

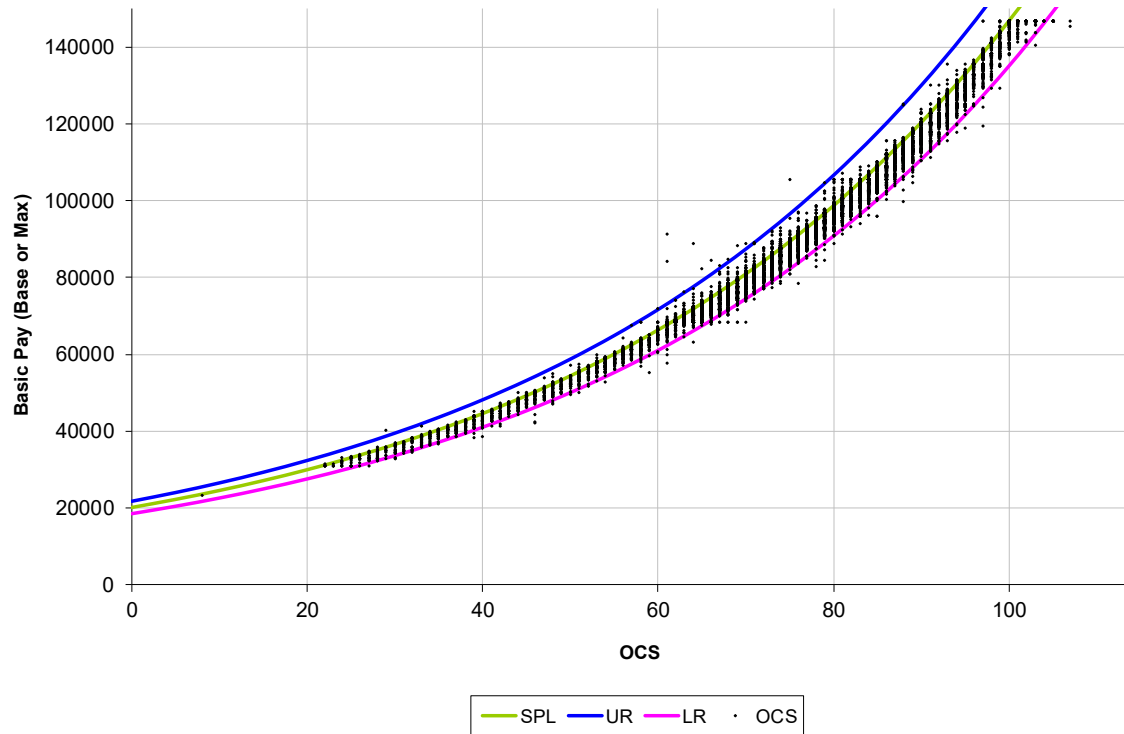
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	16	0.1%	0	0.0%	1	0.3%	17	0.1%
C	21,377	99.1%	669	99.4%	371	96.4%	22,417	99.1%
B	170	0.8%	4	0.6%	13	3.4%	187	0.8%
<b>Total</b>	<b>21,563</b>		<b>673</b>		<b>385</b>		<b>22,621</b>	

### 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

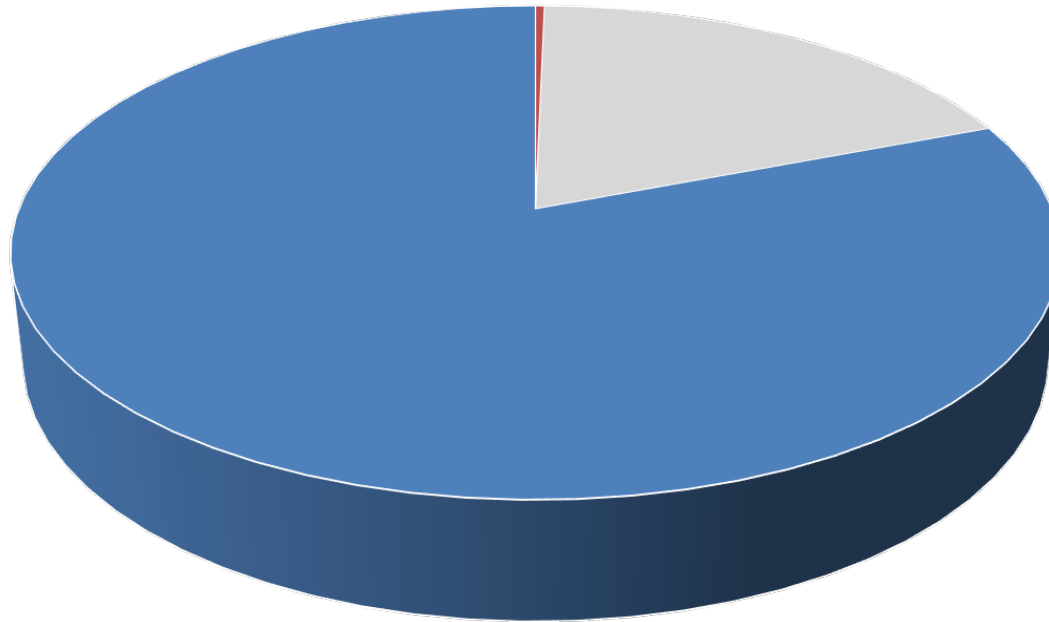
OCS Results: 2022 Basic Pay and SPL



Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	68	0.3%	1	0.1%	5	1.3%	74	0.3%
3	4,019	18.6%	130	19.3%	113	29.4%	4,262	18.8%
5	17,476	81.0%	542	80.5%	267	69.4%	18,285	80.8%
<b>Total</b>	21,563		673		385		22,621	

Counts do not include personnel receiving presumptive OCS ratings due to time

Rating of Record



■ Unacceptable (Level 1)    ■ Fully Successful (Level 3)    ■ Outstanding (Level 5)

# AcqDemo Results FY22

## 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>22,621</b>	<b>76.2</b>	<b>1.2</b>	<b>17,852</b>	<b>\$2,418</b>	<b>2.7%</b>	<b>4,808</b>	<b>\$1,089</b>	<b>1.2%</b>	<b>21,990</b>	<b>\$2,533</b>	<b>2.3%</b>
NH	21,563	77.3	1.2	17,005	\$2,462	2.7%	4,470	\$1,129	1.2%	20,973	\$2,573	2.3%
NJ	673	61.6	1.1	547	\$1,729	2.5%	207	\$572	0.8%	655	\$1,920	2.3%
NK	385	38.1	1.3	300	\$1,141	2.8%	131	\$540	1.3%	362	\$1,328	2.5%

<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% - 4.0%\* of adjusted basic pay

- certain bargaining unit covered pay pools used 4.0%,
- 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