46.4	0.8	31	\$934	1.9%	12	\$1,072	1.9%	47	\$1,180	1.9%

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

<sup>2</sup> 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